

Saxton Bampfylde

UNIVERSITY of
STIRLING



Deputy Principal Academic

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. Launched 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 are 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 are delivering 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.

www.stir.ac.uk/about/strategic-plan/



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 issues, providing solutions, and helping to shape society.

Eighty-seven per cent of Stirling's research has an outstanding or very considerable impact on society, with more than 80% rated either world leading or internationally excellent (Research Excellence Framework 2021). Interdisciplinary in its approach, the University's research informs its teaching curriculum and facilitates opportunities for knowledge exchange and collaboration between staff, students, industry partners and the wider community.

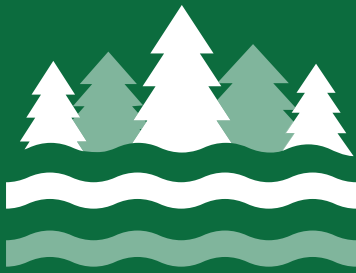
The University of Stirling is ranked top 30 in the UK for postgraduate teaching and learning (Postgraduate Taught Experience Survey 2024) and has an overall five-star rating in the QS Stars University Ratings.

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 was shortlisted for University of the Year 2024 at the Times Higher Education Awards and is the proud holder of a Silver institutional award from the Athena Swan Charter, in recognition of its commitment to advancing gender equality. The University is accredited by AACSB International for its excellence in business education.

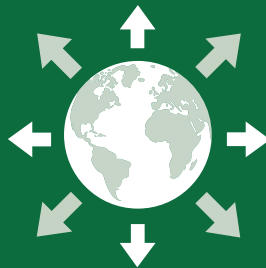
Stirling is Scotland's University for Sporting Excellence and its recently redeveloped world-class facilities provide the perfect training environment for the University's sports scholars – many of whom compete at the highest level, including at the Olympics and Commonwealth Games – and for students, 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



**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



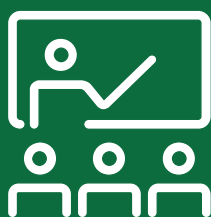
**5 QS stars for teaching,
employability, internationalisation,
research, facilities, programme
strength and environmental impact**

QS World University Ratings 2024



**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



Times Higher Education REF 2021:
Impact Scores rankings



**Research
environment at
Stirling commended
for enabling
excellence and
delivering impact**

REF 2021

Organisation 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
 - 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.

