

CANDIDATE BRIEF



Pro Vice-Chancellor
(Student Experience and
Outcomes)

WELCOME MESSAGE FROM THE VICE CHANCELLOR

Thank you for your interest in working at ARU.

ARU is a global university transforming lives through innovative, inclusive and entrepreneurial education and research. We hold a Gold award for the quality of our education, awarded through the Teaching Excellence Framework (TEF), and are the Times Higher Education University of the Year 2024.

ARU's research institutes and four faculties bridge scientific, technical and creative fields. We deliver impactful research which tackles pressing issues and makes a real difference to our communities. Our academic excellence has been recognised by the UK's Higher Education funding bodies, with 16 of our research areas assessed as including world-leading research in REF2021.

We are the largest provider of Nursing, Midwifery, Health and Social Care students in the East of England, and we are also among the UK's leading universities for degree apprenticeship provision, working with hundreds of employers across the UK.

Our student population is vibrant and diverse, putting us in an excellent position to respond to the various challenges facing the sector. At the same time, as a civic institution with campuses across the East of England we are committed to working with others to enhance the social, cultural and economic wellbeing of our region.

This is an exciting time to join ARU and an outstanding opportunity to drive innovation across ARU and our educational offer.

The postholder will work with the DVC Education to ensure outstanding educational outcomes and experience for our students, and the development of a culture of excellence. They will help design and lead continuous programmes of education enhancement in support of our Education Strategy, including oversight of academic delivery of Apprenticeships; selected education-related Strategic Partnerships; and preparation for 2027 TEF submission.



"I look forward to welcoming the successful candidate to our University"



ABOUT Vice Chancellor's Office

The Vice-Chancellor's Office plays a pivotal role in shaping the strategic direction of the University. We are responsible for providing leadership and oversight to both staff and students, ensuring that the University's vision, mission, and long-term goals are clearly defined and pursued. Accountable to the University's governing bodies, we ensure adherence to all relevant regulations and standards, including maintaining compliance and demonstrating academic and financial performance.

Leading the University Executive Team, we work closely with senior leaders to make critical decisions that impact university operations, and actively engage with a wide range of stakeholders, including research funding bodies, donors, alumni, industry partners, policymakers, and government officials. Through these interactions, we foster meaningful relationships and work tirelessly to enhance the University's reputation on a global scale.



ABOUT THE UNIVERSITY

ARU's story starts in 1858, with the opening of Cambridge School of Art. Over the years a number of colleges and higher education institutions have come together to form what is now Anglia Ruskin University. Our most recent milestones include the creation of ARU Peterborough in 2022 and ARU Writtle in 2024.

Our focus has always been on transforming lives through innovative, inclusive, and entrepreneurial education and research – and this still underpins our vision and values today. Our over-arching vision is supported by our ten-year strategy, [Designing our Future 2017-26](#).



As a university, we're managed by a Board of Governors and a Senate. Our Vice Chancellor, Professor Roderick Watkins, is responsible for the day-to-day leadership of ARU. The Vice Chancellor is supported by the Vice Chancellor's Group (VCG) which consists of two Deputy Vice Chancellors (Education and Research & Innovation), plus the Chief Operating Officer, Director of Finance and the Secretary and Clerk to the Governors.



We have four faculties at ARU, each providing students, industry and the academic community with professionally focused and world-leading courses and research.

The four Pro Vice Chancellors/Deans of Faculties all report directly to the Vice Chancellor and are members of the University Executive Team (UET), the University's executive decision-making body. The Heads of Schools report into the Pro Vice Chancellors/Deans.

OUR MISSION AND VALUES

Our mission at ARU - transforming lives through innovative, inclusive and entrepreneurial education and research - guides everything we do. And our values - ambition, innovation, courage, community, integrity and responsibility - set out how we act, seeking to promote public good and serve our students and the communities in which we are based.



We seek colleagues who are committed to our values and who will play a leading role in ensuring we deliver on our mission.

Our values

- **Ambition:** We are determined to achieve our goals and continually strive to enhance our university for the benefit of all.
- **Innovation:** We will apply our collective and individual creativity to conceive and develop new ideas, implementing them for the benefit of the communities we serve.
- **Courage:** We are bold in taking the decisions we feel are right, even when it is difficult to do so.
- **Community:** We greatly value working collaboratively, supporting each other and helping everyone to achieve their potential.
- **Integrity:** We do what we say we will do and are fair and transparent in our decision-making and actions.
- **Responsibility:** We take decisions and act in a way which respects environmental, societal, and economic considerations, and which best supports those who study and work with us.

