

Thank you for your interest in the role of Director of Learning & Teaching at the University of Southampton Delhi.

Southampton's international strategy positions the University as a 'Gateway to the World', deeply committed to making a positive social impact, transforming lives and enhancing prosperity across the globe. At the heart of this vision is the intention to augment the impact of globally relevant research, education and enterprise through capacity-building, equitable and sustainable partnerships.

Specifically, the international strategy states that we will use Transnational Education to improve the accessibility of a University of Southampton qualification globally, building on the experience of running our Malaysia campus to develop a multi-nodal global footprint.

In the 21st century, no university can claim to be global without engaging with India. We have a strong network of alumni, corporate and non-profit partners and other supporters continually working to enhance opportunities between India and Southampton.

As a next step in our engagement, we have approval from the University Grants Commission to open India's first-ever comprehensive Foreign Higher Education Institution (FHEI) campus, University of Southampton Delhi, based in Delhi NCR. The University of Southampton Delhi will be the highest ranked university, and the only world top 100 university, with a campus in India.

The Delhi campus will create a long-term presence in India, undertaking education, research, enterprise and engagement. The campus will offer Indian students a unique opportunity to study for a Southampton degree in India, as well as enabling the University to generate knowledge and world-class insights that positively impact India. The campus will also enable the University to build on existing links by amplifying research impact, extending teaching collaboration, creating two-way student and staff mobility and ensuring local community engagement.

The Director of Learning & Teaching is a key strategic role, providing leadership for the educational activity undertaken and overall student experience at the University of Southampton Delhi.

A. M. Ameron

Professor Andrew Atherton

Vice-President International and Engagement

*Southampton ranks 8 oth in the world (QS World University Rankings, 2025); top Indian institution is IIT Bombay (ranked 118 st in QS World University Rankings, 2025)



The Director of Learning & Teaching will play a critical role in ensuring a world-class education and student experience at the University of Southampton Delhi"

Professor Andrew AthertonVice-President International and Engagement









Together we advance

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

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Our values

Activities underpinned by the values determined by our University community.

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Equality, diversity and inclusion

It matters to us in all that we do.

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Southampton's world-leading facilities.

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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.

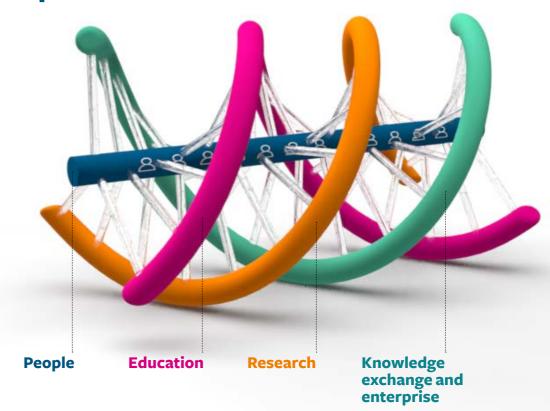
We are ambitious, both personally and institutionally, which requires us to be collaborative and collegial.

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.



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.

Our values in action



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 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.

To ensure we achieve our goal of amplifying the impact of globally relevant research, education and enterprise through long-term, capacity-building, equitable partnerships, we want to attract people who care about the world and share our passion for creating an innovative and forward-thinking learning and research environment. In the UK, we are proud of our Stonewall Diversity Champion status, Athena SWAN silver award and Race Equality Charter Bronze Award, so we must ensure the Delhi campus fully reflects the University's overall vision of building an inclusive world.





OVERVIEW OF THE ROLE

India is a natural partner for Southampton, given its emergence as a global power and the talent and energy of its students, researchers, citizens and entrepreneurs.

This campus is one of the University's top strategic priorities, and as a result we are seeking a standout candidate with a deep affinity with south Asia to join us on this exciting journey as our Director of Learning & Teaching.

The Delhi campus will reflect the University's overall vision of building an inclusive world where knowledge is applied to transform lives. The campus will focus on:

- → Delivering a world class education and student experience that has all the hallmarks of the University of Southampton experience, including a clear focus on developing employer ready graduates that will make a difference to the world.
- → Applying real-world benefits of Southampton research to solve fundamental social and environmental challenges on the largest scale, thus enabling India to become the leading light globally on progress with the UN Sustainable Development Goals (SDGs).
- → Building capacity through the provision of transformational enterprise and employment-focused education opportunities to talented, but underserved Indian students, thereby also positively impacting their families and communities.

