

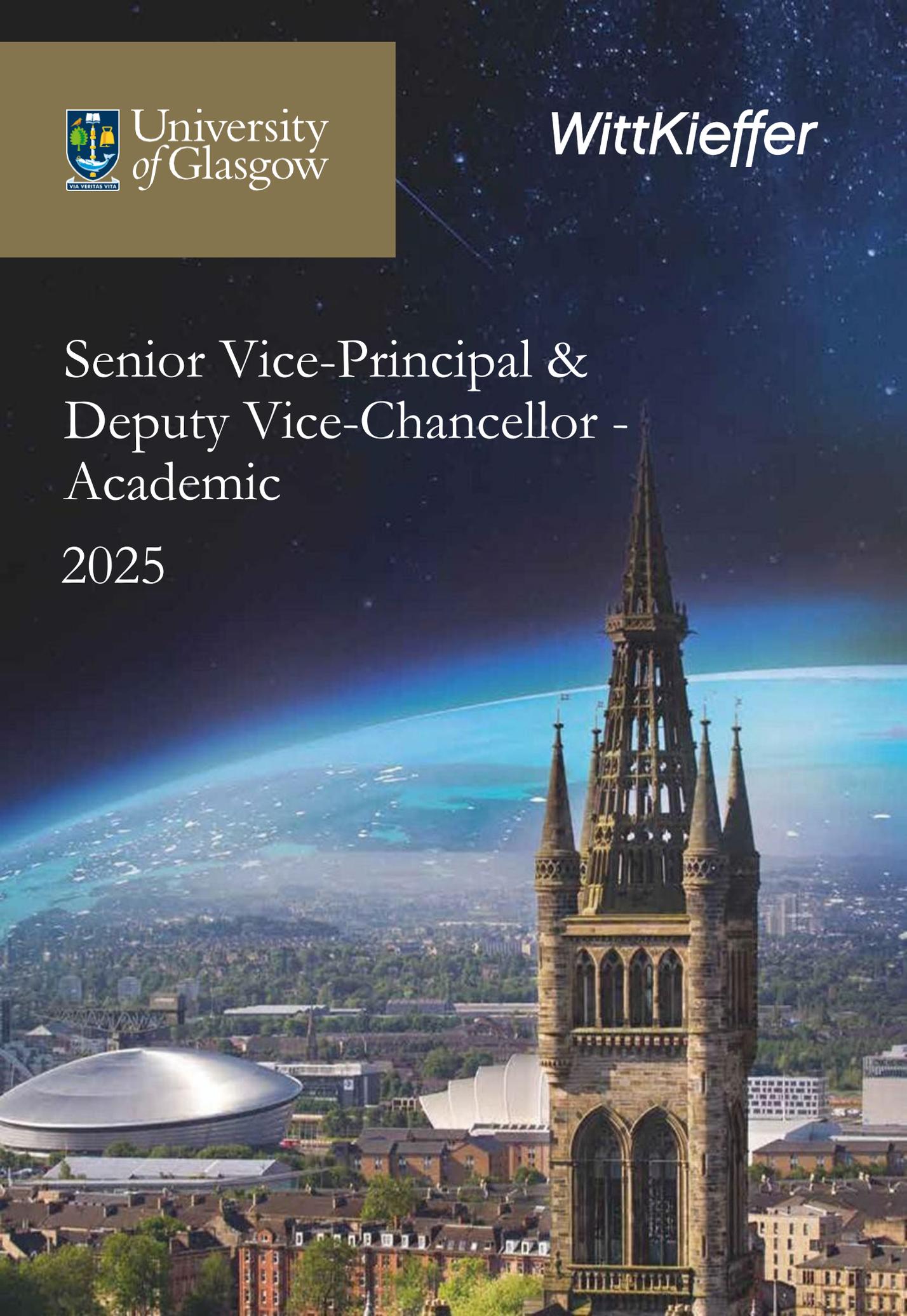


University
of Glasgow

WittKieffer

Senior Vice-Principal &
Deputy Vice-Chancellor -
Academic

2025



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Welcome

Professor Andy Schofield, Principal & Vice-Chancellor

Dear Candidate

As Principal and Vice-Chancellor, I am honoured to lead this extraordinary institution from its 575th anniversary into its next chapter. We are seeking an exceptional individual to join our Senior Management Group as Senior Vice-Principal & Deputy Vice-Chancellor - Academic, a pivotal role at the heart of the institution.

This is a moment of opportunity for Glasgow, despite the headwinds in our sector. The University is a place where world-changing research meets transformative teaching, where bold ideas flourish, and where talented people are empowered to realise their ambitions. Our academic and financial foundations are strong, and our aspirations are global. Our new Senior Vice-Principal will be integral to the development and delivery of our new strategy, and to the realisation of our aims and ambitions more generally.

Our recent successes will help us chart a course for the future. Glasgow is a QS global top 80 university, was recently Scottish University of the year in 2024 (Times and Sunday Times Good University Guide) and ranks 12th globally in the world impact rankings. The University is also ranked in the top 30 globally for sustainability.

We are looking for an academic leader who shares our vision and values, someone who can work closely with me to navigate the challenges facing us in high education and chart a course for continued excellence, doing so as part of a collegial senior leadership team. If you are driven by purpose, inspired by collaboration, and ready to make a lasting impact, I invite you to explore this opportunity to help shape the future of one of the world's great universities.

