SHAPE OUR SUCCESS

BE OUR EXECUTIVE DIRECTOR OF INFORMATION AND COMMUNICATIONS TECHNOLOGY
FOREWORD

Thank you for your interest in the position of Executive Director of Information and Communications Technology 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 are a place of opportunity and inspiration that attracts the most talented staff and students from the UK and across the world.

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 both the UK’s prestigious Russell Group of leading research-intensive universities and the Worldwide Universities Network (WUN).

The Executive Director of Information and Communications Technology will drive forward the University’s ambitious 10-year digital strategy that includes a £10m investment in digital initiatives to transform the experience of students, staff and researchers.

The post holder will report to the Chief Operating Officer, working collaboratively with a range of stakeholders to combine the strategic delivery of our future digital vision with a resilient day-to-day offering.

If you 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.

Professor Sir Christopher Snowden
President and Vice-Chancellor

Together we advance
Engaging partners across the world to make a real impact on society’s biggest challenges.
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TOGETHER WE ADVANCE

Engaging partners across the world to make a real impact on society’s biggest challenges.

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.

Collegiality is one of our four core strategy principles, and it is at the heart of everything we do. Collegiality highlights how we all have a role to play in working together to achieve our vision.

Here at the University, we have developed a set of behaviours which set out our expectation of all staff working at the University. These behaviours demonstrate the steps we can all take to becoming simply better. 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 135 countries. We educate students through our Malaysia Campus and collaborations with prestigious partners globally.

As students become graduates of the University they join our wider, global community of over 200,000 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. A reputation for delivering excellence and an exemplary student experience will lead to increased demand from the best students, sustained support from research funders and strong support from our alumni.

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.

Work with us: together we advance.

Find out more
The University strategy

We are proud to attract high-quality students from over 135 countries. In 2017 Angeles Camacho Rosales, a third year Optoelectronics PhD student, was one of a select group of students invited to attend the presentation of the prestigious Queen’s Anniversary Prize at Buckingham Palace. The Queen’s Anniversary Prize was awarded to the University in recognition of the many decades of innovation and cutting-edge research undertaken by the Optoelectronic Research Centre (ORC).

In the same year Angeles was also honoured with the Women in Science Engineering and Technology (WiSET) award, and in 2018 Forbes named Angeles as one of the 100 Most Powerful Women in Mexico.
COLLEGIALITY

We achieve more together; one team working, planning and delivering together towards our 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.

We have successfully issued a £300m public bond, which together with internally-generated funds, such as philanthropy, will allow us to invest around £600m in our people, facilities and infrastructure over the next 10 years.

The success of this bond issue – a record low interest rate for a public bond issued by a UK university – is a huge vote of confidence by investors in our University and our strategy for the future.

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.

As a founding member of the Russell Group of research-intensive universities, Southampton maintains and enhances its position as a world-leading research centre that addresses global challenges.

Professor Maria Stokes has been awarded an OBE for services to physiotherapy research in the 2018 New Year Honours. Her latest research, funded by the UK Space Agency, will involve the first study of the effects of space flight on human muscle tone.

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, Singapore Institute of Management 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.
The role of Executive Director of Information and Communications Technology is central to driving forward the University’s ambitious 10-year digital strategy that will see more than £50m invested in digital initiatives over and above significant business-as-usual expenditure. The postholder will work with a range of stakeholders to deliver our vision to offer an exceptional and seamless ‘One Southampton’ digital experience that will make us stand out from our competitors and add value to student, academic, researcher and staff experiences.

Key to the position will be leading, shaping and implementing our ICT transformation programme, ensuring the University maintains its position as a top 100 global university at the forefront of technology. At the heart of this programme is our commitment to transforming the whole student experience – from application through to an engaged alumni community – as well as enabling our academics, teachers and researchers to continue to excel in their internationally recognised activities.

The postholder will lead the iSolutions directorate; having responsibility for around 250 staff and an annual budget of around £25m. They will ensure that the University’s digital strategy is translated into short, medium and long-term operational plans that support the delivery of the ICT transformation programme, whilst maintaining high-quality service provision for our diverse population of students, staff and researchers. These plans will include simplifying the complex current landscape and the controlled implementation of new and improved digital technologies that will help the University move forward at pace and deliver competitive advantage through technology. The Executive Director will be responsible for generating a culture of enthusiasm and passion for continuous improvement, whilst maintaining overall accountability for quality, cost and effectiveness across all areas of iSolutions.

