

SHAPE OUR SUCCESS

JOIN OUR REMARKABLE COMMUNITY AS CHAIR OF COUNCIL

FOREWORD

Thank you for your interest in the position of Chair of Council at the University of Southampton.

This vital role leads our Council, the body that contributes to the development of the University and plays an important part in shaping, determining and championing our *Strategy*. It is also responsible for our buildings, finances, staff and students' experience.

The need for 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 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.

We care about the challenges that humanity is facing and work to support others on both a local and global scale. Join us as Chair of Council and you will have the opportunity to help us make a tangible difference in teaching and research activities and benefit future generations.

Our Strategy, with people at its heart, encapsulates the Triple Helix of excellence that is research-education-knowledge exchange and enterprise, which makes the Southampton offer distinctive.

Since the launch of our Strategy in January 2021, we have seen an increase in momentum towards our goals. We have launched significant investment projects on our campuses to develop our estate, provided more support to students and staff, and are working towards greater recognition for successes within our community. This progress is highlighted in the improvement of our global and national position in league tables.

Currently ranked 78th in the world*, we have bold ambitions to advance this position and as Chair of Council, you will be key to achieving this. 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.

We are keen to attract people for this role who share our vision and can help keep us on track to deliver, but also evolve our Strategy, while serving as critical friends to the University. This may involve asking challenging questions and absorbing a range of complex information to offer a fresh perspective.

As the Chair, you will lead a Council made up of diverse and talented individuals from different backgrounds, maintaining strong links with related bodies and organisations. You will provide clear leadership for the Council to review and approve the strategic objectives for the University and monitor the performance against these objectives and against appropriate external benchmarks. And you will act as a champion for every member of our staff and student community.

*QS World University Rankings, 2023



Together we advance

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

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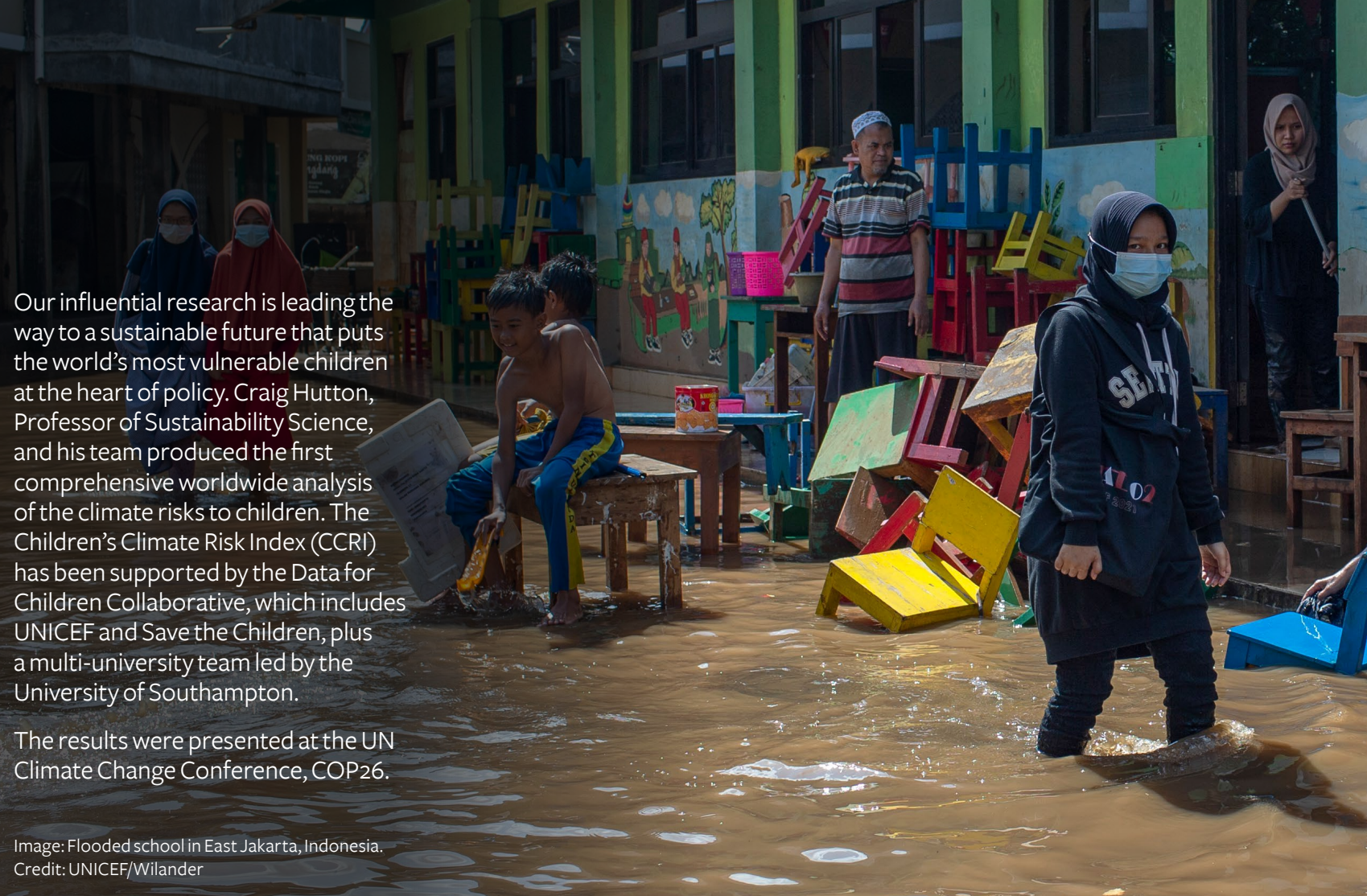
Our campuses

