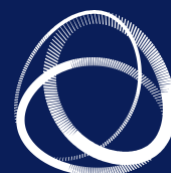


Appointment Brief

Vice-Chancellor and Principal

April 2025

Reference: IAFUD



Canterbury
Christ Church
University

Introduction from our Pro-Chancellor and Chair of the Governing Body

Hello

Thank you for taking an interest in joining us as our new Vice-Chancellor.

This is an exciting time to be joining Canterbury Christ Church University. Our recent investment in academic and physical infrastructure is bearing fruit and our strength through partnerships and collaboration allows us to think ambitiously as we work towards our recently adopted Vision 2030. This year we will see our first cohort of doctors qualify from the Kent and Medway Medical School, a collaboration with the University of Kent. Our success in the most recent Research Excellence Framework reflects our enhanced research capacity, which we are continuing to build upon, including through our world-class doctoral programme in Applied Clinical Psychology at our Tunbridge Wells campus. We have TEF silver status and are among the most successful universities in delivering regional economic impact as shown in the Knowledge Exchange Framework. We are renowned for our success in the employability of our students. In 2023 we were ranked 1st in the country for this as 94% of our students were in employment or further learning within 15 months of leaving the university¹.



In September 2025 we are introducing a range of further postgraduate courses at our Medway campus, expanding our offer in this iconic example of cross-institutional collaboration. Investment in our facilities in Medway and in Canterbury means we have world-class learning opportunities for students, including cutting-edge simulation suites in Health and state of the art digital facilities in Creative Arts (including our flagship games design courses). Our main campus in Canterbury is on a UNESCO World Heritage site and our graduation ceremonies are held in Canterbury and Rochester Cathedrals. Added to this, the scale of our partnership activity means we are now a university of over 30,000 students with a profitable turnover of over £350 million, placing us in a strong position for the future.

The Higher Education sector of course faces considerable challenge, and we are not immune to the risks that come from that. However, we are well-placed to respond to difficulties with a Board and Senior Management Team who are proud to keep ahead of changing circumstances, rooted in our Church of England foundation and committed to our values of social justice, sustainability and inclusion.

We are looking for an exceptional individual. Our next Vice-Chancellor will be an inspirational and effective leader with a track record of success; one who interprets the big picture to others, inspires academic respect, enjoys working with teams of committed people and provides visionary leadership to the widest possible range of stakeholders. Given our roots, we are looking for our Vice-Chancellor, who is a practicing Christian who can live and role model our values and preserve the culture and sense of community that makes us Canterbury Christ Church. If you think this could be you, we encourage you to follow up and will look forward to hearing from you.

Judith Armitt

¹ Out of 100 Higher Education Institutions with 3,000 or more graduates, HESA: Graduate Outcomes 2023

MODERN
UNIVERSITY
IN
HISTORIC
LOCATIONS

OVER
30,000
STUDENTS
&
1,800
STAFF

1st
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

£100m
BUILDINGS
FOR
STEM AND
CREATIVE
ARTS

Research-
involved
academics

Established in 1962 [Canterbury Christ Church](#) is a Church of England foundation University, that 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 £350m and 1,800 staff, it is a broad-based University offering to its over 30,000 students a wide range of programmes across medicine, sciences and engineering, business, health, teacher education, arts and humanities, social sciences and law, 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 Research Excellence Framework and the Knowledge Exchange Framework. It has one of the best employability records for students in the UK and was 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 Southeast.

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 ([Link to drone tour](#)). 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 (an iconic joint campus with Kent and Greenwich universities) and Royal Tunbridge Wells. You can watch an online tour of the Canterbury Campus [here](#).

