

Saxton Bampfylde

UNIVERSITY of  
**STIRLING**



# Deputy Principal Research and Innovation

CANDIDATE INFORMATION PACK



**BE THE DIFFERENCE**



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# Our Direction

**Founded by Royal Charter in 1967, the University of Stirling was the first new university in Scotland for more than 400 years. Since its foundation, the University has embraced its role as an innovative, intellectual and cultural institution with a pioneering spirit and a passion for excellence.**

This is an exciting time to join us. Launching in April 2024, our new Strategic Plan builds on our significant achievements to date and sets out our shared vision to 2030, with a focus on how we make an impact on people's lives and be a force for good in the world. As we move forward, the University aims to be at the forefront of a new era for education and will focus on enhancing the student and staff experience, increasing our research excellence, strengthening our partnerships and becoming more sustainable, bolstering our international reputation, and improving the health and wellbeing of our community and those in wider society.

We will benchmark ourselves against the best and be seen as a role model by our peers in terms of how we teach, how our students learn, how we uncover new knowledge, and how we share that knowledge. The plan's success will be measured by our enhanced research profile; through quantifiable improvements in learning and teaching outcomes, including graduate employability, and by recognition that we have made a tangible difference to our community and the wider world.

## Strategic Plan 2030

### Our shared vision

Our vision is to make an impact on people's lives and be a force for good in the world. Three key pillars underpin the delivery of our vision:

- **People:** Our community supports one another to deliver excellence in all we do.
- **Place:** From our roots in Stirling, we are making an impact regionally, nationally and globally.
- **Purpose:** We are driven by our ambition to enhance lives and be a force for good in the world.

### Our mission

Our mission is to strive for excellence in all we do, delivering world-leading teaching and research, supporting students to discover new knowledge and develop their skills, and making a difference to our region and the wider world.

### Our values

To deliver our mission, we will be guided by our institutional values:

- **Ambition** for our people, our institution, our city, region and the global community to be the best they can be.
- **Integrity** in how we behave – being recognised as open, honest and trustworthy.
- **Respect and care** for each other, harnessing inclusivity to enrich what we do and how we do it.

### Our five strategic priorities

We will deliver our ambitions by maximising our resources and prioritising five focus areas: students, staff, research, engagement, and health and wellbeing.

- **Students:** Focusing on their personal and academic growth to cultivate creative, responsible, skilled and resilient graduates.
- **Staff:** Enhancing our culture of support for one another, enabling colleagues to develop and sustain fulfilling careers while delivering our ambitions individually and collectively.
- **Research:** Producing world-leading research and innovation with national and global impact.
- **Engagement:** Partnering with key players to make a difference in our city, region, nation and the wider world, and harnessing the power of our global alumni network to support the University's mission.
- **Health and wellbeing:** Investing in our people's physical and mental health, and enhancing society's health and wellbeing through world-leading research and education.



# The University of Stirling

The University of Stirling is committed to providing education with a purpose and carrying out research which has a positive impact on communities across the globe – addressing real life issues, providing solutions and helping to shape society.

Stirling is 4th in Scotland and 43rd in the UK for research impact, with 87% of its research having an outstanding or very considerable impact on society – and more than 80% rated either world leading or internationally excellent (Research Excellence Framework 2021). Interdisciplinary in its approach, Stirling’s research informs its teaching curriculum and facilitates opportunities for knowledge exchange and collaboration between staff, students, industry partners and the wider community.

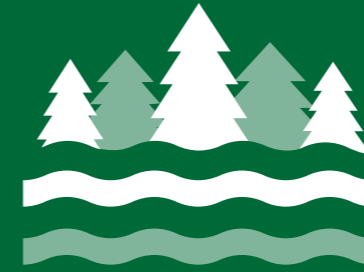
The University of Stirling is ranked among the top 30 UK universities for student satisfaction (National Student Survey) and top 10 in the UK for postgraduate student experience (Postgraduate Taught Experience Survey) and has an overall five-star rating in the QS Stars University Ratings.

More than 18,500 students study with the University of Stirling globally, with over 140 nationalities represented on our scenic central Scotland campus. The campus – also home to 1,800 staff – has its own loch and castle, and a recent multi-million-pound redevelopment, Campus Central, has delivered modern, flexible, and digitally connected study and social spaces at the heart of campus, including enhanced student support and retail and catering outlets.

