

## CANDIDATE BRIEF



Director of Learning  
Development Services

# 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. You will provide strategic leadership and management for Learning Development Services (LDS), which includes ARU Distance Learning, and Degrees at Work. If you are an inspirational and collaborative leader with the experience and vision to help the University continue to innovate, identify external opportunities and provide outstanding learning and teaching, then I do hope you'll express an interest in joining us.

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

**Professor  
Roderick Watkins**

**Vice Chancellor**





# 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 25<sup>th</sup> 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





# **ABOUT** Learning Development Services



We work in partnership with the Seven Police Forces in the Eastern Region - Essex, Bedfordshire, Cambridgeshire, Hertfordshire, Kent, Norfolk and Suffolk - to train the Police Officers of the future.

We are proud to be partnered with these Forces to provide the Police Education programmes which sit within the new Police Constable Entry Routes (PCER). These programmes have been designed by the College of Policing and aim to further professionalise policing as a career, by both recognising and raising educational standards.

Depending on existing qualifications, new Police Constables can enroll on either a three-year Police Constable Degree Apprenticeship (PCDA), which combines a degree programme with on-the-job training resulting in a BSc (Hons) degree in Professional Policing, or a two-year Degree Holder Entry Programme (DHEP), which is available for new recruits who already have a degree and will result in a Graduate Diploma in Professional Policing. Both qualifications can be further built upon during the Officer's career.

Since going live in January 2021, ARU Direct has grown substantially to become the biggest provider of Police Education in the sector. As our delivery team has grown, so has our support staff, with more roles being recruited to support our growing number of students. Our team now includes Instructors, Administrators, Course Content support, Work Based Tutors, Independent End Point Assessors and Support and Wellbeing staff to name just a few.



## Degrees at Work

We partner with employers to develop innovative work-based learning for the skills of their workforce via distance learning and degree apprenticeships.

We're proud to be one of the UK's leading providers of degree apprenticeships, working in partnership with professional bodies and some of the biggest names in industry and public services.

Here at ARU we understand evolving workforces and the skills shortages impacting organisational performance today and we recognise the fantastic opportunities that degree apprenticeships offer to aspiring apprentices from diverse backgrounds.

A key part of our civic mission, degree apprenticeships are an alternative work-based route to degree education. They're a collaboration between employers, apprentices and our University - and the benefits of these transformational education programmes are clear. We currently work with over 650 regional and national employers to offer a wide range of future relevant degree level programmes that have been designed to meet the needs of today's employers and provide exciting career development opportunities for over 3,000 apprentices.

Last year, ARU had one of the largest intakes of degree apprenticeships in the UK. Currently, degree apprenticeships make up approximately 10% of ARU's total student population, and this percentage is growing.

Looking forward, ARU is to open a dedicated School of Apprenticeships to act as a point of engagement for employer partners and bring together staff working on apprenticeships from across the institution.

## ARU Distance Learning

All our distance learning degrees are as academically robust and relevant as their physical campus equivalents – essentially the only difference is the learning delivery method. Where possible, ARU distance learning degrees are accredited by the relevant industry bodies and in many cases designed and developed by respected industry insiders.

We offer Undergraduate and Postgraduate Degrees, and short courses such as top-up degrees, courses in a wide range of subjects, including Business Management, Psychology, Digital Marketing, Health and Social Care, Education and Technology.

Our dedicated distance learning support team and expert tutors support students along every step of the way. With our world-class Learning Management System (LMS), accessible from their phone, tablet, or computer, students can access materials, study and engage with tutors and other distance learners from wherever they are.





