



University of
Southampton



SHAPE OUR SUCCESS

JOIN OUR REMARKABLE COMMUNITY

FOREWORD

Thank you for your interest in the position of Director of Engineering and Infrastructure at the University of Southampton.

At the University of Southampton, our aim is to change the world for the better. Bringing together realms of research, creativity and knowledge, we are focused on having 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.

We are 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.

As the Director of Engineering and Infrastructure, you will lead the strategy, development and integrated operational delivery of infrastructure management, engineering and hard facilities management services across the university's estate portfolio.

It is important that we find the right person for this role, whatever their circumstances. We will endeavour to be as flexible as possible to consider individual requirements and circumstances to find the optimum solution for the successful applicant.

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



Together we advance
Working collaboratively to make a real impact on society's biggest challenges.
Page 5

Our values
Activities underpinned by the values determined by our University community.
Page 6

Equality, diversity and inclusion
It matters to us in all that we do.
Page 8


Overview of the role
Director of Estates
Development at the University of Southampton
Page 11

The role
Job description and candidate profile.
Page 12


Our campuses
We have five campuses in Southampton, one in Winchester and one in Malaysia.
Page 16

Location
The University and region.
Page 18

How to apply
Application details
Page 20



The North East Quadrant is the largest development area on the campus and offers a significant opportunity to provide state of the art learning and teaching spaces within an attractive new landscape setting. To learn more, please visit <http://www.soton.ac.uk/neq>



The North East Quadrant project will take place in two phases. Phase 1 will be the larger of the two phases and will provide modern teaching and learning spaces necessary for the University to ensure it remains at the cutting edge of higher education and research.

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

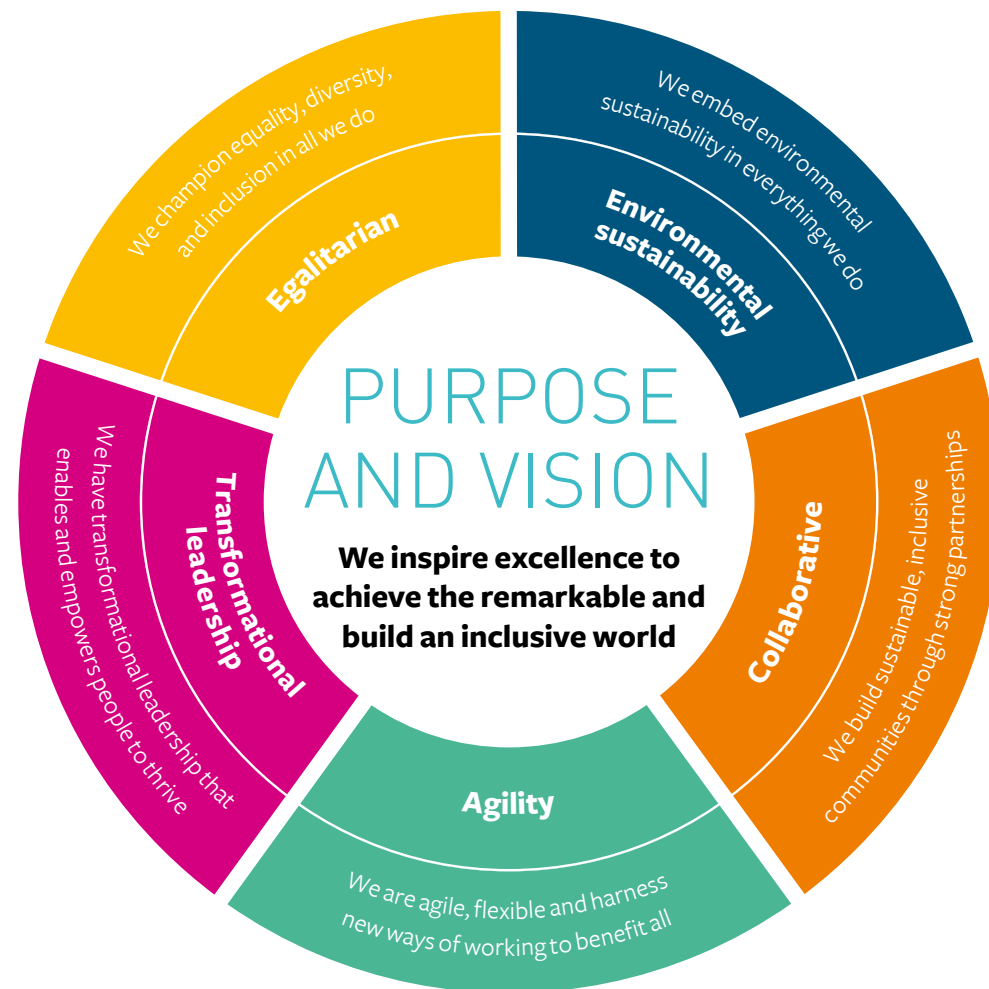
Our values provide the lens through which we make decisions, guiding our actions, collective behaviours and systems.

