

UNIVERSITY OF  
Southampton

# SHAPE OUR SUCCESS

JOIN OUR REMARKABLE COMMUNITY

# FOREWORD

## Thank you for your interest in the position of Vice-President (Education and Student Experience) at the University of Southampton.

The need for leading internationally excellent, research-intensive universities like Southampton to help tackle some of the world's biggest challenges has never been more important and urgent. At the University of Southampton, our aim is to change the world for the better. Bringing together realms of research, creativity and knowledge, we are focused on having a truly collaborative, immersive and groundbreaking impact. Our new strategy will encapsulate the triple helix of excellence that is research-education-enterprise, which aim to make the Southampton offer distinctive. We care about the challenges that humanity is facing, and work to support others on both a local and global scale. Join us in this work, and you will have the opportunity to bring your boldest ideas to life and make a tangible difference to future generations.

This role will be part of a new executive team that will enable us to achieve these bold ambitions and thrive in this changing external environment. It will play an important part in championing the new University Strategy.

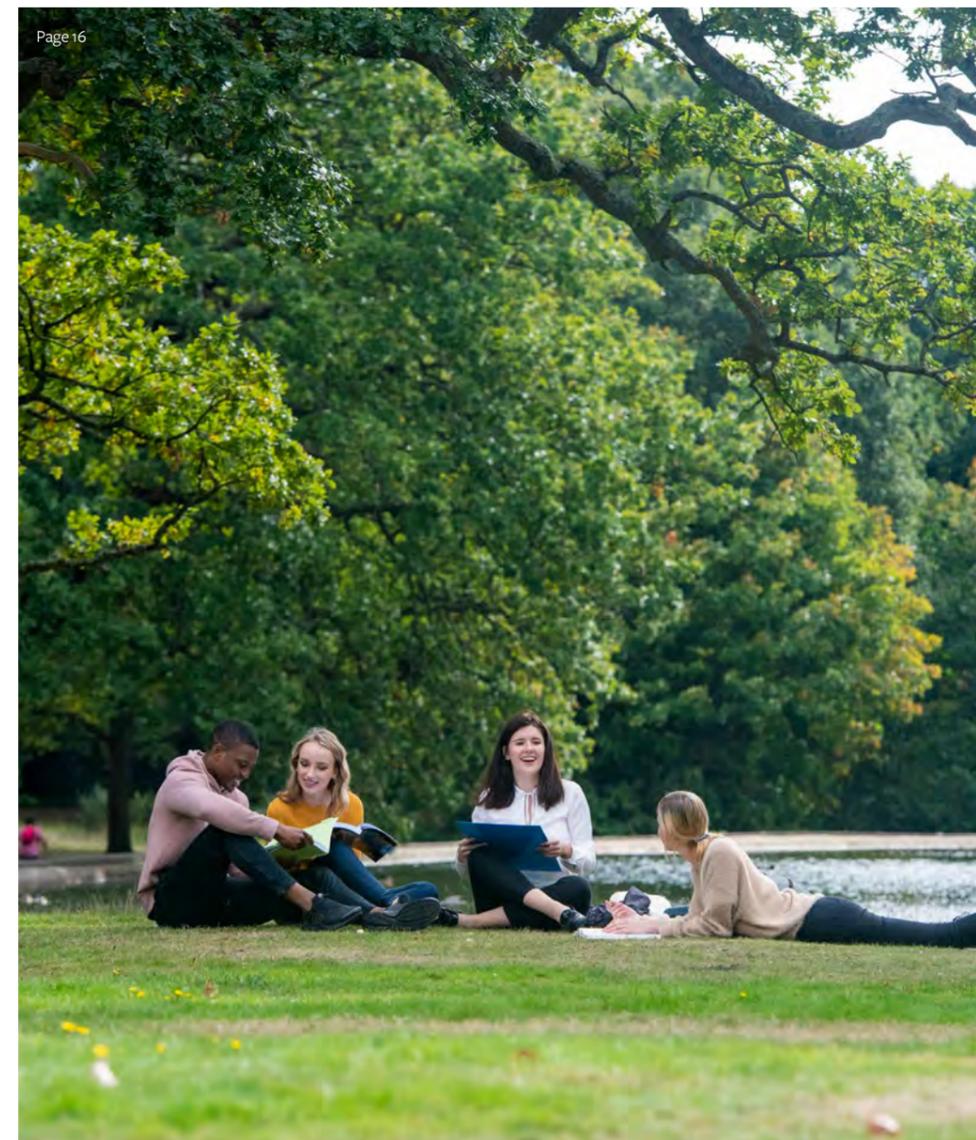
The impact of the worldwide COVID-19 pandemic required us to reaffirm what matters most as a diverse community and to develop an interim strategy that enables us to emerge from it strongly and safely. Our Bridging Strategy set out guiding principles that will inform how we think smarter, assess risk, make decisions, and take actions over the next 12-18 months in a more flexible and imaginative way. It will help us to navigate both the impacts of COVID-19 as we experience them today and its future health and economic uncertainties, and will smoothly transform into the new strategy.