The role of Executive Director of Information and Communications Technology is crucial in ensuring that our digital vision is integrated with these strategic and operational plans of the University, fostering an acclimation in which our entire student and staff communities recognise that delivering the highest quality student experience and world leading research is a responsibility shared by every member of staff here at the University of Southampton.

Our supercomputer, Iridis 5, is capable of performing over a quadrillion calculations per second. It is essential to a range of projects including research led by Professor Syma Khalid, whose research focuses on understanding how biological membranes function which could help tackle antibiotic resistance.
ROLE OF EXECUTIVE DIRECTOR OF INFORMATION AND COMMUNICATIONS TECHNOLOGY

Job Purpose

- To drive forward and implement the University’s digital strategy and its vision to offer an exceptional and seamless “One Southampton” digital experience that adds value to our student, researcher and staff experiences, and makes us stand apart from our competitors.
- Promote innovation, ICT-enabled efficiencies and the controlled implementation of new and improved digital technologies.
- This role has overall accountability, in terms of quality, cost and effectiveness, for all parts of iSolutions, including business-as-usual service delivery and improvement, development, enterprise systems, security, infrastructure maintenance and renewal, programme and project management, high performance, research and academic computing.
- Lead the iSolutions directorate to ensure that the digital strategy is translated into short, medium and long-term operational plans that support the delivery of our ICT Transformation programme, whilst maintaining high quality service provision for our diverse population of students, staff and researchers.

Key accountabilities/primary responsibilities

- Responsible for driving forward and implementing the University’s digital vision and strategy through the development and execution of rolling 1-5 year operational plans that support the delivery of our ICT Transformation programme. These plans should be integrated with the strategic and operational plans of other major departments in the University.
- Constantly review and refresh operations plans to ensure that they remain focused on the delivery of our digital vision and strategy. Monitor KPIs, budget information, student and staff feedback and other sources of qualitative and quantitative data in support of this.
- Accountable for all resources and budgets within areas of responsibility (approximately 260 full time equivalent staff, with an annual operating budget of £25m).

Job Purpose

- Lead the iSolutions directorate, demonstrating the University behaviours and values in all aspects of the role. Motivate and inspire staff in the directorate to deliver operational plans, including organisational, technological and cultural change.
- Lead and manage, in line with the University’s core principles, policies and procedures, the directors of the major functions within areas of responsibility. Actively participate in the overall leadership of the University and the provision of support services as part of the cabinet of directors reporting to the Chief Operating Officer.
- Drive continuous improvement in the University; help us to be “simply better™” through imaginative and effective decision making and constant horizon scanning both inside and outside of ICT, supported by a fundamental understanding of our strategy, aspirations, competitors and benchmark comparators.
- Manage risks within the directorate in line with the University’s appetite to risk.
- From time to time, adopt responsibilities delegated by the Chief Operating Officer.
- Any other duties as allocated by the line manager following consultation with the post holder.

Internal and external relationships

- Members of the University Executive Board and other senior managers in the University.
- Council, Senate and their committees.
- Equivalent post holders in other relevant organisations, nationally and internationally.
- External customers, agencies and bodies, including government and commercial organisations.

Person specification

Qualifications, knowledge and experience

Essential
- Skill level equivalent to achievement of a professional qualification or postgraduate degree in a relevant field (such as an MBA in ICT Management, a Masters-level project management qualification, or demonstrated skills of a similar level).
- Proven skills in ICT transformation in large, complex and diverse organisation.
- Proven ability to understand the customer experience from end-to-end, and experience of making key interventions to improve it.
- Proven leadership experience in a range of demanding and influential roles, including of an ICT department.
- Proven experience of managing significant organisational change.

Desirable
- Membership of relevant professional body (such as the BCS).
- PRINCE2 or similar project management qualification.

Planning and organising

Essential
- Able to champion and oversee the directorate’s contribution to the university strategy and to lead on the directorate’s strategies and plans.

Problem solving and initiative

Essential
- Able to make judgements on significant new problems where precedent may not apply.
- Able to develop innovative solutions and practical implementations for strategic change.

Management and teamwork

Essential
- Able to implement successful change management initiatives and formulate strategic plans that reflect and support the priority needs of the university.
- Able to recognize and deal with obstacles and difficulties so that teams can deliver.
- Able to demonstrate leadership and to raise performance standards throughout own work areas.

