

Candidate pack for the appointment of

CEO and Provost NUMed



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Welcome

From the Regional Provost and Group CEO

It is a pleasure to welcome you as you explore this significant leadership opportunity within the Newcastle University global community. As we approach nearly two centuries of academic excellence since our founding in 1834, we are seeking an outstanding academic leader to guide our Newcastle University Medicine Malaysia campus through its next stage of development and transformation.

Our vision is to transform the Malaysia campus into the primary academic hub for Newcastle University's activities in Southeast Asia. By diversifying our academic portfolio and aligning with our "One University" strategy, we are embarking on an ambitious growth trajectory to expand our community to between 1,500 and 2,000 students by our bicentennial anniversary in 2034. This evolution will harness academic excellence, innovation, and our proud tradition in social and environmental justice to provide lasting benefits to individuals and organisations throughout the ASEAN region.

As a key member of the Faculty Executive Board reporting to me and Professor Anstee (Pro-Vice-Chancellor, Faculty of Medical Sciences), you will lead the next phase of our campus transformation. Your leadership will be central to aligning our operations across the UK, Singapore, and Malaysia, championing a "One University" approach that unifies our global activities. We require a leader who will maintain the highest standards of teaching and research excellence while navigating the regulatory and quality systems of both the UK and Malaysia. In this role, you will act as a visible role model for our guiding principles, fostering a collaborative culture of trust and mutual respect while strengthening vital partnerships with the Ministry of Health, the Ministry of Higher Education, and regional industry leaders to enhance our collective impact.

While this is a role of high corporate responsibility—managing an organisation of 160 colleagues and a turnover of RM80 million — you will find a warm, supportive, and deeply collaborative spirit that is the hallmark of Newcastle University. We are looking for an individual with the resilience and creative vision to transform these ambitious goals into a reality for our students and the wider community.

I look forward to receiving your application and potentially working together to shape the future of Newcastle University in Southeast Asia.

Professor Dennis Wong
Regional Provost and Group CEO (East and Southeast Asia)



The Role

We are looking for an outstanding academic leader to lead the development of our Newcastle University Medicine Malaysia campus operations in partnership with the Regional Provost and Group CEO (East and Southeast Asia), Newcastle University. This role is a very important one in the University and will lead the next stage of development and transformation of the Malaysia campus. It requires a leader who is credible with senior academics, focused on achieving teaching and research performance of the highest standard, and committed to the richness and diversity of Newcastle's proud tradition in social and environmental justice. Familiarity with the Malaysia Higher Education and Quality systems are essential for this role.

You will be responsible for an organisation with 160 colleagues, about 800 students, and a turnover of RM80 million. You will take on a corporate responsibility, direct the strategic allocation of resources across the institution and ensure our operations in Malaysia are well positioned to excel through future challenges and opportunities in Malaysia and the ASEAN region.

Founded in 1834, Newcastle University's Vision and Strategy sets out an ambitious and exciting journey, to be a people-focused, world-leading university that harnesses academic excellence, innovation and creativity to advance knowledge and provide benefits to individuals, to organisations and to society across all three of our campuses, in the UK, Singapore, and Malaysia.

You will be accountable for:

- The academic leadership of the campus in teaching, research and wider engagement.
- The effective governance and management of the campus to ensure its performance continually improves

You will be responsible for leading a culture of learning and teaching excellence and creating a collaborative environment, fostering a culture of trust and mutual respect and championing the University's values and guiding principles. In addition, the postholder will operate in alignment with the University's Vision and Strategy and in collaboration with stakeholders both within and outside of both the campus and the University as a whole.

As chair of the campus's Executive Board, you will be a visible role model, demonstrating the highest standards of leadership and behaviour. Cross-campus working, via a "One University" approach, is a key dimension to this role, including stimulating and encouraging cross-campus research and learning and teaching opportunities. Working closely with senior colleagues at both the campus and across the Faculties and the University in the UK. The postholder will also sit as a member of the Board of Directors of the Newcastle Medical Clinic which is situated at Eco Botanic a short distance away from the main campus. This job description provides some detail on the scope of the role. However, it is anticipated that over time the role and the content of the job description will be reviewed.

