



Appointment of
**Pro Vice-Chancellor,
Research & Impact**

April 2025

Saxton Bampfylde



A message from the Vice-Chancellor

Since its inception in 1860 as the Lady Byron School, the University of West London has amassed a long and distinguished history of extending the reach of education to those who have been excluded from it. Built on a mission of enablement and enrichment, the University continues to evolve driven by the pursuit of three fundamental and transformative rights: inclusion, enhancement and participation.

By staying true to these founding ideals, we are now one of the leading widening participation institutions in the country where we inspire students of all ages, ethnicities and backgrounds, to become smart professionals connected to exciting and rewarding careers.

To realise this mission, our courses and curriculum combine the highest standards of academic rigour supplemented by continuous input from external professionals and industry leaders. This sits alongside a guaranteed work placement for every student which forms part of a value-for-money contract between our students, stakeholders, and external partners. It is where an outstanding learning experience meets with impactful research, relevant scholarship, and the fundamentals of professional practice.

As a result, our often courageous students join a caring and supportive educative community upheld by a fully integrated Students' Union rooted in high quality state of the art physical and digital resources.

Driven by the values of accessibility, affordability, diversity, transparency and accountability, we continue to provide life-changing opportunities to each and every student regardless of their age or background. This in turn shapes and transforms the lives of their families and those around them. It is this assemblage together with a vibrant mix of students from more than 120 different nationalities that makes the University distinctively meritocratic.

With a number of accolades that highlight our achievements towards these ends, the University's vision continues to be compelling: to be an inspiring, inclusive and impactful institution that is committed to making our country more prosperous, open and just.



Professor Peter John CBE
Vice-Chancellor and President



About the University

At the University of West London, we pride ourselves on delivering career-focused courses with excellent teaching in a campus designed for a great student experience.

Highlights and achievements:

- Ranked **30th university in the UK** – The Guardian University Guide 2025
- **Number 1 London university for overall student satisfaction** in the National Student Survey 2024**.
- **Best university for Student Experience and Teaching Quality in the UK** in The Times and Sunday Times Good University Guide 2024.
- **Best modern* London university (non-specialist)** in the Complete University Guide 2025.
- **80% of our research is rated as world-leading (4*) or internationally excellent (3*)** in the latest Government Research Excellence Framework (REF) assessment.

*Average of all questions, excluding specialist institutions.

**A modern university, is a university created in, or after 1992.

Highlights and achievements

Rankings



**The
Guardian**
University Guide 2025
Ranked 30th in the UK



Ranked 1st in London*
for overall student
satisfaction



No 1 modern
university in
London (non-
specialist)**



**We are in the
top 100
universities in
the UK for
overall quality
of our research**



About the University

In recent years The University of West London has made remarkable strides in terms of its financial sustainability, its ranking, the quality of the student experience, and the impact of its research.

The recent Research Excellence Framework provides a solid base from which to launch the new research strategy. With just over 80 entries in seven Units of Assessment, the University entered the top hundred for the first time with 76% of the research work submitted being rated as world-leading (4*) or

internationally excellent (3*). Research strengths were highlighted in Leisure and Tourism, Music, Film and Screen Studies, Allied Health, Computer Science and Informatics, and engineering. In addition, Social Work and Social Policy, and communication and cultural studies, and criminology were picked out for their quality and impact. In the recent NSS the University was also ranked 7th in the UK for overall satisfaction and 1st in the UK for the average score across all questions.

Location and academic schools

The University is based in the heart of one of the UK's most successful business regions (west London) and operates out of three main sites: St Mary's Road and Uxbridge Road in Ealing and Paragon House in Brentford. We also offer Nursing and Midwifery education from our Berkshire Institute of Health in Reading.

We are growing our reach with the acquisition of the Drama Studio London and more recently Ruskin College, Oxford. Ruskin College has a similar mission and a matching set of values to the University, and by bringing it into our purview we intend to continue its long history of providing education to those who have traditionally been marginalised.

