

Pro-Vice-Chancellor (Research & Enterprise)

Candidate Pack February 2019

Closing Date: Sunday 10th March, 2019 | Ref: A2574



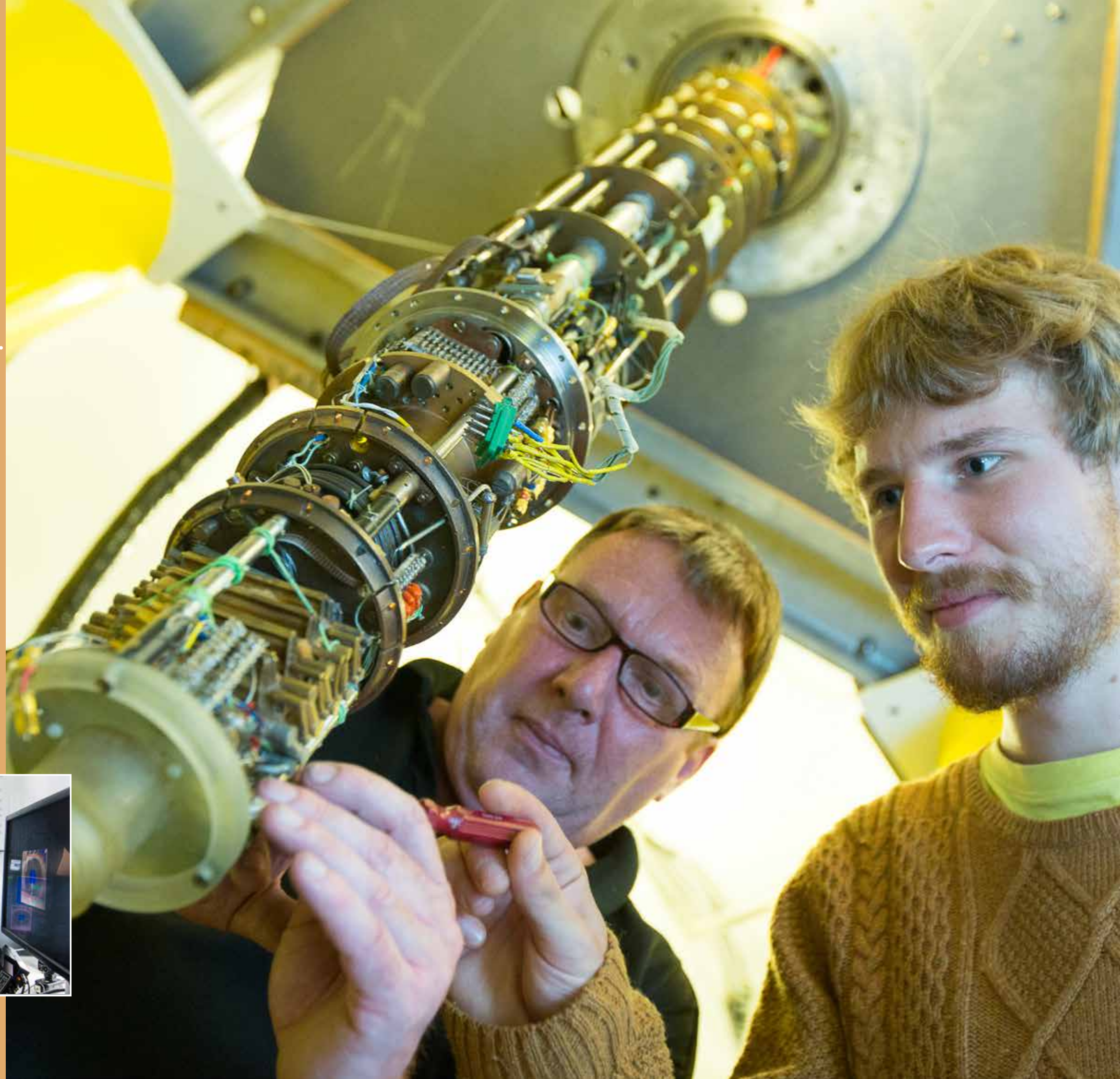
Pro-Vice-Chancellor Research & Enterprise

Applications are being sought for this exciting and key Pro-Vice-Chancellor role.

As Pro-Vice Chancellor (Research and Enterprise) you will have the opportunity to lead, develop and deliver the research and enterprise agenda in a university that was confirmed in the last REF as world leading, with 83% of our research rated as either internationally excellent or world leading.