The University has twice been recognised with a Queen’s Anniversary Prize – the first for its Institute for Social Marketing and Health (2014) and the second for its Institute of Aquaculture (2019). Stirling is Scotland’s University for Sporting Excellence and its recently redeveloped world-class facilities provide the perfect training environment for the University’s sports scholars – many of whom compete at the highest level, including at the Olympics and Commonwealth Games – and for students, staff, and the wider community.

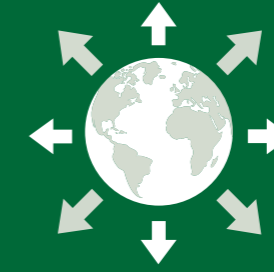
As a signatory to the £214 million Stirling and Clackmannanshire City Region Deal, the University is driving productivity and inclusive growth across the Forth Valley, and beyond. Through pioneering collaborative solutions to global challenges, researchers are putting innovation, skills, and partnership at the heart of a sustainable economic recovery.

[stir.ac.uk](http://stir.ac.uk)



1st in the UK,  
top 3 in the world  
for campus  
environment

ISB 2022



More than 80%  
of our research is  
world leading or  
internationally  
excellent

REF 2021



UK Top 30  
Student  
Satisfaction

NSS 2022



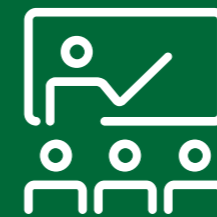
5 QS stars for  
teaching, research  
and employability

QS World University Ratings 2021



Overall 91% of international  
students were satisfied  
with their experience  
at Stirling

ISB 2022



87% of the  
University’s  
research has an  
outstanding or  
very considerable  
impact on society

REF 2021



4th in  
Scotland  
and 43rd in  
the UK for  
research impact

Times Higher Education REF 2021:  
Impact Scores rankings



Research  
environment at  
Stirling commended  
for enabling  
excellence and  
delivering impact

REF 2021

# University Structure

The University of Stirling is divided into five academic faculties\* and ten professional services functions:

- Faculty of Arts and Humanities
  - Faculty of Health Sciences and Sport
  - Faculty of Natural Sciences
  - Faculty of Social Sciences
  - Stirling Management School
- 
- Commercial Services
  - Communications, Marketing and Recruitment (CMR)
  - Estates
  - Finance
  - Human Resources and Organisation Development
  - Information Services
  - Internationalisation and Partnerships
  - Research, Innovation and Business Engagement
  - Sport
  - Student, Academic and Corporate Services

\*In addition, the Institute for Advanced Studies provides a hub for Stirling's postgraduate community.