→ Learning from and alongside Indian thought leaders, entrepreneurs, innovators and academic talent in a rising global superpower, and collaborating to build shared expertise, networks, and insights.

Reporting to the Academic Provost & Associate Vice-President (International) and working closely with the University's Vice-Presidents International & Engagement, and Education & Student Experience, the role holder will be responsible for the development and implementation of a campus education plan that reflects and delivers the University education strategic plan. They will work in close partnership with the programme leads at the campus to ensure an excellent student experience. They will have a keen focus on the student experience, including continually innovating our sector-leading graduate employability proposition.

The role holder will provide strategic leadership for the educational activity undertaken at the campus and will be part of the senior team. They will assume overall responsibility for ensuring compliance of the campus' educational activity with both the University's quality assurance and enhancement framework and the University Grants Commission (UGC) regulation.

Finally, they will proactively foster, secure and maintain mutually beneficial relationships with stakeholders and advisers in India and the UK, including UGC, strategic employer partners, alumni and the wider community.

How to apply

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

Mark Holleran southampton@talentedu.co.uk +44 (0)203 290 2907

The closing date for receipt of applications is midnight (GMT) on **Monday 18 November 2024**.

Following a longlist meeting of the Search Committee, successful candidates will be invited to a telephone interview.

Upon completion of all telephone interviews, successful shortlisted candidates will be invited to the UK for two days for an in-person Engagement Day on **Thursday 9 January 2025**, followed by an Interview Day on **on Friday 10 January 2025**.

ROLE OF THE DIRECTOR OF LEARNING & TEACHING

Job Purpose

The Director of Learning & Teaching is a key strategic role who will provide strategic leadership for the educational activity undertaken at the University of Southampton Delhi. The role holder will work collaboratively with the Academic Provost & Vice-President (International) and the Campus Director to develop a campus education strategic plan that reflects and delivers the University education strategy. They will then lead and promote the development and implementation of this education plan and will monitor and report on the implementation of the campus education plan against KPIs set through the annual business plan.

Critically, the role holder will assume overall responsibility for ensuring compliance of the campus' educational activity with both the University's quality assurance and enhancement framework and the University Grants Commission (UGC) regulation. They will work collaboratively across the University to ensure that the programmes offered at the University of Southampton Delhi are imparted in a similar manner in aspects like curricula, pedagogy, assessment and other relevant areas, as that of the main campus and deliver a unique University of Southampton education to all students regardless of place and mode of study. They will hold responsibility for oversight of the annual quality assurance processes, including the reporting that will feed into key campus committees, University committees, and UGC.

The role holder will work with the Campus Director, wider campus staff body, and student representatives to ensure that the campus offers an outstanding student experience and that this meets the expectations of the specific student body in Delhi. They will identify best practice and support innovation in this aspect of the work of the campus, including working to embed education initiatives delivered across the wider University at the campus.

The role holder will have a clear responsibility for ensuring the implementation of staff development, the evaluation of performance, and the dissemination of good practice relating to education.

Working with the Centre for Higher Education Practice the role holder will support staff in the completion of the PG Certificate of Academic Practice (or equivalent), a requirement for academic colleagues at the University, and in the embedding of continuous improvement across the education portfolio at the campus.

They will also proactively foster, secure and maintain mutually beneficial relationships with stakeholders and advisers in India and the UK. This will include supporting the relationship with the regulating body, the University Grants Commission in India, state and national government, and deep engagement with employers, alumni and the wider community.

Educational leadership

- → Work with the Academic Provost & Associate Vice-President (International) and the Campus Director to develop a campus education strategy that reflects and delivers the University education strategy and the University of Southampton Delhi Strategy and business plan.
- → Work with the University Vice-President Education & Student
 Experience and Associate Deans Education to ensure the University
 Education strategy and key priorities are operationalised on the campus.
- → Implement and monitor a campus education action plan that takes an evidence-based approach to enhancing education practice and delivery using analysis of all relevant data sets including the results of student experience surveys, student academic outcomes, themes and trends arising from appeals and complaints to enhance performance.
- → Chair the campus Education & Student Experience Committee and campus Quality and Standards Sub Committee.
- → Contribute to campus networks, working groups and committees to support delivery of the campus and University education strategies.
- → Serve as a member of the University's Education & Student Experience Committee and the Quality & Standards Sub Committee.