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

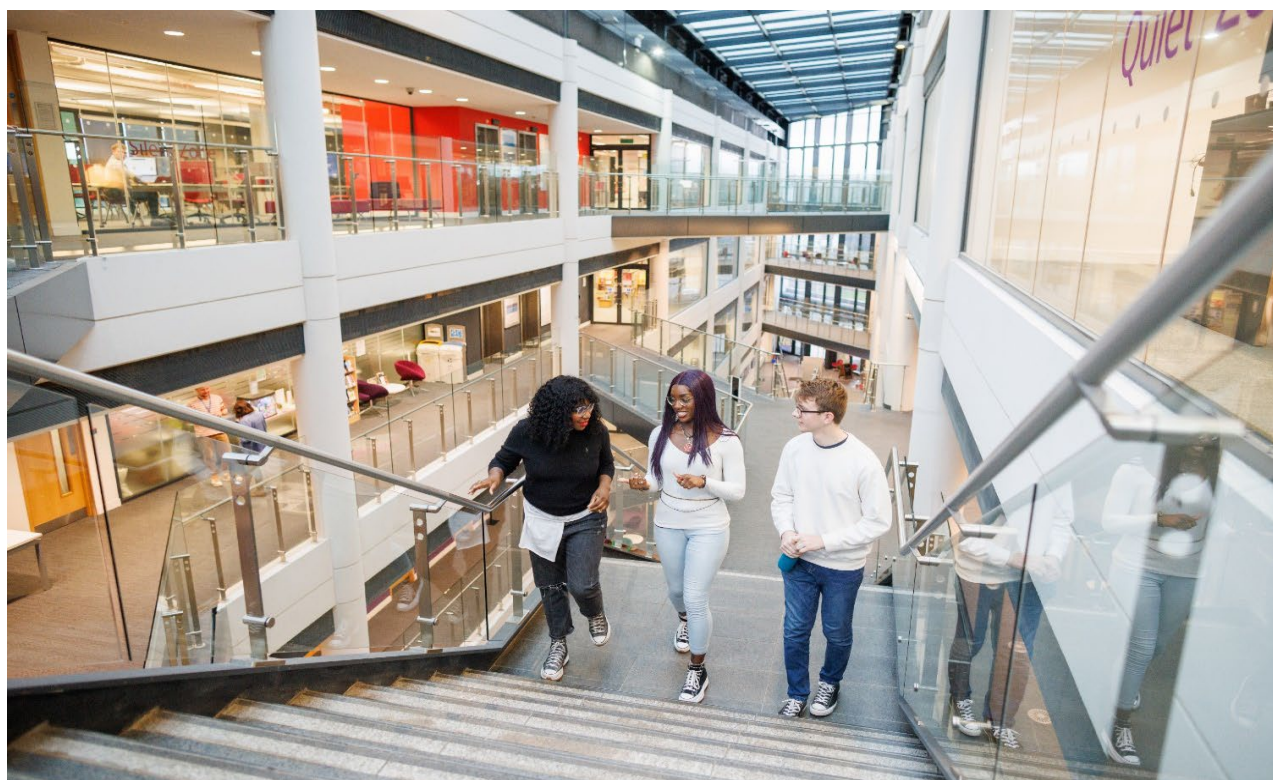
Inspired by our Church of England foundation, the University has a set of core values that are at the heart of everything it does. Staff and students place great importance on

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.



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.



Collaborations

The University's involvement in partnership provision derives from a proactive strategy to diversify the University's income streams, given the historical reliance on full-time home undergraduate provision, which previously comprised more than 80% of the University's income. The University has successfully diversified its income in relation to postgraduate student numbers, international student numbers, trans-national educational partnerships, enterprise income, and income from Research England following the Research Excellent Framework.

The development and maintenance of strategic collaborative partnerships continues to be a focus for the University. The University continues to work with the Global Banking School, the London School of Commerce, the Elizabeth School of London, and the Stratford College London to provide business-focused courses in regions across the nation. This helps to collaboratively increase access to Higher Education across the UK, as well as delivering more opportunities through education to transform lives. These partnerships have significantly strengthened the University's portfolio, offering programmes in the areas of Management of Business, Tourism, Marketing, Accounting and Financial Management, with multiple intakes throughout 2023/2024 and the introduction of a new course in June 2024, the Certificate in Higher Education in Business studies. We work closely with each of our partners and have extensive arrangements for oversight and quality assurance.

Our strong track-record of delivering extensive regional impact and place-based transformation, is underpinned by our meaningful engagement with a diverse range of partnerships and sectors, and it is through those partnerships that we have been able to offer our knowledge, resources, and insights for the benefit of Kent and Medway. We pride ourselves on being open and accessible, forging transformative partnerships, responding to regional skills and innovation needs, seeking to widen participation and support regeneration. For example, the investment in the Kent and Medway Medical School (KMMS) with the University of Kent that has brought significant benefits to the futures of those living, studying and working in the region. Our sponsorship of, and longstanding partnerships with the NHS, local councils and chambers, Discovery Park, Canterbury Festival and Kent Cricket contribute to a healthy, vibrant, forward-thinking region. Strong partnership and collaboration underpin these pledges; through open dialogue, reciprocal learning and shared ambitions, Kent and Medway can thrive.

