

Lead, enhance, deliver.
Become our
Vice-President
(Education)

Foreword

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

This is an exciting time to be joining the University of Southampton as we continue in our mission to change the world for the better. We start this next stage of our journey by building on our exceptional achievements with an aim to be firmly established as one of the world's leading universities. We are already known as a founding member of the UK's prestigious Russell Group of leading research-intensive universities, and feature in the top one hundred of global universities.

To enable us to succeed, our community will be working, planning and delivering together, as one team. Whether we are delivering nationally or across global markets we will continue to build strong partnerships with other leading universities and organisations. There will be a continuous drive to achieve the highest quality in everything we do and ensure that our actions lead to financial, social and environmental sustainability.

We are a place of opportunity and inspiration that attracts the most talented staff and students from the UK and across the world.

As a member of the University Executive Board, the Vice-President (Education) is a key part of the team that will deliver the University strategy. The Vice-President has specific responsibility for the delivery of the education strategy, and will provide institution-wide academic leadership.

The Vice-President will ensure the University's education is of a world-leading quality, distinctive, relevant and innovative. In addition, they will provide high-level advocacy for the University across the HE sector, promoting the excellence of our educational offer.

After reading more about the role of Vice-President (Education) in this document, if you believe you have the skills, experience and drive to shape the future of the University of Southampton, then we hope you will apply for this post.

Professor Sir Christopher Snowden
President & Vice-Chancellor





1 Our values

Activities underpinned by the values determined by the University community.

Page 4

2 The University and region

A lively and diverse environment.

Page 14



In this recruitment pack

The University in numbers 10

Role of Vice-President (Education) 12

Our Values

All of our activities will be underpinned by the values determined by our community:

- Excellence
- Creativity
- Community
- Integrity

Our annual staff party offers an opportunity to celebrate our achievements and connect with new and existing colleagues.



Community

We achieve more together; we are an inclusive, collegial community that builds tolerance, respect, and mutual support among staff and students.

Simon Kemp, Professorial Fellow in Education for Sustainable Development, was named 'Most Innovative Teacher of the Year' by the *Times Higher Education* in 2013. Our students then further endorsed Simon's work, awarding him 'Best Innovative Teaching' in their annual Excellence in Teaching Awards.



Excellence

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.



Creativity

We are imaginative and resourceful, thriving in an environment that values independent thought and encourages originality and innovation among its staff and students.

Through an innovative approach to our curriculum we have developed opportunities for our students to exercise choice and personalise their learning. Offering students modules from outside their core disciplines enriches their understanding of the world and prepares them to meet the challenges of the future in more open and creative ways.



Integrity

We are committed to the highest standards. Our personal and institutional conduct is consistent and honest, engendering trust between and within our University communities.

Our outreach team work with young people and adults from groups under-represented in higher education to raise aspirations and awareness of the opportunities higher education and the University of Southampton offer. Widening participation takes place via a number of projects such as 'Access to Southampton', summer schools and residencies, and subject specific talks and workshops.



The University has been commended by the Quality Assurance Agency for Higher Education (QAA) for its enhancement of student learning opportunities. The commendation – the highest rating possible – was confirmed by the QAA in its Higher Education Review report on the quality and standards of provision at the University. The report also confirms that Southampton's academic standards, the quality of its student learning opportunities and the quality of information about its learning opportunities all meet UK expectations for standards and quality.

Education at Southampton

Educating exceptional students to become confident thinkers who can realise their full potential.

The University of Southampton is one of the UK's leading universities. The 2016 rankings in *The Guardian*, *The Complete University Guide* and the *Times Higher Education* Table of Tables each position us in the nation's top 15.

The University recruits around 25,000 of the most talented students, irrespective of background, from across the world and provides them with a rich and transformative education.

As a leading research-intensive university our students expect to engage with us in research and discovery. Our educational programmes are shaped and underpinned by our culture of world-class research and enterprise, and offer students the opportunity to participate in knowledge creation and skills development across discipline boundaries.

Southampton has an extensive portfolio of degrees and has also established a suite of over 80 multidisciplinary and open modules such as Global Health, The Human Brain and Society and many more, that can be chosen by undergraduate students as part of their programme of study. Through innovative curriculum design our inspiring educators share their knowledge using a variety of media from face to face to our growing portfolio of Massive Open Online Courses (MOOCs).

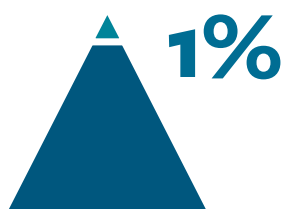
Internationally the University attracts high-quality students who come to the UK for their education, as well as providing opportunities to study certain subjects at our campus in Malaysia and with selected partners in many other countries.