Communicating and influencing

Essential
- Able to establish and build major relationships with key stakeholders.
- Able to use influence to develop positions or strategies.
- Generate a culture of enthusiasm and passion for leading-edge developments.
- Able to inspire and motivate employees at all levels.

Other skills and behaviours

Essential
- Ability to lead and manage change through an organisation.
- Ability to demonstrate alignment with the University’s core values in all areas of work, and champion those behaviours in the directorate.
LINE MANAGER EXPECTATIONS

The statements below provide additional clarity on what is expected of our line managers and supervisors:

Managing People
Essential
- Manage and support your people’s work productivity, performance, wellbeing and development to maximise their contribution and enable personal growth.

Managing the Student and Customer Experience
Essential
- Ensuring our students and the customer are at the centre of everything we do, always considering their needs before acting, to ensure we deliver a high-quality experience every time.

Managing Risk
Essential
- Identify potential risks, assess probability and impact and take appropriate steps to mitigate the risk or maximise potential benefits.

Managing Financial Decisions
Essential
- Make well-informed and timely financial decisions with an understanding of the consequences and impact on the financial sustainability of the University.

Managing Compliance
Essential
- Understand and apply the University regulations, policies, guidelines, and legal requirements to ensure continued operational compliance.

How to apply
The University of Southampton has engaged the services of Berwick Partners (an Odgers Berndtson company), to whom applications should be sent. In order to apply, please submit a comprehensive curriculum vitae along with a covering letter setting out your interest in the role and details of how you match the required criteria. Please include the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at www.berwickpartners.co.uk/69040.

If you are unable to apply online, please quote 69040 and email your application to response.manager@berwickpartners.co.uk.

All applications will receive an automated response.

For enquiries, please contact Alex Richardson: 0161 498 3407 alex.richardson@berwickpartners.co.uk.

Southampton is a global top 100 University.
Received £136m in research grants and contracts income in 2016/17.
In the past few years, strategic partnerships have been developed or expanded with GSK, Dist, QinetiQ, IBM, BAE Systems, Luxfer, DePuy, Philips, Vitacress, Eli Lilly and Google.

100 universities
55% of our publications are internationally co-authored
We have over 24,000 students.
A founding member of the Russell Group of 24 major research-intensive universities in the UK.
Engaged in research with over 700 overseas partners.

1st University in the UK for research intensity.
Our partnerships with Lloyd’s Register represents the largest university-business collaboration of its kind in the UK.
Our income exceeded £589m in the 2016/17 financial year.

Our contracts with industry are worth £55m annually.
We employ over 6,500 staff.
We have over 1,200 spin out companies since 2000.
Southampton is ranked 8th in the UK for research intensity.

180 countries
16 spin out companies since 2000.
Over 200,000 alumni span 240 countries.
Our partnerships 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 1,200 external organisations around the globe.

Global partners include Xiamen University, Singapore Institute of Management, A*STAR and Nanyang Technical University.

1. QS World University Rankings, 2019
4. EPSRC Grants on the Web, May 2017
5. University of Southampton Student and Academic Administration database, December 2017
6. University Business Incubator (UBI) Index, 2017
Our main Highfield Campus is home to state-of-the-art teaching and research facilities, as well as two of the UK’s leading arts venues, Nuffield Southampton Theatres and Turner Sims Southampton.

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 two of the UK’s leading arts venues, Nuffield Southampton Theatres (NST) and Turner Sims Southampton – one of the UK’s leading music venues. 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. This new £170m 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. It is also home to our purpose-built Centre for Cancer Immunology which opened in 2018 following a successful £85m 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.

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 benefiting from substantial, ongoing investment with £1.6bn committed and a further £1.4bn planned in the next 10 years. The University’s John Hansard Gallery has relocated to Studio 144, the new art complex at the heart of the city’s new cultural quarters. There has been £85m of investment in Watermark at West Quay and there is a £400m redevelopment plan for 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 water sports, 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.

Malaysia

University of Southampton Malaysia is set within the EduCity development in Iskandar Puteri, Johor, situated in the heart of Malaysia’s economic zone. We offer PhD research opportunities as well as undergraduate courses and an Engineering Foundation Year. The campus is around a 40 minute drive from Singapore.

See for yourself what the University and surrounding area has to offer:

View our virtual tours
Watch our video
Find out more
response.manager@berwickpartners.co.uk