Warm regards,

Professor Andy Schofield
Principal & Vice-Chancellor
University of Glasgow

A University *for* the world

The University of Glasgow and our
inspiring people have been changing the
world for more than 570 years





The University of Glasgow and our inspiring people have been changing the world for more than 570 years.

Adam Smith laid the foundations of modern economics. James Watt gave power to the industrial revolution. Ian Donald showed us the first ultrasound image of a foetus. Jocelyn Bell Burnell discovered radio pulsars.

Today, our inspiring people continue to change the world for the better.

Our REF2021 results highlighted Glasgow's position as a world-changing university which produces research of global and national importance and our annual research grants and contracts income places us within the top 10 UK universities.

Now, as in the University's history, our researchers show curiosity, openness, a strong social commitment and a willingness to challenge the status quo. Our research illustrates the breadth and depth of our expertise, our ability to work together to address global goals and our

commitment to deliver economic and societal change, both locally and internationally. Changing the world is not only about making discoveries and creating new technologies. Informed leaders, creative thinkers and bold business minds have honed their skills at Glasgow. The talents of some of the UK's most influential political figures have been nurtured here. Award-winning writers have developed their craft. Human rights activists have gained their voice.

We are a place where the synergy between our research and teaching inspires ambitious people to succeed. A place where inquiring minds can develop their ideas. A place where talented people are given the space to realise their dreams.

Most importantly, we are open to the world. Our doors are open to the brightest minds, regardless of background, who wish to study at university. We are open to collaboration and the exchange of knowledge with other universities, government and business.

To continue to be a world-class and progressive university, we are dedicated to bringing inspiring people together to change the world.

University of Glasgow Facts

PLACED 1st
**SCOTTISH UNIVERSITY
OF THE YEAR 2024**

THE TIMES AND SUNDAY TIMES
GOOD UNIVERSITY GUIDE

12th IN THE WORLD
OUT OF 2,526 INSTITUTIONS
THE WORLD IMPACT
RANKINGS 2025

79th IN THE
QS WORLD UNIVERSITY
RANKINGS 2026

84th IN THE WORLD
UNIVERSITY RANKINGS 2026

£4.4bn
ECONOMIC
CONTRIBUTION TO
THE UK ECONOMY

ESTABLISHED IN

1451

A WORLD
TOP100
UNIVERSITY

EIGHT
NOBEL
LAUREATES
CONNECTED TO
THE UNIVERSITY

WORLD
TOP30 FOR
SUSTAINABILITY

MEMBER OF THE
PRESTIGIOUS
RUSSELL
GROUP
OF LEADING
UK RESEARCH
UNIVERSITIES



World Changers Together

Our mission is to bring a community of world changers together

Colleagues have been invited to share their views on the draft University Strategy for 2025–2035. Feedback from this consultation is helping to shape the next iteration of the strategy before a final version is submitted to the University Court for approval in February 2026.

Our Values

Our strategy and approach may evolve as the landscape changes over the next ten years, but our values will remain constant: a fixed point of certainty in uncertain times. Living and upholding these values will ensure that we remain true to the spirit of our community and ourselves.

Ambition and Excellence
Curiosity and Discovery
Integrity and Truth
An Inclusive Community

For more details on our values, see page 9.

Financial overview

Our Reports and Finance Statements for the year to July 2024 can be viewed at: https://www.gla.ac.uk/media/Media_1137_393_smxx.pdf

Our Purpose

Our world-changing research, innovation and teaching have been, and will continue to be, at the forefront of technological and social change, advancing a globally inclusive and fair society. We are World Changing Glasgow. We transform lives through ideas and action.

Our Ambition

We aim to:

Strengthen our research and innovation by collaborating, unlocking creativity and supporting our people to advance knowledge and create positive impact.

Provide a sector-leading educational experience that is Futures Focused, Experiential and Life Integrated, and Globally Oriented, enabling our students to thrive and stand out as history makers.

Work in partnership with our local, national and global communities to extend our reach and impact as a World Changing University. Develop a values-aligned culture that expects high performance and supports our staff, students and community to flourish.

Culture & Values

Our people have always been at the forefront of innovation. And our past achievements inspire our current world changers.

The future for our sector, our society, and our world is never certain. We continually adapt and change what we do and what we offer, as we navigate these successfully. Whilst our strategy and approach will evolve as the landscape changes, our values will remain firmly embedded in our approach.

Our Values were developed in consultation and partnership with our staff and student community. They are reflected at the heart of our core business: research & innovation, student experience and engagement. Fundamentally, living and upholding these Values remain grounded and central to our shared vision and ambition as *The World-Changing University*. Most importantly, our Values-led culture enables, inspires and empowers. It puts people first and compels our community to uphold our Values and behaviours in everything we do.



Our Values are aligned to behavioural expectations for which all of us within our community are individually and collectively responsible – owning and holding ourselves to account accordingly. Our Values show up in our everyday actions in the planning, execution and realisation of our strategic imperatives, our recruitment and selection processes, our performance and development review and career pathway frameworks and our leadership development programmes to name a few.

We very much hope that our Values resonate with potential candidates providing a strong sense of who we are as the University of Glasgow.

