


a top 10 university



Position Pro-Vice-Chancellor for Engagement
Division Vice-Chancellor's Office
Closing date Monday 4th December 2017
Reference A2096



Vice-Chancellor's Welcome

Lancaster University is one of the UK's top universities, ranked well inside the top 10 across all major tables, and is currently University of the Year in the Times and Sunday Times Good University Guide.

Competition for undergraduate places is the highest it has ever been, and Lancaster graduates are performing well in an increasingly competitive job market.

The University places great emphasis on an excellent student experience and students work with academics who are experts in their field. We provide an environment that is conducive to learning for a culturally and ethnically diverse student population, on a friendly campus that is part of one of the safest cities in the UK. Since 2003 the University has invested over £450M to transform the campus for students and boost research and teaching facilities.

Lancaster University has an international outlook, but also a strong commitment to engage with the regional agenda and works closely with its partners across the North West.

Students from over one hundred countries make up a thriving community based around nine colleges. Lancaster's community extends far beyond the campus with research, teaching and student exchange partnerships with leading universities and institutions in 24 countries around the world from China to Brazil, including our current overseas teaching partnerships and campuses in China, Ghana and Malaysia.

Following the University's golden anniversary in 2014, we continue to celebrate the inspiring work of our academic community and extend the opportunities that Higher Education brings to students from all backgrounds.



Professor Mark E. Smith, Vice-Chancellor



The University

Lancaster University is an international leader in the provision of inspiring teaching and research; this reputation is reflected by its ranking in the UK top 10 in all three major UK rankings (Times/Sunday Times, Guardian, and the Complete University Guide). The University has been awarded the 'University of the Year' award 2018 by the Times and The Sunday Times. The University is also ranked 1st in the North West, Best Campus University, and 150th in the Times Higher Education World University Ranking 2018.

Lancaster University has been awarded the highest possible ranking in the UK government's Teaching Excellence Framework (TEF) ratings, which aim to recognise and reward excellence in teaching and learning in UK institutions. The TEF Gold rating is based on high-quality teaching, excellent teaching facilities, and the career opportunities provided to graduates.

The University's research has also been rated as world-leading in the 2014 Research Excellence Framework (REF), which assesses the quality and impact of research submitted by UK universities across all subjects.

Lancaster was ranked 13th for percentage of world-leading research out of the 128 institutions listed, and

18th in the UK overall. Lancaster University is also proud to be a member of the N8 Group, a research partnership of the eight most research-intensive universities in the North of England.

A major strength of Lancaster University is its thriving ecosystem of interdisciplinary research. This collaborative approach is fostered by its mixture of formal and informal structures - including Institutes and University Research Centres - bringing together experts from different disciplines to address regional, national, and global challenges.

The University comprises 13,500 students and around 3,400 staff. Lancaster is one of only a handful of universities with a collegiate system which has helped to forge a strong sense of identity and loyalty, and continues to be a distinctive feature of student life. More than £450 million has been invested into the Campus since 2003, creating new academic facilities, student social facilities, and improved teaching space.

Our campus has transformed over recent years due to a number of significant redevelopment projects, including the refurbishment of the library and multi-million pound investments in other facilities across the University.



Strategic Plan

Our strategy is to become a university that is globally significant – a leader in higher education that provides the highest quality research and teaching, and engages locally and internationally on the issues and debates of the day and future.

Driven by research, and stimulating learning, the globally significant university informs and changes practice and thinking worldwide.

Our strategy is founded on three priorities of equal importance. Success across all three of these domains will be critical if we are to fully realise our strategic goals. In the rapidly changing context of UK higher education, the University community has identified that we now need to increase our engagement with third parties, enhance our reputation and to continue to grow in scale. We have reviewed and updated our objectives to reflect these factors, and new or revised objectives are highlighted against each of our three overarching priorities. The priorities are:

- Research that changes practice and thinking
- Teaching that transforms people's lives and society
- To engage actively with students, businesses and our communities

Read our [Strategic Plan](#).



Our People

Lancaster's success depends on the talented, creative and committed people who work hard to make this University so special and distinctive.

Our vision for the future is to be a sustainable and academically excellent institution recognised as one of the leading universities in the world.

You will be joining a university which is amongst the best on any objective measure, but also modern, forward thinking, quick and nimble in adopting the latest developments in teaching and research.

Lancaster University is committed to attracting, developing and retaining the best staff, to attracting and celebrating diversity, and recognising how all staff contribute to and enhance the overall success of the University.

Our People Strategy 2020 clearly articulates that the core strength of our university is our people.

Further details on our People Strategy can be found at www.lancaster.ac.uk/hr/people-strategy



About Lancaster and the UK

The City of Lancaster has a long and diverse history, having gained its first charter in 1193. In the heart of the city centre lies a 12th-century castle – one of the best preserved in Great Britain – which dominates the hill above the River Lune.