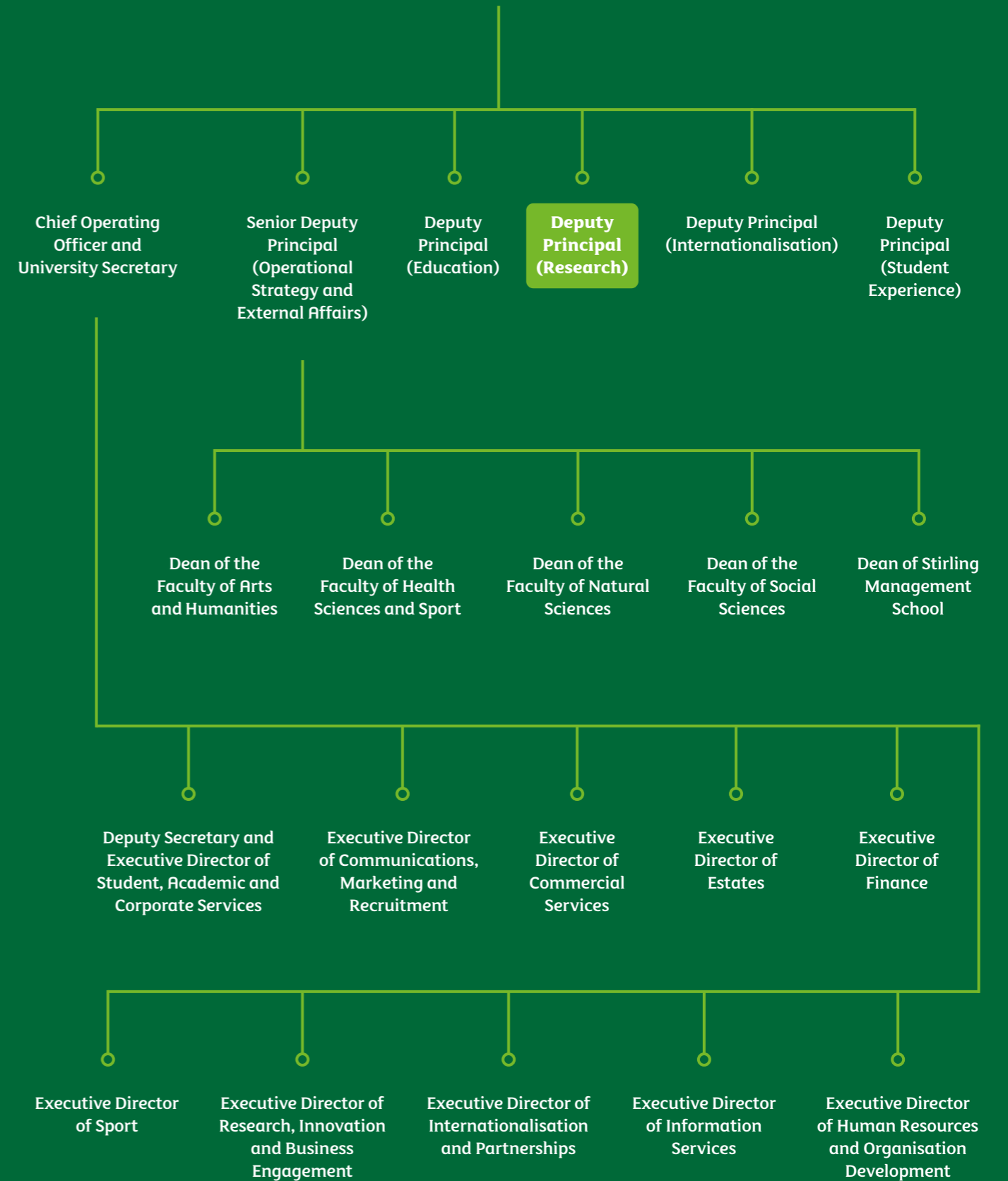
# Scotland's University for Sporting Excellence

The University is Scotland's University for Sporting Excellence, a designation by the Scottish Government in recognition of its contribution to Scottish sport.

Its mission is to deliver the best for Scottish sport through the powerful and inspirational combination of sport and education. Stirling is at the heart of Scottish sport, preparing performance athletes to compete on the world stage, including at the Olympic and Paralympic Games, and enabling students to develop their skills for excellent careers and producing innovative research to improve the health of the nation. Health and wellbeing is an institutional focus, with the campus a hub for the local community and a magnet for the people shaping Scottish sport, creating a critical mass of sporting expertise and excellence.



## Principal and Vice-Chancellor



# Post Details

Full-time, Open-ended contract | Salary commensurate with experience.

## The Post

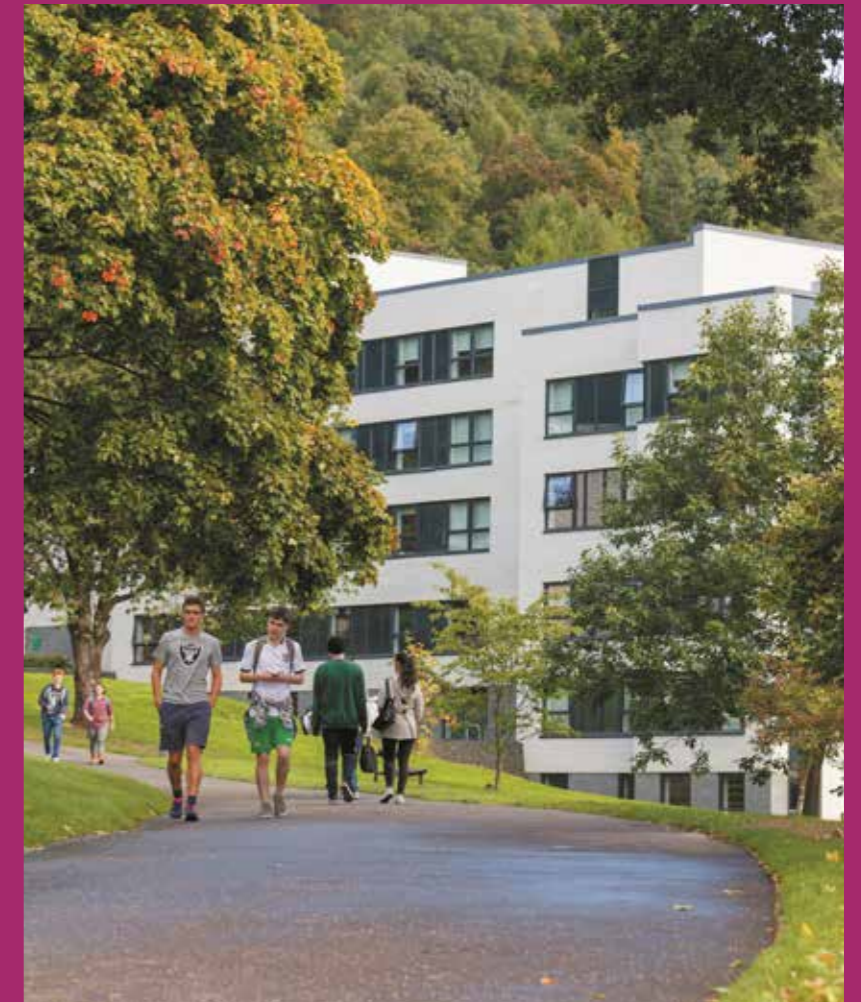
**The University of Stirling is seeking to appoint a new Deputy Principal - Research and Innovation, who will be responsible for leading and driving research excellence, innovation, and ambition.**