Our Values are:

Ambition and Excellence

- We strive for excellence through our work
- We defend academic freedom globally
- We recognise and celebrate shared success
- We have an unrelenting focus on development

Curiosity and Discovery

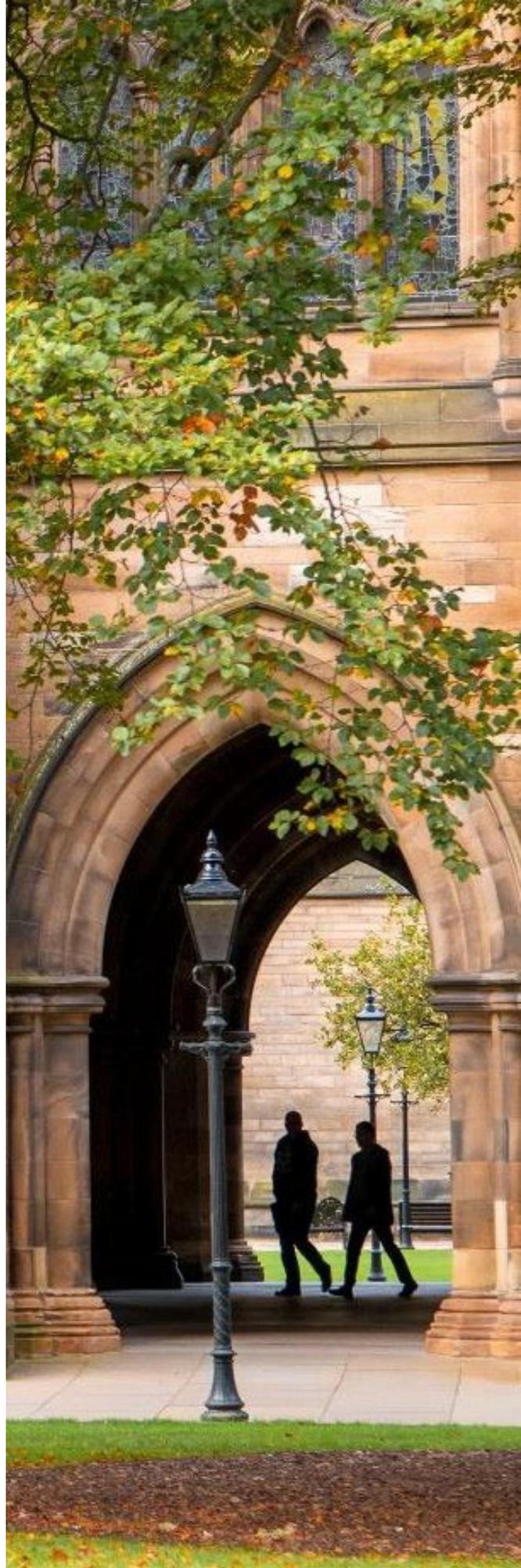
- We innovate and solve problems together
- We lead by influence and example
- We engage with lifelong learning and personal development
- We learn from our mistakes

Integrity and Truth

- We uphold honesty, integrity and fairness
- We share our work widely and generously
- We do the right thing, not the easy thing - or we don't do it
- We take responsibility

An Inclusive Community

- We are one Glasgow team, and we care for and respect one another
- We advocate for diversity and believe in variety as a vital part of a healthy university
- We champion education as an engine for social progress
- We practise and advance sustainability





Research & Innovation

Glasgow is a place where inquiring minds can develop their ideas. A place where people make discoveries that change the world.

Our researchers show curiosity, openness, a strong social commitment and a willingness to challenge the status quo. Our research portfolio illustrates the variety and depth of our work, highlights where we've built real momentum and distinctive strengths, and shows the impact of our collaborations.

Glasgow Changing Futures is a major new University-wide initiative to contribute solutions to major societal challenges - locally, nationally and globally - through our research, innovation, education and partnerships. Internationally, we co-lead the Universitas 21 Nature Positive Initiative with the University of Sydney to address the global loss of biodiversity by harnessing the collective expertise of Universitas 21.

Nationally, we co-founded Scotland Beyond Net Zero with the University of Edinburgh as a pan Scotland initiative aimed at mobilising research, data and innovation from across Scotland to accelerate transition to Beyond Net Zero.

At a local level, the Glasgow Riverside Innovation District (GRID) is an ambitious partnership between the University, Scottish Enterprise, Glasgow City Council and the local community of Govan. GRID is creating opportunity and lasting benefit for all by stimulating economic growth, creating jobs, attracting inward investment and improving the wellbeing of citizens. Within GRID, the University is creating a precision medicine living laboratory including a purpose-built Health Innovation Hub which will create 450 new employment opportunities.

Read more about our research at:
<https://www.gla.ac.uk/research>

See more on Glasgow Changing Futures at:
<https://www.gla.ac.uk/explore/glasgowchangingfutures/>

Our research & innovation ambitions are met through curiosity driven and challenge-led activity, and the translation of ideas into innovative realities.