Southampton's world-leading facilities

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The University and its region

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Our influential research is leading the way to a sustainable future that puts the world's most vulnerable children at the heart of policy. Craig Hutton, Professor of Sustainability Science, and his team produced the first comprehensive worldwide analysis of the climate risks to children. The Children's Climate Risk Index (CCRI) has been supported by the Data for Children Collaborative, which includes UNICEF and Save the Children, plus a multi-university team led by the University of Southampton.

The results were presented at the UN Climate Change Conference, COP26.

Image: Flooded school in East Jakarta, Indonesia.
Credit: UNICEF/Wilander

Researchers at Southampton are encouraging schoolgirls to become scientists when they are older through in-person events and hands-on activities, thus reducing the gender gap in science, technology, engineering, and maths (STEM).

On 29 March 2023, a group of 15 Shirley Infant School six- and seven-year-old schoolgirls came to the University's high-voltage lab to learn about electricity. The activities the girls engaged in involved, batteries, wires, copper wire, and magnets. They were able to create circuits and learn about conductors and insulators.

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 strive for greater inclusivity in our community. Diversity is a strength and makes us more creative, accelerating our impact on society. We celebrate an equal and respectful environment in which people from all walks of life and backgrounds are welcome to join us.

Our people inspire and empower one another to share and apply their knowledge to transform lives. They are key to what we do, and who we are. Working collaboratively and fostering a culture of transformational leadership are two of our five core values. These values form part of our University Strategy and are there to help us achieve our overall purpose and vision: to inspire excellence, to achieve the remarkable, and build an inclusive world. Find out more about our values on page six.

Our people are our University, which is why our Strategy and all of our activities focus on the communities that make up our institution. We are made up of brilliant minds, motivated leaders and passionate changemakers. By working collaboratively, we can achieve incredible things.

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, and educate students through University of Southampton Malaysia and collaborations with prestigious partners globally.

As our students become graduates of the University, they join our wider global community of over 265,000 alumni, with access to 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.

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

Collaborate with us: together we advance.