The Deputy Principal - Research and Innovation is a senior leadership role reporting directly to the Principal and Vice-Chancellor and as a member of the executive team will play a full part in shaping the overall strategic direction of the University.

Research is one of the University's strategic priorities. The post holder will work to drive a research culture across the institution that fosters curiosity, creativity and innovation, where knowledge is shared locally, nationally and internationally.

This role is pivotal in advancing the University's research and innovation strategies, engagement, and reputation. Helping to deliver research with global impact while maintaining the highest standards of quality and integrity.

This research impact is a key measure of our success, with the 2021 Research Excellence Framework (REF21) identifying impact as one of our research strengths. Research and innovation is one of the ways we contribute to our region, our nation and to the wider world. The post holder will take an active role in driving forward continued success, improving our research performance and overall impact.



## About Us

The University of Stirling has research and innovation at our heart, creating places where our research community can thrive and generate novel ideas, knowledge and solutions that make a real difference to the society in which we live.



## Description of Duties

### The post-holder will:

- Provide visionary leadership and direction for the mission of the University. Develop and implement research strategies that align with the institution's priorities and goals. Lead a number of committees, strategic agendas, and work streams. Engage and collaborate across the team of Deputy Principal's, and the wider senior management team, particularly in relation to cross cutting portfolio activities to ensure a consistency of approach.
- Provide academic leadership in research and innovation, mentoring and supporting staff in their research endeavours.
- Lead the development and oversee the implementation of an ambitious Research and Innovation Strategy aligned with the University's strategic priorities, fostering excellence and impact in research related activities.
- Foster a culture of research excellence and ambition, ensuring that the university's research activities are of the highest quality impact and contribute to its global reputation and success in research assessment exercises.
- Promote innovation, knowledge exchange, and collaboration between academia and industry, creating opportunities for commercialisation and societal impact.
- Oversee research funding from various sources, including government agencies, industry partners, and grant bodies, to support research projects and initiatives and ensure that grant capture is optimised across the institution and consistent with the University strategy objectives.
- Working closely with the Dean of the Institute of Advanced Studies (IAS), the Deputy Principal-Research and Innovation will lead and oversee the management of IAS. They will ensure the development and delivery of a comprehensive post graduate research strategy. Including attracting a diverse and talented post graduate student body, and a suitably strong ECR and PDRF community.
- Promote the mainstreaming of a research culture and integrity across all research activities.
- Build and maintain relationships with external stakeholders, including government bodies, industry partners, and funding agencies, to enhance the university's research and innovation ecosystem.
- Represent the University and engage with a range of stakeholders at local, national, and international level.
- Champion diversity and inclusion efforts, creating an inclusive campus environment that values and respects all students and staff. Promote and support initiatives that address the needs of underrepresented student and staff groups.

# Essential Criteria

- A doctoral degree (PhD or equivalent) in a relevant field.
- A distinguished record of research and scholarship with experience of implementing research strategies in a higher education setting.
- Extensive leadership experience in a senior academic role including leadership in a university or related institution.
- Extensive knowledge, awareness and understanding of key factors and trends impacting higher education in the UK and internationally including those related to research funding and grant management.
- Exceptional interpersonal and communication skills with an ability to write concise, persuasive strategic reports and proposals and delivery impactful presentations to stakeholders.
- Awareness and understanding of collection, analysis, reporting and use of data including, ensuring ethics, transparency and accountability.
- Strong strategic planning and project management skills.
- Experience of identifying, fostering, and building strategic collaborations and partnerships with industry and external stakeholders.