- A leading role in the UK Quantum Technology Programme: Glasgow leads the UK Hub for Quantum Enabled Position, Navigation and Timing (QEPNT) – bringing together industry and academia to support advancements in sectors such as aerospace, transport, energy, communications and defence.
- Climate resilience for the City of Glasgow: GALLANT is a NERC-funded programme that is partnering with local leadership, industry, and community groups to help the city move towards climate resilience whilst tackling health, social and economic inequalities.
- Cultural Heritage: Museums in the Metaverse is a £2.7 million project redefining cultural heritage experiences, enabled by our state-of-the-art extended realities (XR) facilities within our Centre for Immersive Realities (RIG), and supported by the UK Innovation Accelerator programme.
- Clinical innovation ecosystem: In partnership with industry and NHS Greater Glasgow and Clyde, we have delivered a world-class Imaging Centre of Excellence (ICE), as well as the Digital Health Validation Lab and the Health Innovation Hub within the Glasgow Riverside Innovation District (GRID) - providing significant economic opportunities across the local innovation ecosystem.
- Data driving resilience: The Urban Big Data Centre's 'Waterproofing Data' project works throughout Brazil- using citizen science to defend vulnerable communities against extreme weather events.
- Pandemic preparedness: The MRC Centre for Virus Research contributes to national virology capability and supports the global response to viruses and the diseases they cause.
- Digital Chemistry: Following significant market success utilizing AI and robotics to digitise molecular discovery, University spin-out Chemify recently opened their £12 million production facility in Glasgow – employing 60 full-time scientists and generating local employment opportunities.
- Precision Insect Control: University spin-out, SOLASTA Bio Ltd, has developed the world's first technology platform for creating novel green insecticides for use in the global agricultural industry in an environmentally sustainable manner.
- Global research partnerships: Through our Blantyre-Blantyre project, we have established a state-of-the-art research facility at Kamuzu University of Health Sciences – Malawi. This supports equitable health inequality research and has delivered the first-ever cohort of domestically trained dentists in Malawi.
- Student start-ups: the University's thriving community of student founded start-up businesses includes Kingdom Technologies, a robotic lawnmower company using advanced GPS tracking which has raised over £8 million in investment to date.

At the core of our research endeavours is building a positive research culture that promotes a healthy research environment. This approach comes through all our actions - in the way we evaluate, support and reward quality, how we recognise contributions to a research activity, how we support careers, and how we are building an environment in which individuals collaborate in an atmosphere of openness and trust.



Student Experience

We develop and support our students through an excellent university experience, so that they fulfil their academic potential and contribute in the fullest way possible to culture, society and the local and global economy throughout their lives.

To ensure our students achieve more than a degree, they are able to access a panoply of social, sporting, volunteering and cultural experiences that enable them to connect, develop new skills and enhance their prospects.

We create an inclusive environment where students develop meaningful relationships with one another and with staff and, through those encounters, create new knowledge, challenge received wisdom, build inter-cultural and leadership capabilities, and develop disciplinary excellence and an appetite for lifelong learning and enquiry. We give students the space, time and guidance to forge their own paths and take their first steps as future world changers, promoting an inclusive experience that acknowledges the range of interests and aspirations of our student population. Our social activities and support services are designed in recognition of the internationally diverse community on our campus.

Our learning and teaching and wider student experience are shaped by the values, creativity, ambition and commitment of students and staff. This is needed to support students to thrive in a rapidly shifting, internationally competitive higher education sector, and underpins the provision of high-quality careers advice, the expansion of opportunities for students to acquire work experience, and the creation of an inclusive environment where cost and accessibility needs do not represent barriers to participation in campus life.

- We promote, encourage and enable more pervasive engagement with student-centred active learning approaches.
- We transform curricula and assessment in ways that address the societal challenges that we face globally, reflect our values of inclusivity and integrity, draw on best practice in teaching and assessment, and embed work - related, professionally recognised learning opportunities for students.
- We work in partnership with students to support their development as flexible and adaptable graduates who can work effectively with others to bring disciplinary skills and knowledge together to form creative solutions to complex world problems.

Engaging with staff, students and employers we have identified the attributes which define the Glasgow graduate - the academic abilities, personal qualities and transferable skills which all students will have the opportunity to develop as part of their University of Glasgow experience.



Engagement

Connect, collaborate and contribute

The University of Glasgow was founded for the benefit of the city and its people. Today, as a proud civic university with international reach, we remain committed to helping Glasgow to flourish. We work closely with a diverse range of stakeholders throughout the city to co-design solutions to societal challenges, create opportunities, and make a lasting positive impact in Glasgow and beyond.

Our staff and students are engaged in strong, enduring research and community partnerships to improve health, boost the economy, build a sustainable future and celebrate the achievements of those living in Glasgow. By engaging the public with our research, we provide unique insight into our work, highlighting the personal stories behind our teaching and research, and building public trust in the value of what we do.

We are proud to be a University that ranks 12th in the World THE Impact Rankings demonstrating our contribution to society through the UN Sustainable Development Goals, and 2nd globally for our impact on sustainable cities and communities.

We are committed to both raising aspiration and attainment for all through championing widening access. We support thousands of pupils aged 7-18 years each year through our collaboration with IntoUniversity Centres, and around one-third of our first-year undergraduate cohort come from the 40% of most deprived postcodes in the country, as measured by the Scottish Index of Multiple Deprivation. In 2022, the University also became a University of Sanctuary as a result of the University's existing and future pledge to support forcibly displaced migrants, refugees and asylum seekers within our community. And this year, we launched our Civic Fund, providing grants for local initiatives to support our communities living around us.