We are already known as a founding member of both the UK's prestigious Russell Group of leading research-intensive universities and the Worldwide Universities Network (WUN). With campus operations in Malaysia and China, as well as major partnerships across the world, we have a global outlook that attracts the most talented staff and students from around the world.

If you want to take your career to new heights and believe you have the skills, experience and drive to help shape the future of the University of Southampton, then we look forward to receiving your application.

**It's important that we find the right person for this role, whatever their circumstances. We will endeavour to be as flexible as we can to make this possible, and are therefore able to create a job share if desired.**

**Please see page 8 for more information on equality, diversity and inclusion.**



### Together we advance

Working collaboratively to make a real impact on society's biggest challenges.

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### Our principles

Activities underpinned by the values determined by our University community.

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### Equality, diversity and inclusion

It matters to us in all that we do.

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### Overview of the role

VP (Education and Student Experience)

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### The role

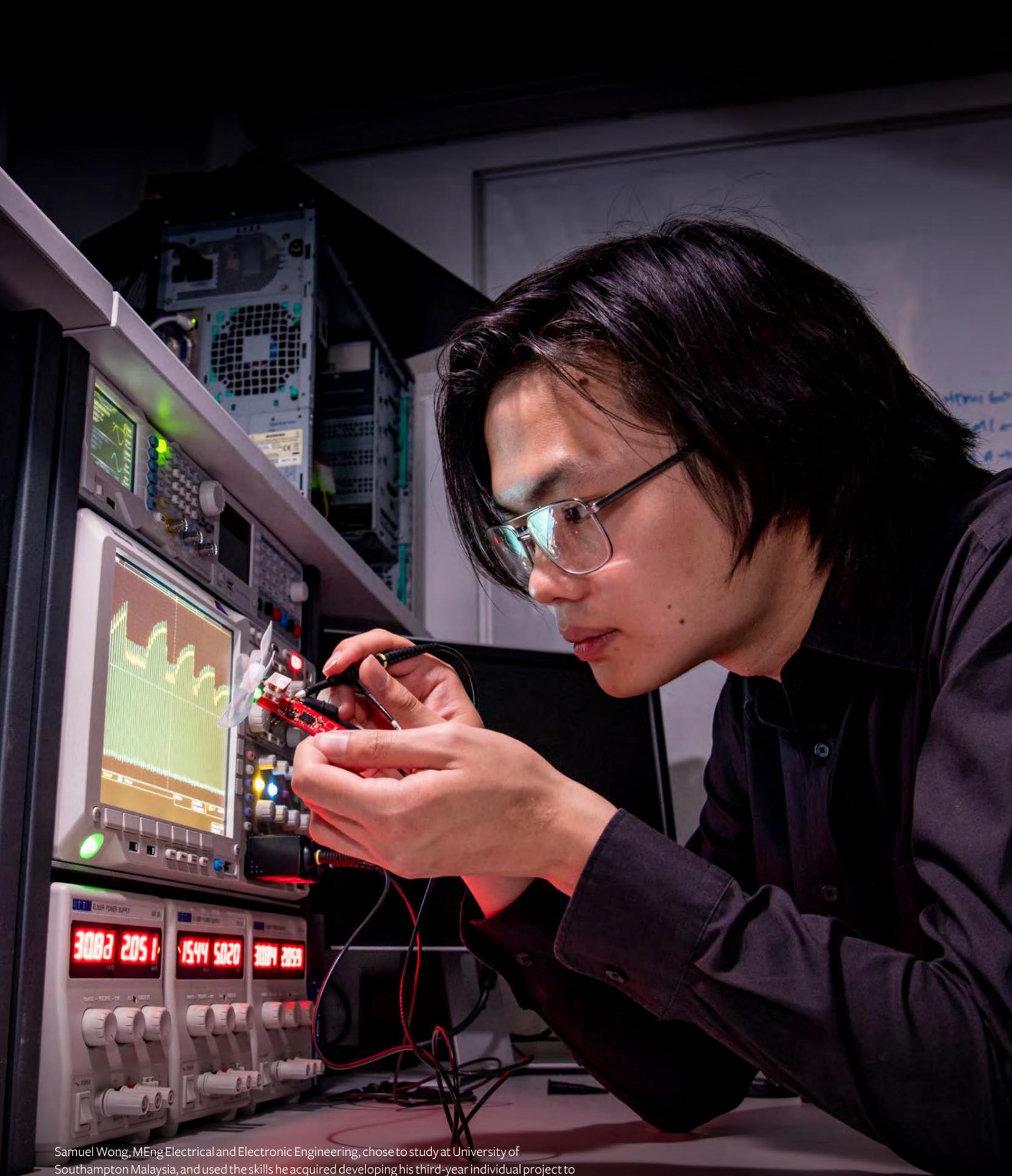
Job description and candidate profile.

