

# Deputy Vice-Chancellor and Provost



# Welcome from the Vice-Chancellor

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Thank you for expressing interest in the role of Deputy Vice-Chancellor and Provost.

The University of Greenwich is a very special place and is rightly proud of its heritage in providing transformative experiences for students from all walks of life. We are equally proud of our high standards of applied research and enterprise which support economic growth, social impact and sustainability.

As we move into a new era, we are passionate and focused on the future and our collective ambition is to become the best modern university in the UK by 2030. We will achieve this by focusing on student experience and success, investing in our knowledge exchange capability and building upon our existing achievements in applied, impactful research.

We have ambitious plans for our three campuses in London and Kent and these are founded upon our commitment to build successful partnerships, providing sector-leading facilities and attracting talent on a global scale. We are particularly proud of our diverse student and staff body and our explicit commitment to equality, equity and inclusion.

This is a fantastic time to be joining the university as we continue our journey to becoming the best modern UK university. We are seeking an exceptional individual with expertise to make a difference and be part of our talented senior management team.

If you have a drive for excellence, ambition, professional credibility, and share our passion for higher education and its power to create opportunities and change lives for the better, I encourage you to make an application for the role.



**Professor Jane Harrington**  
Vice-Chancellor





# Great things about the University of Greenwich

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- We have more than 130 years of experience providing quality education.
- We have won five Queen's Anniversary Prizes for Higher and Further Education. These include a prize for our Natural Resources Institute's ground-breaking work to find smart solutions for pest control in the developing world.
- Our Greenwich Campus is based on a UNESCO World Heritage Site.
- Among our Times Higher Education awards are prizes for Most Innovative Teacher and Outstanding Contribution to Innovation and Technology.
- Nobel Prize winner Professor Charles Kao, pioneer of fibre optics, was educated here.
- We are proud of the diversity of our international student body and our engagement in transnational education. In 2020/21 (the latest figures available), we had around 14,000 students studying in institutions outside the UK, and 30% of our UK-based students were domiciled in other countries.
- In 2018, we established the University of Greenwich International College (UGIC) in partnership with Oxford International. Located in Greenwich, UGIC is an embedded college which offers an exciting range of courses for international students leading to progression to the university.
- We've a 1st class environment rating from the People & Planet University League for our environmental and ethical performance.
- The university is well positioned for attracting students. QS Best Student Cities named London as the world's most student-friendly city in its 2024 rankings.
- We are constantly improving our buildings and facilities to give our students a better university experience. Recent changes include a new home for UGIC that provides more space for teaching and studying and an eco-friendly heating system on Avery Hill Campus.
- Our academic staff includes recipients of the prestigious National Teaching Fellowship, which recognises and rewards individual excellence in teaching in higher education.
- We have won two Guardian University Awards for Research Impact, recognising our world-class teaching and research within the higher education sector.
- Our life-saving research includes projects to reduce loss of life during fire evacuations and develop ways to combat pests and diseases.
- Our alumni excel in every walk of life. They range from lawyer Shabina Begum, a campaigner for the empowerment and protection of women, to composer Guy Penwill, a member of a double Oscar-winning special effects team, and Abiy Ahmed, Prime Minister of Ethiopia and winner of the 2019 Nobel Peace Prize.





# About the university

The university takes its name from the Royal Borough of Greenwich in London. Greenwich has a long and rich history which forms the backdrop and inspiration for today's university. Many of the buildings on Greenwich Campus were designed at the end of the 17th century by Sir Christopher Wren, one of Britain's greatest architects, and the work was overseen by Nicholas Hawksmoor and Sir John Vanbrugh, both towering figures in their field.

The £76 million Stockwell Street Building continues this tradition of innovative architecture within the Maritime Greenwich World Heritage Site.

Altogether, the university is custodian of 16 listed buildings, including the grand former Royal Naval Barracks at Chatham Maritime, now home to Medway Campus.

More information on [Governance and University Leadership](#) is available on our webpages.