In addition to a world-class education, the University provides opportunities to gain employment experiences that help prepare our students to be confident graduates ready to engage as global citizens who can realise their ambitions. This is exemplified in the strong culture of enterprise at Southampton, where our students are triple national champions and winners of the 2015 Enactus World Cup.

As students become graduates of the University of Southampton they join our wider, global community of over 200,000 alumni and are able access a network that can provide further opportunities in over 180 countries.

Connected University

Connect with Southampton, a global university that changes the world through its research collaborations, education partnerships and business links.



Southampton is in the top one per cent of global universities¹



Received £124m in research grant and contracts income in 2014/15²



Out of our 24,820 students, 5,525 are from overseas and 2,026 from the EU. Our 200,000 alumni community spans 180 countries⁵



We employ over 6,500 staff across our campuses

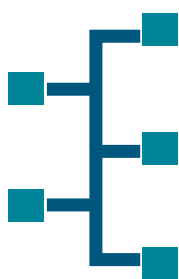


Engineering and Physical Sciences Research Council (EPSRC) funding exceeded £200m in 2015, placing the University 6th nationally for the total value of grants

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



Our annual turnover exceeded £527m in the 2014–2015 financial year



In the past few years, strategic partnerships have been developed or expanded with GSK, Dstl, QinetiQ, IBM, BAE Systems, Luxfer, DePuy, Philips, Vitacress, Eli Lilly and Google⁵. And our partnership with Lloyd's Register represents the largest university-business collaboration of its kind in the UK



The amount the University is fundraising for a state-of-the-art Centre for Cancer Immunology

We attract leading academics from across the globe and students from more than 137 different nations⁵



Six of our seven campuses are located across the south of England, with another at the Iskandar development in Malaysia



At any one time we are working with over 1,000 external organisations⁴



1st

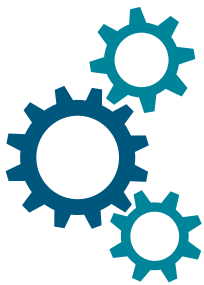


Our business incubation partnership, SETSquared, is the most influential university business incubator globally⁶

Our REF results places us

8th

in the UK for research intensity⁷



£45m

Our contracts with industry are worth about £45m annually⁴



We have more than 300 active patent families⁴ with an annual income of over £500,000



Partners with Singapore Institute of Management, Peking University, Dalian Polytechnic University and many other key institutions in East Asia

We connect with students across the world through our Malaysia Campus and through our Massive Open Online Courses (MOOC)



97%

Over 97 per cent of the University's research environment has been assessed as world leading and internationally excellent⁷



88%

The level of overall student satisfaction. This places us tenth out of the 24 Russell Group universities⁸

24,820

students⁹



17,492

Undergraduate

4,395

Postgraduate taught

2,933

Postgraduate research

1 QS World Rankings, 2015–16

2 University of Southampton Financial Report, 2014/15

3 EPSRC Grants and web database, September 2015

4 University of Southampton Research and Innovation Services database, September 2015

5 University of Southampton Student and Academic Administration database, January 2016

6 University Business Incubator (UBI) Index

7 *Times Higher Education*, 2014

8 National Student survey, 2015

9 Enrolled students, 1 December 2015

For more information on the University of Southampton connecting for impact, search **'we are connected'**

The role of Vice-President (Education)

Overarching purpose of the role

This is a permanent leadership position and is part of the executive team responsible for the successful delivery of the University's strategy.

Reporting to the President and Vice-Chancellor, the Vice-President (Education) will provide institution-wide leadership for the delivery of those aspects of the strategy related to providing world-leading education and an exceptional student experience.

The Vice-President (Education) will deputise or act for the President & Vice-Chancellor as appropriate.

Responsibilities and accountabilities

Leadership and management

- Deliver the University vision and academic mission through the achievement of strategic priorities.
- 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.
- Develop a portfolio of cross-university activity as directed by the President and Vice-Chancellor.
- Direct and manage Pro Vice-Chancellors engaged in education and/or student experience specific projects.

Leadership in Education

- Provide academic leadership for all staff engaged in student education.
- Lead on the development of teaching capability, innovative learning support services and infrastructure that delivers a high-quality educational experience for students.
- Lead the University's external engagement on education, building and sustaining relationships with agencies such as the Higher Education Academy, the Quality Assurance Agency, and Office for Fair Access (OFFA), as well as partnership networks such as the Russell Group and Worldwide Universities Network.
- Lead the University's submission to the Teaching Excellence Framework or equivalent and oversee related activities.