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### Location

The University and region.

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Samuel Wong, MEng Electrical and Electronic Engineering, chose to study at University of Southampton Malaysia, and used the skills he acquired developing his third-year individual project to successfully apply for a full-time summer internship and part-time work on research projects during term time. Samuel graduated in 2019 and then took up a place at Southampton to pursue his PhD.

# TOGETHER WE ADVANCE

**Together we can make a real impact on the future.**

Our University community is committed to the highest quality in everything we do. We have a global reputation for our passion and ability to work collaboratively in delivering world-class education, research and innovation that makes a real impact on society's biggest challenges. To meet those challenges head on, we must have a team that is reflective of society and our students. We celebrate a truly inclusive and diverse environment in which people from all walks of life and backgrounds are welcome to join us.

Working collaboratively towards shared goals, our fantastic team all share a set of behaviours which define the steps we can all take in creating the best possible student and research experience – and in the process, we will play our part in building a better world. These behaviours are:

- we always work together meaningfully
- we are committed to sharing expertise and developing others
- we must always deliver quality
- we are focused on driving sustainable solutions

Here at the University, we have developed a set of behaviours which set out our expectations of all staff working at the University. The Southampton behaviours of working together, developing others, delivering quality and driving sustainability are underpinned by personal leadership and will enable us to embed collegiality throughout the University.

Our exceptional students share in the journeys of discovery and become confident thinkers who can realise their full potential. We attract high-quality students from over 130 countries. We educate students through University of Southampton Malaysia and collaborations with prestigious partners globally.

As students become graduates of the University they join our wider, global community of over 250,000 alumni and are able to access a network that can provide further opportunities across the world.

As a forward-thinking institution, we will strengthen our reputation, increasing our national and international rankings to secure a position in the top 10 in the UK and strengthen our position in the top 100 internationally.

To help us increase our reputation and ultimately our rankings, we align our activities with our four principles: collegiality, quality, internationalisation and sustainability. Through these principles, we build on our successes to deliver internationally excellent research, a high-quality education and student experience, and develop strong, sustainable relationships with key partners. These actions will help us achieve a financially, socially and environmentally sustainable university.

Our strong research partnerships, public engagement and achievements in entrepreneurial activities have been recognised in our very strong all-round performance in the first Knowledge Exchange Framework (KEF) exercise.

**Work with us: together we advance.**

 **Find out more**  
The University Strategy

# COLLEGIALITY



**We achieve more together. We are one team working toward, planning for, and delivering a shared vision.**

Our annual Vice-Chancellor's Awards recognise and celebrate truly exceptional contributions, which have been made by our staff during the academic year.

# SUSTAINABILITY



**We are imaginative and resourceful. We ensure our actions lead to financial, social and environmental sustainability.**

'Masai Mara', a life-size elephant sculpture crafted from recycled denim and installed at Tate Modern in April 2019, is the work of the fashion designer, Liang Mingyu. Liang collaborated with staff and students from Winchester School of Art as part of their 'Itinerant Objects' programme for Tate Exchange, while engaging with issues of sustainability in fashion production and ecosystems.

# QUALITY

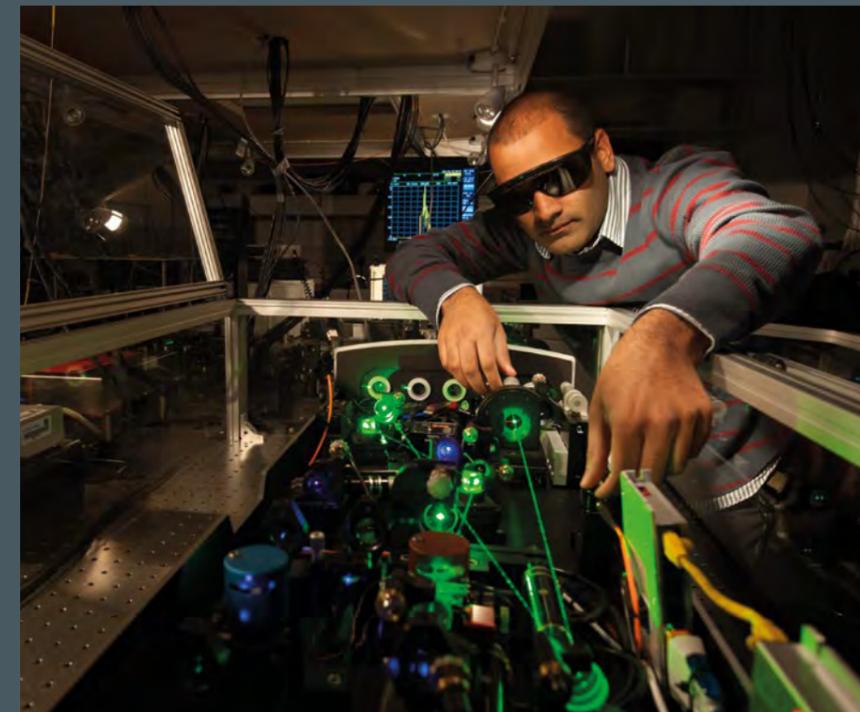


**We aspire to be the best in all we do, inspiring the confidence and ambition that enables our staff and students to reach their full potential.**

Professor David Read, Professorial Fellow in Chemical Education and Head of Education in Chemistry, was awarded a prestigious National Teaching Fellowship in 2017 for his innovative approach to teaching.