Working with local chambers of commerce and local employers (including the NHS), the University aims to capitalise on these powerful connections with key industries and its wealth of experience in a number of mainly

vocational disciplines by delivering a demand-led curriculum. To enable this, the University is structured into the following ten other academic Schools and Colleges which bring together cognate subject areas and are responsible for ensuring that they deliver an appropriate curriculum and develop new areas in response to student, societal and industry requirements:

- **The Claude Littner Business School**
- **College of Nursing, Midwifery and Healthcare**
- **London College of Music**
- **London Geller College of Hospitality and Tourism**
- **London School of Film, Media and Design**
- **School of Medicine and Biosciences**
- **School of Computing and Engineering**
- **School of Human and Social Sciences**
- **School of Law**
- **Institute for Policing Studies**



Impact 2028

The University of West London is moving into a bold and exciting future guided by an ambitious strategic plan; [Impact 2028](#).

The aspirations laid out in this plan are within our reach, fuelled by our standing as the nation's fastest-rising university and our commitment to student success and research productivity.

This plan charts our course for the next five years and positions UWL as a powerful engine of prosperity, one that prioritises: lifelong learning, impactful research, access, inclusion, sustainability, and the ever-important digital ecosystem.

In recent years we have gained national recognition for the quality of the student experience and the social mobility that accrues from it. We have also gained a reputation for research productivity and innovation and as a result, we have become a destination of choice for a diverse body of students and staff.

Our mission is to:

nurture talent in all its forms, regardless of social background, gender, sexual orientation, and ethnicity; and empower our graduates to be confident, healthy, leading career professionals.

Our Vision is to be:

a model institution in the preparation of graduates who are economically, socially, and ecologically impactful. A University that challenges, inspires, transforms, and achieves.

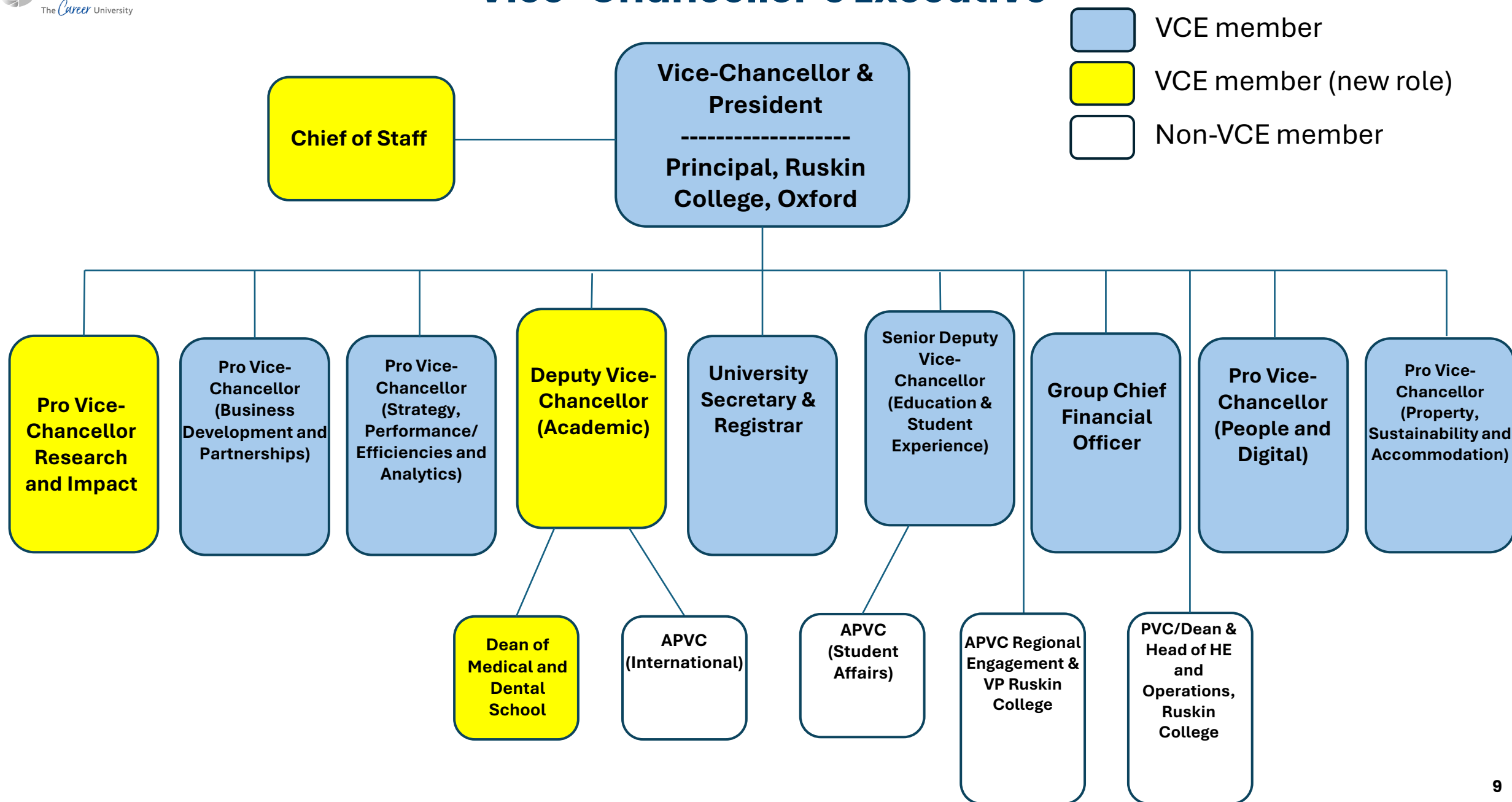
Strategic Outcomes:

- To be in the top 50 in the UK
- To be in the top 70 research universities in the UK
- To have a c. 700 World Ranking
- To have Gold for sustainability and climate action
- To achieve TEF Gold
- To open a new Digital Futures Lab
- To open the new School of Medicine and Biosciences

Strategic Goals:

- **Promoting** student success and life long learning
- **Building** scalable, impactful research
- **Re-balancing** the curriculum from SHAPE to STEM
- **Embedding** sustainability throughout the curriculum

Vice-Chancellor's Executive



Staff diversity

Our commitment to equality and diversity is particularly evident in our staff community. In terms of gender equality, 35% of our top earners are female. Almost 57% of the workforce are female and 50% of our Academic staff are female. Women comprise 37% of our associate professors and 27% of our professors. Gender equality is also demonstrated by our gender pay gap which continues to reduce, with the mean gap now standing at around 8.17%, which remains lower than the current sector mean gap of around 15%.

The University also has an ethnically diverse workforce, with 40% of staff from black and minority ethnic backgrounds which is significantly more than the national average. 41% of academic staff are from Black and Minority Ethnic backgrounds in contrast to 20% across the HE sector. Staff from Black and Minority Ethnic backgrounds are able to succeed at all levels of the University comprising 41% of our associate professors and 21% of our professors compared with 12% in the

sector. Over 6% of professors are from black backgrounds in comparison to 0.7% in the sector. The University also monitors the ethnicity pay gap and the median pay gap in 2023 was 12.56% which compares well with the sector although the University is committed to reducing this further.

Actions to improve equality further are being taken as part of the University's commitment to equality, diversity and inclusion following the awarding of Bronze Athena Swan accreditation in 2022-23. UWL is also an accredited Living Wage employer and all our staff (including students and outsourced contracts) are paid the London Living Wage or above.

Around 68% of our academic staff with a doctorate, 21% of UWL Professors are from "minority ethnic" backgrounds compared to 11% across the sector & 6% of our Professors are from black backgrounds compared to 0.7% across the sector (HESA data).

The role

Purpose of the role

Direct the University's pursuit of excellence in research and knowledge exchange (KE).