Quality Assurance

- → Take responsibility for the management and enhancement of the School's education activity, ensuring that it complies with the University's quality assurance and enhancement framework, and take responsibility for reporting and responding to the University's Academic Quality and Standards Committee (and so to Senate) in accordance with that framework and the annual quality governance cycle.
- → Working with the Academic Provost & Associate Vice-President (International) and Campus Director support the development of education KPIs for the campus and monitor and evaluate performance against the latter.

Student and Stakeholder engagement

- → Ensure that systems are in place across the campus that promote receptiveness to the 'student voice' (e.g. through staff student liaison) and ensure that students are enabled to be actively involved in shaping their education experience.
- ightarrow Ensure the inclusion of students in all quality assurance processes and campus committees to ensure a culture of enhancement in education.
- → Lead and promote engagement with external strategic stakeholders related to the campus education provision (e.g. relevant local PSRBs and Industry partners).

Staff Development and Performance

- → Be involved in the appointment of appropriately qualified and skilled Directors of Programmes, Senior Tutors, and other student-facing education-relevant academic roles. Advise on the appointment and promotion of all Balanced contract and Education-focused ERE posts in the School.
- → In collaboration with colleagues, the Doctoral College and CHEP, foster and maintain an environment in which the development needs of staff and students involved in education in the campus are met.
- → Ensure that staff engage with development activities, including the completion of the PG Certificate in Academic Practice.
- → Support the Academic Provost & Associate Vice-President (International) and Campus Director in ensuring implementation of a performance framework.
- → As a senior member of the campus, lead the way in delivering an exceptional Student experience.

Culture and Inclusion

- → Deputise for the Academic Provost &
 Associate Vice-President (International) as
 required and take on other duties that fall
 within the scope of the post as allocated.
- → Promote a culture of equality, diversity, inclusion and respect throughout the campus.
- → Work with colleagues to embed EDI initiatives and follow best practice.

Internal and External Relationships

Interna

All colleagues at the University of Southampton Delhi, Vice-Presidents of the University, particularly the Vice-President Education & Student Experience, members of the wider Professional Services with responsibility for education and student experience activities including the Executive Director Student Life, Executive Director Student Administration & Academic Affairs, University Librarian & Director Library & Learning Services, members of Council, senior executives of the University, other senior office holders of the University, directors of professional services and the Vice-Chancellor's Office, Associate Deans Education, Deputy Heads of School Education and programme leads, members of staff and students within the campus.

Externa

The University's Campus Delivery Partner, key stakeholders, including the business community, government, funding and relevant professional bodies and societies, equivalent post holders in other universities, nationally and internationally, including active participation in relevant bodies for leads of overseas campuses, or similar roles, local, national and international government bodies and public organisations, as applicable, related commercial organisations, as applicable, alumni and donors.

Special Requirements

The person appointed, if not already a member of academic staff at the University, will be conferred with an academic title commensurate with their academic standing and discipline.

It is expected that the person appointed will continue with and develop their own education scholarship, professional development and research ensuring academic standing and prestige within area of specialism continues.

Based in Delhi, India this role will require visits to the UK and travel through Asia as and when required.

Willingness to work out of hours where necessary.

Cultural and cross-cultural sensitivity and understanding.

Ability to represent the University of Southampton at senior level nationally and internationally.

CANDIDATE PROFILE

Qualifications, knowledge and experience

- → A higher degree, PhD or professional doctorate in a relevant academic area.
- → Well established academic achievement, of international standing, in a field of expertise relevant to the campus, potentially recognised by membership of a relevant prestigious society or organisation.
- → Significant track record of education leadership within a subject area relevant to the campus.
- → Experience in an educational leadership role with detailed knowledge of drivers and trends in international higher education, especially in India.
- → A proven track record of providing strategic and contemporary direction in the development of education.