Along with his PhD students, he is leading a project to develop the world's first Laboratory Response System, which he names 'Labdog.' This technology will allow students to answer conceptual questions as they carry out their practical work, ensuring that students get more out of their time in the lab than just following a pre-organised process.

# INTERNATIONALISATION



**We are committed to the highest standards. We deliver across global markets and build strong partnerships with other leading universities.**

Outside of the UK, collaborations with prestigious partners such as Xiamen University in China and Nanyang Technological University, where we have opened a photonics institute, allow students opportunities to study a wide range of subjects and undertake research in an international environment.

# EQUALITY, DIVERSITY AND INCLUSION

## **It matters to us in all that we do.**

At the University of Southampton, we believe that we can only truly play our part in supporting society if we are reflective of society. We are therefore passionate about creating a working environment in which you are free to bring your whole self to work.

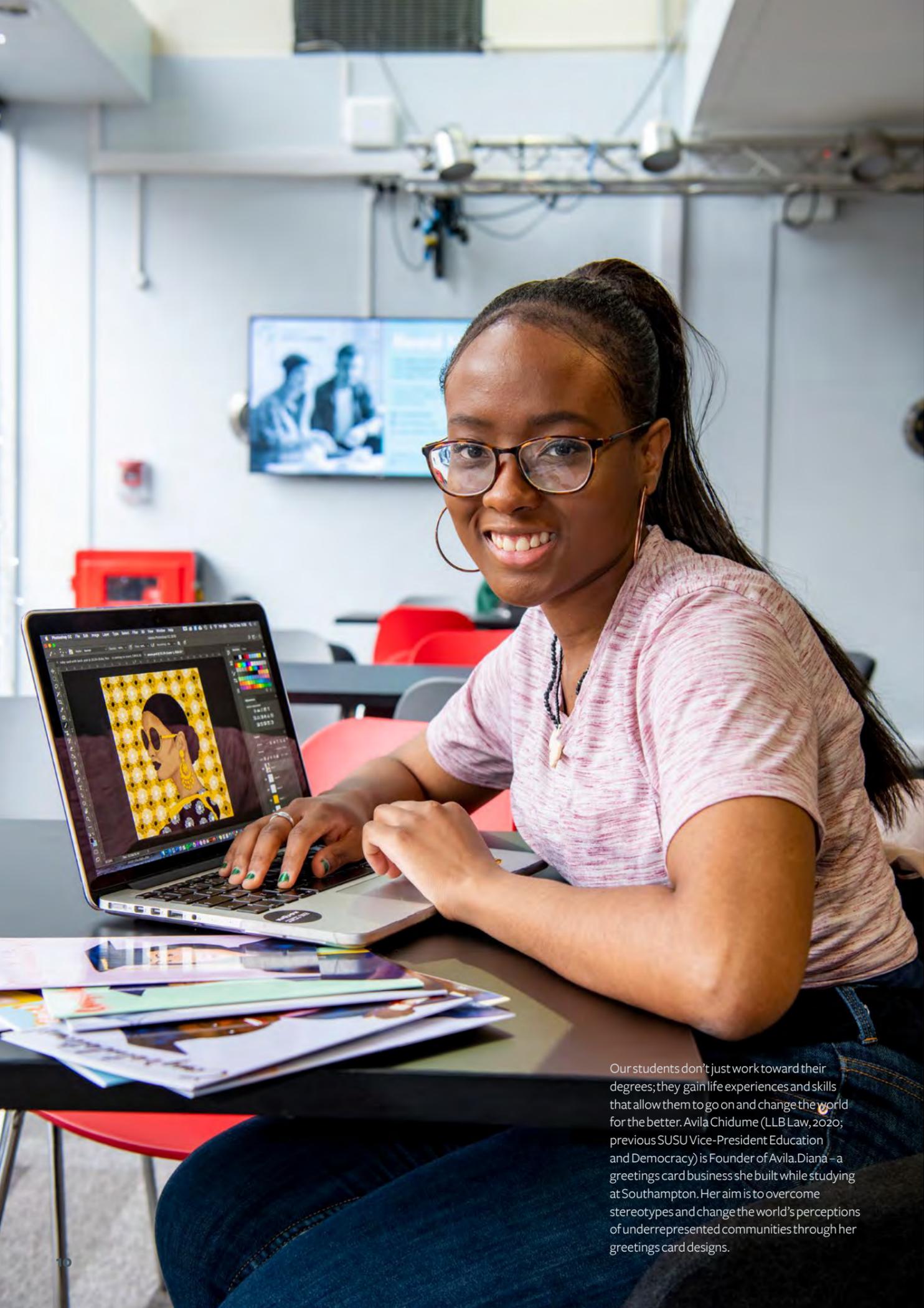
We are focused on creating supportive workplaces for all where discrimination has no place. The way in which you choose to live your life has no bearing on your ability to do your job. Likewise, your age, gender, sexual preference, religion, social background, ethnicity or any other identifying factor will never be a consideration here. Instead, we are determined to always treat our staff equally, fairly and with respect.