Leadership and Strategic Direction

- Work with the Faculties and University in developing a shared vision for the future direction, goals and priorities of the campus, aligned to the University mission and in the context of the Faculties and other academic units, the Malaysian Government (e.g., Ministry of Health and Ministry of Higher Education) and other organisations (e.g., businesses) in the ASEAN region.
- Prepare the campus' strategic and operational plans in conjunction with the Regional Provost and Group CEO and manage the campus to achieve its strategic direction and goals in the context of Faculties and University strategy.
- Maintain and enhance the academic reputation of the campus;
- Implement quality assurance and improvement procedures to enhance all aspects of the campus' activities, including both postgraduate and undergraduate student experience;
- Work with PVCs, Regional Provost, and Deans to foster the development of outstanding academic programmes, research and engagement activities in the campus;
- Monitor and evaluate the campus' teaching, research and engagement activities in relation to comparable entities both within and outside the University;
- Implement marketing and other practices which maximise opportunities to meet student recruitment targets.

General Academic Management

- Manage, administer and foster excellence in the campus' teaching, research and engagement activities;
- Work, with colleagues, to improve both MyRA and SETARA scores;
- Design and implement suitable management structures and portfolios for the campus;
- Ensure that the campus complies with the University's policies and meets its legal and statutory obligations; including employment, safety and financial procedures and regulations relevant to Malaysia and the UK;
- Establish and maintain communication with appropriate committees, boards, fora and networks within the faculty, the broader University and Malaysia;
- Represent the campus' interests in the faculties, University, professional, industry and government contexts;
- Initiate, maintain and strengthen links between the campus and other academic units and relevant professional and industry bodies and the local community in Malaysia.

Colleague Management

- Take responsibility for management of all colleagues in the campus;
- Prepare an annual people services plan for the campus, to include talent and succession planning and opportunities for international work;
- Play a major role in the recruitment, selection, and induction of senior colleagues, utilising a targeted recruitment approach where appropriate to appoint academic staff (and potential leaders) of the highest calibre;
- Facilitate and promote effective communication and positive morale within the unit. Communicate directly with all colleagues on a regular basis;
- Take responsibility for the completion of the annual workload allocation, distributing teaching, administrative and portfolio management duties in an equitable manner, taking into account where possible the wishes and agreed career development plans of individual colleagues within the context of the strategic plan for the unit;
- Monitor the performance of allocated duties;
- Take responsibility for performance management and development of all Malaysia based colleagues. Ensure that conversations and Priorities take place and appropriate objectives, targets and milestones are set;
- Manage and, as far as possible, resolve conflicts and grievances taking advice from People Services and using appropriate procedures.

Financial and Infrastructure Management

- Prepare the unit budget and monitor expenditure and income against budget;
- Engage in appropriate budget forecasting and staffing and infrastructure planning;
- Manage and allocate physical resources and work with colleagues in Facilities Management and UK Estate Support Services to ensure a safe and good quality of environment for colleagues and students;
- Maximise opportunities for generating income from appropriate sources outside the unit;
- Where appropriate, commercialise research/teaching outcomes and intellectual property.

Key Working Relationships

- Responsible to the Regional Provost and Group CEO Newcastle University (East and Southeast Asia)
- A member of the Faculty's Executive Board
- Vice-Chancellor, Deputy Vice-Chancellor and Pro-Vice-Chancellors, in particular PVCs FMS and Global
- Other members of University Executive Board
- Other Heads of academic unit and Deans
- Directors of Faculty Operations and other Professional Services colleagues
- Relevant organisations external to the University including but not limited to the Ministry of Health, Ministry of Higher Education, Malaysian Qualifications Agency, EduCity etc.