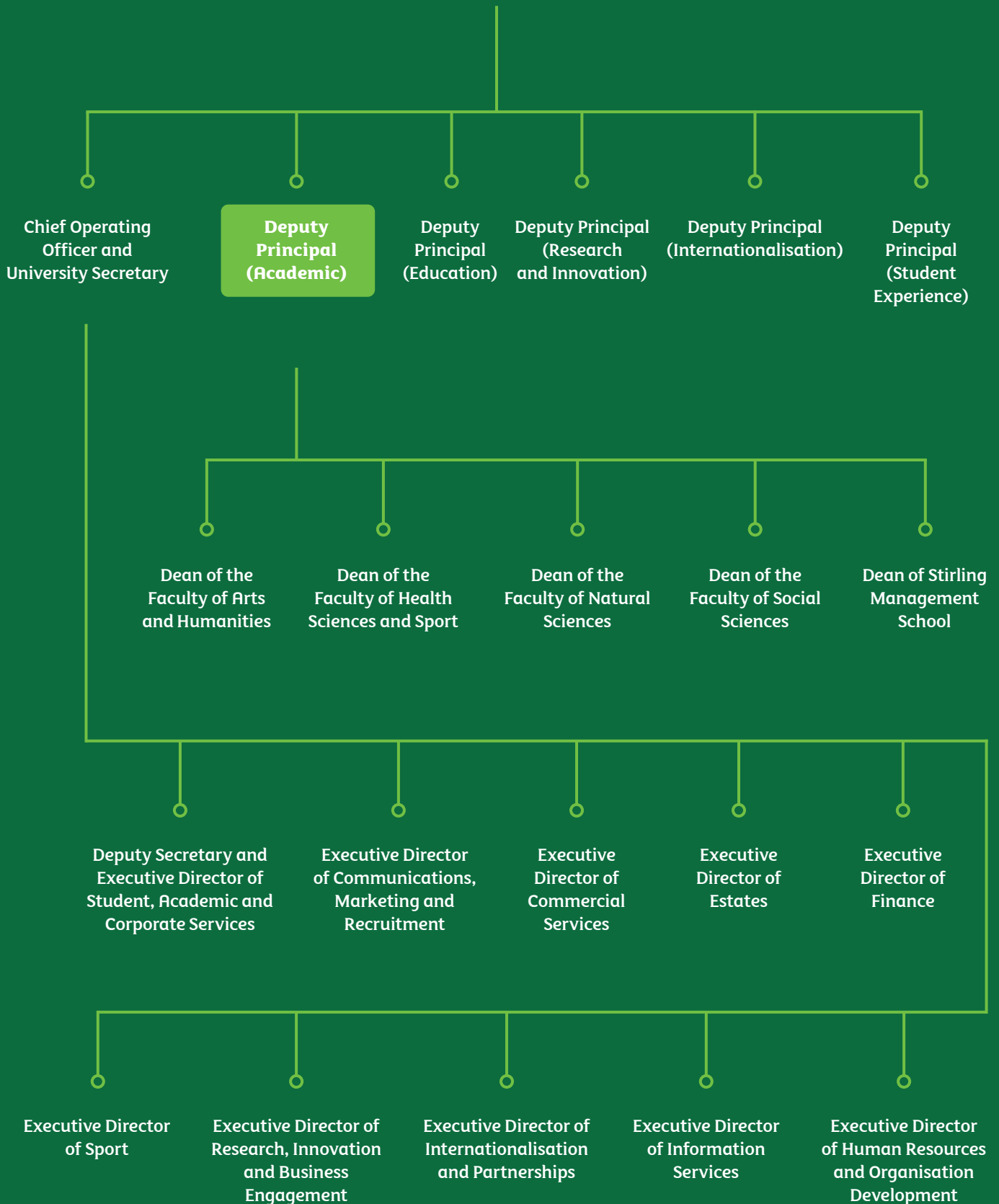
Its mission is to deliver the best for Scottish sport through the powerful and inspirational combination of sport and education. Stirling is at the heart of Scottish sport, preparing performance athletes to compete on the world stage, including at the Olympic and Paralympic Games, and enabling students 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.