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



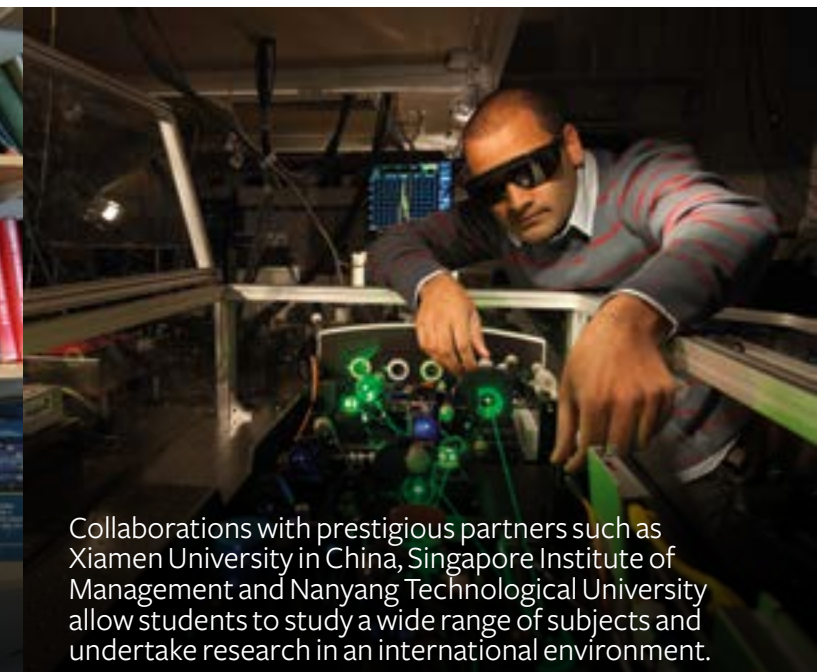
Our annual Vice-Chancellor's Awards recognise and celebrate the exceptional contributions made by our staff during the academic year.



Our staff and students at Winchester School of Art collaborated with fashion designer Liang Mingyu for her sustainability sculpture, 'Masai Mara', as part of their 'Itinerant Objects' programme for Tate Exchange.



Dr Kamil Zwolski, Associate Professor in International Politics, was awarded a prestigious National Teaching Fellowship in 2022 for his innovative approach to teaching.



Collaborations with prestigious partners such as Xiamen University in China, Singapore Institute of Management and Nanyang Technological University allow students to study a wide range of subjects and undertake research in an international environment.

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 & 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 our institutional Athena SWAN silver award renewed, 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 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
Associate Vice-President, ED&I and Social Justice



“

Sustainability and biodiversity are an important part of our work. To give just a few examples: in our Valley Gardens, we have introduced habitat piles to the woodland areas, which we hope will encourage stag beetles and small mammals such as hedgehogs. We have added bat boxes to the tree canopies and are experimenting with wildflower areas to encourage insects. We also collect all the spent coffee grounds from the University’s restaurants and mix these in with our compost. This adds nutrients to the soil as well as stopping weeds from germinating.”

Malcolm Jenks and his landscaping team

OVERVIEW OF THE ROLE

Our estates master plan details our ambitious plans which will see £1bn of investment to enhance and deliver a sustainable and inclusive estate over the next decade; the Director of Engineering and Infrastructure will play a crucial part in the delivery of this.

Director of Engineering and Infrastructure, reporting to the Executive Director of Estates & Facilities, will lead the strategy, development and integrated operational delivery of infrastructure management, engineering and hard facilities management services across the university’s estate portfolio.

The successful candidate will be able to demonstrate a proven track record in engineering leadership roles across large scale, operational estates portfolios with specific track record in leading the development and execution of engineering and infrastructure strategies. We are seeking a results-focused individual with a track record of leading measurable performance improvement in estates engineering management resulting in outstanding user experience.

You will have excellent communication skills, a positive and inclusive approach to leadership and will demonstrate a genuine passion for delivering an outstanding estates environment for the University.