 **Find out more**
The University Strategy



OUR VALUES

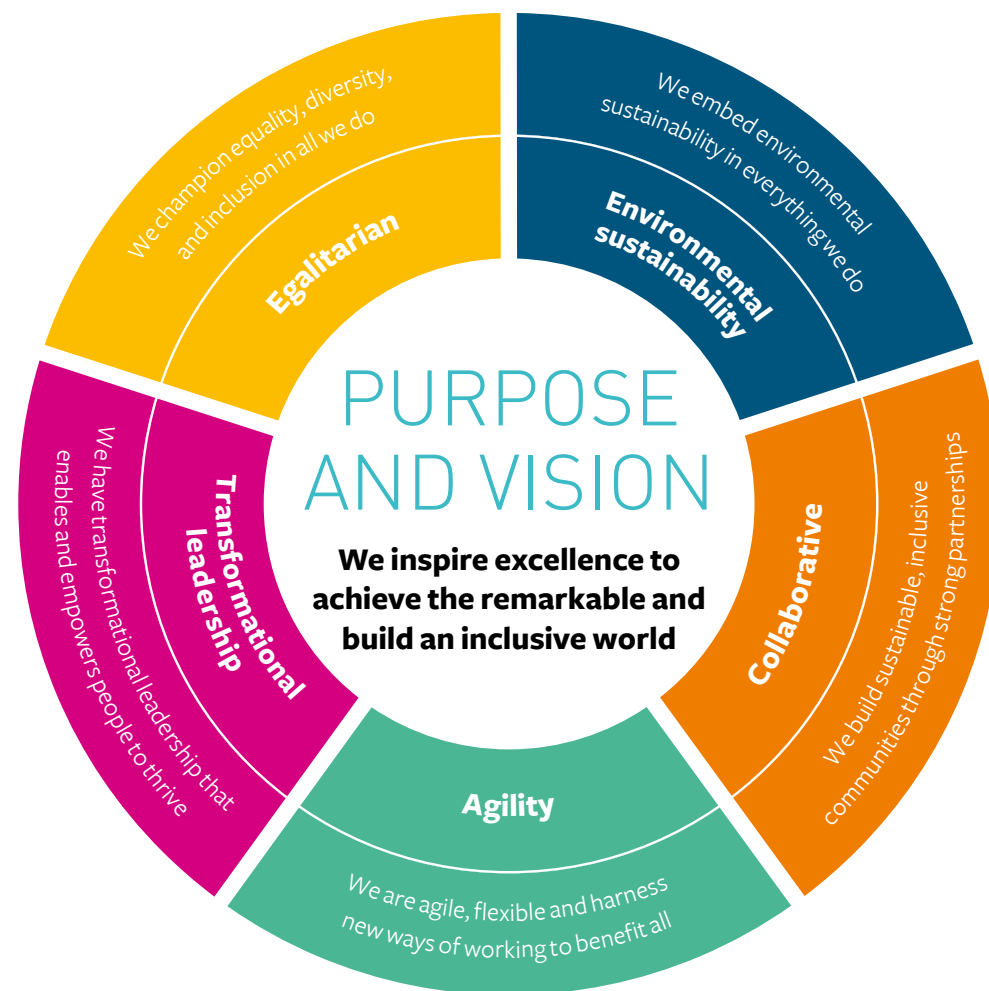
Our values provide the lens through which we make decisions, guiding our actions, collective behaviours and systems.

They are integral to our purpose of building an inclusive community that makes positive change.