We welcome students from all walks of life, and as such, we champion a uniquely diverse working environment in which every colleague is able to excel, regardless of their background or their life choices. Quite simply, we want to attract like-minded people to our team – people who care about the world, and who share our passion for creating an innovative and forward-thinking learning and research environment.

We are proud to support many staff networks, and we encourage these groups to get involved in helping us create a forward-thinking and desirable workplace. We are a Stonewall Diversity Champion and we are immensely proud to have been awarded an institutional Athena SWAN silver award, which underpins our pledge to improve equality for women.

We also support flexible working and are proud of our open and supportive working environment; with options such as job shares available, we ensure opportunities are equal and focused on the needs of our colleagues. We know that change and improvement is a continual process, and our community is a big part of this, so we always want to hear from our staff about how we can create the best possible working experience.





Our students don't just work toward their degrees; they gain life experiences and skills that allow them to go on and change the world for the better. Avila Chidume (LLB Law, 2020; previous SUSU Vice-President Education and Democracy) is Founder of Avila.Diana – a greetings card business she built while studying at Southampton. Her aim is to overcome stereotypes and change the world's perceptions of underrepresented communities through her greetings card designs.

# OVERVIEW OF THE ROLE

**Southampton is aspiring to be a truly agile organisation; we developed an interim strategy to enable us to emerge from the global COVID-19 pandemic strongly and safely. This Bridging Strategy has helped us to navigate both the impacts of COVID-19 as we experience them today and its future health and economic uncertainties.**

**We are now approaching the next exciting stage in the University's strategic development, ensuring that we continue to maintain our status as a remarkable global institution for education and research, and put students at the very heart of our vision. This post is key to advancing our position as one of the world's top 100 universities.\***

## Vice-President (Education and Student Experience)

The new Vice-President (Education and Student Experience) will instil a culture of high performance, ensuring that Southampton is established and renowned as an innovative, entrepreneurial and international university, with a genuinely distinctive educational and student experience offering. They will play a key role in delivering the University's vision and academic mission alongside the President and Vice-Chancellor and the senior leadership team.

This position has University-wide oversight of all activities relating to education and will be responsible for the Education Strategic Plan; supporting student success by ensuring an exceptional student experience and leading, organising, aligning and delivering the core projects that improve and enhance quality at all stages of the student journey. They will effectively lead and inspire others, evaluating, implementing and reviewing the University's education activities both internally and externally, building and sustaining relationships with key external agencies.

The successful candidate for this position will be ambitious and outward looking with values that match our own: collegiality, quality, internationalisation and sustainability. They will have a deep understanding of the global Higher Education sector, as well as a proven ability to

lead and manage innovative change throughout an organisation, and the skills to build and maintain successful working relationships. They will be able to think both analytically and creatively, with the ability to handle complexities and empower and support people, as well as cultivating and leading diverse teams.

The role will foster a culture in which our entire community recognises that a great student experience comes from excellent communication, and that delivering the highest-quality student experience possible is a responsibility shared by every member of staff here at the University of Southampton.

## How to apply

For a conversation in confidence or details of how to apply, please contact

**Mark Holleran**  
[southampton@talentedu.co.uk](mailto:southampton@talentedu.co.uk)  
**020 3290 2907**

The closing date for receipt of applications is midnight (GMT) on **Tuesday 9 November 2021**.

Following a longlist meeting of the Search Committee, successful candidates will be invited to attend an Engagement Day on **Friday 3 December 2021**.

Interviews are scheduled to take place on **Monday 20 December 2021**.

\*QS World University Rankings, 2022

# ROLE OF VICE-PRESIDENT (EDUCATION AND STUDENT EXPERIENCE)

## Job purpose

The Vice-President (Education and Student Experience) is responsible for providing institution-wide leadership for the delivery of those aspects of the strategy related to providing world-leading education and an exceptional student experience. Developing, coordinating and driving the University Strategy and reputation internationally and at home in this area so that Southampton is directly competing with the best. This role will chair relevant committees, providing leadership to developing our educational offering with all forms of stakeholders/partners who could benefit the University. The role is a member of the University Executive Board reporting to the President and Vice-Chancellor.