## Our vision, our values and our strategy

Our vision for 2030 is to be the best modern university in the UK.

Our university is a community of people from many walks of life. We take pride in the diversity of our subject expertise, the lived experience of our staff, students and alumni, and the diversity of campus experiences we offer. This diversity is our strength and enables us to say we are a university that empowers others to make a difference locally, regionally, nationally and internationally, with equal intensity.

What makes the university distinctive is that we proactively support our students and staff to achieve their ambitions because of, rather than despite, their backgrounds.

The [University of Greenwich Strategy](#) is driven by the vision of Education without Boundaries, underpinned by the values of inclusivity, collaboration and impact

and principles of creating opportunities, building partnerships and delivering impact.

The university has four Strategic Priorities:

- 1 Student Success
- 2 Inclusivity and Culture
- 3 Research and Knowledge Exchange
- 4 Connected Sustainable Campuses.

### Education without Boundaries means:

- Widening access to higher education for individuals who may otherwise not aspire to experience and benefit from it.
- Fighting for improved social mobility and equality, diversity, and inclusion in everything that we do.
- Empowering our students to use their lived experience to stand out in their chosen vocation in the workplaces of tomorrow.
- Empowering our staff to innovate in a way that makes a difference academically, commercially, and socially.
- Providing physical and digital campus services that foster a sense of community to build networks, peers, friends, and connections that set our students up for life.
- Breaking down boundaries that exist within and between academic disciplines, locations, and borders. Ensuring an equitable focus on local (civic), regional, national, and global agendas.

#1  
Best university in the UK

(StudentCrowd University Awards 2023)



130+  
taught postgraduate courses

#1  
Best London university  
for international students  
(Whatuni Student Choice Awards 2023)

Internationally recognised  
green credentials  
8th best university in the UK



5  
Queen's Anniversary Prizes for Higher and Further Education



# Our faculties

## Faculty of Liberal Arts and Sciences

The Faculty of Liberal Arts and Sciences provides courses in architecture, landscape architecture; design, drama, film and media; humanities and social sciences; and law and criminology.

The faculty is based on the historic Greenwich Campus, part of a UNESCO World Heritage Site in south-east London. Students who study here have easy access to the capital's rich cultural life, with world-famous theatres, galleries and museums within easy reach.

Among the faculty's impressive facilities are industry-standard computer labs, video and film-making studios, a 100-seat theatre, and a mootings space for law students.

Many of its courses are accredited by professional bodies, ensuring students graduate with the skills and knowledge required by their chosen professions.

## Greenwich Business School

Greenwich Business School's international focus fits perfectly with today's global economy. It offers dynamic courses that combine academic learning with hands-on experience, preparing students for successful business careers and leadership roles.

A major benefit of studying at the school is its location. Greenwich Campus is within easy reach of Canary Wharf, one of the world's key financial districts and a major provider of business internships, work experience and placements.

Students choose from a wide variety of courses, including MBAs and research degrees. Subjects include accountancy and finance, business studies, economics, financial services, international marketing and personnel management. The school works with employers to develop courses that are accredited by the relevant professional bodies.

## Faculty of Education, Health and Human Sciences

The Faculty of Education, Health and Human Sciences has provided high-quality education for more than a century.

The faculty focuses on giving students the skills they need to start or boost their careers and meet the requirements of the relevant professional bodies. Many of its students go on to become teachers, nurses, midwives, paramedics, social workers, psychologists and public health professionals, or find other rewarding careers that bring real benefits to society.

Teaching and research facilities range from clinical skill laboratories that replicate NHS wards to innovative spaces for learning to teach PE, design technology, music and science. Tutors are active in research and are leading authorities in their fields.

## Faculty of Engineering and Science

The Faculty of Engineering and Science is a hub for innovation on both our Medway and Greenwich Campuses. Its students study engineering, construction and the built environment; science; pharmacy; and computer science, mathematics, and games and digital media.