OUR STRATEGY

In 2017, we published our institutional strategy, [Designing our Future 2017–2026](#). On the 25th anniversary of our achieving university status, it set out our vision, priorities and ambitions for the next ten years, built around three themes:

1. Creating a leading learning and innovation ecosystem
2. Building and nurturing vibrant university communities
3. Strengthening the underpinning operations of the University



The delivery of our overarching strategy is supported through the implementation of three underpinning strategies for Education, Research & Innovation and Operating. The diagram below illustrates how the three strategies intersect to deliver the institutional strategy.

EDUCATION STRATEGY

2022 - 2027

ARU's outstanding and transformative education will support students at all levels to achieve their full potential and create a positive impact on their lives and work.

Our students have diverse backgrounds, interests and styles of learning. This diversity informs the way we will deliver our education and support our graduates and alumni to achieve their full potential, excel in their chosen careers, and tackle environmental and societal challenges. We will develop life-long partnerships with our students, pooling our knowledge and experience to address the challenges we face today, together.



To achieve this we will:

Deliver an inclusive and transformative education

ARU courses create space for students to work in partnership with businesses and organisations to tackle societal challenges and enhance their employability.

- Our flexible courses reflect the variety of needs and ambitions of our diverse student cohorts.
- We are a leader in innovative degree apprenticeships where education and employment are closely integrated.
- Our students engage in active, interdisciplinary curricula, tackling societal and environmental challenges with our local, regional and global communities.
- Our graduates have the skills, capabilities, and mindsets to contribute positively to their environment and communities.

Foster a research-rich educational environment

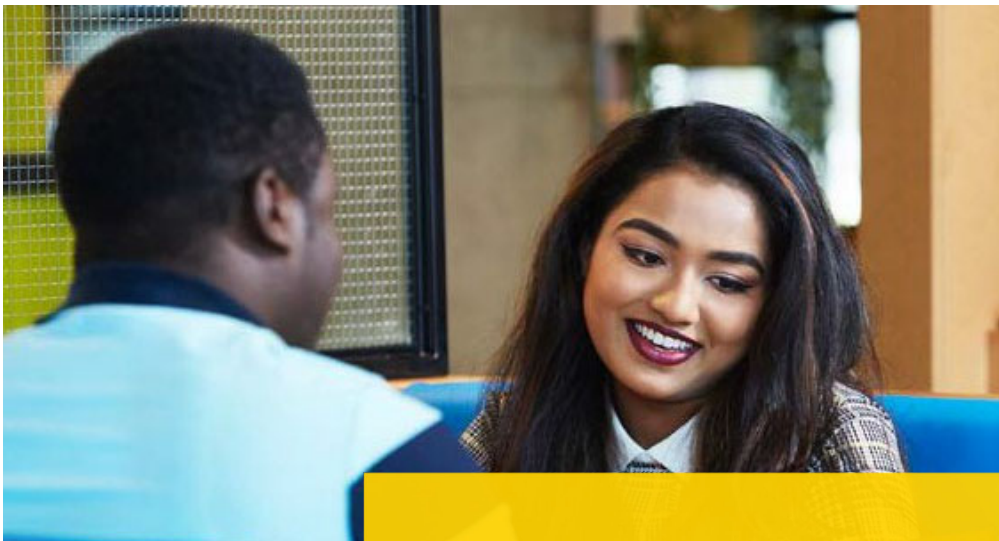
Our students receive – and contribute to – an education underpinned by sector-leading research.

- Engaging in and advancing research is an integral part of all our students' education, enhancing their employability and enabling them to contribute positively to a sustainable future.
- We deliver sector-leading pedagogic research and practice with our students to enhance their education.
- Our graduates are creative problem-solvers, prepared for wide-ranging careers.

Create vibrant living and learning communities

All our students connect to one another and our wider communities in ways that enhance their belonging and recognise their contributions.

- We focus on providing an excellent student experience within and around our courses.
- We recognise that no two members of the ARU community are the same and each student and staff member's contribution is valued.
- ARU students receive unique opportunities to engage in knowledge exchange outside of their course.
- Students engage with global communities through ARU's international connections and partnerships.



Offer innovative and flexible learning for life

- We create opportunities for prospective students and our alumni to grow and learn together throughout their lives.
- We create pathways to higher education for the diverse communities across our regions.
- We continue to learn from and educate our alumni throughout their lives, including a 'Learning for Life' offer for our alumni and local communities.

