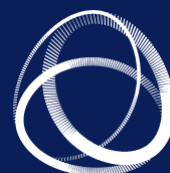


## Appointment Brief

# Deputy Vice-Chancellor and Provost

April 2024

Reference: IAFUB



Canterbury  
Christ Church  
University

# A message from the Vice-Chancellor

Thank you for expressing an interest in the role of Deputy Vice-Chancellor and Provost at Canterbury Christ Church University. The University has enjoyed substantial growth, both in student numbers and extending our disciplinary reach, over recent years and we have developed into a broad-based University offering some 26,000 students a wide range of programmes.

The successful applicant for this important role will be joining the University at an exciting time in our proud history. Our strategic framework - Vision 2030, developed in partnership with colleagues, students, the local community and partners, puts sustainable futures and our students at its heart.



There is a real sense of optimism within the University as we further develop our vision for the future. The DVC and Provost will play a key role in our success moving forward and we are seeking a creative and ambitious individual who can bring strong leadership skills and the ability to operate at a strategic level. In return, we can offer a supportive working environment with a professional and ambitious Senior Management Team and the opportunity to make a significant contribution to our future.

I would like to personally thank you for taking an interest in this role and in Canterbury Christ Church University and hope that you will consider making an application.

We look forward to hearing from you.

Yours faithfully

Professor Rama Thirunamachandran OBE DL  
Vice-Chancellor & Principal

MODERN  
UNIVERSITY  
IN  
HISTORIC  
LOCATIONS

OVER  
**25,000**  
STUDENTS  
&  
**1,800**  
STAFF

**1<sup>st</sup>**  
in UK  
FOR GRADUATES  
IN EMPLOYMENT\*

Diverse,  
global,  
dynamic  
community

Creative industries  
MEDICINE ENGINEERING  
Sciences *SPORT* BUSINESS  
TEACHING Law Media  
Tourism NURSING

MAKING A  
DIFFERENCE  
IN  
SOCIETY

**£150m**  
BUILDINGS  
FOR  
STEM AND  
CREATIVE  
ARTS

Research-  
involved  
academics

# About the University

Established in 1962 as a Church of England teacher training college, Canterbury Christ Church University welcomes students from all faiths and none. It has enjoyed an impressive period of growth and development since acquiring full university status in 2005. With an annual income of over £300m and 1,800 staff, it is a broad-based University offering to its 26,000 students a wide range of programmes across business, health, medicine, education, arts and humanities, social sciences, law, sciences and engineering. As well as meeting the business and employment needs of regional employers and beyond, the University is a widening participation institution. The impact of its research and enterprise is felt nationally and internationally as recognised by the recent national Research Excellence Framework and the Knowledge Exchange Framework. It has one of the best employability records for students in the UK and is ranked number 1 in the 2023 national employability survey. It is also one of the largest providers of education, training and skills to public service in the South East.

## Locations

The University's largest campus is in the centre of the historic city of Canterbury. The Canterbury campus sits at the heart of a World Heritage site and close to Canterbury Cathedral. In the past decade, the University has invested over £100M in facilities, including opening the Verena Holmes building, an award-winning building for science, technology, engineering, health and medicine, and the Daphne Oram building, a creative arts and cultural hub, on the Canterbury Campus. The award-winning Augustine House, situated close to Canterbury City Centre, provides first class Library and Learning Resources for the academic community. The other campuses, all offering high quality facilities, are located at Medway and Royal Tunbridge Wells.

See more about our campuses here: [canterbury.ac.uk/study-here/student-life/our-locations](https://canterbury.ac.uk/study-here/student-life/our-locations)

## Strategic Plan

The University's Strategic Plan Vision 2030 sets a clear direction and goals for the University, putting sustainability and students at its heart. Developed through a comprehensive consultation with students, partners and staff, its objectives are to strengthen and enhance the brand of Canterbury Christ Church University, both nationally and internationally and to ensure a well-grounded network of partnerships to enhance the scope of its activities.