The University's community extends worldwide, and we place strong emphasis on our global connectivity and partnerships that foster mutual respect and reciprocal benefits.

The University has developed successful transnational education partnerships in China with Nankai University, Tianjin, and with the University of Electronic Science and Technology of China in Chengdu and Hainan, as well as with the Singapore Institute of Technology. In total we deliver a Glasgow education to over 5,000 students overseas, and we are proud to be a founding member of Universitas 21, a global research-intensive network, The Guild of European Research-Intensive Universities, and CIVIS, a European University Alliance.

See more on our public engagement work at: <https://www.gla.ac.uk/connect/publicengagement/>
Read our Global Glasgow 2025 strategy at: <https://www.gla.ac.uk/explore/globalglasgow/>



Leadership & Governance

We recognise the importance of being ready to engage with the opportunities that emerge in the sector and to capitalise on our wide academic range and our financial strength. With that in mind, the University's structure is designed to enable timely decision making at the right level. The University's Senior Management Group (SMG) is the senior executive decision-making body of the University comprising key strategic leaders, it is a highly effective, empowered and distributed senior leadership team.

COURT

The University is proud of the mutually productive working relationships between Court and the executive. The recent Court Effectiveness Review commended the 'strong sense of there being "one team" across non-executives, executives, staff and student members.'

Court is the governing body of the University and, as such, the supreme authority of the University. It has the ultimate power of decision-making on all matters affecting the institution. It is a strong, diverse body, bringing rich experience and exceptional commitment to University governance.

Court comprises 25 lay, academic and student members. The University Court engages with colleagues and students and works closely with the Vice Chancellor and the executive team to drive forward our strategic aims and aspirations.

There are currently nine Committees which report to Court:

- Finance Committee
- Estates Committee
- Information Policy & Strategy Committee
- Audit & Risk Committee
- Remuneration Committee
- People & Organisational Development Committee
- Nominations Committee
- Student Experience Committee
- Health, Safety & Wellbeing Committee

SENATE

The Senate is the leading academic body of the institution, with oversight of all matters of academic concern. Senate is chaired by the Principal and comprises up to 60 members drawn from the University's academic and student communities. It is responsible to the Court for regulating and directing the academic work of the University in teaching, examining and research and for the awarding of all degrees, diplomas, certificates and other academic distinctions of the University. Senate oversees quality assurance and standards of the education provided by the University.

SENIOR MANAGEMENT GROUP

The Senior Management Group (SMG), led by the Vice-Chancellor, is responsible for the effective leadership and management of the University and normally meets weekly to steer the implementation of strategy, and to consider and determine direction of key issues. Membership consists of the Senior Vice-Principal & Deputy Vice-Chancellor – Academic, two Deputy Vice-Chancellors – Operations and External Engagement, three thematic Vice-Principals – Research & Knowledge Exchange, Learning & Teaching, Economic Development &

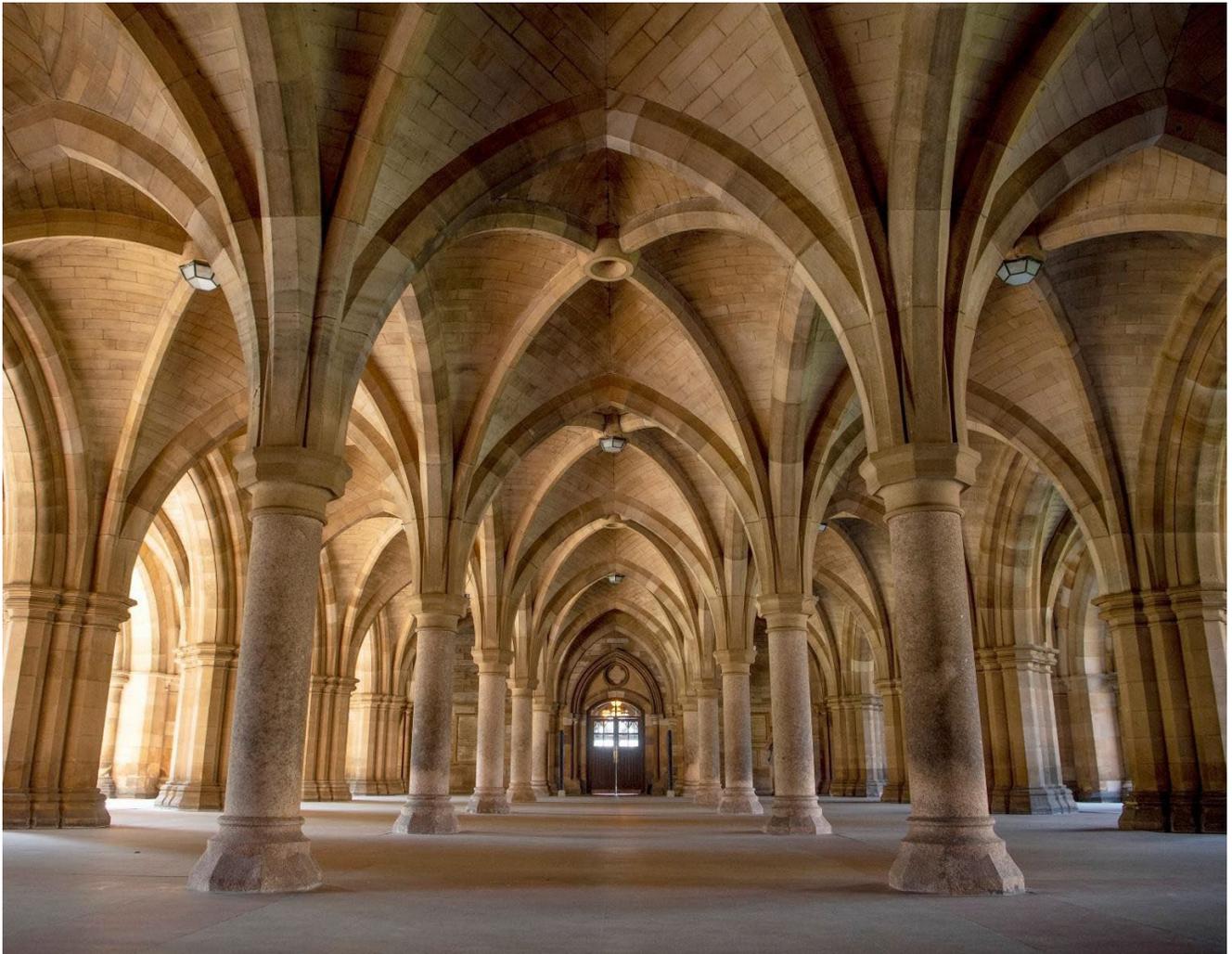
Innovation, the Vice-Principal & Clerk of Senate, four Vice-Principals and Heads of College and the Executive Directors of Finance and People & Organisational Development.