Key areas of responsibility

- Ensure the University's research goals as set on out Impact 2028 are achieved
- Be responsible for the submission of the University's REF submission and ensure it meets its set targets
- Cultivate strong relationships with research funders and improve the research income and other resources
- Oversee the Graduate School and ensure it operates effectively providing support to all Post Graduate Research Students
- Lead on the development of all impact outputs ensuring the REF case studies are of an adequate quality
- Be accountable for the efficient and effective provision of research and KE services across the University community
- Working with colleagues, be responsible for the University's KEF submission
- Develop a strong and meaningful research culture and environment across the institution
- Create research synergies throughout the University in order to foster interdisciplinarity.
- Help fashion meaningful research relationships with other regional institutions and build strong research connections through the University Alliance research and other bodies
- Monitor, evaluate and enhance research activity across the University and ensure that all research provision conforms to and fully satisfies the standards set by the relevant agencies
- Oversee the research governance activities of the University and chair all relevant committees
- Ensure the organisational infrastructure and support for research is in place and updated regularly to high standards.

In addition to the above areas of responsibility the post-holder may be required to undertake any other reasonable duties relating to the broad scope of the position, commensurate with the post, and in support of the University.

The Pro Vice-Chancellor, Research and Impact is part of the Vice-Chancellor's Executive and a senior officer within the University. As such, the postholder will be involved in supporting the strategic leadership and operational delivery of the University, working collaboratively with other Executive colleagues and the wider Senior Management Group.

Individual University officers are responsible to the Board of Governors through the Vice-Chancellor and President, must lead by example and adhere to the policies and Financial Regulations of the University. They may delegate responsibility for specific aspects of management to heads of schools and services, but retain ultimate responsibility for their management and

operation.

The University is committed to the highest standards of openness, integrity and accountability.

It seeks to conduct its affairs in a responsible manner, having regard to the following principles established by the Committee on Standards in Public Life, which post holders are expected to observe: selflessness, integrity, objectivity, accountability, openness, honesty and leadership. They are also expected to uphold the values enshrined in *Impact 2028*.



Person specification

Essential Qualifications & Experience

- Doctoral-level qualification.
- Strong track record of sustained research activity.
- Institutional-level leadership of research and scholarship.
- Experience in overseeing Research Excellence Framework (REF) and Knowledge Exchange Framework (KEF) submissions.
- Engagement with research-active academics and leadership across diverse subject areas.

Key Skills & Attributes

- Strategic thinker with proven leadership and operational skills in research and KE.

- Ability to cultivate productive relationships with internal stakeholders and external funders.
- In-depth understanding of policy implications in the UK research and HE landscape.
- Reflective, approachable, and decisive leadership style.
- Skilled in interdisciplinary research development and guiding high-quality impact outputs.

Desirable Attributes

- Demonstrated success in securing research funding.
- Understanding of interdisciplinary research strategies and methods.



Terms of Appointment

We offer a range of benefits to recognise and reward the essential contribution our staff make to our success and growth.

Finance

- Competitive salaries and cost of living increases
- Interest free season ticket loan
- Give as you earn scheme

Health, Well-being and Fitness

- Cycle to work scheme
- Employee assistance programme available 24/7
- Eye care vouchers
- Reduced gym membership

Pensions

- Generous, transferable occupational pension schemes, with employer contributions in excess of individual contributions
- Life cover

Personal and Professional Development

- Award winning professional services departments
- A fee waiver scheme for staff undertaking relevant University courses*
- Access to a suite of online development courses
- Regular staff development opportunities
- Study leave

Work-life Balance

The University of West London aims to be an employer of choice. Recognising the need for work-life balance, the majority of staff work a 35 hour working week. Other work-life balance benefits include:

- Generous maternity, paternity and adoption leave*
- Generous annual leave
- Flexible working opportunities *

Additional Benefits

- Access to a range of musical performances and performance opportunities
- Product industry discounts for a variety of recitals, concerts and conferences
- Student union discount card*
- Accommodation support: Contribution to the deposit and free accidental damage cover for UWL employees through Dexters Estate Agency's no deposit option
- Staff bus between campuses
- Senior officers may benefit from guaranteed parking on campus.

*Subject to application and completion of probationary period.



How to apply

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

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

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 9 May 2025**.

* 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.