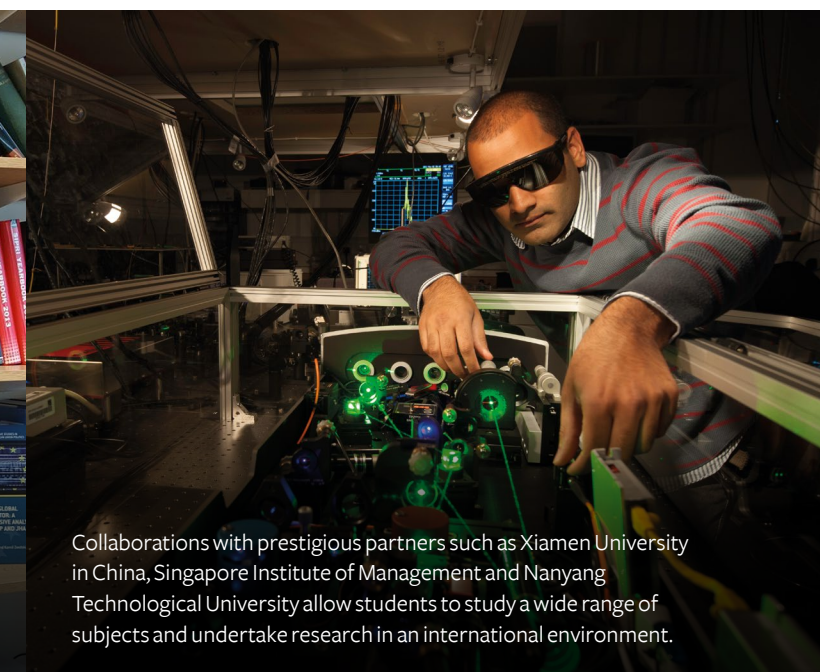
We are ambitious, both personally and institutionally, which requires us to be collaborative and collegial.

As a community of talented individuals, our systems need to enable and empower us. Our community upholds academic freedom and develops through constructive, civil debate.

Ensuring different views are heard allows us to make the best decisions.



Our values in action



People are at the core of our Triple Helix



Our highly-ranked **education, research and knowledge exchange and enterprise (KEE)** are already distinctively intertwined.

By strengthening and increasing these links, our Triple Helix approach will achieve greater impact and accelerate new ways to tackle the world's most complex problems.

This scaling up is a challenging goal we commit to achieve; its reach and ambition sets us apart.

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, age, gender, disability, sexual orientation, 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 people 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 likeminded 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 and student 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 AthenaSWAN silver award, which underpins our pledge to improve equality for women. We are also delighted to have received the Race Equality Charter bronze award from Advance HE, which recognises that we have a solid foundation for eliminating racial inequalities and developing an inclusive culture that values all staff and students.

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.



“

As the new Associate Vice-President, ED&I and Social Justice, I believe this important role is a signal of our University's real commitment to become a more accountable and inclusive community, and to embrace a culture that reflects all students, staff and employees.”

Pascal Matthias

Senior Teaching Fellow in Fashion Marketing and Management;
Associate Vice-President, ED&I and Social Justice

“

This is an incredibly important appointment for the University and for my role. A well-functioning relationship between the Chair and Vice-Chancellor is crucial. A Chair who gets the balance right of support and appropriate challenge, as well as understanding the distinction between executive function and governance oversight makes a huge difference. A Chair who aligns with our agreed Strategy, is ambitious for the University, and exemplifies Southampton's values, will be a great asset.”

Professor Mark E. Smith
President and Vice-Chancellor



OVERVIEW OF THE ROLE

The University Council is the voluntary governing body of the University of Southampton and has responsibility for the administration of the University, for managing its resources, and for supporting and guiding the senior management in the delivery of the Strategy and achieving our bold ambitions.

The Council meets eight times a year (one of which is a strategic awayday), and it approves the strategic plans of the University and is ultimately responsible for its finances, buildings, staff and students' journey and experience. There are currently a number of committees which have delegated power from the Council; Audit, Finance, Nominations, Estates and Infrastructure, Remuneration, Pensions and Health & Safety Audit and Assurance.

It is the President and Vice-Chancellor's responsibility to effectively manage the University and bring proposals to Council for development or change affecting the institution's future development.