Knowledge, Skills and Experience

- Demonstrable experience of effective and successful academic leadership at a senior level, with a proven track record of leading with clear direction;
- Experience of organisational leadership and the ability to translate ideas into action;
- Experience of mentorship and supporting people to fulfil their potential;
- Understanding of the complexities and challenges of leading in Higher Education, including the regulatory frameworks in the UK and Malaysia;
- Evidence of working at a strategic level, including experience of developing strategic plans, and associated resource planning;
- Experience of managing change and supporting people to make transitions;
- Evidence of high quality teaching at undergraduate and /or postgraduate level;
- Experience of presenting the work of an organisation to a wide range of academic, policy, and external audiences;
- Academic credibility and a strong track record in research and innovations.
- Clear evidence of an entrepreneurial outlook including new opportunities in education.
- A demonstrable record of strong academic accomplishment;
- A track record of engagement with stakeholders (businesses, alumni, NGOs, etc) leading to income generation.

Qualifications

- A doctoral qualification e.g. PhD, DBA, EngD, etc.
- Must have a current professorial appointment (or eligible to be appointed as a Professor at Newcastle University)
- An academic teaching qualification recognized at UKPSF descriptor 2 level (desirable).

Attributes and Behaviours

- Is inspirational and provides clear direction, particularly in times of uncertainty;
- A role model for University values and guiding principles;
- People orientated, is approachable and perceptive, with excellent judgement and highly developed emotional and cultural intelligence;
- Able to act objectively in dealing with complex problems, issues and decision making;
- Able to manage conflicting priorities;
- Promotes and actively drives change and continuous improvement within own area and across the organisation;
- Can see the big picture and think strategically;
- Thinks creatively, an effective problem solver;
- Able to handle conflict in a timely and effective way, bringing situations to speedy resolution;
- Engages others, communicates with colleagues effectively and is able to persuade and influence others;
- Works in partnership with others and has exceptional interpersonal and collaboration skills;
- Demonstrates resilience to the demands of the role and pace of change and is able to manage criticism and challenge;
- Promotes a culture of mutual respect.



NUMED - Newcastle University Medicine Malaysia

Newcastle University, UK has established an international branch campus in EduCity, Iskandar Puteri, Johor, to provide undergraduate degrees in Bachelor of Medicine, Bachelor of Surgery (MBBS), BSc (Honours) Biomedical Sciences, Foundation in Biological and Biomedical Sciences and opportunities for postgraduate study. The branch campus is known as Newcastle University Medicine Malaysia (NUMed Malaysia) and is operated by NUMed Malaysia Sdn Bhd, a wholly owned subsidiary of Newcastle University UK.

The NUMed Malaysia branch campus is an integral component of Newcastle University, which is a founder member of the UK 'Russell Group'. Newcastle is a long-established world-class research-intensive university, delivering teaching and research externally confirmed as of the highest international quality. Newcastle University is proud of its heritage; the parent campus in the North East of England was founded in 1871 but the University's history goes back to 1834 when a School of Medicine and Surgery was established in the city of Newcastle upon Tyne.

Newcastle University was invited in 2008 by the Ministry of Higher Education Malaysia to set up campus in Iskandar. The establishment of Newcastle University Medicine Malaysia was approved on July 24, 2008 [ref: (JPS) 600-07/79/Jld.1 (4)] and the Certificate of Registration number is DULNO05(J).

The academic concept underpinning NUMed Malaysia is for the transnational delivery in Malaysia of a range of undergraduate degree programmes, equivalent and of identical standard to those of Newcastle University's UK-based provision but contextualised to Malaysian circumstance and considering any cultural differences between countries. Many of our programmes offer opportunities for periods of study in the UK.

The first and core undergraduate programme, upon which NUMed Malaysia was founded, is Newcastle's five- year Bachelor of Medicine, Bachelor of Surgery (MBBS) programme. This programme is dual accredited by both the Malaysian Medical Council in Malaysia and the General Medical Council in the UK. All the programmes offered at NUMed lead to the final award being made from Newcastle University, UK.