The strategic framework, underpinned by a commitment to sustainable futures, has four clear strategic aims:

1. Student learning, life and futures
2. Research, enterprise and innovation
3. People, culture and community
4. Impact

You can download our Vision 2030 brochure at: [Vision 2030 - Canterbury Christ Church University](#)

## Values

Inspired by our Church of England foundation, the University has a set of core values that are at the heart of everything it does. Staff and students place great importance on the University's culture of inclusivity and the behaviours that result from its foundation. The values of Canterbury Christ Church University are underpinned by a commitment to be:

- Sustainable and ethical
- Compassionate and inclusive
- Innovative and courageous
- Collaborative and creative

Specifically, the University community values:

- the power of higher education to transform individuals, communities, society and the economy
- the integration of teaching excellence with high quality research and knowledge exchange
- encouraging creativity, innovation and a spirit of reflection and enquiry
- developing the whole person and promoting opportunities for learning beyond the curriculum
- responsible stewardship of the natural environment
- equality of opportunity
- respecting the inherent dignity and potential of each person
- a friendly and supportive community.



# National and Global Impact

Our regional and national relevance spans many different sectors, with a heritage in public service and civic engagement and an expanding investment in sciences, engineering and creative arts.

Our education, research and engagement are inspired by our mission and values, seeking out opportunities to change lives for the better and make a positive difference in the world.

Our research, students, graduates and partnerships all contribute towards the prosperity of the regional economy and communities. Over the last 4 years, our staff and students have given just under 26,000 hours of volunteering to over 119 registered charities across Kent & Medway. We also engage with the community through our outreach activity in schools.

The significance of our work is changing lives for the better: helping those with dementia or long-term health conditions to live well, supporting vulnerable people in the criminal justice system in challenging situations, safeguarding people from the devastating consequences of exploitation or oppression and empowering people to fulfil their potential.

Here are some examples of how our research, education and engagement are touching lives and communities. We have:

- Shown that arts-based interventions improve health outcomes and life experiences for those with respiratory, neurological and mental health conditions, supporting more than 30,000 patients across the UK, and leading to their recommended use in national clinical guidelines.
- Improved delivery of prison mental health services, reducing both repeat offending and the call on NHS acute mental health care.
- Demonstrated that the use of Justice Support Dogs to support the victims of crime enhances the quality of evidence and leads to more secure convictions, leading to their use being commissioned throughout criminal justice systems in the UK, Canada and all 52 US states.
- Led to the development of the first UK national physical activity recommendations and clinical guidance for pregnant and postpartum women, and developed supporting standards and training for health professionals.
- Supported national teacher education, with all 4,700 Church of England schools in England and Wales inspected against a curriculum framework underpinned by our National Institute for Christian Education Research (NICER).
- Developed a new assessment framework for registered firearms dealers and gun owners which has been adopted by all 43 police forces across England, safeguarding communities and leading to the closure of multiple criminal enterprises.
- Changed approaches to delivering sport and physical activity for the least active, increasing physical activity levels among 1.1 million young people, and supporting over half a million young people to newly achieve activity levels exceeding national guidelines.
- Supported and enhanced professional status for carers of babies aged 0-2 years, and underpinned new specialist training focusing on engagement, non-verbal communication and interaction that has improved wellbeing and developmental outcomes for babies.

- Unearthed silenced voices of the Spanish Civil War, supporting communities in 68 towns and villages to challenge state-sponsored narratives and to re-capture memories of the 144,000 'disappeared' victims of oppression.
- Supported investment regulation in Africa, developing a new arbitration code for treaty negotiation and, in Uganda, informing legislation to combat organ trafficking.
- Developed new eligibility protocols that facilitated the inclusion of athletes with Intellectual Disabilities in the Paralympic Games and other elite global sporting competitions.
- Improved education outcomes for Palestinian children by working with the World Bank to enhance teaching quality in Palestine.



# Equity and Inclusion

The core purpose of Canterbury Christ Church University is to transform lives through education. The University has a long-standing commitment to social justice and widening participation.