In this environment, the University will look to you to provide strategic and inspirational leadership for research and enterprise across the University, driving high-quality research performance and growth, whilst engaging with the research landscape to further connect, enhance and strengthen the University's position.

This role will have University-wide responsibilities as part of the University Senior Management Team in addition to leading the University's 2021 REF submission.



Executive Summary

Lancaster University is one of the UK's top universities. The University was awarded by the Times and Sunday Times Good University Guide's 'University of the Year' 2018 and is consistently ranked in the UK top 10 across all major UK league tables and in the top 150 internationally in the QS world rankings, demonstrating itself as one of the emerging elite institutions that is able to balance research intensity and quality alongside excellence in education. In recent years Lancaster has made excellent progress in increasing its research income, since 2014.

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

At Lancaster University, we place 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 and staff 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 our 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 and staff 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.



Paul Boustead, MSc, Chartered FCIPD
Director of Human Resources and
Organisational Development



Our University

Lancaster University is an international leader in the provision of inspiring teaching and research; this reputation is reflected in our 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) rating, which aims 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. In the last research assessment exercise, 83% of our research was rated 'internationally excellent' or 'world-leading'. Our research is truly international in focus with research partnerships in over 60 countries around the world. 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 Lancaster University 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.



Our Strategy for 2020

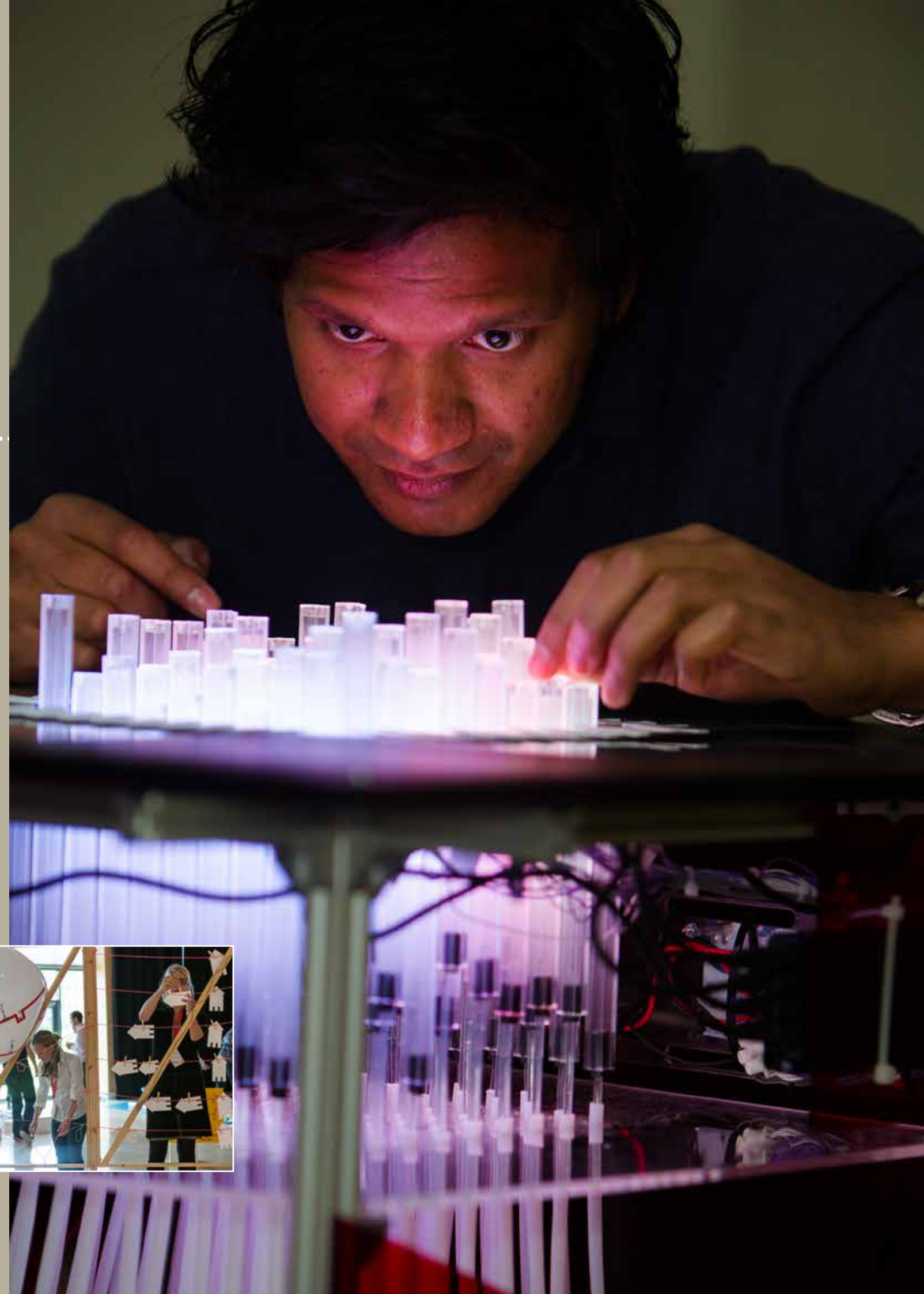
Our strategy is to become a university that is globally significant – a leader in higher education that provides the highest quality research and teaching, and engages locally and internationally on the issues and debates of the day and of the future.

