Job Description

Job Title                  Principal & Chief Executive
Duration                  Permanent
Reporting to              Vice-Chancellor of Lancaster University and the Board/Chair of UA92

Job purpose
The Principal & Chief Executive (Principal) will provide inspiring leadership both internally and externally of the organisation to ensure that the vision, ambitions and strategic direction for UA92 are achieved. Moving from strategy to implementation, our first substantive Principal will drive this exciting venture to establish a trail-blazing higher education institution that operates the highly novel academic delivery model efficiently, whilst maintaining the core values and intent of the UA92 partners.

This is a broad and complex leadership role blending external engagement with the need to develop an excellent student experience for our first cohorts. Our Principal will challenge the norm, creating an institution that establishes new thinking in our development of a learning and teaching community that is committed to the delivery of an innovative higher educational experience.

Main Duties and Responsibilities

Engagement
• Represent UA92 locally, regionally, nationally and internationally - including with policy makers - to promote UA92 and our mission.
• Build a network of relationships with key stakeholders to deliver an engaged educational experience.
• Through active national and international management establish effective plans for student recruitment, conversion and retention.
• Sustain and build strong and positive relationships with all partners, particularly Lancaster University in developing the strategy, including the life skills and curriculum offer to ensure learning and opportunities are mutually beneficial.
• Manage relationships with the local community to ensure positive support for the project’s establishment and growth.
• Recognise that our students are our strength and involve them in the development of the offer.

Brand and Culture
• Promote and be an ambassador for UA92 building credibility and creating opportunities for us to stand out.
• Position UA92 as a proactive and open partner, constantly building the reputation of the organisation whilst exploiting opportunities to further the ambitions of the institution.
• Provide outstanding leadership across UA92 and our Partners, inspiring and motivating colleagues to deliver an exceptional and ground-breaking new institution.
Ensure the effective performance of staff, being a visible and approachable leader and team player, who inspires people to deliver high quality learning and student experiences.

Performance and Service Provision
- Lead on the appointment, induction and building of a new high performing Senior Team, providing supportive and inspirational leadership and ensuring a shared vision of high performance.
- In developing a new style learning and teaching community, lead the development and implementation of future proofed infrastructure and systems.
- Deliver an outstanding student experience through the provision of high quality learning and teaching facilities.
- Manage and lead effective contractual arrangements to fulfil the academic requirements for UA92 with stakeholders such as the Office for Students, Trafford Council and Trafford College.
- Anticipate and respond to future trends in industry, academia and in public policy to exploit the full potential for growth and development, and to maximise income generation.

Compliance
- Accountable for the overall financial and resource management, planning, monitoring, quality assurance and reporting for UA92.
- Accountable for the health and safety of staff, students and visitors.
- Ensure that there is legal and regulatory compliance (including all relevant policies) on all required areas of business activity undertaken by UA92.
- All other delegations set and agreed by the UA92 Board.
Person Specification

Values and Behaviours
Our first, substantive Principal must embody and exemplify the values and behaviours through which UA92 has been founded, she or he must be: brave; energised by change and willing to challenge traditional assumptions; team orientated; ambitious and passionate for our student’s success; creative; innovative; a role model; and uncompromising in our focus to impact all the communities we serve.

Experience
Candidates are asked to address these eight experience criteria in their supporting information as part of their application.

1. It is not essential that candidates bring an academic background but must have a strong understanding of the requirements of academic delivery and a credible background relating to post-school education.
2. Demonstrable experience in complex organisational design and (critically) delivery and experienced in transforming a complex vision into a sustainable and viable operation.
3. Substantial and relevant leadership experience of multi-disciplinary teams within a complex organisation.
4. A true innovator with evidence of adopting a disruptive approach to teaching and learning.
5. Successful track record of high-level representation and relationship building across complex stakeholder groups.
6. A commitment to student learning and high quality educational outcomes particularly with diverse groups of students.
7. Substantial financial, people and infrastructure planning experience across a range of business functions.

Skills and Attributes
1. A motivating influence, able to build and inspire internal teams and external stakeholders and partners.
2. Politically astute with strong relationship management and stakeholder engagement skills.
3. A strategic thinker with the ability to transform strategy into a viable operation.
4. A team builder able to balance an innovative and entrepreneurial approach with being project delivery and outcome focussed.
5. Financially astute and performance focussed.
Appointment Terms

The post is offered on a permanent basis and the salary will be agreed with the successful candidate.

As a new organisation we are currently developing the full employee value proposition with our new Principal playing a key part in shaping the final package. A generous holiday allowance, a direct contribution pension scheme, a range of positive lifestyle benefits and perhaps a share scheme and other more creative elements are all being considered, in line with an organisation looking at new ways of delivery.

Candidates are encouraged to engage with Anderson Quigley around their salary and package expectations.