Introduction

to Newcastle University

Newcastle University is a thriving international community of over 28,000 students from over 130 countries worldwide, studying across our three campuses: in Newcastle, UK; Newcastle University in Singapore and Newcastle University Medicine Malaysia.

Ranked in the top 140 of world universities, we aspire to be a people-focussed university that harnesses academic excellence, innovation and creativity to provide benefits to individuals, to organisations and to society as a whole. As a member of the Russell Group of research intensive universities in the UK, we have a world-class reputation in the following thematic areas: ageing and health, cities and place, culture and creative arts, data, and One Planet.

The University traces its origins to 1834 and the need to address the economic, health and social demands of an industrial city. We are located in, and have contributed to, a region with a tradition of invention and innovation spanning more than 200 years, from the opening of the first permanent public railway line in 1825, through the birth of Pop Art in the 1940s to obtaining, in 2017, the world's first licence for a pioneering technique to eradicate inherited mitochondrial disease.

The University's main campus is located in the centre of Newcastle upon Tyne, the cosmopolitan capital of the North East of England. The city enjoys a worldwide reputation for the quality of its cultural and social life.

In 2018 the University launched its **Vision and Strategy**. We are a people-centric organisation that values our colleagues and students. We seek to attract the most talented people from around the globe with the enthusiasm and commitment to be part of our exciting future.

Newcastle University exists for the public benefit to advance education, learning and research. Our objective is to build on this core purpose and, in doing so, provide new knowledge and creative solutions that make a positive impact. We aim to work collaboratively with our many external partners to shape brighter futures, grow the economy and champion social and environmental justice. We will maintain and build upon our longstanding core values:

- Equality Diversity & Inclusion;
- Social & Environmental Justice;
- Academic Freedom.

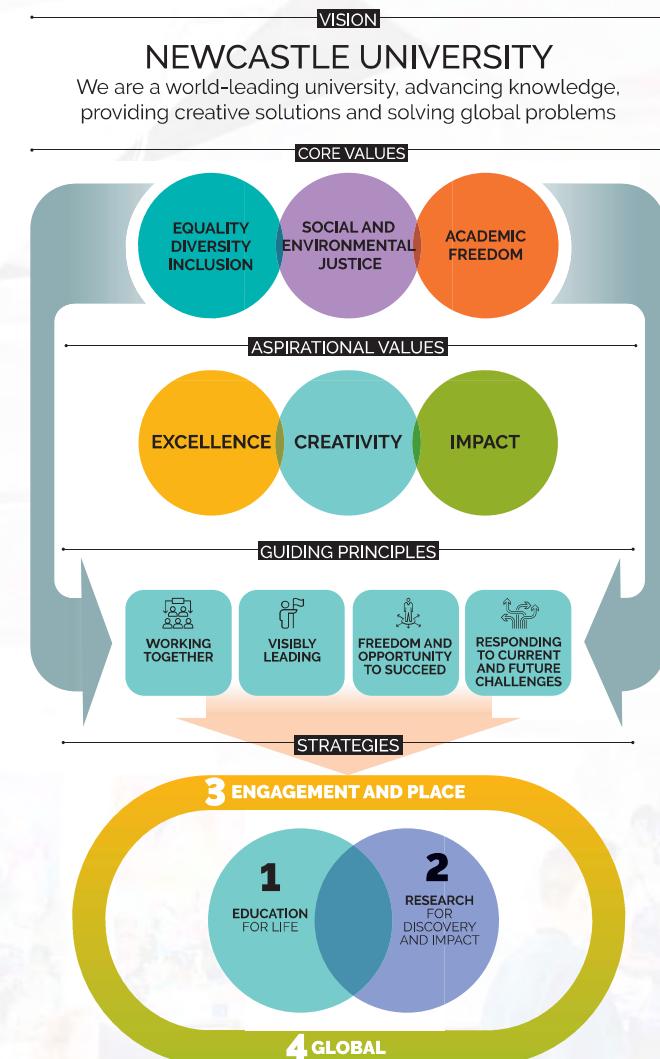
We are a world-leading University, advancing knowledge, providing creative solutions and solving global problems.