Expected behaviours

→ Apply and actively promote equality, diversity and inclusion principles to the responsibilities of the role.

Planning and organising

 \rightarrow Provenability to plan and shape the direction of an area of educational activity with substantial impact on recruitment and/or quality and/or student progression and outcomes.

Problem-solving and initiative

- → Able to make judgements on significant new problems where precedent may not apply.
- → Able to develop innovative solutions and practical implementations for strategic change.
- → Ability to respond and adapt with agility to often rapidly moving events and developments in both the internal and external contexts.

Management and teamwork

- → Ability to work across multiple disciplines within a faculty or campus with credibility.
- → Ability to manage a range of cross-disciplinary academic and technical activities.
- → 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.
- → A proven track record of achieving performance targets and supporting others to meet their performance targets.
- \rightarrow Ability to shape a positive culture of management, leadership and engagement at all levels of the campus through exceptional leadership and personal example.

Communicating and influencing

- → Able to establish and build major relationships with stakeholders.
- → Ability to influence, collaborate and interact effectively with a range of stakeholders including staff (at all levels), students and others.
- → Able to use influence to develop positions or strategies.
- ightarrow Demonstrable networking skills and ability to develop and nurture partnerships and alliances across the University.
- → Generate a culture of enthusiasm and passion for continuous improvement.
- → Able to inspire and motivate employees at all levels.
- → Excellent written and oral communication skills, including crafting and delivering complex messages for a diverse range of stakeholders.
- → Ability to achieve results through persuasion and negotiation where no direct authority exists.

Other skills and behaviours

- → Experience of operating in multi and intercultural contexts, with the ability to lead in a complex organisation within the specific context of India.
- ightarrow Ability to lead and manage change through an organisation.
- → Demonstrates cultural and cross-cultural sensitivity and understanding.
- → Able to represent the University of Southampton at senior level nationally and internationally.
- → Able to build connections with relevant sector networks.
- → Able to demonstrate alignment with the University's core values in all areas of work, and $champion\,those\,behaviours\,in\,the\,directorate.$

Southampton is ranked

in the world



£122.5m in research grant and contracts income in 2022/23²



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

Annual awardwinning 'Spark India' student social impact fellowship experience, running since

2010



We attract highquality students from over 130 countries



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



Highest proportion of

India-UK collaborative indexed publications of any Russell Group university over the last decade (adjusted for total institutional scholarly outputs)

We have

140 Indian staff on campus and

670 current India students



£4.14bn

of economic impact across the UK in 2020/216



Our 285,000 alumni community spans



over

- 1 QS World University Rankings, 2025
- 2 University of Southampton Financial Report, 2022/23
- 3 Research Excellence Framework, 2021
- 4 The Complete University Guide, 2025
- 5 Performing at or above the cluster average across
- 6 The economic and social impact of the University of Southampton, London Economics, 2022



We employ over 6,500 staff

Very strong

performance in the first KEF exercise⁵



Our income was

£730m in the 2022/23

The University creates and underpins employment in other organisations, amounting to over

16,000 jobs across the UK6



At any one time we are working with over

external organisations around the globe

OUR CAMPUSES

We have seven campuses in the UK and one in the state of Johor, south Malaysia. Like all our established campuses, our new campus in Delhi, India will have 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.

University Hospital Campus

Based at University Hospital Southampton NHS Foundation Trust, our hospital campus 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.

Waterfront Campus

Our unique waterfront campus, based at the National Oceanography Centre Southampton (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.

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.

City Centre Campus

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.