The new Chair will provide clear leadership to the Council to ensure all members and the University's senior management team are working in collaboration effectively, and will overview the performance of the Council and ensure its effectiveness. The Chair will work in close cooperation with Professor Mark E. Smith, our President and Vice-Chancellor, and provide support and advice while respecting executive responsibility.

This is a highly respected role within the University. The Chair will act as an ambassador for the University and represent us externally, and contribute as a member of the Finance and Remuneration Committees, which play key roles in the detailed governance and oversight of the University.

We welcome expressions of interest from individuals with an exceptional track record of success in their own field, who bring strategic leadership qualities established through senior roles in complex and diverse organisations.

Strong candidates will have previous executive or non-executive board member experience and confidence in operating in a high-profile position with a record of encouraging bold thinking, risk-taking, and strategic decision-making. The new Chair will bring strong commercial acumen and strategic thinking skills with a high awareness and sensitivity towards potential conflicts that can arise within a complex organisation. The time commitment for the Chair role is approximately four days per month. Although not remunerated, the Chair is eligible to claim expenses for reasonable travel and subsistence costs as necessary.

How to apply

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

Lee Abraham
l.j.abraham@southampton.ac.uk

The closing date for receipt of applications is midnight (GMT) on **Sunday 9 July 2023**.

To apply for the role please send your CV and Cover Letter directly to **l.j.abraham@southampton.ac.uk**

Interviews are scheduled to take place in person on **Tuesday 19 September 2023**.

ROLE OF THE CHAIR OF COUNCIL

Key Responsibilities of the Chair of Council

- Chair meetings of Council, in accordance with provisions laid down by the Charter and Ordinances and ensure that Council contributes effectively to the development of the University.
- Provide clear leadership for the Council, setting the agenda, style and tone of Council meetings, promoting and enabling clear strategic thinking, effective decision-making and constructive debate.
- Ensure that Council members are adequately supported and engaged, that they work together effectively, take collective responsibility, and have confidence in the way that business is conducted.
- Ensure that Council observes the principles for the conduct of public life and that the committees that play a central role in the proper conduct of the Council's business report back appropriately.
- Establish a close working relationship of trust with the President and Vice-Chancellor, providing support and advice while respecting executive responsibility.
- Regularly review and appraise the performance of the President and Vice-Chancellor and the University itself, taking into account specific performance targets.
- Chair the Nominations Committee, to appoint or recommend candidates for membership of Council and its Committees.
- To play a key role in the recruitment of new members of Council, recognising the need to balance the competencies, experience, diversity and succession requirements for the future.
- Act as an ambassador for the University, and represent the University externally, for example, attend Committee of University Chairs (CUC) plenary sessions.
- Attend graduation ceremonies of the University and other important University events.
- Contribute as a member of the Finance, Remuneration, Pensions, and Estate and Infrastructure Committees, which play key roles in the detailed governance and oversight of the University.
- Perform the functions of the Chancellor, in the ex-officio capacity as Pro-Chancellor, in the absence of the Chancellor (this includes contributing to the degree awarding graduation ceremonies).
- Act in accordance with any delegated authority granted by the Council.

CANDIDATE PROFILE

The Chair must possess the following key competencies:

- Good interpersonal skills: the ability to develop an appropriate relationship with the President and Vice-Chancellor.
- Strategic thinking: to understand the complexities of the environment within which the University operates and to monitor the implementation of our strategy.
- Strong leadership: to set the Council agenda and promote its efficient operation.
- Handling difficult issues: the ability to resolve difficult issues and conflict.
- Reputation: the ability to represent the University both nationally and internationally.

These competencies will be the key assessment competencies during the recruitment process.