**SCOTLAND'S
UNIVERSITY FOR
SPORTING
EXCELLENCE**

UNIVERSITY of
STIRLING



Principal and Vice-Chancellor



Post Details

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

The Post

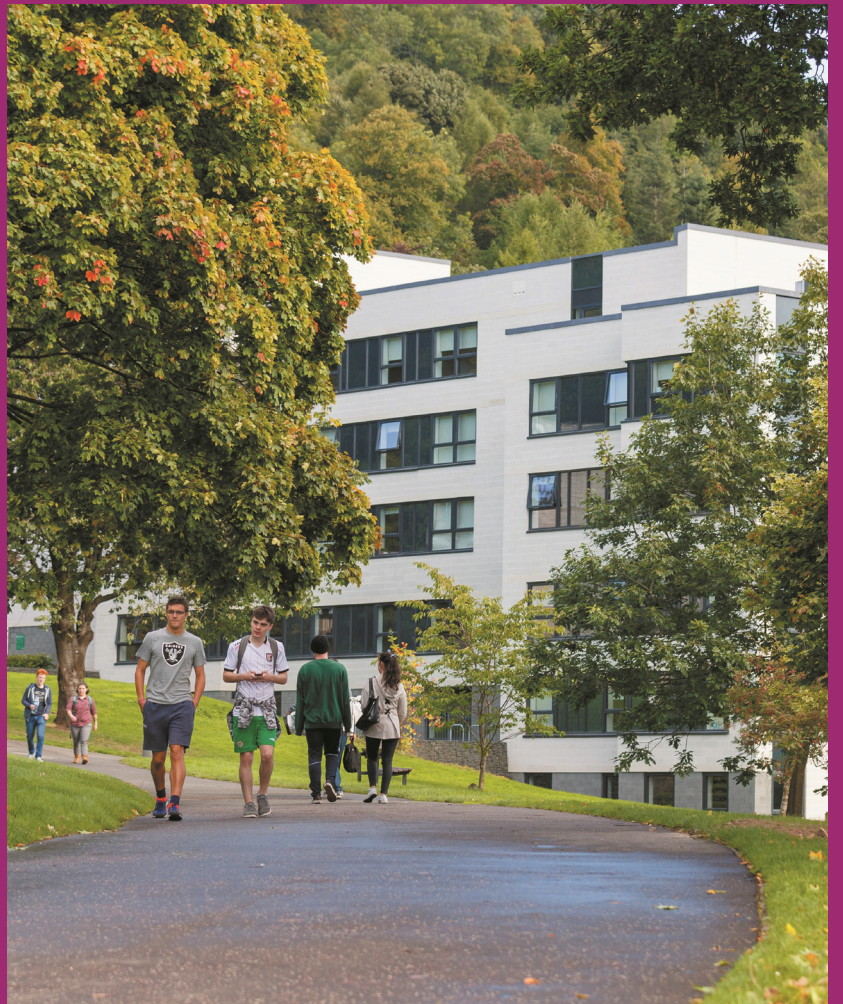
The University of Stirling is seeking to appoint a new Deputy Principal – Academic, who will be responsible for shaping and overseeing academic policies, resources, strategies, and initiatives.

The Deputy Principal – Academic is a senior leadership role reporting directly to the Principal and Vice-Chancellor, and as a member of the executive team, this role will have oversight of the effective delivery of the University vision and strategy. This role will lead and manage the team of Deans and will play a full and key part in shaping the overall strategic direction of the University.

Description of Duties

The post-holder will:

- **Academic Leadership and Strategy:** Provide visionary leadership and direction for the academic mission of the University. Develop and implement academic strategies that align with the institution's priorities and goals. Lead a number of committees, strategic agendas, and work streams.
- **Academic Leadership and Management:** Lead and manage the Deans of Faculties supporting them to translate institution strategy and vision in a consistent manner, that drives performance improvements related to research, teaching, and innovation.
- **Faculty Development and Support:** Support academic staff in their professional development, research, and teaching endeavours. Promote and drive a culture of research and scholarship within the academic community.
- **Academic Resources, Planning and Budgeting:** Oversee academic resources and planning effectively to support academic priorities. Ensure academic resource allocation aligns with the strategic priorities.
- **Sustainability:** Provide leadership to enable the University to become environmentally sustainable, ensuring sustainability runs through all aspects of University activity.
- **Academic Policies and Regulations:** Oversee and contribute to the development of academic policies and procedures. Ensure compliance with national and international academic standards and regulations.
- **Engagement:** Represent the University at local, national, and international level.



Essential Criteria

- A doctoral degree (PhD or equivalent) in a relevant field.
- Senior leadership experience in research and teaching, including leadership in a university or related institution.
- Extensive knowledge and awareness of key factors impacting higher education in the UK and internationally including an understanding of the strategic issues influencing student education.
- A distinguished record of research and scholarship with experience of implementing research and teaching strategies in a higher education setting.
- Exceptional interpersonal and communication skills with an ability to write concise, persuasive strategic reports, develop proposals and to deliver impactful presentations to stakeholders.
- Strong strategic planning and project management skills.
- Experience with budget management and resource allocation.
- Familiarity with diverse cultures and educational systems
- Proven ability to develop and implement innovative strategies in academic affairs.
- Visionary and strategic thinking in academic leadership.
- Demonstrated experience in team leadership and management and building collaborative relationships.



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 the happiest place in Scotland to live (Rightmove Happy at Home Index 2024).

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 serves as the guiding compass that shapes 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).

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 our website at www.saxbam.com/appointments using code **IAMXK**.

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 **21/03/25**.

*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.



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