## Key accountabilities/primary responsibilities

- Work with the Vice-Chancellor and the executive team to deliver the University vision and academic mission through the achievement of strategic priorities.
- Lead on the development of teaching capability, innovative learning support services and infrastructure that delivers a high-quality education experience for students.
- Monitor and review the University's education activities ensuring the delivery and performance is optimised and identifying opportunities for improvement.
- Work closely with the Vice-President (Operations) and the Executive Director of Student Experience, overseeing strategies to monitor and assure the quality of student experience, including systems that provide feedback to students and staff on the quality of the educational experience.
- Lead the University's external engagement on education, building and sustaining relationships with agencies such as Higher Education Academy, the Quality Assurance Agency and OFS as well as partnership networks such as the Russell Group and Worldwide Universities Network.
- In partnership with the Executive Director of Student Experience, work across the University to support and promote initiatives to provide an outstanding student experience; overseeing the Universities educational programmes, reflecting Southampton's commitments to deliver students a research-led education with meaningful choice and flexibility in study options to prepare them for life after University.
- Contribute to policies and practices affecting student recruitment, admissions and outreach, leading the preparation of and reporting on the Access and Participation Plan to the Office for Students.
- Work with key internal stakeholders to develop appropriate Faculty Plans and Professional Services support to improve the overall experience of the students.
- Develop a portfolio of cross-university activity as directed by the President and Vice-Chancellor.
- Oversee policy development on education, working effectively with Senate and its committees to ensure that policy and practices support the University's commitment to students.
- Provide high-level advocacy on behalf of the University across the higher education sector, including representing the University's educational interests in key domestic and international environments.

- Provide academic leadership for all staff engaged in student education, promoting a culture of equality, diversity, inclusion and respect at all times, with particular relationships with the relevant Associate Vice-Presidents and Associate Deans.
- Lead on the University's submission to the Teaching Excellence Framework or equivalent and oversee related activities.
- Any other duties as allocated by the Vice-Chancellor as part of being a member of the senior executive team.

## Internal and external relationships

- President and Vice-Chancellor
- Senior Vice-Presidents
- Vice-Presidents
- Deans
- Associate Vice-President (Education)
- Associate Deans (Education)
- SUSU
- Key strategic partners Russell Group equivalents
- Relevant sector bodies and agencies
- Partner universities
- Alumni and donors

## Special requirements of the role

- Contribute to the effectiveness of the University's executive team through personal contribution and leadership style and by 'living' the University's core values and principles.
- Work effectively with members of Senate and Council in the strategic management and leadership of the University.
- Promote a culture of equality, diversity, inclusion and respect.

# CANDIDATE PROFILE

## Qualifications, knowledge and experience

### Essential

- Higher degree, PhD or professional doctorate.
- Outstanding academic achievement with national/international peer recognition in a field of expertise.
- Record of providing strategic direction and maximising performance in a large, complex organisation.
- Deep understanding of wide range of aspects that make up a high-quality education and student experience, along with the interaction with relevant higher education and government policies in the UK.
- Has a sophisticated understanding how key issues are shaping the debate around the curriculum and the nature of higher education.
- Current and emerging global trends, challenges and opportunities for education in universities.
- Record of representing and championing an organisation, or a significant part of one, raising its profile and increasing its impact and influence.
- Ability to monitor and evaluate progress and return on investment.

## Planning and organising

### Essential

- Translates strategic vision into reality, designing frameworks to turn plans into actions.
- Defines goals and priorities, delegating appropriately and holding people to account.
- Thinks and operates at a strategic level to maximise opportunities, articulating and pursuing a long-term vision while meeting daily demands.
- Record of achieving performance targets and leading others to meet their performance targets.
- Champions organisational strategic objectives, brokering high-level negotiations involving multicultural participants and stakeholders.

## Problem solving and initiative

### Essential

- Thinks analytically and creatively, seeing beyond the immediate to solve complex strategic and organisational problems.
- Identifies risks and options, developing strategies to manage and mitigate them.
- Analyses complex data/information easily to inform decisions and make judgements.
- Responds to change positively, demonstrating agility and flexibility particularly when problem solving.
- Confidence and courage to take on challenges; own and implement difficult decisions and be accountable for actions.

## Management and teamwork

### Essential

- Inspires diverse teams, empowering and supporting people, managing through influence as well as through executive authority.
- Establishes and sustains both a customer service and a high-performance management culture.
- Actively encourages multidisciplinary and cross-functional working to achieve shared objectives.
- Highly collaborative approach with commitment to delivering university goals.
- Inspires a culture that shares credit for success and failure, rewards initiative, encourages risk-taking and cultivates a climate of shared decision-making.
- Organisationally sensitive with a genuine interest in people and relationships at all levels.
- Personal commitment to excellence, widening participation, diversity and inclusion.

## Communicating and influencing

### Essential

- Articulates ideas and messages with clarity and consistency in a variety of ways to diverse audiences.
- Builds strong relationships and support for initiatives, working collaboratively to align activity and resources to deliver strategic objectives.
- Cultivates strong networks and builds links with the wider community, business, industry and other stakeholders and donors.
- Achieves results through persuasion and negotiation where no direct authority exists.