Lancaster is small enough to explore on foot, but big enough to keep you entertained all day, and was recently ranked as one of the top ten most vibrant cities in the UK (the Experian Vibrancy Report), thanks to its established arts scene and student population. It offers excellent shopping, cinemas, theatres, and restaurants, with many well preserved older buildings. The area is also well served with state, private and church schools.

Lancaster's live music venues are home to regular guitar, electronic, folk, classical and jazz gigs. Fans of independent film and theatre have the choice of the city centre Dukes Theatre and Cinema, Grand Theatre, and Vue multiplex cinema, and the University's own Nuffield Theatre and LU Cinema. Venues also regularly play host to major comedy and theatrical tours too. With a number of galleries and museums located in the city, there is plenty for lovers of the arts to get their teeth into. The latest listings can be found through the Lancaster Arts City app.

Lancaster itself is situated in a delightful part of North West England. The rural landscape is superb, with

the Lakeland fells in full view across the expanse of Morecambe Bay. The River Lune runs along the edge of the Forest of Bowland, an area of outstanding natural beauty, past many villages, into Lancaster and to the sea. There are two National Parks, the Lake District and the Yorkshire Dales, which are within a 30-minute drive. Lancaster is just over two hours by fast train to London and it is less than one hour to Manchester airport, which offers direct flights to most European capitals, the Middle East, and North America and the Far East.

Lancaster, and the local surrounding area, offers a unique combination of city, coast, and countryside. There is an excellent choice of accommodation in the 'travel to' area which stretches from the Lake District to Preston and east along the Lune valley, as well as Morecambe and Lancaster, offering a range of housing from city centre to rural environments. Housing is varied (from old townhouses to barn conversions and new builds) and is competitively priced, especially against similar properties in South East England.

The University offers relocation allowances for staff (Grade 6 and above) who have to move to join us. For further information about working and living in Lancaster please visit:

www.lancaster.ac.uk/working-at-lancaster



The Role

Overview

This role, reporting to the Vice-Chancellor, provides strategic leadership for the University in the general area concerning Engagement, the strategic importance of which has been recently reaffirmed in the refreshed Strategy.

The role-holder needs to demonstrate the ability to develop innovative and close relationships with key stakeholders including businesses, community partners and employers as well as with public policymakers and practitioners. The role is also required to support in the furthering of existing partnerships, both domestically and internationally.

Management experience at Head of Department, Associate Dean, Dean or Pro-Vice-Chancellor level would be an advantage. The ability to further develop networks regionally, nationally and internationally is essential and the role would be expected to be able to leverage these networks to the benefit of Lancaster.

Some evidence of, or evidence of the ability to, develop a broad understanding of the differing needs and modes of engagement across the disciplines that make up a comprehensive university, along with a feel for what the operation and challenges of engagement in a world top 100 university may require is essential.

In addition the post will represent the University at external groupings concerning engagement and at external events. As a PVC the role will also be expected to take on other roles as determined by the Vice-Chancellor needed for the good management and benefit of the University.

Post

This post will be offered as a full time role.

There is the possibility of agreeing for 0.2 FTE to be agreed to support other significant academic activity e.g. research.

Start Date and term

The post would commence 1st August 2018 for 4 years in the first instance with the possibility for renewal for a further term and would overlay a substantive appointment in an academic department.

Key Challenges

- To take ownership of developing the high level strategy for engagement aligning it with the overarching University Strategy;
- Embedding strategies to ensure that new impetus is given to increasing and strengthening our engagement with other organisations and networks to meet strategic aims;
- Leading and building innovative and interdependent relationships that inform and stimulate our research and teaching;
- Developing closer and innovative partnerships with business and other key partner organisations, in partnership with the other relevant members of the leadership team;
- Strengthening the level of engagement activity to increase influence regionally, nationally and internationally;
- Ensuring strong links with local and national groups to enhance the reputation of the university with key stakeholders and our links to harder to reach communities;
- Reinforcing our global engagement, enhancing our credentials as an open and welcoming community that values equality and diversity, thereby ensuring we reinforce our global values espoused in the 'We are Lancaster' campaign and that we perform more highly as a welcoming environment for international students and staff;
- Developing ever closer and more interactive relationships with our alumni;
- Leading on renewal and growth of our local community relationships to create value for Lancaster;
- Playing a wider role in engagement as a civic leader – contributing and leading culturally, socially, intellectually and economically;
- Working with the Pro-Vice-Chancellor (Research and Enterprise) on the development and enhancement of Lancaster's research centres, ensuring that they continue to be current and add value.

The Role

Specific duties (in addition to statutory ex officio membership e.g. Court, Senate, etc.)

- University Planning and Resource Group
- Internal groups as advised by the Vice-Chancellor
- Business and Community Engagement Group (Chair)
- Various promotions and professorial pay committees
- “We are Lancaster” (Lead)
- Dukes Partnership
- Lead on the Public Arts Strategy
- Santander Advisory Group (Chair)
- Appropriate approvals as delegated by Senate or the Vice-Chancellor

Key relationships

- Vice-Chancellor for line management of the role;
- DVC to progress and implement the international engagement strategy;
- Pro-Vice-Chancellors for delivery of the Strategy;
- Chief Administrative Officer and senior members of Professional Services, including HR;
- Deans and Associate Deans for Engagement for the development of Faculty responses and implementation of engagement strategy;
- Provost for Student Experience, Colleges and the Library and Lancaster Award;
- PVCs Engagement of other universities;
- Senior officials within key funders, e.g. research councils, HEFCE, ERC, non-RCUK/non-EU government sources;
- Head of Department for personal research (where applicable).