The faculty's close-knit community includes academics who are active in life-changing research with impacts in the UK and around the globe. Teaching is supported by industry-standard labs, a replica pharmacy, crime scene examination rooms, and a range of IT facilities.

Many of the faculty's courses combine academic learning with hands-on experience, including our range of Integrated Master's Degrees with industrial placements.

The faculty includes the Natural Resources Institute, a multidisciplinary organisation that provides award-winning research in areas such as food, agriculture and the environment.





# The role: Deputy Vice-Chancellor and Provost

## Role reports to:

Vice-Chancellor & CEO

## Other key contacts:

Pro Vice-Chancellors and Executive Deans (4),  
Pro Vice-Chancellor (Education)  
Vice-Chancellor's Executive (VCE), Deputy Vice-Chancellor (Research and Enterprise), Chief Operating Officer, Executive Directors of Professional Services.

## Purpose of role:

- The Deputy Vice-Chancellor and Provost, reporting to the Vice-Chancellor & CEO, is responsible for achieving the outcomes as set out in the refreshed strategy in relation to student experience, student outcomes, and developing staff talent. They have a specific responsibility for working with faculties to develop and support them to deliver the strategy.
- As a member of the Vice-Chancellor's Executive, they will also work collaboratively with the University Governing Body and other senior colleagues and stakeholders to drive and deliver the university's wider strategic ambitions to become the best modern UK university. The Vice-Chancellor's Executive (VCE) comprises the Vice-Chancellor & CEO, Deputy Vice-Chancellor x2, Pro Vice-Chancellors x 5, Chief Operating Officer, University Secretary, Chief Financial Officer, and the Executive Directors x6.
- The post holder will deputise for the Vice-Chancellor & CEO as and when required and will have direct line management of 4 Pro Vice-Chancellors and Executive Deans, and the Pro Vice-Chancellor (Education). They will work closely with the Chief Operating Officer to ensure that the student experience is aligned and excellent across the faculties and service areas, and that the portfolio is aligned to the strategic direction of the university. They will work closely with the DVC (Research and Knowledge Exchange) to ensure that teaching and learning and research are aligned and complementary.

## Key accountabilities:

- Working with the senior team to ensure the effective delivery of the university strategy, and to lead on specific areas – particularly in relation to student experience and outcomes including responsibility for ensuring sustainable improvement across all the core metrics.

- Ensuring that the educational experience at Greenwich is focused on excellent student outcomes, is research/practice led and transformational.
- Leading and working closely with the Chief Operating Officer to ensure that the academic portfolio is constantly refreshed, developed, and aligned to the strategy. This will include identification of new opportunities, curriculum innovations and new delivery modes.
- Leading the plan of work to ensure that academic outcomes for students are consistent with the university's ambition to be within the UK's Top 30, with specific consideration of student attainment, retention, satisfaction, and employability.
- Leading the work to ensure excellent employment outcomes for students by implementing effective curricular opportunities for enterprise, skills, entrepreneurship, and employability.
- Leading on removing the awarding gap for all students, and demonstrating a clear action-orientated commitment to equality, inclusivity, and diversity.
- Maximising the university's performance in the relevant drivers of league tables, currently the Teaching Excellence Framework (TEF) and National Student Survey (NSS).
- Leading the delivery of robust policies and procedures for academic quality, standards and learning enhancement, and ensuring that they are agile, streamlined and fit for a modern university.
- Providing a strategic lead to academic audit, inspection, professional body accreditation and international approval processes.
- Leading the strategy for widening access through effective oversight of university policies and liaison with schools, further education colleges and other relevant bodies.
- Opening up new funding streams that will transform education at Greenwich.
- Working with key external partners and stakeholders.
- Improving the university's performance through the management, development, and support of those directly line managed by the post holder and by promoting, through action, the university's values and behaviours.
- Representing the university at external national and international events.

- Contributing to the development and implementation of the university's overall strategic direction and ensuring that the academic targets identified in the university's strategic plan are met.
- Deputising for the Vice-Chancellor & CEO as and when required.