RESEARCH AT ARU



The overarching aim of our Research and Innovation Strategy is 'to deliver transformative benefits locally and globally'.

We are passionate about research at ARU: its potential to innovate, and its power to enhance social, cultural and economic well-being at national and global levels.

Discover more about our world-leading and impactful research, including case studies from our ARU-wide [Research, Innovation and Impact Themes](#): Sustainable Futures, Safe and Inclusive Communities and Health, Performance and Wellbeing. You can read more about our multi-disciplinary institutional research environment [here](#).

In summer 2022 we published our new Research and Innovation Strategy and are currently working on its implementation. Our research excellence has been recognised by the UK's Higher Education funding bodies, with all 16 of our research areas assessed as having world leading areas in REF2021

REWARDS & BENEFITS

We are committed to our staff and have an agile working culture to support individuals to work flexibly and balance the demands of their role with their personal circumstances. As well as a competitive salary and a generous relocation package, you'll have access to an attractive pension scheme, generous annual leave, learning and development support to ensure you thrive at ARU, and to a comprehensive suite of wellbeing resources designed to support your physical, mental, and emotional health.

Click [here](#) to find out more about our rewards and benefits offer.

HOW WE RECRUIT

We are excited that you're considering joining ARU! We are committed to attracting the best talent and ensuring that every candidate has a positive experience. We understand that the application process can be both exciting and challenging, and we aim to support you every step of the way.

We value transparency and want to make sure you know what to expect as you navigate our recruitment process, from submitting your application to going through interviews and eventually onboarding; we also provide resources and tips on effective interview techniques to help you prepare and present your best authentic self.

Click [here](#) if you wish to find out more.



**ACHIEVE
YOUR
EXCELLENCE,
TOGETHER**



Discover excellence like you've never known it before. At ARU, you'll be part of a community that celebrates who you are, champions new ideas, and inspires greatness. Combining individuality with collaboration, you'll be given the tools and support to achieve your aspirations, all whilst making a collective impact on the world around you.

VICE CHANCELLOR'S OFFICE

Job Description

| | |
|------------------------------------|---|
| Job Title: | Pro Vice-Chancellor (Student Experience and Outcomes) |
| Grade: | Senior Management (SMG) |
| Job Family: | Senior Management (SMG) |
| Work Base: | Cambridge/Chelmsford (with travel to other sites and/or overseas as required) |
| Hours of Work: | Full time (1.0 FTE) |
| Responsible to: | Deputy Vice-Chancellor (Education) |
| Responsible for: | Dean of the School of Apprenticeships |
| Relationships and Contacts: | DVC (Research and Innovation), Other PVCs, Deans, Head of Anglia Learning and Teaching, Director of Learning and Development Services, Director of Strategic Planning and Performance, external bodies, including Ofsted. |
| Job Purpose: | Design and lead continuous programmes of student experience and outcomes, including oversight of academic delivery of Apprenticeships; and preparation for the next TEF submission. |

Principal Accountabilities

Work with the DVC Education to ensure outstanding educational outcomes and experience, and the development of a culture of excellence.

- Designing and delivering relevant processes and systems to ensure excellent continuation, completion and outcomes for our students regardless of their study modes
- Working with relevant professional services areas to ensure excellent student engagement, student voice and equity in student experience and outcomes
- Ensuring our students enjoy the best learning experience within and outside of our designated learning facilities
- Working with colleagues within the academic and professional services areas to develop and maintain a student-centric approach and culture of excellence across the university's education portfolios

Work as a core member of the ARU Education Leadership Team to advise and support the Deputy Vice-Chancellor Education in the development and implementation of the ARU Education Strategy in line with the ambitions of the ARU Strategic Plan.

Stimulate scholarship, innovation and dissemination in relation to educational practices

Support the DVC Education in the development and delivery of longer-term enhancements needed to maintain an outstanding result in the next TEF exercise.

- Designing and delivering appropriate quality improvement interventions
- Ensuring the evaluation of impacts of interventions at appropriate stages to guarantee effectiveness

- Ensuring that our University, and in particular our academic community, has a clear understanding of the importance of the TEF, the areas it covers, and the KPIs by which our performance will be measured
- Working with Strategic Planning and Performance on data to be deployed in the submission and monitoring of TEF-related KPIs.