The Chair will demonstrate the following qualities and attributes:

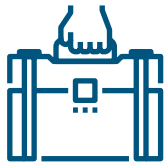
- Experience as a board member, either executive or non-executive. Experience with boards across the commercial and public/not-for-profit sectors is particularly valuable.
- Strong commercial acumen, the ability to evaluate and monitor risk and the commitment to handle under-performance when required.
- Strategic thinker with a record of drawing out the best in colleagues and building consensus while focusing on the essentials.
- Comfortable operating in a high-profile position with a record of encouraging bold thinking, risk-taking, and working at pace.
- Well equipped to deal with conflict in a constructive manner and have a thorough understanding of good corporate governance.
- Powerful advocate, with tact and discretion, excellent judgement and the ability to influence and promote the University internally and externally.
- Passionate about diversity as a force for good, and sensitive in dealing with all kinds of people.
- Authentic communicator: open, transparent and non-hierarchical, able to influence and engage with all members of Council.
- Good at establishing productive working relationships and listening as well as expressing personal views.
- Obvious enthusiasm for the University's work and values.

We are very excited to be investing over £40m in our sports facilities.

The new building has been designed to be inclusive to all potential users, to connect to the outdoors, increase natural light, and to help meet our Low Carbon Target. The new sports facility is due to be open to users in 2024.



Southampton
is ranked
78th
in the world¹



Received
£114.7m
in research grant and
contracts income
in 2021/22²



92%
of our research has been
classed as world leading or
internationally excellent³



Engaged in
research with over
700
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 sector⁴



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



Founding member
of the Worldwide
Universities Network

We have over
24,000
students, including
more than
9,000
international students



£4.14bn
of economic
impact across
the UK in
2020/21⁷



**Ranked
13th**
in the UK⁵

Our 265,000 alumni
community spans
over
190
countries



We employ over 6,500 staff

Very strong
performance in the first
KEF exercise⁶



Our income
exceeded
£673m in
the 2021/22
financial year²



Over the next decade,
we plan to invest over
£300m
in our infrastructure
and facilities



At any one time we are
working with over
1,000
external organisations
around the globe

¹ QS World University Rankings, 2023
² University of Southampton Financial Report, 2021/22
³ Research Excellence Framework, 2021
⁴ National Student Survey (NSS), 2022
⁵ The Complete University Guide, 2023
⁶ Performing at or above the cluster average across every perspective
⁷ The economic and social impact of the University of Southampton, London Economics, 2022

OUR CAMPUSES

We have five campuses in Southampton, one in Winchester and one in Malaysia. Each has its own personality, world-leading facilities and specialisms.

Highfield Campus

Our main campus, Highfield, is the largest of our campuses, and the heart of the University. It is home to many of our state-of-the-art research and teaching facilities, and combines a lively and exciting atmosphere with calm, green surroundings.

With cafes, shops, concert halls, gyms and even a student cinema alongside academic facilities, Highfield is a hub of activity.

This is also where we are planning significant improvements to our student sports facilities, including a major expansion of the popular Jubilee Sports Centre.

University Hospital Southampton NHS Foundation Trust (UHS)

UHS is the main site for the study of medicine and healthcare. It hosts a purpose-built research hub, and is also home to the University's dedicated Centre for Cancer Immunology – the first of its kind in the UK. This site will soon see the development of a new medical health research building.

Boldrewood Innovation Campus

Boldrewood is the base for engineering studies and research. Facilities include laboratories for studying unmanned aerial vehicles (UAVs), fluid dynamics and high-performance sports, a driving simulator, flight simulators, design studios, a 138m towing tank and our £48m National Infrastructure Laboratory (NIL). The NIL houses five new engineering laboratories, including a 30m x 15m large structures testing laboratory and a cutting-edge geotechnical centrifuge.

National Oceanography Centre Southampton (NOCS)

Our unique waterfront campus, based at NOCS, is one of the world's leading research centres for the study of ocean and Earth science, with facilities including the Coral Reef Laboratory, a multi-use research aquarium, our 19.75m purpose-built catamaran and the National Oceanographic Library.

With zoom of access to the waterfront, the campus is also the operational base for the Natural Environment Research Council's (NERC) UK fleet of deep-sea research vessels, giving us unique access to research cruises all over the world.

