

# Pro Vice-Chancellor and Executive Dean

Faculty of Liberal Arts and Sciences

## Welcome from the Vice-Chancellor

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Thank you for expressing interest in the role of Pro Vice-Chancellor and Executive Dean: Faculty of Liberal Arts and Sciences.

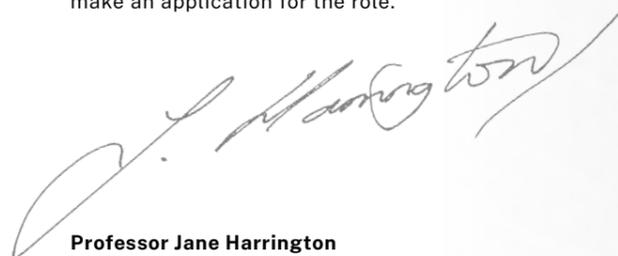
The University of Greenwich is a very special place and is rightly proud of its heritage in providing transformative experiences for students from all walks of life. We are equally proud of our high standards of applied research and enterprise which support economic growth, social impact and sustainability.

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 and CEO,  
University of Greenwich



# 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)



**#1**  
**Best London university**

for international students

(Whatuni Student Choice Awards 2023)

**130+**  
**taught postgraduate courses**

**Internationally recognised green credentials**  
**8th best university in the UK**



**5** Queen's Anniversary Prizes for Higher and Further Education

# Our faculties

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## 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: Pro Vice-Chancellor and Executive Dean: Faculty of Liberal Arts and Sciences

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## Role reports to:

Deputy Vice-Chancellor and Provost

## Other key contacts:

Vice Chancellor Executive, other Faculty Operating Officers, Executive Directors of Professional Services and other external and internal bodies as appropriate.

## Purpose of role:

- To provide aspirational leadership, driving the success and impact of the Faculty of Liberal Arts and Sciences through the development of an internationally recognised and ambitious academic provision. The PVC and Executive Dean will ensure the growth of graduate, postgraduate and research programmes, develop our students as industrial leaders of the future and our staff as leading thinkers in their specialist fields. They will develop a strong external profile through partnerships, industry and community connections, continuing to develop the global presence and impact of the Faculty. They will work with the University's senior leadership team to ensure the overall success of the University, supporting the UK's industrial strategy as well as global economic and social renewal in our local communities and region.
- The PVC and Executive Dean will develop and enhance a culture of inclusivity, valuing and promoting equality and inclusion. They will forge multilateral, external relationships to encourage inclusivity, drive impact and have influence.

## Key accountabilities:

### Strategy Development and Delivery

- Lead the development and delivery of the Faculty strategic priorities.
- Lead the development and implementation of the Faculty's strategy and business plan.
- As part of the University's wider leadership team, contribute to the Sub-strategies and the enabling action plans as part of the University Strategy 2030.

### Professional Leadership:

- Provide strategic leadership and direction for the Faculty and its Senior Leadership Team.

### Faculty Management and Planning

- Lead the strategic overview of the Faculty's development, internal and external planning

(including industry relationships, external partnerships, accreditations, apprenticeships and continuous professional development activities).

- Work closely with the Faculty Operating Officer (FOO) to plan, organise, monitor and review the faculty's business operations, resources and income generation to ensure a coordinated approach to academic and operational planning.

### People Leadership and Management

- To lead, manage and develop the Faculty Leadership Team and other direct reports.
- To lead and motivate cross functional groups of people across the Faculty in order to secure a high level of individual, team and organisational performance.

### Project Management

- Lead and contribute to cross Faculty and University projects to develop new ways of achieving improvements in the academic and/or service provision.

### Teaching and Student Experience / Research and Knowledge Exchange

- Lead and embed the following principles into the work of the Faculty and University:
  - Creating opportunities for individuals and society. Attracting, retaining and empowering staff and students to act as leaders in the equality, diversity and inclusion (EDI) agenda.
  - Building Partnerships. Working in partnership to make, build and buy innovative solutions that will accelerate our progress across multiple contexts; *and*
  - Delivering Impact. Focusing on achieving short and medium-term milestones to help track our progress towards our goals whilst ensuring that they map to medium and long-term impact indicators.
- Support the development and implementation of the University's strategies for learning, teaching and assessment, research, and knowledge exchange.

### Brand Ambassador and Advocate for the Faculty and University

- To act as a brand ambassador actively promote the University and the Faculty to internal and external audiences.

### Governance

- Ensure that the faculty complies with legal requirements, and with University instructions, decisions, policies and procedures.

### Partnership Working and Relationship Management

- Oversee and lead the cultivation, development and maintenance of good working relationships with internal and external bodies (including national and international organisations, industry contacts) to promote the work of the Faculty and University, and secure support for its aims and objectives.