The University is organised into four academic Colleges, each of which consists of a number of Schools. Each College is led by a Vice-Principal and Head of College.

The Colleges are:

- Arts & Humanities
- Medical, Veterinary & Life Sciences
- Science & Engineering
- Social Sciences

University Services is led by the Chief Operating Officer and University Secretary, who chairs the Professional Services Group, comprising the Executive Directors and the four College Directors of Professional Services.



Explore Our Campus

Our historic campus, the site of many cultural attractions, is popular with visitors from all over the world. We are home to Scotland's oldest public museum and the world's largest collection of works by renowned Scottish architect, Charles Rennie Mackintosh.

Gilmorehill Campus is located in the west end of Glasgow, three miles from the city centre. This is where you will find the University's iconic main building and many of the University's teaching and research facilities. The Gilmorehill Campus is also home to The Hunterian Museum and Art Gallery, which boasts one of the most distinguished public art collections in Scotland. Its permanent displays include works ranging from Rubens and Rembrandt to the Scottish Colourists and Glasgow Boys.

Just four miles from our Gilmorehill Campus is our beautiful Garscube estate. Spanning 200 acres, Garscube is home to the School of Biodiversity, One Health and Veterinary Medicine, our Wolfson Hall of Residence and outdoor sports facilities which include both grass and synthetic pitches.

Dumfries Campus is surrounded by 85 acres of parkland and gardens in the southwest of Scotland and is home to the School of Social & Environmental Sustainability.

CAMPUS REGENERATION

In 2017, the University acquired a 14-acre site immediately adjacent to the University of Glasgow's main campus at Gilmorehill which enabled the University to embark upon one of the UK's largest current campus re-development projects, investing £1 billion in its campus over the following ten years. This has resulted in an open and accessible campus that will not only enhance the performance of the University but have a positive impact on the infrastructure of the city.

Keystone Building

The Keystone Building is more than just an expansion of our physical estate. It represents an opportunity to reimagine how we use our campus. Keystone Building is a £311 million investment under construction scheduled to open in September 2028. The Keystone Building will expand our research capabilities and teaching facilities, enhancing our global reputation and impact. It will also help us consolidate activities from older spaces that are nearing the end of their useful life. The 27,000-square-metre building will accommodate approximately 3,600 students and host a range of general teaching spaces, technical facilities, collaborative areas and a café, as well as dry and wet lab spaces along with research space.



JAMES MCCUNE SMITH LEARNING HUB

The £90 million James McCune Smith Learning Hub is a state-of-the-art learning and teaching facility with the capacity for more than 2,500 students. Also boasting social and prayer/reflection spaces, the James McCune Smith Learning Hub has been named after a Glasgow alumnus – the prominent civil rights activist and first African American to be awarded a medical degree anywhere in the world in 1837.

THE ADVANCED RESEARCH CENTRE (ARC)

We invested £116 million in the Advanced Research Centre (ARC) which opened in June 2022. The MazumdarShaw Advanced Research Centre (ARC) is the vibrant, creative, and collaborative heart of the Western Campus. The ARC co-locates diverse research teams and ideas in an innovative space, designed to stimulate cross-disciplinary activities by removing disciplinary and organisational structures and external barriers. ARC residents include researchers at all career stages, drawn from across the University. This is the first time a Russell Group University has attempted to co-locate such a diverse mix of interdisciplinary researchers in one research facility. The ground floor is accessible to the whole University and the wider community, providing a forum for knowledge exchange and public engagement.

CLARICE PEARS BUILDING

The £53 million Clarice Pears building houses the University's School of Health & Wellbeing, allowing staff from 10 different sites around the city to come together in a single state-of-the-art facility. The Clarice Pears building significantly enhances the School's reputation and influence within the sector, increasing PGT and PGR capacity, attracting and retaining high-calibre staff. It provides the means for both opportunistic and planned collaboration and networking, and different disciplines share social spaces. The building is used to host joint seminar series, workshops and knowledge exchange events, as well as developing new multi-disciplinary postgraduate courses. The Clarice Pearce Building also hosts the Byres Rd Community Hub.