Winchester Campus

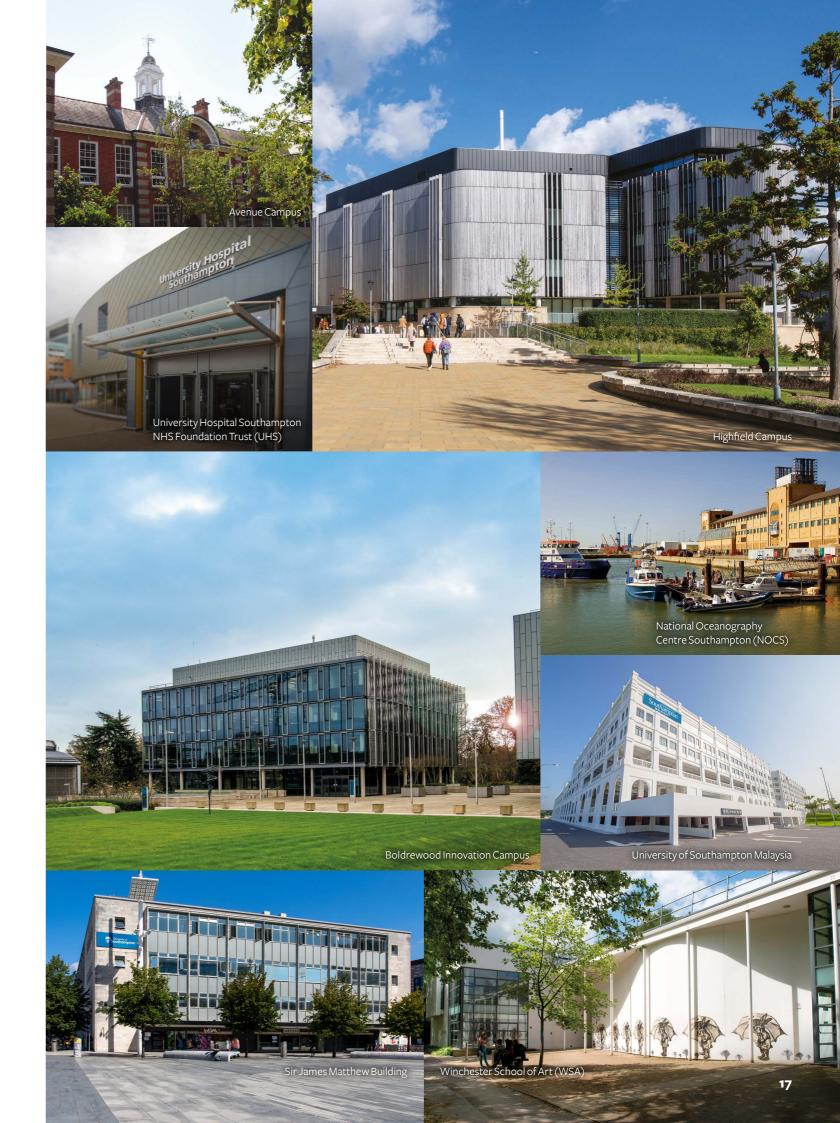
Based in the historic city of Winchester, our specialist arts campus is home to a vibrant community of over 1,300 art and design students. With creative ambition at its core, Winchester School of Art (WSA) offers cutting-edge resources and facilities including specialist computer suites, photography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

Johor Campus, Malaysia

The Malaysia campus is located in a brand-new state-of-the-art building, with spacious laboratories, teaching and social spaces. The building is adjacent to luxury student accommodation, a large shopping mall, and all the facilities of EduCity, and is just an hour's drive from Changi Airport, Singapore.

Delhi NCR Campus, India

The campus is located in Gurugram, a vibrant commercial district, with a high number of blue-chip companies and start-ups to connect students and graduates to. It is close to transportation, with accommodation, food and beverage and shops also nearby.



COMPREHENSIVE RELATIONSHIPS

Our long-established connections with government, business and education partners open doors to future opportunities and provide credibility by association for our graduates.



With government and policymakers, such as:

- → Niti Aayog
- → Union and State Government Ministries
- → Office of the Principal Scientific Adviser, Government of India
- → Invest India
- → The Bar Council of India
- → University Grants Commission



With research and education partners, such as:

- → IITs (Bhubaneswar, Delhi, Kanpur, Kharagpur, Madras and Roorkee)
- → IIT-B, Bangalore
- → TISS and IIPS, Mumbai
- → O.P. Jindal Global University, Sonipat
- ightarrow Pearl Academy, Delhi
- → JNU, Delhi



With enterprise and non-profit partners, such as:

- → FICCI
- \rightarrow CII
- → Navjyoti Foundation, Haryana
- → Mijwan Welfare Society, Uttar Pradesh
- → Sneha India, Maharashtra
- → Population Council, Delhi

the University of Southampton itself in 1952.