The University community is wonderfully diverse, with people from all over the world and from all backgrounds. Canterbury Christ Church University is committed to:

- advancing Equality, Diversity and Inclusion outcomes and representation
- redressing inequity, discrimination, progression and attainment imbalances for our staff and students.
- continuously building a culture of equity and inclusion
- taking action against all forms of racism
- leading the institution in the journey to become an anti-racist university.
- promoting an LGBTQIA+ inclusive environment for all staff and students

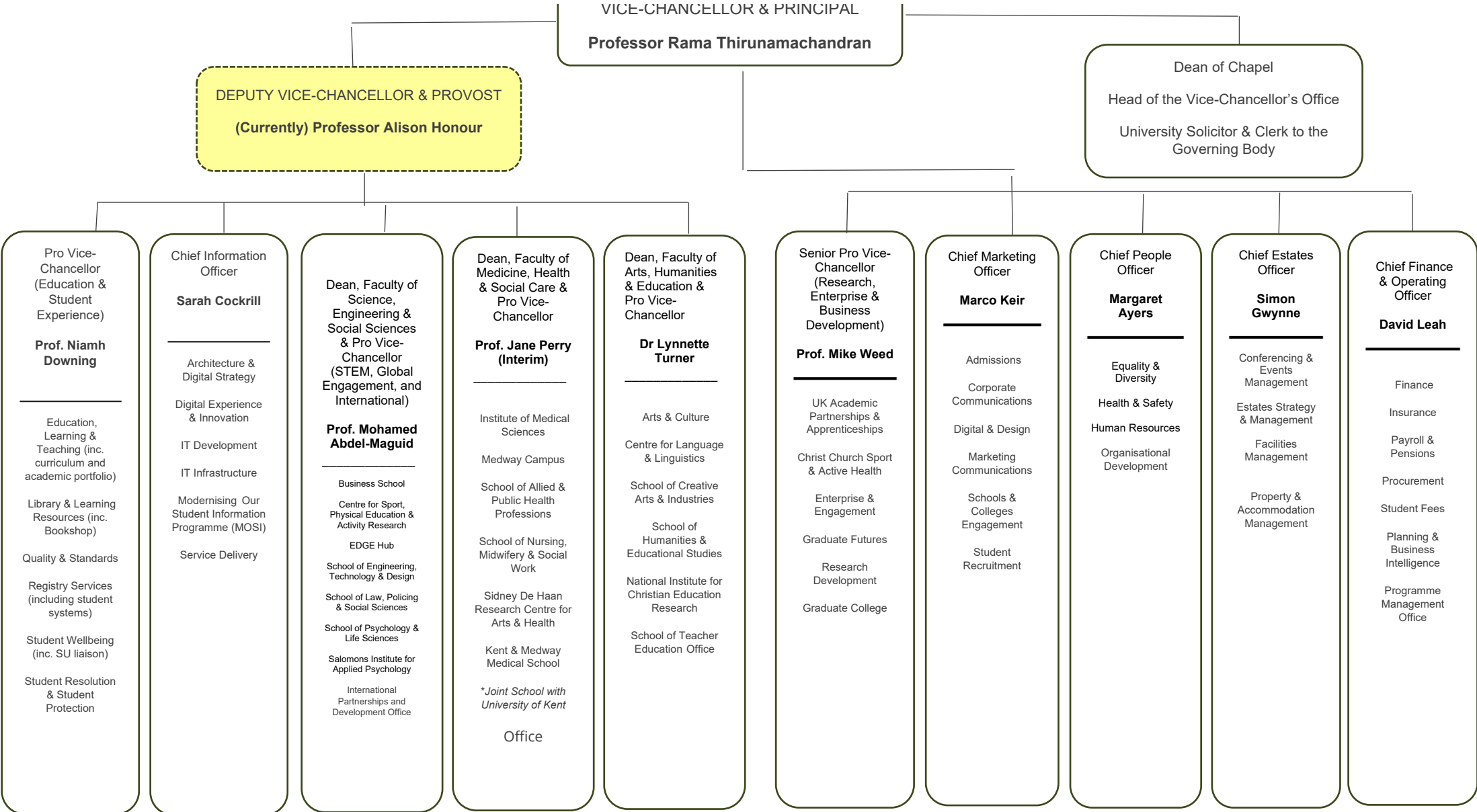
The University is a Stonewall Diversity Champion, a member of the Disability Confident Scheme and attained an institutional Athena SWAN Bronze Award in November 2016. It aims to achieve an Athena SWAN Silver Award by 2025.