The University's three aspirational values are:

- Excellence;
- Creativity;
- Impact.

The University's guiding principles are:

- Working together;
- Visibly leading;
- Freedom and opportunity to succeed;
- Responding to current and future challenges.



Our Vision

We exist to benefit society through our leading-edge research and education – locally and globally. As we move towards our 200th anniversary in 2034, we exemplify a new generation of university – one that prioritises societal benefit and sustainability, while breaking down traditional subject barriers, co-creating with our communities, and collaborating with our partners to address global challenges. We put this into practice by:

- Creating inclusive opportunities for our students to be global citizens, through our leading-edge curriculum.
- Working with our partners to shape our future society and grow our economy through our research and innovation.
- Striving to be sustainable in everything we do.

This is challenging, but we are building on a long tradition of success. We have proven that when we come together – students, alumni, colleagues, and partners – we can change the world.

Our story began with the Industrial Revolution that changed Britain and the world, fuelled by some of the North East's own innovators and engineers. We were founded by these industrial pioneers to train the doctors needed to improve public health and the engineers who would drive our burgeoning local industries in shipbuilding, steel, mining and agriculture.

The world has changed a lot since then and we have evolved to anticipate society's needs. Today, we are a QS top 140 research intensive university with more than 28,000 students on three campuses in Newcastle, Singapore and Malaysia. We are a university of innovators – building on our foundations in medicine and engineering and adding business, humanities, creative arts and social sciences to our broad disciplinary base.

And just as in the 19th Century, we are tackling challenges the world is facing today, through our expertise in ageing and health, data and AI, and culture and creative arts. We're also protecting our planet's future, developing more sustainable technologies and driving the UK's electric revolution. We are an inclusive university that makes a positive impact on our region, the UK and the world. Serving the needs of our communities is core to our purpose. That's why we say From Newcastle. For the World.



Academic Excellence

REF2021 re-affirms Newcastle's position as one of the UK's world leading research-intensive universities and shows that we are achieving our strategic goal to grow research power. The results show that the University's research capacity - or 'power' in REF terms - has grown by 65% since 2014. 42% of our research was scored as world-leading up from 31% in 2014 and Grade Point Average (GPA), the assessment of quality, has increased from 3.09 to 3.29 (out of a maximum of 4* world-leading).

These reflect the contributions from a growing team of researchers which has increased by 54% this time.

The results consolidate our position as one of the UK's world-leading broad-based research-intensive universities.

Our education, outreach, stewardship and research is dedicated to tackling some of the most complex and pressing issues we face. Our 'triple-crown' accreditation status also places us among the top business schools in the world.

Newcastle was ranked 56th in the world out of over 1,750 institutions in the latest QS World University Rankings: Sustainability, with high scores across the categories of Environmental Impact, Social Impact, and Governance. Our continued high performance in global league rankings highlights our commitment and work towards sustainable development. It shows how the alignment of our work with the UNSDGs is driving education, research and innovation across the University

There are a number of characteristics that have defined us over the years and which continue to be prominent features of our Vision. These include our clear focus on education and research that is of direct relevance to our city and region (we are a member of the Civic University Network), a culture of openness and transparency and longstanding commitments to equality, diversity and inclusion and academic freedom. We are a signatory of the Magna Charta Observatory and are a lead institution in their Living Values project which includes a focus on inclusive education.

Education for Life

At Newcastle we educate for life, to develop and nurture successive generations of creative practitioners, clinicians, scientists, engineering and educationalists, and set them on the path to make their own mark on society.

With 5 QS Stars for teaching (2025), our high-quality teaching, learning and outcomes for students are assessed by the UK government in the UK Teaching Excellence Framework (TEF), recognised with a Silver Award in 2023.