The first recorded Indian student is Mr Samarendra Nath Das, a University of Calcutta graduate, who was awarded a PGCE by University College Southampton in 1938.

Since then, the University's departments and faculty have built extensive research and education collaborations across the Indian higher education sector, from IITs founded in the same era as Southampton, to emerging and disruptor institutions.

We have 150 Indian staff; over 2,200 alumni in India and a further 800 Indian alumni in the UK. We are the only university outside India to be playing a close scientific role in India's flagship AstroSat space mission, the first astronomy-dedicated space mission.

Education

The University's strategic approach in India is to secure and curate a number of highly prized education partnerships which align with Southampton's mission, vision, and objectives. As a double top 100 university, these are best in class institutions where innovation and quality are integral to the partnership.

THE UNIVERSITY AND INDIA

The University's institutional links with India pre-date the formal establishment of

Research

Southampton has had the highest proportion of India-UK collaborations in the indexed publications of any Russell Group university in the last decade (when adjusted for total institutional scholarly outputs). Furthermore, Southampton's annual increase in publication volume between India and the UK is one of the fastest growing in the Russell Group.

The India Centre

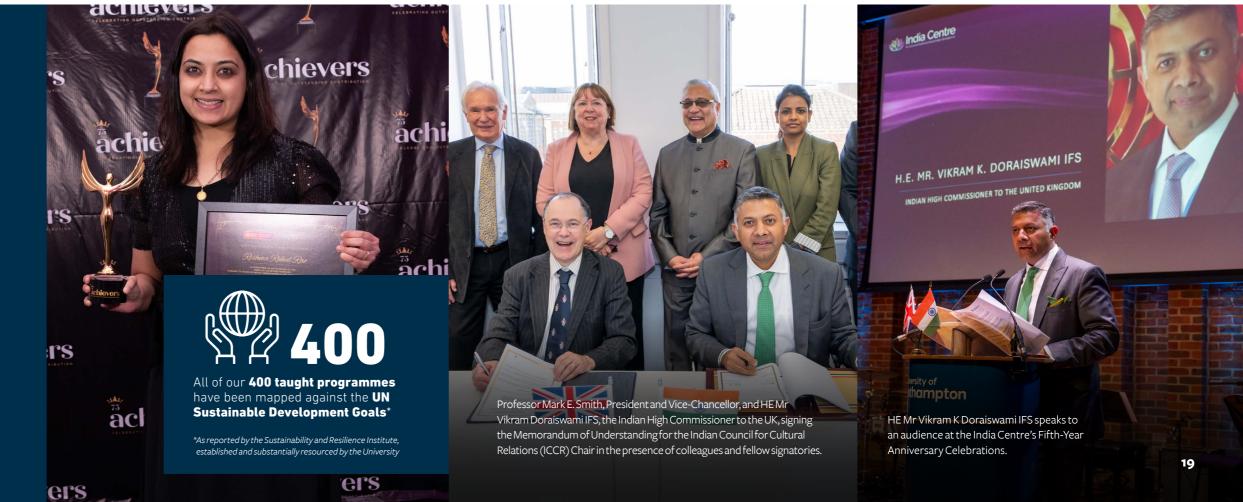
As a result of our history and academic collaborations in and with India, the University established the India Centre for Inclusive Growth and Sustainable Development in 2019 to bring together all India-centred academic activity under one roof. In this way, one of the largest and most rapidly emerging countries in terms of dynamic economic growth, tertiary education enrolment, and scientific and entrepreneurial endeavour has become a key partner for the University of Southampton, across the Triple Helix of education, research, and knowledge exchange.

My engineering degree forced me to think in more creative ways.

The lecturers would bring the big component of their research into the lectures, and their open-ended questions helped me transition from a 'this is what we know' to 'this is what we don't know' mindset, which is really exciting"

Dr Reshma Rao

MEng Mechanical Engineering 2010-2014 Recipient of the India UK Achievers honours award – recognising 75 young Indian alumni who have made substantial contributions to their fields – and the Asian Women of Achievement award (2023).



Find out more Contact Mark Holleran

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