### Representation

- Represent the Faculty and the University on internal and external bodies, committees and boards, including attendance at local, regional and international activities.

## 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 Deputy Vice Chancellor & Provost and as 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 Faculty delivers the required level of service.

## Leadership behaviours:

All senior managers will demonstrate the following leadership behaviours:

### Leads Authentically and Inclusively

Demonstrates and articulates high expectations of self and others to improve and sustain performance. Seeks to give feedback that is credible and challenging, as well as supportive and encouraging to improve performance where needed. Inspires and actively empowers individuals and teams to deliver on tasks, to maximise their performance and potential. Is aware of their biases and preferences and seeks out and considers different views and perspectives to inform decision-making.

### Leads Change

Shapes and articulates the overall vision, setting a clear direction that engages and connects people in the delivery of change plans. Learns from experience and has confidence to try new ideas, drawing from internal and external sources. Willing to take on new challenges and maximises future opportunities and possibilities. Fosters a growth mindset.

### Builds Trust

Builds trust in a shared purpose and empowers team members to achieve objectives. Uses clear language, actively listens, encourages feedback and can be trusted to deliver. Influences with integrity, actively builds working relationships and challenges inappropriate behaviour. Values equality and diversity and personally demonstrates an inclusive approach.

### Thinks and Acts Strategically

Understands the context and environment in which the University operates and how its performance compares to its competitors. Seeks and assimilates different types of information to make informed decisions that are consistent, clearly communicated and followed through. Demonstrates sound judgement based a clear set of values. Develops effective networks and partnerships both internally and externally. Actively refers to the University's strategy and contributes to the student experience.

### Personally Effective

Has the ability and confidence to interact effectively with people in a range of contexts. Demonstrates emotional self-awareness and reflects on the potential impact of their behaviour on others. Exhibits an engaging, energetic and enthusiastic leadership style, role modelling expected behaviours and encouraging feedback on own performance.

## Key performance indicators:

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

## Person specification:

### Experience

- An established reputation gained from a leadership role and recognised achievements in one or more of the following areas:
  - Teaching excellence, including curriculum design or expertise in learning methodologies.
  - Research and/or consultancy or other enterprise activities.
  - Advanced professional practice.
- Evidence of industry and business connections, networks and experience.
- Proven experience of leading and inspiring staff including a track record of recognising and harnessing the efforts of many individuals with a wide range of interests and backgrounds to achieve common objectives.
- A demonstrated ability to operate efficiently and effectively within a context of agreed budgets and a set of institutional guidelines and procedures.
- Demonstrable experience of leading and managing impactful change whether that be curriculum, culture or staffing.
- A personal commitment to the achievement of the highest possible level of quality and to service delivery within a framework of equal access to opportunities for both students and staff. This includes a good understanding of the accreditation requirements of professional bodies as appropriate.
- Strategic awareness of the Higher Education sector and national trends and innovations.
- Proven track record of managing senior level relationships.
- Evidence of achievement and effectiveness as a visionary and energetic role model, innovator, and team leader in areas of teaching, research and/or commercial services activities in a subject area relevant to the Faculty.
- Evidence of the ability and willingness to lead strategic change at a senior level.

- Experience of operating in an international context and of generating income for research, consultancy, or training.
- Leadership of institutional-wide strategic initiatives aimed at enhancing the strategic position of the University to carry out the role effectively.

### Skills

- Excellent influencing and negotiating skills with multiple audiences.
- Strong financial skills and ability to manage budgets and resources.
- Effective people leadership and management skills with the ability to build trust and co-operation, develop and address performance.
- Excellent interpersonal skills, skilled in negotiation, team working, networking, advocacy, and ability to plan, manage and implement change effectively.
- High levels of energy and resilience and an ability to tackle problems both creatively and co-operatively.

## Qualifications:

### Essential

- PhD in an academic field or equivalent industry or professional experience.
- Relevant professional memberships.

### Desirable

- PG Cert (HE) or equivalent including HEA qualifications would be desirable.
- Professorial level of achievement and recognition in an appropriate discipline area will be considered if appropriate.

### Personal attributes

- A demonstrable commitment to equality, diversity and inclusion.
- A strong sense of personal ambition and drive and a positive attitude to delivering excellent service delivery for the academic enterprise and the student experience as well as the corporate professional services.
- A commitment to demonstrating personal accountability and corporate responsibility.
- A commitment to delivering our values of inclusive, collaborative, and impactful.

# The recruitment process

Anderson Quigley is acting as an advisor 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 <https://andersonquigley.com/candidates/> using the reference AQ2573.

Closing date is noon Friday 3rd May 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)

- **Aino Betts** on +44 (0)7743 934 723 or [aino.betts@andersonquigley.com](mailto:aino.betts@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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