The University's School of Engineering, Technology and Design and the Kent and Medway Engineering, Design, Growth and Enterprise (EDGE) Hub, heavily promotes women in engineering with the aim of creating a sustainable and diverse regional talent pool of graduates, including 30 to 35% women graduates by 2024 in order to challenge inequalities in engineering in the UK.





# Senior Management Team Structure



# Main Purpose of the Role

The Deputy Vice-Chancellor and Provost reports to the Vice-Chancellor and plays a major leadership role within the University, carrying out a wide range of duties related to the management of the University. The appointee is required to deputise for the Vice-Chancellor when necessary, and work closely with, and be a key member of, the Senior Management Team (SMT) on the strategic direction and development of the University as a whole.

The post holder has overall responsibility for the academic and related administrative activity of the University on a day-to-day basis, encapsulated in three critical and substantial University-wide roles:

1. Strategic and operational leadership for academic planning and delivery, including the implementation of Vision 2030.
2. Line management responsibility for the Pro Vice-Chancellor (Education and Student Experience), the three Pro Vice-Chancellor/Deans of Faculty, and the Chief Information Officer, and the ongoing co-ordination of their work including ensuring alignment between academic and financial objectives.
3. Leading and coordinating key University-wide strategic and transformational projects. These will be agreed with the Vice-Chancellor annually.

## Other key responsibilities:

- Through external networking, horizon scanning and liaising with appropriate colleagues, ensure that Canterbury Christ Church University is alert to and responds appropriately to the external political, economic, demographic and funding environments as they affect global higher education and the University.
- In partnership with other members of the University SMT, provide strategic oversight of the University's academic portfolio (size, shape and scope), ensuring that it is fit for purpose, high performing, sustainable, meets external needs and aligned to the University's Vision2030.
- Ensure the highest standards of academic quality are achieved, and that students are supported in all aspects of their engagement with the University, enhancing the student experience and ensuring equality of outcomes for all students.
- Role-model and lead on engaging with students as partners, hearing and acting upon the students' voice across all aspects of University life. Collaborate with other members of the SMT to develop clear key performance indicators (KPIs), milestones and targets and to monitor progress in delivering the University's strategic aims.
- Live and champion the values of the University and ensure that all University policies and procedures are applied in a consistent and transparent manner.

## Managerial Responsibilities:

- Promote a positive working culture with an emphasis on high performance and embedding continuous improvement across all aspects of our work.
- Facilitate clear prioritisation of objectives and enable timely and transparent decision making.

- Chair University Committees/Groups as required.
- Provide line management and associated responsibilities for senior colleagues as required.

# Person Specification

The University is seeking someone who can work fluidly across the institution and provide seamless leadership with the VC to deliver the University's strategic aims and objectives.

## Qualification/Training

- Degree and relevant higher degree(s) (ideally a doctorate or equivalent).