Person Specification

Criteria	Essential/ Desirable	Application Form/Supporting Statements/Interview
A PhD	Essential	CV/Cover letter
Be of Professorial standing or equivalent	Essential	CV/Cover letter
A personal record of academic distinction and achievement as evidenced by peer recognition in the international community, sufficient to gain the confidence of academic colleagues	Essential	CV/Cover letter/ Interview
Be able to demonstrate a broad understanding of how engagement translates into a University context and strategy and provide evidence of applying this understanding across disciplines	Essential	CV/Cover letter/ Interview
A proven track record of delivery in a senior academic management post as evidenced by the successful completion of complex and challenging projects to further a strategic agenda	Essential	CV/Cover letter/ Interview
Excellent interpersonal, communication and leadership skills, with demonstrable ability in managing the competing demands of a diverse range of disciplines	Essential	CV/Cover letter/Interview
The ability to lead the development of the strategic vision for engagement in line with Lancaster's Strategic Plan	Essential	Interview
Drive, resilience and creativity and the ability to problem solve and navigate obstacles	Essential	Interview
Demonstrable ability to create and develop innovative and close relationships with a significant body of external stakeholders, both domestically and internationally, and create effective networks relating to engagement	Essential	Interview
Strategic acumen demonstrating a full understanding of the UK and international HE environment and trends/developments facing HE especially relating to engagement	Desirable	CV/Cover letter/Interview
Ability to represent the university at a range of events and deputise for the Vice-Chancellor as required	Desirable	Interview
Evidence of pursuing own continuing professional development and commitment to a culture of continuous improvement	Desirable	CV/Cover letter

- **CV** – assessed against the curriculum vitae. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- **Cover letter** – assessed against the letter of support. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process.

Further Information

Remuneration

The role attracts a highly competitive starting salary. Further salary progression and enhancements will also be achievable, based on a combination of performance in role and regular salary benchmarking.

Pension

The University offers an opportunity to join the Universities Superannuation Scheme (USS).

Relocation

For those relocating nationally or internationally a generous relocation package is available.

Flexible Benefits

All staff are eligible to participate in the University's sector leading flexible benefits scheme. The scheme provides staff with the opportunity to purchase benefits at discounted rates and also to take advantage of tax and national insurance savings on some of the benefits chosen.

Detailed information on benefits are available at www.lancaster.ac.uk/employment-benefits.



Appointment Process and How to Apply

Applications should be made online at www.lancaster.ac.uk/jobs

Applications should consist of a CV accompanied by a covering letter addressing the criteria in the role information.

Closing date for receipt of applications:
4th December 2017.

The Pro-Vice-Chancellor for Engagement will be appointed by a formal Selection Committee who will hold a candidate review meeting shortly after the closing date, with notifications being sent to preliminarily shortlisted candidates in mid-December 2017.

Informal questions regarding the post should be directed to the Vice-Chancellor via m.needham@lancaster.ac.uk or +44 (0)1524 592001.

Preliminarily shortlisted candidates will subsequently be invited to visit the University and meet a range of senior staff on 3rd January 2018.

The process will conclude with shortlisted candidates meeting the Selection Committee for the formal interview process, chaired by the Vice-Chancellor on 15th January 2018.

An appointment will be made subject to satisfactory references, in line with the usual terms and conditions of employment at the university.

Recruitment Statement

We want to provide full information to you at an early stage to enable you to make an informed decision as to whether you are committed to pursuing this position and to outline the University's expectations of all candidates taking part in our recruitment process.

Once you have reviewed the information below, and in fairness to everyone concerned, we would ask that you give serious consideration to proceeding further with this process if you think you may not accept the position should it be offered to you.

The roles will be located in Lancaster and there is a requirement that successful candidates will live within commuting distance of the Lancaster University Bailrigg campus. If this might involve a re-location for you, it is of course important that candidates consider how the move might affect anyone who may accompany you (for example, early consideration may need to be given to local schooling, housing and other employment opportunities where other family members are involved as early as possible). We will support you as much as possible with this and are happy to discuss any concerns you may have. We would ask you to agree to undertaking a positive, open, and transparent dialogue with us throughout the recruitment process, raising questions and any concerns as early as possible.

Information relating to the reward package, along with relocation details, if applicable, will be supplied to those short-listed for interview. Lancaster engages in a variety of domestic and international benchmarking exercises to ensure we are extremely competitive in the levels of reward and recognition we provide, therefore we are confident that any offer made will be strong and competitive.

If you are happy to continue in your application for the position in light of the above expectations, we would very much look forward to hearing from you.