POSTGRADUATE TEACHING HUB & ADAM SMITH BUSINESS SCHOOL BUILDING

The £94.5 million building is a unique, multi-disciplinary home for students of our Postgraduate master's degrees and world-leading facilities for the Adam Smith Business School. It provides an excellent setting to support collaborative research, connections with practice, and a wide range of approaches to learning and teaching, delivering world-class student and learning experience. It places business skills and engagement at the heart of our postgraduate experience.



The City of Glasgow



With a population of over 1 million, Glasgow, situated near the west coast of Scotland, is Scotland's largest city and the UK's fourth largest whilst serving as the traditional gateway to the spectacular Highlands and Islands.

Glasgow is home to Scotland's national opera and media, and is renowned for its architecture, museums, festivals and food scene, whilst also being the UK's first UNESCO City of Music.

With its deep-rooted history, contemporary culture and world-class facilities, Glasgow continues to shine on the global stage. Following its successful hosting of the Commonwealth Games in 2014 and COP26 in 2021, and recognition as the European Capital of Sport in 2023, the city this year celebrates its 850th birthday and is looking forward to hosting the 2026 Commonwealth Games.

Voted the friendliest city in the world (source: Conde Nast Traveller 2025 Readers' Choice Awards), Glasgow truly lives up to its strapline, 'People Make Glasgow', encapsulating the warmth, diversity and character of its multinational community.

The Gaelic for Glasgow translates to 'Dear Green Place' in recognition that the city boasts over 90 parks and gardens whilst being just a short drive from Loch Lomond and Scotland's stunning countryside.

Glasgow is well connected with major European destinations less than an hour away. Two train stations serve the city alongside one of the oldest subway systems in Europe and an international airport.

The Role

The University of Glasgow is seeking outstanding candidates for its next Senior Vice-Principal & Deputy Vice-Chancellor to support our newly appointed Principal & Vice-Chancellor, Professor Andy Schofield to build on our success through the next decade.

The University of Glasgow and our inspiring people have been changing the world for more than 570 years. Glasgow is a place where the synergy between our research and teaching inspires ambitious people to succeed. A place where inquiring minds can develop their ideas. A place where talented people are given the space to realise their dreams.

We are seeking a Senior Vice-Principal & Deputy Vice-Chancellor – Academic to support the Principal in leading our highly capable team through a particularly challenging period for the higher education sector in the UK, someone with the attributes to develop a path that enables the University, with its strong academic and financial foundations, to achieve our ambitious strategy and aspirations for the next decade as a top 100 global university.



The Role

The Senior Vice-Principal & Deputy Vice-Chancellor – Academic plays a vital role in supporting the Principal & Vice-Chancellor to deliver the strategic aims and ambitions of the University and is a key member of the University’s Senior Management Group (SMG). Responsible to the Principal & Vice-Chancellor, the role actively supports the Principal in the overall leadership and direction of the University, deputises in his absence, and additionally acts in this capacity as required.

The Senior Vice-Principal & Deputy Vice-Chancellor – Academic is responsible for leading the development and implementation of the University’s Strategic Plan, and accountable for providing effective oversight and management of institutional resource planning aligned with and in support of the University’s strategic vision. S/he will provide effective strategic oversight of the development, implementation and governance of the University’s Information Technology and digital technologies strategy, working collaboratively with the Executive Director of Information Services and the Director of IT Services.

The role holder plays an instrumental role in strategically leading the review and introduction of policy developments and related practice associated with academic performance and career development, working collaboratively with the Executive Director of People & OD, and more generally provides senior oversight and strategic leadership of relevant aspects of ongoing organisational development in the academic sphere. Additionally, s/he leads major University- wide projects as requested by the Principal.

Main Duties & Responsibilities

- Provide proactive strategic leadership in the development and delivery of the University’s ambitious strategic plans and direction, including production of the strategic plan, working collaboratively with SMG, while ensuring that our associated academic direction is delivered and sustained.
- Provide strategic oversight of the development, implementation and governance of the University’s Information Technology and digital innovation strategy, working collaboratively with the Executive Director of Information Services and the Director of IT Services, while ensuring effective implementation and governance as chair of the Information, Policy and Strategy Committee.
- Act as the primary client for the World Changing Glasgow Transformation programme working with the Chief Operating Officer and Executive Director of Transformation to ensure that the programme delivers planned benefits that contribute to the advancement of our strategic ambitions.
- Actively influence and fully contribute to institutional strategic decision making as a key member of SMG.
- Regularly evaluate and properly assess the external environment and internal operations, deploying relevant and appropriate horizon scanning techniques to effectively position and enable the University to anticipate and maximise institutional opportunities accordingly as appropriate to the ever-changing landscape.
- Working with the Deputy Chief Operating Officer (Governance), provide oversight of University engagement with the Scottish Funding Council Outcomes Framework and Assurance Model ensuring the effective alignment of outcomes with SFC funding conditions and expectations.
- Actively monitor and review the performance of the University through a suite of key performance indicators aligned with the strategic plan, formally reporting to Court accordingly on an annual basis.
- Play a leading role in supporting and further developing SMG in its strategic corporate and academic leadership of the University.
- Develop strong, trusting working relationships with the leadership teams in the Colleges, the Schools and in University Services in the effective consultation, implementation and execution of strategic initiatives.