## Knowledge and Experience

- Successful record of academic leadership, strategic development and capacity to successfully lead and manage change in a complex environment.
- A strong degree of strategic intelligence and insight, with the requisite track record of success to operate credibly within a progressive academic environment and engender the respect of both academics and professional practitioners.
- Significant experience of managing complex multi-faceted resources – human, physical and financial. A highly effective planner with experience of leading policy development, turning strategy into reality, managing uncertainty and driving sustained improvements in performance.
- Evidence of success in innovation in academic provision, including the development and introduction of new or revised models for academic programmes of study; as well as an understanding of broad-ranging academic portfolios and building research networks.
- A demonstrable understanding of emerging national and global trends in government policy and their implications for the UK university system, particularly in terms of student recruitment.
- Evidence of having established productive partnerships and networks in and across higher education, both in the UK and overseas, combined with knowledge of trends outside of higher education e.g. within schools, FE, Business & Industry etc.
- A strong grasp of the changing IT and technological environment, new digital strategies and the potential contribution to the University's academic ambitions and organisational success.
- Experience of being held accountable to a Vice-Chancellor and/or working as part of a leadership team ideally at university corporate level or within a large Faculty.
- A commitment to the University's mission to pursue excellence in higher education: transforming individuals, creating knowledge, enriching communities and building a sustainable future.
- Sympathy with the University's Anglican Foundation.

## Personal Skills and Abilities

We are seeking an Individual who will offer:

- First class communication skills and a collaborative leadership approach; with high levels of self-awareness and proven ability to empower and engage staff, including on a matrix basis.

- An unquestionable track record of integrity, openness and honesty with a strong and demonstrable commitment to the promotion of equity and inclusion throughout the institution.
- The capability to work flexibly, efficiently and with energy in a collegiate environment with the ability to drive change.
- Excellent pro-active strategic thinking and problem-solving skills, with the ability to formulate clear decisions that command support.
- The ability to think and contribute strategically to the future of Canterbury Christ Church, in the context of developing a new strategic plan and the changing external environment.
- A commitment to genuine engagement with students, ensuring that the University meets their expectations for an outstanding experience.
- An enterprising approach, with the ability and willingness to take calculated risks.
- Politically astute ability to engage with a broad range of external stakeholders, at all levels, on a regional, national and international basis.
- Personal and professional authority, patience, resilience and determination.
- Outstanding written, oral communication, listening and advocacy skills including public speaking and ambassadorial skills.



# Terms of Appointment

- Saxton Bampfylde Ltd is acting as an employment agency advisor to Canterbury Christ Church University on this appointment.
- The University will offer a remuneration package fully commensurate both with the significance of this appointment and the calibre of the successful candidate with an annual review.
- The details of the terms of appointment will be open to discussion with the preferred candidate.
- The post will be based in Canterbury but travel nationally and internationally may be necessary. Expenses will be reimbursed in accordance with the agreed scheme. You will be required to live near enough to Canterbury to perform the duties of the post fully. A relocation package is available.
- You will be entitled to join or continue as a member of the LGPS, USS or the Teachers' Pension Scheme. These are contributory schemes with benefits based on final salary.
- The annual leave entitlement is 35 days plus statutory public holidays. In addition and at the discretion of the Vice-Chancellor the University closes for the period between Christmas and New Year.
- The nature of the post is such that the successful candidate will be expected to work such hours and at such times as are necessary and reasonable for the full performance of the duties. Some evening and weekend work will be required.
- The successful candidate will be subject to occupational health screening.
- Consideration will be given to conferring the title of Professor provided that you meet the University's published criteria.

## How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Canterbury Christ Church University on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **IAFUB**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Friday 10<sup>th</sup> May 2024**.

The interview process will take place on Monday 10<sup>th</sup> and Tuesday 11<sup>th</sup> June 2024 in Canterbury.

Please be in touch with Jane Lewis, at [jane.lewis@saxbam.com](mailto:jane.lewis@saxbam.com) and 020 7227 0886 if you would like a conversation to discuss the opportunity further.

We want to make the process as supportive as possible. Please let us know how we can help, including any reasonable adjustments you might need.

At Canterbury Christ Church University, we want you to feel safe bringing the real you to work, and need your help to make sure others feel the same. Our students deserve diverse and wonderful role models - and you deserve a happy, inclusive work environment. We therefore welcome people across age, race, ethnicity, culture, religion, sexual orientation, gender identity/expression, neurodiversity and disability status who will proactively support our aim to be a happy, inclusive university that deeply cares for our students, our community and our region.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

### **GDPR personal data notice**

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



# Saxton Bampfylde

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