The university has experienced significant growth in international student enrolment and Transnational Education (TNE) collaborative provision over the past five years. This growth has positioned international activities as a critical driver of the university's financial sustainability and global reputation.

Global Engagement and Internationalisation Strategy Key Pillars



Equity and Inclusion

At CCCU we are committed to creating a compassionate and inclusive learning environment where we celebrate the diverse backgrounds, intersectional identities and beliefs of all our people.

To achieve our vision of becoming a recognised centre of excellence for equity and inclusion, our Equity and Inclusion 2024-2027 Strategy focuses on the following priorities:

Our People: Placing our people at the heart of our journey.

We are dedicated to engaging, equipping, and empowering our community while amplifying diverse voices. Over 100 staff and students participated in our inaugural equity and inclusion conference, CCCbeU 2024. Building on this success, CCCbeU 2025 will focus on 'Putting Equity and Inclusion into

Practice,’ celebrating the sharing of best practice. We are currently consulting our people to develop our future equality objectives as a meaningful and measurable set of key performance indicators.

Our Culture: Enabling a culture where all our people thrive and belong.

We are committed to cultivating a culture where all individuals feel a strong sense of belonging. Guided by CCCU’s values of inclusivity, compassion, and wellbeing, we are advancing key initiatives, including:

- Strengthening the prevention of sexual harassment
- Improving reasonable adjustment processes and experiences
- Conducting a campus accessibility audit in partnership with AccessAble, ensuring our spaces are welcoming and accessible to all.

These initiatives align with our community-focused action plans, reinforcing our commitment to meaningful, intersectional, progress.

Our University: Embedding equity across the institution.

We are committed to ensuring equity is at the core of every department, course, committee, strategy, and process. In 2024, CCCU reaffirmed its commitment to inclusion by reaccrediting its Athena Swan Bronze Award, maintaining its Disability Confident Employer status and Stonewall Diversity Champions membership. Additionally, we partnered with AdvanceHE to develop a sector-leading approach to Equality Impact Assessments, which is now being embedded across university processes to drive equitable decision-making. Through these efforts, we continue to build a university where everyone can thrive, contribute, and succeed.



Our Commitment to Sustainability

At Canterbury Christ Church University, sustainability is not simply an aspiration—it is woven into the fabric of our institutional identity and strategic vision. Our Vision 2030 places sustainability at the heart of our mission as we work to create a more just and sustainable future.

Vision 2030: Sustainability as a Core Value

Vision 2030 establishes sustainability as a foundational principle guiding our university's development. We are committed to embedding sustainable practices across all university operations, from our campuses and curriculum to our research initiatives and community partnerships. By 2030, our ambition is to be recognised as a leader in sustainable education and as an institution that models environmental responsibility.

Our Comprehensive Sustainability Strategy

CCCU's Sustainability Strategy provides a clear roadmap for transforming our commitment into action. The strategy focuses on key areas including:

- **Carbon neutrality:** Working toward net-zero emissions through energy efficiency, renewable energy adoption, and sustainable transport initiatives.
- **Campus biodiversity:** Enhancing green spaces and promoting biodiversity across our estate.
- **Circular economy:** Reducing waste through innovative recycling programs and sustainable procurement.
- **Curriculum transformation:** Embedding sustainability into all academic programs, ensuring graduates are equipped to address global challenges.

The Academy for Sustainable Futures: Leading Change

The Academy for Sustainable Futures stands as CCCU's innovation hub for sustainability education and research. The Academy:

- Facilitates interdisciplinary collaboration on sustainability education.
- Develops innovative teaching approaches that prepare students to become sustainability champions.
- Partners with local communities and organisations to implement practical sustainability solutions.
- Encourage and conducts impactful research addressing pressing environmental and social challenges.
- Provides leadership in developing sustainability literacy across the institution.

As we recruit our next Vice-Chancellor, we seek a leader who will build upon these foundations, advancing CCCU's distinctive contribution to creating a more sustainable world. Join us in this vital mission as we educate future generations to meet the challenges of our time with wisdom, creativity and courage.

Senior Management Team Structure (from 1 August 2025)

SMT Structure 01 August 2025



The Role

Introduction

As Chief Executive of the University, the Vice-Chancellor and Principal is responsible to the Governing Body for the academic and organisational leadership and management of the University. The post holder will develop, promote and champion the distinctiveness, quality and profile of the University through clear vision, informed academic and professional service leadership and sound management.