Budgetary Resource Planning & Income Growth

- Lead the development and implementation of the Planning and Budgeting round, working collaboratively with the Executive Director of Finance and other senior leaders, taking account of a multi-year planning horizon in the delivery of the University's strategic plan, ensuring that the agreed strategic direction is sustained.
- Provide effective oversight and direction to University Resource and Planning processes and associated activities while ensuring these are fully functional and effective, working with the Executive Director of Finance, thereby ensuring that agreed priorities are supported, managed and delivered within the available resource envelope.
- Hold budget holders to account in delivering their strategic agendas and business plans through regular monitoring and tracking of developments.
- Present the annual budget and 4-year forecast to SMG, Finance Committee and Court.
- Strategically lead a standing group, comprising largely of SMG members, focused on identifying income growth opportunities for the University.
- Working collaboratively with the Executive Director of Finance and Chief Operating Officer, shape the annual capital plan for the approval of SMG, Estates Committee and Court.
- Remain current and abreast of developments across the sector in terms of the definition and advancement of HE specific policies and procedures and ensure these are appropriately developed and aligned within the University to incentivise, promote and reward these priorities.

Maximising Academic Performance & Career Development

- Provide senior academic leadership and oversight of University Professorial Zoning & Academic Promotion mechanisms, chairing the University's Academic Promotions and Professorial Zoning Panels accordingly.
- Provide strategic oversight and direction to the Early Career Development Programme including leadership responsibility for the ECDP Programme Director.
- Strategically lead and oversee the development and introduction of policies and processes in support of academic career development to ensure that our organisational development mechanisms are fit for purpose in facilitating the direction and realisation of the University's academic ambitions, working collaboratively with the Executive Director of People & Organisational Development.
- Represent the Principal as the Senior Responsible Officer on the People and Organisational Development Committee of Court, the Joint Consultation & Negotiating Committee, etc.

Institutional Reputational & Ambassadorial Responsibilities

- Act in an ambassadorial capacity and promote the University to external bodies and organisations to enhance its reputation, profile and influence in Scottish, UK and international forums as required.
- Undertake specific ambassadorial roles on behalf of the University as directed by the Principal and contribute to the University's fundraising and alumni relations activities as required.
- Cultivate and advance effective relationships with key partners regionally, nationally and internationally.
- Undertake other executive-level responsibilities and oversight of University policies and procedures as required by the Principal.
- Deputise for the Principal in his absence and on his behalf as required in all matters affecting the University.
- Lead/manage on specific projects as requested by the Principal, including convening key committees and appointments.
- Other duties as requested by the Principal.

The Person

Qualifications/Knowledge

- PhD or equivalent and a distinguished academic background, internationally recognised in their field of research.
- Excellent knowledge and understanding of the policy and funding landscape relevant to a global, research-intensive institution and more generally of the Higher Education environment in Scotland, the UK and beyond.

Experience

- Senior academic with substantial experience and a successful track record of strategic leadership at institutional level in a broad-based, research-intensive university.
- Track record of devising and communicating a compelling vision and strategy within a complex organisation that has challenged the status quo, enabled/supported growth in activity and reputation and has nurtured a high-performance culture.
- Effective leadership and management of change, evidenced through the achievement of positive outcomes, both in terms of leading change directly and in leading in a period of considerable change and uncertainty in the external environment.
- A record of successfully managing and being accountable for physical and financial resources on a large scale alongside commercial awareness and financial acumen.
- International experience with the capability to play a lead role in a global university.
- A commitment to the highest levels of governance, experience of working effectively with governing bodies and boards, and the ability to operate confidently and effectively in an externally regulated environment.
- A strong commitment to and successful leadership of initiatives which drive improvements in equality, diversity and inclusion.
- Experience of engaging, developing and managing relationships with professional and regulatory bodies.

Personal Attributes & Skills/Abilities

- Visionary, strategic thinker with strong awareness of cultural issues and challenges.
- Excellent leadership and interpersonal skills to influence, motivate and secure the respect of academic and professional services staff.
- Personally resilient and emotionally intelligent with the energy, ability and capacity to manage competing priorities.
- Personal integrity, openness and self-awareness with a collaborative mindset alongside the confidence to express views, listen and accept challenge.
- Highly visible, consultative and with the ability to engage with, motivate and lead high-performing teams to tackle problems.
- Ability to deliver effective solutions aligned to the University's ambitions in an ambiguous and changing policy and business environment.
- Highly developed communication skills, verbal and written, and well-developed listening skills.
- Analytical problem-solving capability with sound judgment and clarity of thought in challenging situations.
- Diplomatic, open and approachable with a nurturing and empowering style of strategic leadership and resource management.
- A well-developed network of relationships at a senior level internationally.

How To Apply

Applications or enquiries should be made with WittKieffer, the executive search firm engaged to assist with the appointment.

Applicants should submit a CV accompanied by a Cover Letter (maximum 2 pages) outlining their suitability for the position and addressing how they satisfy the person specification criteria.

Please submit your application to:

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