## Other skills and behaviours

### Essential

- Intellectual capacity, stamina and agility to deal with a broad span of duties, to gain the respect of a wide range of people and to balance internal and external demands.
- Personal presence to project and inspire confidence.
- Self-starter with an aptitude to drive the agenda forward.
- Champions the value of ED&I.
- Diplomacy, tact and discretion.
- Resilient, adaptable and clear minded, accepting of differing views whilst achieving results.
- High level of emotional intelligence with excellent judgement.
- Instinctive understanding of what constitutes excellence and what it takes to achieve and sustain it with a determination constantly to seek improvement.
- Alignment with the University's values of excellence, creativity, integrity and community.



“

My placement experience has not only forged my way of thinking, but it has also given me the opportunity to develop both soft and hard skills, as well as reflect on the abilities I need to acquire in the future to succeed in the job market.”

**Nansy Sbaraglia**  
BSc Business Management with Placement Year, 2020; 13-month placement at Rolls-Royce Motor Cars

Southampton is ranked  
**77th**  
in the world<sup>1</sup>



Received  
**£120m**  
in research grant and contracts income in 2019/20<sup>2</sup>



Over  
**60%**  
of our publications are internationally co-authored



Engaged in research with over  
**500**  
overseas partners



We attract high-quality students from over 130 countries



Overall student satisfaction at Southampton is **significantly ahead of the sector** and is a strong performance against our competitor set, the Russell Group, and the sector<sup>4</sup>



A founding member of the Russell Group of 24 major research-intensive universities in the UK



Founding member of the World Universities Network

We have over  
**19,000**  
students<sup>5</sup>



Our contracts with industry are worth about  
**£55m**  
annually



**Top 15**  
in the UK<sup>7</sup>

Our 250,000 alumni community spans over  
**190**  
countries



We employ over 6,500 staff

**Very strong**  
performance in the first KEF exercise<sup>3</sup>

Southampton is ranked eighth in the UK for research intensity<sup>6</sup>



Our income exceeded £583m in the 2019/20 financial year<sup>2</sup>



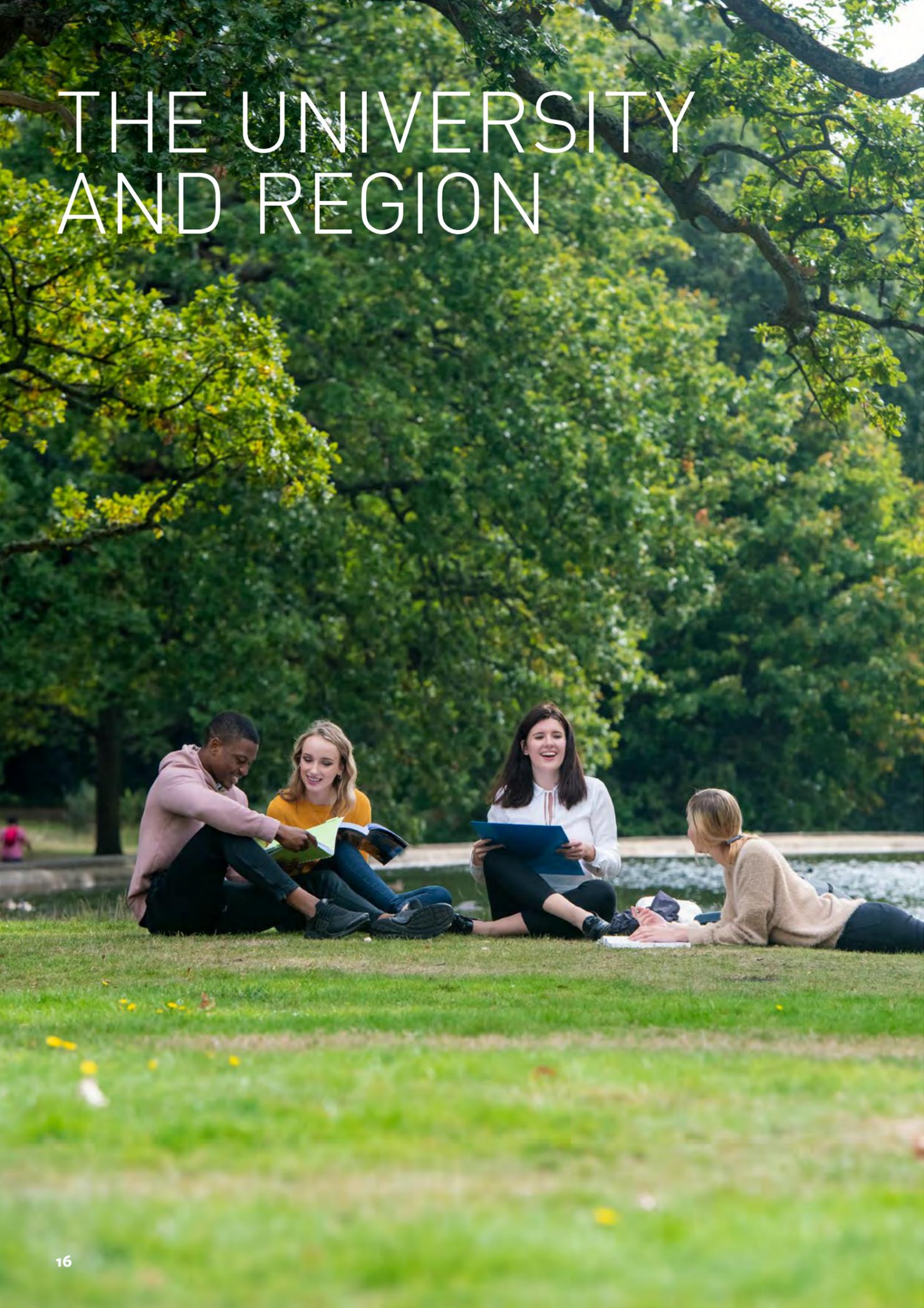
Our partnership with Lloyd's Register represents the largest university-business collaboration of its kind in the UK