As a research-intensive Russell Group University, our research and teaching are closely linked. Learning is shaped by both the specialisms of our pioneering researchers and our links with national and multinational industries, meaning that students are equipped for their future careers.

Our **Education for Life 2030+ Strategy** is an ambitious and transformational plan enabling the University to adapt to the rapidly changing context of higher education. It will enhance the education experience of our students and preparing them to be visibly leading, global citizens.

We are proud of our academic staff for the quality of teaching they give to our students. In recognition of individual excellence, and their outstanding contributions to teaching and enhancing student outcomes 23 of our academics have received a **National Teaching Fellowship**.

Globally Ambitious

At Newcastle University we aim to excel through being an internationally networked and diverse community of students and staff, who identify as global citizens and who can respond to global challenges through the research we undertake and the skills and knowledge we create.

We have three campuses: Newcastle upon Tyne, Newcastle University in Singapore, and Newcastle University Medicine Malaysia (NUMed). Our overseas campuses provide students with a distinctive Newcastle University education within the vibrant, culturally rich regions of Southeast Asia. They also serve as strategic hubs for:

- international research collaborations
- knowledge exchange
- enterprise activities

They do so in partnership with local communities and industries, further amplifying our institutional commitment to impactful research and education for the benefit of society.

Investing in People

The University has a strong record of accomplishment and is proud of our achievements to date in our investment in people. As a people-centric organisation we have and continue to invest in our colleagues.

We hold an institutional Athena Swan Gold award and Race Equality Charter accreditation. We are also proud members of the Business Disability Forum and a Stonewall Global Champion. In 2020 we were the first University to become a member of the Employer with Heart charter. We have a range of active colleague networks to support and engage colleague across the University;

Our Culture & Values work aims to bring the university values and guiding principles to life through a range of activities.

The University is committed to our Apprenticeship scheme, supporting both newly recruited apprenticeship roles and existing colleagues undertaking apprenticeship programmes. The University engages with a range of local colleges and providers to deliver the programmes and we currently have over 100 colleagues working on apprenticeships across the institution;

We have invested in significant resources in training and development across a range of teams. We offer a comprehensive suite of development programmes covering technical, soft skills, coaching and mentoring and management skills available online and face to face.

Our Research

Newcastle University has a world-class reputation for research excellence. We were 16th in the UK for research power in the most recent Research Excellence Framework, and our research has global impact.

We deliver important research missions through a growing portfolio of Newcastle University Centres of Research Excellence (NUCoREs). Our Research Strategy sets our ambition for the growth of people and resources. NUCoREs represent priority areas where this growth will occur;

Organisation and Structure

Led by the Vice-Chancellor and President, Professor Chris Day, the other senior leaders of the University include our Deputy Vice-Chancellor, Professor Nigel Harkness, three Faculty Pro Vice-Chancellors and four cross-cutting Pro-Vice-Chancellors (PVCs).

Together they provide strategic leadership for each of our core academic functions:

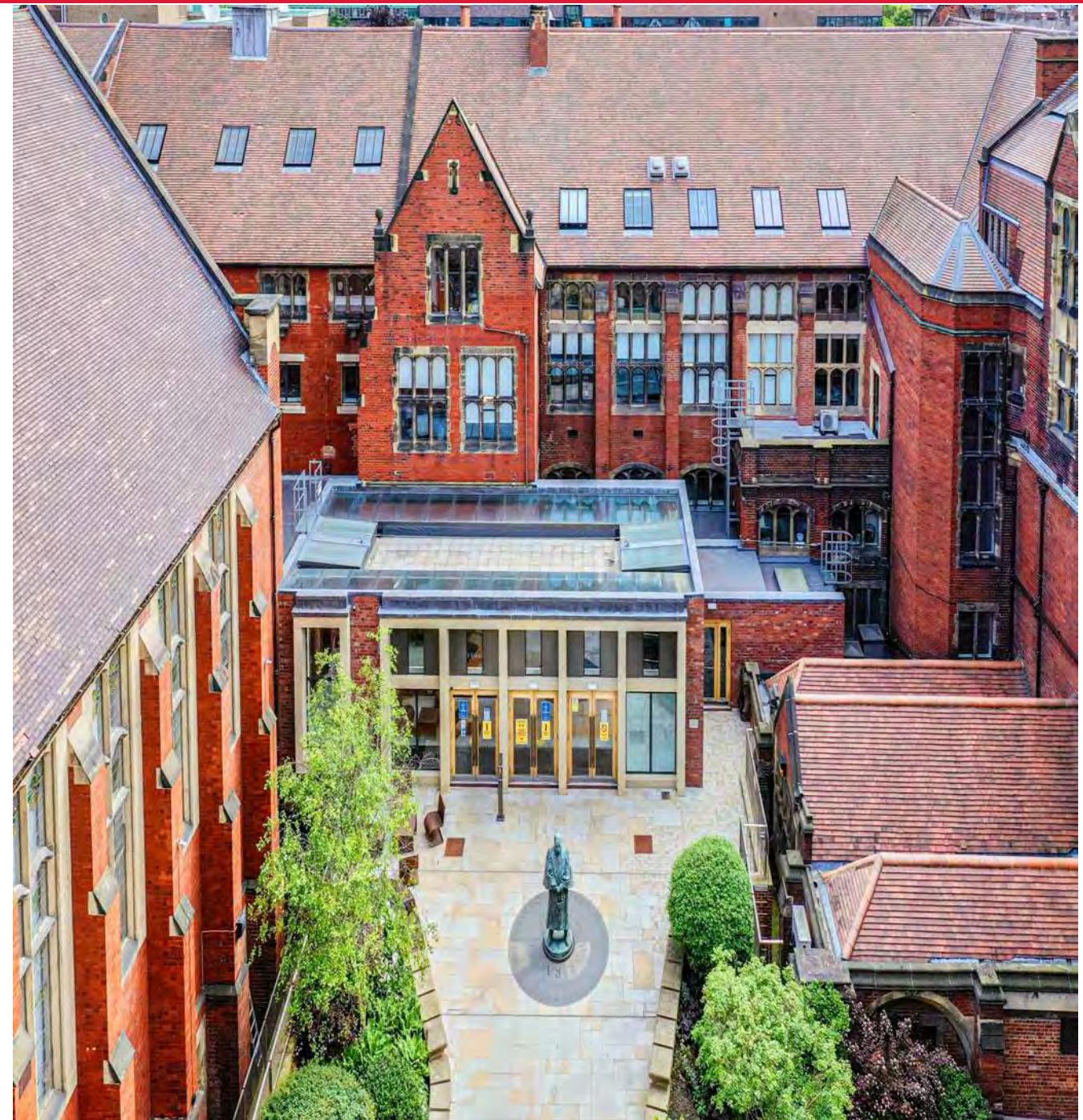
PVC Education (Professor Ruth Valentine); PVC Research Strategy & Resources (Professor Matthew Grenby); PVC Business, Partnerships & Place (Professor Jane Robinson); PVC Global (Professor Li Li).

Delivery of the core academic functions occurs in our three faculties, each of which is led and managed by a PVC:

Faculty of Humanities and Social Sciences (HaSS; Professor Jo Fox); Faculty of Medical Sciences (FMS; Professor Quentin Anstee); Faculty of Science, Agriculture and Engineering (SAgE; Professor Stephanie Glendinning).

The Professional Service functions are led and managed by the Registrar (Dr Colin Campbell); the Chief Financial Officer (Nick Collins); and the Executive Director of People Services (Jackie Scott), all of whom are members of the Executive Board. Each Faculty consists of a number of academic units, typically schools or research institutes, each led and managed by a Head. Currently, there are 21 academic schools (including Malaysia and Singapore), 12 research institutes and a further 39 research centres. The University's Vision and Strategy, launched in October 2018, comprises four core strategies: Education, Research, Engagement and Place, and Global.