## Core requirements:

- Adhere to and promote the university's policies on equality, diversity and inclusion and information security.
- Ensure compliance with health & safety and data protection legislation.
- Support and promote the university's sustainability policies, including the Carbon Management Plan, and carry out duties in a resource-efficient way, recognising the shared responsibility of minimising the university's negative environmental impacts wherever possible.
- Adhere to current legal requirements and best practice relating to digital content and accessibility, including web content accessibility guidelines when creating digital content.

## Additional requirements:

Undertake any other duties as requested by the Vice-Chancellor & CEO or appropriate senior manager, commensurate with the grade.

This is a professional, demanding role within a complex organisation with an ambitious strategic plan and agenda for change. The role holder will be expected to show flexibility in working arrangements, including working hours, to ensure that the university delivers the required level of service.

## Key performance indicators:

Performance Indicators will be established in consultation with the Vice-Chancellor & CEO as part of the post-holder's annual Appraisal and Professional Development Review.

## Key relationships (internal and external)

- University Vice-Chancellor's Executive
- Professional Services Executive Directors
- Pro Vice-Chancellors
- Faculty senior teams
- Partnerships
- Governing Body members

## The person:

## Essential

### Experience:

- Proven ability to operate effectively as a senior leader with demonstrable achievements at that level, ideally in a university or related area.
- A clear strategic vision and the capacity to deliver both strategic and operational objectives consistent with that vision.
- A successful background sufficient to attract respect and academic credibility both within and outside the university.
- Resilience demonstrated by the capacity to deliver high-quality outcomes under pressure but in a collegiate and inclusive manner.
- Proven capability of adopting best practice and innovation.
- Proven track record of managing senior-level relationships.

### Skills and knowledge:

- Excellent influencing and negotiating skills with multiple audiences.
- Strong financial skills and ability to manage budgets and resources.
- Excellent leadership and management skills.
- Outstanding communication skills both written and oral in a range of contexts.
- Proven ability to work flexibly and adapt to a changing environment.
- Excellent interpersonal, communication, team-working and networking skills.
- Proven ability to develop and maintain good working relationships with both internal and external stakeholders.

### Qualifications:

- PhD in an academic field (or comparable level experience).

### Personal attributes:

- We are looking for people who can help us deliver the values of the University of Greenwich: Inclusive, Collaborative and Impactful
- A strong sense of personal ambition and drive and a positive attitude to delivering excellent service delivery for academic enterprise and student experience as well as corporate professional services.
- A commitment to demonstrating personal accountability and corporate responsibility.

# The recruitment process

Anderson Quigley is acting as an adviser to the University of Greenwich. An executive search process is being conducted by Anderson Quigley in addition to the public advertisement.

If you have the qualities and attributes we seek, we would be delighted to hear from you.

To apply, please submit a full CV, which should include:

- educational and professional qualifications
- full employment history
- current salary, including any relevant benefits
- the names and addresses of two referees. Referees will not be approached until the final stages of the selection process and not without prior permission from candidates.

You should also include a personal statement that demonstrates your ability to meet the person specification (maximum two pages).

Please submit your documents to [andersonquigley.com/candidates/](https://andersonquigley.com/candidates/) using the reference **AQ2343**.

Closing date is noon **Friday 19 January 2024**.

Should you wish to discuss the role in strict confidence, please contact our advising consultants at Anderson Quigley:

- Elliott Rae on **+44 (0)7584 078 534** or [elliott.rae@andersonquigley.com](mailto:elliott.rae@andersonquigley.com)
- Carolyn Coates on **+44 (0)7825 871 944** or [carolyn.coates@andersonquigley.com](mailto:carolyn.coates@andersonquigley.com)

We are committed to building a strong, diverse workforce that reflects the communities we serve. We particularly encourage applications from Black, Asian and Minority Ethnic, disabled and LGBT+ people who are currently under-represented within the University of Greenwich at this level.

We are committed to promoting and supporting the physical and mental health of all our staff, and removing barriers to improve inclusion.



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