ROLE OF DIRECTOR OF ENGINEERING AND INFRASTRUCTURE

1. Strategic Leadership

- Lead the engineering and hard facilities service strategies across buildings, infrastructure and facilities within the estate portfolio.
- Deliver a comprehensive and cost-effective planned maintenance regime for the University's building stock and engineering infrastructure.
- Ensure that the University infrastructure is developed in a strategic manner and that there is a long-term infrastructure development and maintenance plan in place.
- Maximise visual and functional coherence across all campus infrastructure and ensure that the master plan objectives are adhered to.
- Provide strategic leadership to the responsible teams to deliver high quality and effective services within budgetary and resource allocations.

2. Strategic Development

- Lead the development and maintenance of reliable and scalable platform infrastructure and engineering and maintenance services which meets both existing and planned growth needs
- Develop long term strategies both for preventative maintenance and asset protection
- Implement quality, performance improvement and service transformation strategies to address organisational cost efficiency and sustainability targets.
- Be responsible for ensuring the planned investment is managed effectively and that the deliverables are achieved.
- Lead the collaboration of cross-functional teams to develop and implement platform engineering

strategies that align with business goals and priorities.

- Develop and maintain strong relationships with technology vendors and service providers to ensure that the platform infrastructure meets our business needs.

3. Maintenance Management

- Design, develop, implement, monitor and review a comprehensive and cost-effective planned maintenance regime for the University's building stock and engineering infrastructure that meets statutory compliance requirements and ensures that such assets are fit for purpose whilst maintaining full financial accountability and optimal use of scarce resource.
- Lead a team to provide a safe, timely and cost-effective reactive/responsive maintenance service to agreed service standards across all the University's estate whilst maintaining full financial accountability. Taking complex engineering data analysing and interpreting this for a none technical audience to present and determine optimal business solutions
- Ensure the most efficient and cost-effective models for delivery of Engineering & Infrastructure services whilst meeting statutory and regulatory compliance requirements and institutional objectives including high levels of customer service and improving the student and staff experience.
- Stay up-to-date with emerging technologies and industry trends related to platform engineering.

4. Governance and Compliance

- Ensure compliance with all appropriate regulatory and legislative requirements, as well as

the University's internal financial and governance regulations

- Ensure compliance with security and regulatory requirements related to platform infrastructure.

5. Performance Management

- Lead and manage the Engineering and Infrastructure teams, including reviewing resources, team operating model and the professional development and capability of team members.
- Provide strategic leadership to the responsible teams to deliver high quality and effective services within budgetary and resource allocations.
- Line manage direct reports, exercising good people management practices including mentoring, coaching, training, advice and guidance as necessary. Ensure the right mix of skills and capabilities through continuous professional development, recruitment and performance feedback. Where appropriate work collaboratively to matrix manage a multi-disciplinary team to ensure the delivery of the University strategy.
- To work directly with the team to embed a culture of equality, diversity and inclusion. Ensure the University's ED&I and people strategy is considered in all decision making, planning and management of the team.

6. Any other duties as allocated by the line manager following consultation with the post holder.

CANDIDATE PROFILE

Qualifications, knowledge and experience

Essential

- Skill level equivalent to achievement of a professional qualification or postgraduate degree in Engineering, Building Services, Facilities Management or related discipline.
- Demonstrable experience in estate and engineering leadership roles across large scale, operational property portfolio with specific track record in leading the development and execution of engineering/infrastructure/hard FM strategies.
- Extensive, in-depth experience of formulating long term, organisation-wide strategic plans and development of projects resulting in positive value for money outcomes, adjusting plans and strategies in anticipation of complex environmental and political changes
- In-depth knowledge of relevant statutory requirements, regulations and legislation and the implications of non-compliance
- Experience of planning and executing transformation and change programmes in resulting in performance improvement across engineering/infrastructure/hard FM.
- Thorough technical knowledge and experience of managing engineering and infrastructure operations across a large-scale and diverse estate portfolio.

Desirable

- Membership of relevant professional body such as CIBSE, RICS, ICE, IMechE, IET, Engineering Council etc.
- PRINCE2 or similar project management qualification.
- Experience of working in an environment with similar characteristics (estates, processes, stakeholders) to those found at the University.
- Experience of leading engineering and

infrastructure management across a portfolio that encompasses critical facilities

Planning and organising

Essential

- Able to champion and oversee the Department's contribution to the university's strategy and to lead on the Department's strategic plans
- Proven and excellent organisation skills and well tested project management skills

Problem solving and initiative

Essential

- Able to make judgements on significant new problems where precedent may not apply.
- Demonstrable experience of resolving complex projects which may involve influencing representatives internally and externally
- Ability to identify risks and options, developing plans to manage and mitigate them
- 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.
- Experience of business planning and managing large budgets
- Able to recognise and deal with obstacles and difficulties so that teams can deliver.
- Able to demonstrate leadership and to raise performance standards throughout own work areas.
- Excellent people management skills, and the capability, credibility and experience to lead a team

of experienced technical and operational professionals and motivate staff at all levels to perform to the highest standards.