Each of these is supported by a series of strategic enablers that provide a focus for a range of underpinning activities.



Distribution of Academic Schools and line-managed Institutes

Humanities and Social Sciences	Medical Sciences	Science, Agriculture and Engineering
Architecture, Planning & Landscape	Biosciences Institute	School of Computing
School of Arts & Cultures	Translational and Clinical Research Institute	School of Engineering
Newcastle University Business School	Population Health Sciences Institute	School of Mathematics, Statistics & Physics
School X – Combined Honours and Philosophy	School of Biomedical, Nutritional and Sport Sciences	School of Natural & Environmental Sciences
Education, Communication & Language Sciences	School of Dental Sciences	Newcastle University in Singapore (NUIIS)
School of English Literature, Language & Linguistics	School of Medicine	National Innovation Centre for Data (NICD)
Geography, Politics & Sociology	School of Pharmacy	National Innovation Centre for Rural Enterprise (NICRE)
History, Classics & Archaeology	NUMed (Newcastle University Medicine Malaysia)	Agri-Food Research & Innovation Institute
Newcastle Law School	National Innovation Centre for Ageing (NICA)	Digital Institute
School of Modern Languages		
Humanities Research Institute		
Institute for Social Science		
Institute for Creative Arts Practice		



Professional Services

The University's central Professional Services are organised into three major budget areas as listed below. These work closely with the Faculty Professional Services as part of the 'One University' approach.

Registrar	Executive Director of People Services	Chief Financial Officer
Academic Services Hub: ■ Student Services ■ Corporate Affairs ■ Legal Services ■ Research and Innovation ■ Marketing, Global, Recruitment and Admissions ■ Strategic Planning and Change ■ Library and Academic Services ■ NU Advancement	People Services: ■ Recruitment ■ People Relations and Policy ■ People Business Partnering ■ People Operations and Systems ■ People Engagement and Culture	Finance Hub: ■ NUIT ■ Estates and Facilities ■ Corporate Finance ■ Financial Performance ■ Financial Services ■ Procurement and Purchasing ■ Internal Audit ■ Funding Assurance



Equality, Diversity & Inclusion

We are dedicated to fostering a fully inclusive university community which recruits and retains colleagues and students from all sectors of society, who can develop within a positive and supportive culture to flourish and reach their potential. Our commitment to equality, diversity & Inclusion is underpinned by our [**EDI Strategy**](#) which guides our efforts to ensure all colleagues and students thrive in a values-led environment.

These fundamental values are central to ensuring that all individuals are treated with dignity, fairness and respect. The fostering and promotion of good relations and understanding between and among colleagues and students, irrespective of identity or background, is expected of everyone that works or studies at the University. By fully embracing equality and diversity, the University is better able to engage with our customers, respond to new and evolving business challenges and create better working environments for colleagues.

We are a proud member of the Business Disability Forum and a Stonewall Global Champion. In 2020 we became the first university to become a member of the Employer with a Heart charter.



Athena Swan

We are the proud recipients of an Institutional Athena Swan gold award demonstrating our achievements and ongoing commitment to achieving gender equality.

Race Equality Charter

We became a member of the **Race Equality Charter** (REC) to help to improve the representation, progression and success of minority ethnic colleagues and students within higher education. The charter provides a rigorous and robust framework through which institutions work to critically reflect and act on institutional and cultural barriers

In 2022 we were awarded a Race Equality Charter Bronze Award by Advance HE in recognition of our work towards tackling race inequality in the sector.

This award is testament to the huge amount of work done by colleagues and students from across the institution and particularly those involved in the REC SAT and REC work streams.

We value diversity at Newcastle University and welcome applications from all sections of the community.



How to apply

We now invite applications for the position of **CEO and Provost**.

Applications should consist of a full CV (Curriculum Vitae) and covering letter of no more than 2 sides of A4 with evidence of how you meet the essential criteria for this role.

For an informal conversation please contact **Mark Holleran**
mholleran@talentedu.co.uk