- Accountable for the delivery of education activities including monitoring and reviewing the University's performance and identifying opportunities for improvement.
- Oversee the University's educational programmes, reflecting Southampton's commitments to deliver students a research-led education; meaningful choice and flexibility in study options; and preparation for life after university.
- 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.
- Work closely with the Chief Operating Officer, 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.
- 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.
- Contribute to policies and practices affecting student recruitment, admissions and outreach, leading the preparation of the annual submissions to the Office for Fair Access (OFFA).
- Work with key internal stakeholders to develop appropriate Faculty Plans and Professional Services support to improve the overall experience of students.

Person specification

Experience, knowledge and skills

- Outstanding academic achievement with national/international peer recognition in a field of expertise.
- Record of providing strategic and visionary direction and maximising performance in a large complex organisation.
- Record of achieving performance targets and leading others to meet their performance targets.
- Deep understanding of higher education and government policy in the UK, and current and emerging global trends, challenges and opportunities.

Planning and organising

- Thinks and operates at a strategic level to maximise opportunities, articulating and pursuing a long-term vision whilst meeting daily demands.
- Translates strategic vision into reality, designing frameworks to turn plans into actions.
- Defines goals and priorities, developing operational plans, delegating appropriately and holding people to account.

Problem solving and initiative

- 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.

Teamwork and culture

- Inspires and leads diverse teams, empowering and supporting people, creating effective organisational structures and managing through influence as well as through executive authority.
- Highly collegiate and collaborative approach with commitment to delivering corporate goals.
- Establishes and sustains both a customer service and a high-performance management culture.
- Actively encourages multi-disciplinary and cross-functional working to achieve shared objectives.
- 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 at all levels.
- Personal commitment to excellence, widening participation, diversity and inclusion.

Communicating and influencing

- 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 build links with the wider community, business, industry and other stakeholders.
- Achieves results through persuasion and negotiation where no direct authority exists.

Personal attributes

- Intellectual capacity, stamina, enthusiasm 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 and able to project and inspire confidence at all levels, fostering a community in which students, staff, alumni and partners feel motivated to participate.
- High level of emotional intelligence with excellent judgement.
- Resilient, adaptable and clear minded, accepting of differing views while achieving results.
- 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.

How to apply

For more information and details of how to apply, please visit: www.odgers.com/56278

The closing date for receipt of applications is
Friday 4 March 2016



The University and region

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 three of the UK's leading arts venues, the John Hansard Gallery, the Nuffield Theatre and the Turner Sims Concert Hall. It also houses our state-of-the-art £8.5m sports complex, our main 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 £3m 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. This new £116m campus is the result of this partnership and is home to the Southampton Marine and Maritime Institute.

Three miles west of Highfield, Southampton General Hospital 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.

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.

Southampton

Southampton is a thriving modern city, steeped in history and culture, while less than an hour away the New Forest National Park offers vast open heathland and beautiful forest. In 2016, it was rated by *the Guardian* as one of the top ten happiest cities to work in the UK.



A lively city

The city offers a vibrant mix of recreation, culture and entertainment – from restaurants, cafés, bars and nightclubs to cinemas, sports facilities and internationally acclaimed arts venues. Close to the city centre, the University forms an integral part of this dynamic, multicultural city.

A growing city

The city is benefitting from substantial, ongoing investment with £1.6bn committed and a further £1.4bn planned in the next ten years. Facilities include the new £40m cultural quarter scheduled for completion in 2016, £90m of investment in West Quay and a £400m redevelopment of the Royal Pier Waterfront which sees over 400 cruise ship visits a year. The University is worth over £1bn a year to the regional economy and is a key part in ensuring Southampton's thriving future.

A coastal location

Southampton has one of the biggest commercial ports in Europe, and the city is known across the world as the home of the prestigious cruise liners, *Queen Elizabeth*,

Queen Mary 2 and *Queen Victoria*. With a coastal location, there is a vast range of opportunities for sport and leisure, with a major focus on watersports, sailing and ocean racing.

A gateway to the world

Just over an hour from central London, Southampton has excellent transport links with the rest of the UK and internationally, by road, rail, sea and air. Our award-winning unilink bus service connects all Southampton campuses and halls of residence, the city centre, the airport and railway stations.

Winchester

The historic city of Winchester has a rich cultural heritage, complemented by a lively atmosphere and a wide variety of pubs and restaurants, museums, theatres and galleries.

To see for yourself what the University and surrounding area has to offer, view our virtual tours

www.southampton.ac.uk/virtualopenday

and watch our film about the city

www.southampton.ac.uk/visitus/cityandregion