Avenue Campus

Just a few minutes' walk from Highfield, and on the edge of Southampton Common, Avenue Campus is the base for our humanities subjects. Avenue has its own lecture theatres and catering facilities, plus a purpose-built £3m archaeology building and a new interactive digital humanities hub.

Winchester School of Art (WSA)

Based in the historic city of Winchester, our specialist arts campus is home to a vibrant community of over 1,300 art and design students. With creative ambition at its core, WSA offers cutting-edge resources and facilities including specialist computer suites, photography studios, laser cutting, 3D printing and more.

The University is planning to expand its presence in Winchester, with an exciting opportunity from Winchester City Council.

University of Southampton Malaysia

In 2021, we relocated our campus in Malaysia to a brand new estate with state-of-the-art laboratories, upgraded facilities, and improved learning and recreational spaces.



Avenue Campus



University Hospital Southampton NHS Foundation Trust (UHS)



Highfield Campus



Boldrewood Innovation Campus



National Oceanography Centre Southampton (NOCS)

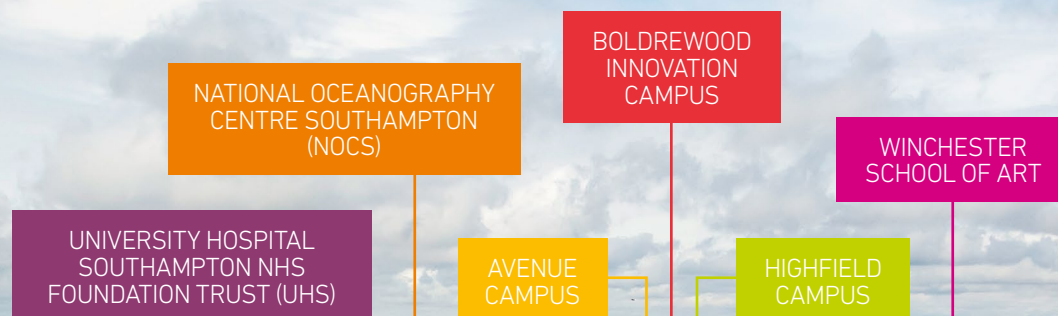


University of Southampton Malaysia



Winchester School of Art (WSA)

THE UNIVERSITY AND ITS REGION



3rd
best place
to live and work
in the UK*

*Good Growth for Cities Index, January 2021, DEMOS-PwC

The University's core purpose and vision is to inspire excellence to achieve the remarkable and build an inclusive world, and our partners in the city play a vital role in helping us in this.

Our foundations and heritage make the University a gateway to the world and our Strategy emphasises our commitment to 'place' and being a civic university. We are deeply committed to Southampton as a city of culture and across the region will further develop our civic role of making a positive impact.

Being a civic university allows us to rethink how we contribute to our region, so that civic engagement can become hardwired into institutional culture.

Articulation of the benefit the University brings to the region through the productive relationships we have with local and regional government, will help mobilise a community of supporters to benefit all communities. Over 50 per cent of our UK-based alumni (over 80,000 people) live within 50 miles of the University alongside 'friends' who support us philanthropically and through collaboration.

Underpinned by the four pillars of the Civic Charter – Place, People, Partnerships and Impact – we will work together with our friends and civic partnerships to improve the lives and environment of people across diverse communities in a just and responsible way. The University will become a truly integrated part of its local communities.

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 over an hour from London, the region combines incredible natural beauty with a thriving social scene – making it a desirable place to live! As an ethnically rich city that is growing rapidly, Southampton is benefitting from considerable investments in the region.

The city centre is currently thriving thanks to over £600m of regeneration plans and projects, including the historic Bargate Quarter, with new hotels, homes and transport links. This is a city of growth and transformation, and it is an exciting time to be here.

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.

[View our virtual tours](#)

[Watch our video](#)