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 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 society and the lives of people in it
- To actively engage with students, businesses and our communities

Further details on our Strategic Plan can be found at:
www.lancaster.ac.uk/about-us/strategic-plan/





For further information
about working and living
in Lancaster please visit:
[www.lancaster.ac.uk/
working-at-lancaster](http://www.lancaster.ac.uk/working-at-lancaster)

Our People

Lancaster's success depends on 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 an 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, and quick and nimble in adopting the latest developments in teaching and research.

Lancaster University is committed to attracting, developing and retaining the best staff, celebrating equality and 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 the university is our people.



About Lancaster and the UK

For further information about working and living in Lancaster please visit: www.lancaster.ac.uk/working-at-lancaster

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 allowances for staff (Grade 6 and above) who have to move to join us.



The Role

Overview:

This role, reporting to the Vice-Chancellor, provides strategic leadership for the University in the general area concerning Research and Enterprise.

The person needs to have an excellent personal research record including publishing in internationally excellent ways in their field, they will have a well-recognised international reputation in their field and have shown the ability to attract strong research funding relative to their field from a variety of sources.

The ability to develop networks and partnerships regionally, nationally and internationally to further Lancaster’s research agenda is essential. Management experience at Head of Department, Associate Dean, Dean or Pro-Vice-Chancellor level would also be an advantage.

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

Start Date and Term:

The post will ideally commence on 1st August 2019 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.

This post will be offered as a full time role, but to allow the post holder to continue a significant research presence, up to 0.2 fte can be devoted to research.

Key Challenges:

- To take ownership of developing the high level strategy for research aligning it with the overarching University Strategy;
- embedding strategies so as to ensure the growth trajectory of research income in recent years is continued;
- develop early career researchers via ensuring sector-leading policies with respect to the Research Concordat as well as Equality Diversity and Inclusion are embedded in research thereby making Lancaster a great place to develop an academic research career;
- articulation of leading publication strategies to ensure progress with respect to advancing Lancaster’s international standing;
- ensure the University’s policy around innovation and enterprise capitalises on the research of the University;
- lead on the ‘open agenda’ for both access of publications and data;
- lead on the final preparation for REF 2021;
- act as the line manager of the Directors of the four University Research Institutes and the Director of the Health Innovation Campus;
- provide oversight of the governance around research and enterprise (e.g. ethics, integrity, etc.)
- bring forward initiatives with partners (e.g. other UK universities, internationally and with industry) that enhances the research capability of Lancaster and its impact;
- maximise the impact of the University’s research equipment fund to maximise their effect on the University, including incentivisation of research activities.

The Vice-Chancellor is currently reconfiguring the Pro-Vice-Chancellor team with two other Pro-Vice-Chancellors currently being appointed ((i) Academic Development, (ii) Digital, Global and Development)) as well as the recent appointment of Prof. Dame Sue Black as the Pro-Vice-Chancellor (Engagement). Being able to act in partnership with other Pro-Vice-Chancellors and senior members of the Professional Services is essential, with the relationship with the Pro-Vice-Chancellor (Engagement) being pivotal as she will be taking the lead on the Knowledge Exchange Framework. Once the team is fully assembled in autumn 2019 some refinement of the fine detail of the job description may occur.