The Vice-Chancellor will continue with the implementation of the University's strategy: **Vision 2030** and continue to build on the University's strong foundations, enhance its reputation and strengthen its distinctive position within a rapidly changing external market. Externally, the Vice-Chancellor will be expected to engage with the local community, businesses and official bodies as well as regional, national and international partners to build and develop a strong set of relationships for the benefit of the University.

Principal Accountabilities

- Work closely with the Governing Body to continue to evolve the ambitious and innovative institutional vision and strategy (Vision 2030) and to uphold the highest standards in learning, teaching, research and enterprise.
- Provide highly effective financial management in accordance with the strategic aims of the University, ensuring the institution has robust financial planning and risk management systems.
- Manage and develop a high performing Executive (Senior Management Team), fostering a culture of collaboration, excellence, mutual respect and trust at all levels of the organisation.
- Ensure the successful delivery of a positive student experience and maintain systems to ensure effective student support and well-being.
- Foster an outstanding academic environment that produces excellent research, and which enables its benefit to be felt widely.
- Represent the University externally, building effective partnerships and networks with that align with and complement the University's academic provision and ambitions.
- Leverage the University's strong sense of identity and community, so that it continues to attract students and staff who value inclusivity, sustainability, creativity and partnership.
- Function as a compelling ambassador and advocate for the University, ensuring that the University continues to make a positive difference to the region and the communities it serves.
- Develop strategic partnerships and collaborations that serve to enhance the University's mission and deliver our strategic aims.
- Work closely with the Governing Body to uphold excellent standards of corporate governance and regulatory compliance.

The Person

Visionary and inspirational leadership

- A track record of successful leadership as a senior leader in a university or relevant mission-driven organisation.
- Ability to develop and articulate a compelling vision, providing a clear sense of purpose and direction and engaging colleagues across the University to shape, refine and deliver it.
- The personal authority, presentational and communication skills to generate high levels of commitment and to ensure the widest possible engagement with institutional strategies.
- A strong understanding of the distinctive nature of Canterbury Christ Church University and the ability to think creatively and boldly about how best to position it in a competitive environment.

Skills and Experience

- Significant experience of developing teams at a senior level to maximise their potential and grow talented individuals as future leaders.
- Track record of representation, building collaboration and shaping opinion at the highest level – with Government, the NHS, schools, foundations, investors, communities, industrial partners and other academic institutions.
- Experience of working with regulatory bodies.
- Experience of good governance and management, showing an ability to work with Non-Executive and Executive bodies in leading the organisation.
- Evidenced relationship building and fundraising expertise.
- A proven ability to manage effectively and prioritise actions in a complex, pressured and financially constrained environment, and a willingness to take tough decisions in order to further the interests of the University by the Higher Education sector.
- Strongly evidenced financial management skills and the ability to lead the growth and diversification of income streams to ensure financial sustainability.
- A thorough understanding of the management of human resources, estates and the learning environment in an academic institution.
- A demonstrated ability to inspire and motivate colleagues, to build and develop teams and to work closely and harmoniously with staff, students and the Governing Body.
- A strong intellect and a track record of achievement that will command respect within the University's academic community.
- A good understanding of current and emerging trends in higher education.
- Commitment and capability to provide leadership in delivering an outstanding student experience.

Values and Personal Attributes

- A practicing Christian with a commitment to inter-faith dialogue.
- A commitment to professional integrity and to high personal standards of accountability, transparency, fairness, openness, and ethical behaviour upholding the values of public office.
- An affinity with the values of Canterbury Christ Church University and to higher education more broadly

- A commitment to and understanding of the Christian Foundation of the University and its status as a member of The Cathedrals Group of Universities.
- Capacity to motivate and inspire students and staff, building on success to create high performing, empowered teams.
- Ambitious for the organisation, with an ability to convey the values, aims and character of the University.
- A commitment to sustainability and social justice.
- Empathy with and full commitment to the University's values of continued widening participation; promoting and fostering equity and inclusion at all times and upholding the objects of the University which reflect the traditions on which the University was formed.

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 University's Articles of Association require the Vice-Chancellor to be a practising Christian. The Occupational Requirement section under Schedule 9 (part 1) of the Equality Act 2010 applies.



How to apply

Saxton Bampfylde Ltd is assisting us with the recruitment to this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **IAFUD**.

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 **Monday 5 May 2025**.

Final interviews will be held on **Monday 14 July 2025**.

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.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

Saxton Bampfylde

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University**