At any one time we are working with over  
**1,500**  
external organisations around the globe

<sup>1</sup> QS World University Rankings, 2022  
<sup>2</sup> University of Southampton Financial Report, 2019/20  
<sup>3</sup> Performing at or above the cluster average across every perspective  
<sup>4</sup> National Student Survey, 2021  
<sup>5</sup> University of Southampton Student and Academic Administration database, December 2020  
<sup>6</sup> Times Higher Education Research Excellence Framework, 2014  
<sup>7</sup> The Complete University Guide, 2022

# THE UNIVERSITY AND REGION



## Find a better quality of life

### Southampton

Southampton is a fantastic place in which to live, work and socialise. Regardless of what life stage you are at, you will find a dynamic and vibrant city that caters for all. With an enviable location on the coast, yet just an hour from London, the region combines incredible natural beauty with a thriving social scene – making it one of the most desirable places to live!

As an ethnically-rich city that is growing rapidly, Southampton is benefitting from considerable investments in the region. £1.6bn has already been committed to the development of the region, while a further £1.4bn spend is planned over the next 10 years. A new Cultural Quarter has been created, and a £400m redevelopment of the Royal Pier Waterfront is underway – and with each of these improvements, we have witnessed an exciting transformation of the city.

There is something for everyone in Southampton and the surrounding areas. For outdoor enthusiasts, water sports, sailing and ocean racing are easily available, while the beautiful New Forest National Park is just 30 minutes away. With many excellent local schools and nurseries, families will find a fantastic quality of life, while there's a thriving LGBTQ+ social scene. Multiple faiths are celebrated in the city, and the rich cultural heritage of Winchester is just on our doorstep.

### Winchester

On the edge of the South Downs National Park, England's ancient capital, Winchester is steeped in history and is complemented by a lively atmosphere and a wide variety of pubs and restaurants, museums, theatres and galleries. With direct rail links to London, our Winchester School of Art campus is one of the UK's leading art and design institutions.

### The University campuses

The University has five lively and diverse campuses in Southampton, one in Winchester and an engineering campus in Malaysia.

Our main Highfield Campus is home to state-of-the-art teaching and research facilities, as well as one of the UK's leading music venues, Turner Sims Southampton. It also houses our sports complex, the Hartley Library, the Students' Union and Staff Social Centre.

Close to Highfield, the Avenue Campus houses most of the humanities disciplines and the Centre for Language Study. It also has a purpose-built archaeology building with state-of-the-art facilities for teaching and research.

A few minutes' walk from Highfield, is the Boldrewood Innovation Campus. The University's collaboration with Lloyd's Register represents one of the largest business

partnerships with any single university in the world. Our new £170m campus is the result of this partnership and is home to the Southampton Marine and Maritime Institute.

Three miles west of Highfield, University Hospital Southampton is the base for the University's Faculty of Medicine. The campus offers modern laboratories, computer suites, refurbished lecture theatres and a specialist Health Services library. It is also home to our purpose-built Centre for Cancer Immunology which opened in 2018 following a successful £25m fundraising campaign.

Situated on the city's waterfront, the National Oceanography Centre Southampton (NOCS) is one of the world's leading research centres for the study of ocean and Earth science.

Close to Winchester city centre, 12 miles north of Southampton, our internationally renowned Winchester School of Art provides studios and workshops, an extensive specialist library and a well-stocked art supplies shop. The Winchester Gallery is based on campus.

Set just outside Southampton, our Science Park is a hub of innovation, hosting a range of exceptional facilities and home to science and technology businesses from start-ups to multinationals.

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 [View our virtual tours](#)

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 [Watch our video](#)



**Find out more**

Contact Mark Holleran  
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020 3290 2907