# 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.



**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.

# LEARNING & DEVELOPMENT SERVICES

## Job Description

|                                    |   |
|------------------------------------|---|
| <b>Job Title:</b>                  | Director of Learning Development Services   |
| <b>Grade:</b>                      | Senior Management (SMG)   |
| <b>Job Family:</b>                 | Senior Management (SMG)   |
| <b>Work Base:</b>                  | Chelmsford or Cambridge (with travel between campuses and/or overseas as required)  |
| <b>Hours of Work:</b>              | Full time (37 hours per week)   |
| <b>Managed by:</b>                 | Deputy Vice Chancellor (Education)  |
| <b>Line Manages:</b>               | Head of Degrees at Work, Head of Distance Learning Operations   |
| <b>Relationships and Contacts:</b> | Vice Chancellor's Group (VCG), University Executive Team (UET), Trade Unions, Students Union, External Bodies and Agencies (e.g. UCEA, UHR, OfS), Other Universities  |
| <b>Job Purpose:</b>                | Lead Learning and Development Services (LDS) expand and enhance apprenticeship, accredited workplace learning, distance learning and CPD delivery; develop appropriate platforms to support innovative learning and teaching across the university. |

## What You'll Be Doing

Lead the strategic development, planning, budgeting, scoping, procurement, and enhancement of distance learning and apprenticeship offers to drive consistent growth and maintain outstanding quality of delivery.

Identify and secure public and commercial partnerships regionally and globally to establish joint development agreements and expand collaborative opportunities.

Provide leadership in managing partner accounts and collaborating with senior university colleagues to support broader academic developments.

Support Faculties in developing distance learning, CPD, and apprenticeship specifications to ensure compliance with quality standards and enable institutional growth.

Promote and implement changes in learning and teaching practices to enhance academic provision and monitor outcomes rigorously.

Provide strategic leadership for the Police Education Campus in London to ensure effective delivery and alignment with institutional goals.

Lead ARU Direct operations to ensure effective staffing for Police contracts.

Manage the institution-wide LMS (Canvas) to maximise its on-site and off-site use, support users, and enhance functionality in line with evolving needs.

Scope and lead the adoption of educational technologies to support face-to-face, blended, and distance learning delivery.

Chair and contribute to committees and working groups when required to support institutional governance and decision-making.



Manage LDS resources - human, financial, and physical - to ensure alignment with budgets and staffing policies.

Represent LDS and the university externally to strengthen community and sector engagement.

Build relationships with senior colleagues to contribute to the university's strategic development.

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.

**December 2025**

# LEARNING & DEVELOPMENT SERVICES

Director of Learning Development Services

## Person Specification

|  | Essential  | Desirable  |
|--|--|--|
| <b>Academic/ Professional Qualifications</b> | <p>Higher Degree and/or relevant professional qualification at post-graduate level</p> <p>Evidence of CPD</p>  | <p>Fellow of HE Academy</p>                              |
| <b>Experience</b>                            | <p>Substantive experience of leading complex projects</p> <p>Significant management experience in a professional or HE environment</p> <p>Experience of leading consultancy and/or income generation</p> <p>Management of significant budgets</p> <p>Knowledge and experience of developing large scale bids and procurement of educational products</p>                   | <p>Commercial skills</p>                                 |
| <b>Knowledge/ Skills</b>                     | <p>Broad knowledge of HE markets and regulatory context</p> <p>Ability to think innovatively and creatively, and respond in agile fashion to emerging opportunities</p> <p>Ability to meet tight deadlines and demonstrate effective time management skills</p> <p>Team leadership skills and the ability to motivate</p> <p>Good interpersonal and negotiating skills</p> | <p>Knowledge of the HE market and regulatory context</p> |

|                            | Essential   | Desirable |
|----------------------------|---|-----------|
|                            | Commercial acumen and understanding of account management   |           |
| <b>Personal Attributes</b> | <p>Ability to lead teams operating in complex regulatory environments</p> <p>Ability to work co-operatively and as part of a team</p> <p>Enthusiastic and flexible approach</p> <p>Understanding of the external environments in which Anglia Ruskin operates</p> <p>Commitment to own continuous personal and professional development</p> |           |
| <b>Other</b>               | <p>Willing and able to travel between sites as required</p> <p>Committed to our University's <a href="#">values</a></p> <p>Compliance to our equity diversity and inclusion, safeguarding, health and safety, and sustainability policies and procedures</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](http://www.saxbam.com/appointments) using code **IADCF**.

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 **Friday 16 January 2026**.

\* 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.