Specific Duties:

(in addition to statutory ex officio membership e.g. Senate, etc.):

- Membership of the VC Management Group, University Management Advisory Group (UMAG) and University Planning and Resources Group (UPRG)
- University Research Committee (Chair)
- University Research Ethics Committee (Chair)
- REF Steering and Management Groups (Chair)
- Enterprise and Innovation Committee (Chair)
- Commercialisation Sub-Committee (Chair)
- Animal Welfare and Ethics Research Board (Chair)
- Various promotions and professorial pay committees
- Take the lead on national/external consultations concerning research
- Member of the TRAC and FEC Steering Group
- Member of the N8 Senior Executive Group
- Lead on the allocation of HEIF funding in consultation with the PVC (Engagement) and the Director of Research and Enterprise Services (RES)

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

Key Relationships:

- Vice-Chancellor for line management of the role;
- Chief Administrative Officer and senior members of Research and Enterprise Services;
- Professional Services Directors (eg HR and Finance)
- Director of RES for the provision of support around research and enterprise;
- Deans and Associate Deans for Research for the development of Faculty responses and implementation of research strategy;
- Deans, Associate Deans for Research and Heads of Department concerning research performance;
- PVC (Engagement) regarding Knowledge Exchange;
- PVCs (Research) of other universities;
- Senior officials within key funders, e.g. UKRI, Research Councils, Research England, other research funders;
- Head of Department for personal research;
- Pro-Vice-Chancellor (Education) for delivery of postgraduate research.

Person Specification

Criteria	Essential/ Desirable	How it will be assessed
Be of professorial standing.	Desirable	CV/Cover letter
A personal record of academic distinction and achievement in research as evidenced by peer recognition in the international community, sufficient to gain the confidence of academic colleagues.	Essential	CV/ Cover letter/ Interview
Understand clearly, be able to articulate and have empathy with Lancaster’s research strategy.	Essential	Cover letter/Interview
Experience of leading major research initiatives that have transformed indicators of performance in research (e.g. of a department, faculty or larger unit).	Desirable	Cover letter/Interview
Have excellent knowledge of research policy within the UK.	Essential	Cover letter/Interview
Be fully conversant with the Research Excellence Framework and have a full understanding of its implications for a research intensive university such as Lancaster.	Essential	CV/ Cover letter/Interview
Some evidence of, or evidence of the ability to, develop a broad understanding of the differing needs and modes of research endeavour across the disciplines that make up a comprehensive university, along with a feel for what the operation of research in a world top 100 university may require.	Essential	Cover letter/interview
Be able to form a strong relationship with the Pro-Vice-Chancellor(Engagement) especially around knowledge exchange.	Essential	CV/ Cover letter/Interview
Excellent interpersonal, communication and leadership skills, with demonstrable ability in managing the competing demands of a diverse range of activities.	Essential	CV/ Cover letter/Interview
Drive, resilience and creativity and the ability to problem solve and navigate obstacles.	Essential	Interview
Ability to represent, and act as a convincing advocate for the University at a range of events, and deputise for the Vice-Chancellor as required.	Essential	Interview
Can provide clear evidence of being a good team player and takes collective responsibility.	Essential	Cover letter/Interview
Evidence of pursuing a continuing personal research programme as well as be committed to a culture of continuous improvement.	Desirable	CV/Cover letter

- Application Form – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence eg award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency based interview questions, tests, presentation etc.



Employee Benefits and Reward Package



Remuneration

The salary for this post is on the Senior Salary Scale 1 at Lancaster, offering a highly competitive reward package and is part of a well-developed framework that allows reward progression.

Pension

For this role the University offers the 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.

The current benefits include:

- Pre-School Centre
- Cycle to Work scheme
- Season Ticket Loan
- Low Emission Cars
- Charitable giving
- Shopping discounts
- Dental insurance
- Health cash plan
- Sports Centre membership
- Lancaster and external courses
- Professional Bodies' membership fees
- Car parking
- Subsidised annual bus pass
- Discounted staff dining card
- Local retail discount card
- Theatre membership
- Home technology
- Additional annual leave

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



Process and Timeframe

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

Applications should consist of a full CV and letter of application, which should indicate how you fit the person specification and what you see as the key challenges for the portfolio in the immediate future following appointment. Your letter of application should not exceed 4 pages using a minimum of 11pt.

Closing date for receipt of applications: **10th March 2019.**

The Pro-Vice-Chancellor (Research and Enterprise) 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-March 2019.**

First round informal, preliminary interviews will be held on the **22nd March 2019.**

The process will conclude with shortlisted candidates meeting the Selection Committee for the formal, final interview process, chaired by the Vice-Chancellor, on **12th April 2019.**

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

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



Recruitment Statement

We want to provide you with full information 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 role 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.

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.



Join Us

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www.lancaster.ac.uk

“We make campus an inspiring place to be.”