- Personal commitment to diversity and inclusion

Communicating and influencing

Essential

- Able to establish and build major relationships with key stakeholders.
- Builds strong relationships and support for initiatives, working collaboratively to align activity and resources to deliver strategic objectives.
- Cultivates strong networks and builds links with the wider community, business, industry and other stakeholders.
- Experience of managing, with tact and diplomacy, complex relationships which determine the outcome of a project including external contractors, consultants, users and occupiers and those responsible for legislative and financial compliance
- Able to use influence to develop positions or strategies.
- Excellent interpersonal and communication skills with a high level of credibility at a senior level.

Other skills and behaviours

- Ability to lead and manage change through an organisation
- Able to demonstrate alignment with the University's core values in all areas of work, and champion those

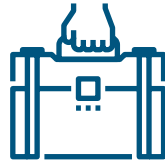
We have invested £40 million into the provision of sports and wellbeing, beginning with the extension of our current Jubilee Sports Centre.

The new extension will house five new sports studios including a dedicated martial arts space and indoor cycling studio. The facility will also have speed climbing and top rope climbing to add to our current bouldering provision.

Southampton is ranked

81st

in the world¹



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



92%

of our research has been
classified 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
16th**

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

£1Bn

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, 2024

² University of Southampton Financial Report, 2021/22

³ Research Excellence Framework, 2021

⁴ National Student Survey (NSS), 2022

⁵ The Complete University Guide, 2024

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.

Southampton city centre

In the heart of the Cultural Quarter in the city centre, our Sir James Matthews Building offers updated teaching and learning spaces alongside facilities for meeting local and regional civic partners. The Building also includes a student enterprise zone and an artisan cafe.

A short walk across Guildhall Square from the Sir James Matthews Building is the University's John Hansard Gallery, one of the UK's leading contemporary art galleries, which plays a dynamic role in the cultural life of Southampton and the region.

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

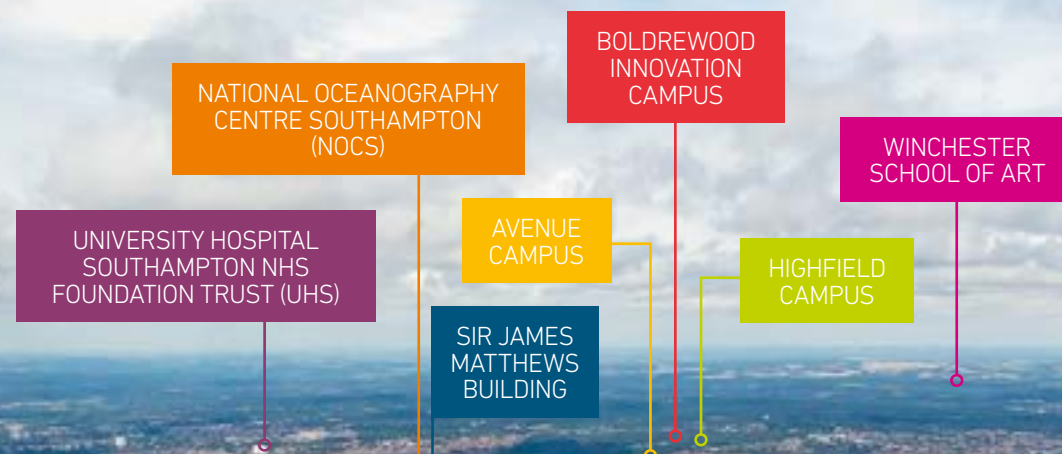


Sir James Matthews Building



Winchester School of Art (WSA)

THE UNIVERSITY AND ITS REGION



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.



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

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

[View our virtual tours](#)

[Watch our video](#)

HOW TO APPLY

The University is being supported on this recruitment campaign by the search consultancy The Management Recruitment Group (MRG).

To arrange a confidential briefing conversation please contact our advisors:

Michael Hewlett

michael.hewlett@mrsglobal.com

Sally Brockway

sally.brockway@mrsglobal.com

Applications should consist of a comprehensive CV (of no more than 4 pages) and a covering letter (of no more than 2 pages). Please send your application to both Michael and Sally.

Close date for applications:

Sunday 8th October 2023

Virtual Interviews with MRG will be held:

w/c 9th October 2023

Engagement Day & Campus Tour will be held:

w/c 30th October 2023

Client Interviews will be held:

w/c 13th November 2023