Have oversight of and deliver strategic leadership for the ongoing development and enhancement of Apprenticeship delivery through:

- Chairing the university-wide Apprenticeship Committee
- Line managing the Dean of the School of Apprenticeships
- Providing risk-based updates to the University Executive Team

Work with the DVC Research and Innovation to support the development and delivery of employability-related activities.

Work with the PVC International and Partnerships to develop regional FE partnerships and pathways into HE.

Work with the Schools and Colleges Outreach Team to enhance the transition to HE outcomes.

Lead on and provide support for external reviews and consultations.

Represent ARU externally, raise our profile, and showcase our education.

Comply with Data Protection Act 2018 and GDPR requirements in all working practices maintaining confidentiality, integrity, availability, accuracy, currency and security of information as appropriate. Take personal responsibility for all personal data within own working environment.

Comply with Equity Diversity and Inclusion, Safeguarding, Health & Safety and Sustainability responsibilities as detailed in our policies and procedures.

Such other duties temporarily or on a continuing basis, as may reasonably be required, commensurate with your grade.

This is a description of the job as it is presently constituted. It is normal practice to review periodically job descriptions to ensure that they are relevant to the job currently being performed, and to incorporate any changes which have occurred or are being proposed. The review process is carried out jointly by manager and employee and you are therefore expected to participate fully in such discussions. In all cases, it is our aim to reach agreement to reasonable changes, but where it is not possible to reach agreement, we reserve the right to make reasonable changes to your job description which are commensurate with your grade after consultation with you.

August 2025

VICE CHANCELLOR'S OFFICE

Pro Vice-Chancellor (Student Experience and Outcomes)

Person Specification

| | Essential | Desirable |
|--|---|---|
| Academic/ Professional Qualifications | <p>Relevant Honours Degree or Professional Qualifications</p> <p>PhD or Professional Doctorate</p> <p>Senior Fellowship of the HEA</p> | <p>Principal Fellowship of the HEA</p> <p>National Teaching Fellowship</p> <p>Currently holding the title of Professor within another UK University or the ability to meet our criteria (please refer to the Professorial Appointment Pack attached, for further information)</p> |
| Experience | <p>Senior leadership in HE, including line management of staff, academic planning and quality assurance experience</p> <p>Excellent knowledge of TEF and experience of developing subject and institutional TEF submissions</p> <p>Excellent knowledge and record of development of apprenticeship education</p> <p>Accomplished personal record of partnership working with industry, public sector and other organisations to develop innovative educational practice</p> <p>Accomplished personal record of successful high impact enhancement of education, including the development of new courses and innovative approaches to their delivery that</p> | <p>Evidence of influencing professional practice nationally</p> |

| | Essential | Desirable |
|--------------------------------|--|-----------|
| | <p>engage students and ensure an outstanding student experience</p> <p>Change management and performance management</p> <p>Leading organisational innovation in the area of student experience and outcomes</p> <p>Evidence of personal research and/or scholarship with a record impact</p> | |
| Knowledge/ Skills | <p>Ability to lead academic teams and manage staff, with a focus on strategic planning and quality assurance</p> <p>Ability to enhance student engagement and improving overall educational outcomes.</p> <p>Ability to work with quantitative and qualitative data to drive change and excellent outcomes</p> <p>Ability to influence vertically and horizontally</p> | |
| Personal Attributes | <p>Clear strategic thinker</p> <p>Driven and committed to successful outcomes</p> <p>Passion for innovation and the ability to apply in practice</p> <p>Highly effective corporate and team player</p> <p>Strong personal credibility</p> <p>Customer focused</p> <p>Strong commitment to helping and developing staff so they can</p> | |

| | Essential | Desirable |
|--------------|---|-----------|
| | successfully support the development and implementation of the relevant Faculty Education Plan and make a significant contribution to the development and delivery of the ARU Education strategy | |
| Other | <p>Willing to work flexibly to support the relevant Faculty's diverse operations and markets</p> <p>Willing to undertake regular travel between campuses, partner institutions and business organisations in the UK and undertake overseas travel</p> <p>Willing to represent the relevant Faculty and ARU in a range of public relations and networking activities that may involve occasional public speaking</p> <p>Committed to our equity diversity and inclusion, safeguarding, health and safety, and sustainability policies and procedures and our University's values</p> <p>Compliance to Data Protection Act 2018 and GDPR principles/ requirements</p> | |

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Anglia Ruskin University on this appointment.

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

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

The closing date for applications is 11:59pm on **Sunday 14 September 2025**.

* The equal opportunities monitoring 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.