# Research and Innovation Strategy 2023 – 2030

Our new Research and Innovation strategy 2023 –2030, sets out our intention as an organisation to be research intensive, producing world-leading research and innovation with national and global impact through a balance of discovery and applied research. Where our research community contributes to societal, environmental, and economic development, in partnership with communities, policy makers, governing bodies and business.

We will continue to explore how we meet the needs of society through impactful solutions in our areas of strength and expertise, through three interconnected missions that improve the quality of spaces, places, and lives. With a focus on our values, and how these are exemplified in our research culture and environment we will provide the framework for our research community to engage and contribute to our missions and our broader research and innovation activity.





# Great Reasons to Work With Us

**We're proud to call Stirling our home. It's a city shaped by a unique history, a lively arts scene and the beauty of the Ochil Hills.**

## Our city

Also known as the 'Gateway to the Highlands', Stirling is the perfect place to work and study. It combines the charm of a historic city with the buzz of a young community. Stirling is in the historic and geographical heart of Scotland with quick access to Scotland's two largest cities, Glasgow and Edinburgh, and beautiful wild scenery.

The City of Stirling has been voted within the top 3 happiest places in Scotland to live (Rightmove Happy at Home Index 2022).

The city has a friendly atmosphere and strong sense of community. In and around Stirling, you'll find a rich variety of shops, bars, restaurants, and entertainment.

The city will also benefit from the Stirling and Clackmannanshire City Region Deal, a £214 million investment in the future of the region which offers an unprecedented opportunity for businesses, researchers and innovators to work strategically to unlock productivity, and inclusive, sustainable growth.

## Our campus

Our beautiful, accessible 330-acre campus is a gorgeous place to call home. It has an iconic sports centre with an Olympic-sized swimming pool, medical centre and pharmacy, Macrobert Arts Centre cinema and theatre, and a variety of shops, restaurants and cafés.

## Our people

Our people are at the heart of everything we do.

Wherever they work, our dedicated teams are committed to enhancing our student experience. They shape our environment, ensuring the safety and wellbeing of our students and people. They create and maintain our facilities, promoting collaboration and community engagement. They drive cutting-edge research, tackling local, regional, and global challenges. They educate and empower our students, leaving a lasting impact on their lives.

To ensure that the University's wider strategic aims are met, we have developed a new People Strategy. The People Strategy will serve as the guiding compass that will shape our work and people-related initiatives over the next few years.

Being future-ready means investing in our people's health and wellbeing, continuing to evolve our innovative approach to progressive working practices, and further building an inclusive environment that responds to each individual's diverse range of needs and expectations. Staff health and wellbeing is supported by an Employee Assistance Programme, generous annual leave, members rates at our sports facilities, and family friendly policies.

Our benefits also include membership of the Universities Superannuation Scheme ([uss.co.uk/for-members](https://uss.co.uk/for-members)).

Our Agile Working Framework enables dynamic, progressive working practices that support agility, inclusion, growth, and high performance.

At Stirling, we're committed to fostering a culture where everybody can realise their aspirations, feel connected to our priorities and know they make a meaningful impact.



# How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the University of Stirling on this appointment.

Candidates should apply for this role through their website: [www.saxbam.com/appointments](http://www.saxbam.com/appointments) searching with the following vacancy code: **WAMXF**.

From here 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 12 noon on **Thursday 9 May 2024**.

\*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.

# Additional Information

Appointments will be made subject to satisfactory references and right to work checks.

A full list of FAQs can be found at [Working at Stirling | About | University of Stirling](#) we recommend you read these before making your application.

Please ensure that you check your email account junk folder as your email provider may flag emails sent to you as suspected spam.

Terms and conditions of this post can be found at: [Your contract | About | University of Stirling](#)

Unfortunately, if you are not selected to attend an interview for this post, we are unable to provide individual feedback.

After the closing date, this job advert will no longer be available, therefore please keep a copy for your records.



**SCOTLAND'S  
UNIVERSITY FOR  
SPORTING  
EXCELLENCE**

UNIVERSITY of  
**STIRLING**



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Scotland UK

[stir.ac.uk](http://stir.ac.uk)

**BE THE DIFFERENCE**