

# Strategic Planning

Recruitment Pack



# Welcome from the Executive Director of Strategic Planning

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Thank you for your interest in joining the Strategic Planning Directorate. 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. Our 2030 Strategy, 'This is Our Time', sets out our vision to be the best modern university in the UK and our commitment to proactively supporting our students and staff to achieve their ambitions because of, rather than despite, their backgrounds – something we call Education Without Boundaries.

Now is a great time to join the team. Following a review of its operating model, we are growing the Directorate and aligning its work fully behind the delivery of our University Strategy. Our Directorate goal is to achieve better decision-making across the institution from the trusted relationships we build with stakeholders to the analysis, advice and insight we provide, and the data quality, governance and infrastructure that underpins it. With a range of new and reconfigured roles, all members of the team will be expected to see their work make tangible contributions to the University's mission.

We are a diverse and inclusive team of dedicated professionals who are committed and passionate about what we do. Our main office is on the fantastic Greenwich campus and there's nothing quite like walking through a World Heritage Site to enrich the commute to work. We also have campuses in Avery Hill in south-east London and Medway in Kent with occasional inter-campus travel required. We have actively embraced hybrid working with most of our staff splitting their time between the workplace and remote working.

We are seeking dedicated professionals with a shared commitment to our values of inclusivity, collaboration and impact. If you think this describes you and you want to make a difference, I encourage you to apply to join our team.

**Dr Simon Lewis**  
Executive Director of Strategic Planning



# About the university

## 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

# The Strategic Planning Directorate

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The Strategic Planning Directorate leads the University's provision of actionable management information and insight, manages the implementation of the strategy programme and champions data quality and governance, including the submission of statutory data returns. Following the implementation of a new operating model, the Directorate now has a three-team structure.

Headed by Karl Molden, the Performance, Insight and Student Numbers team is the engine house of university performance reporting, analysis and insight. The team is responsible for the provision of accurate and timely management information to inform university decision-making through internal governance arrangements and special projects. It also leads the university student number process from recruitment target-setting and population modelling to recruitment and continuation/completion reporting. The team works closely with a variety of stakeholders to understand their business needs and regularly produces briefings and insight to inform our external communications and engagement.

Led by Helen Miles, the Data and Operations team provide the foundations of good data quality and governance that are essential for reliable analysis. With responsibility for the collation and submission of a number of key statutory data returns and the oversight of others, the team guarantees that the flow of information into external reporting and monitoring accurately reflects university performance. The Directorate is also responsible for a range of operational processes and this team ensures their effective and efficient functioning from Academic Workload Planning, to the annual planning and review process, and the design and administration of student surveys.

Managed by Grant Lewis, the Strategy Programme Office plays a critical role in coordinating and overseeing the implementation of the University Strategy. Working closely with senior stakeholders, the office is responsible for supporting programme delivery, ensuring effective prioritisation and managing risks, dependencies and opportunities.

## Ways of working

The University's values of inclusivity, collaboration and impact are integral to the work of the Directorate and all its staff. The new operating model has been specifically designed to foster a culture that brings them to the fore. This includes building collaboration into job roles and team structures, maximising our impact by increasingly working through University-wide communities of practice and continually challenging ourselves to develop more inclusive processes and operations.



# Benefits of working with us

## Lifestyle

### Holiday entitlement

Annual leave entitlements vary depending on your position and years of service, ranging from 26 to 35 days. In addition to our eight days' statutory holidays, most staff benefit from extra leave over the Christmas and New Year break.

### Life and work balance

Our normal working week is 35 hours a week, and we are always willing to explore compressed hours, part-time working or job-sharing arrangements.

### Dress for your day

Plan your attire around your work commitments.

### Hybrid working

We operate a modern way of approaching the working week, full details available.

### Social events

We have an active staff social group. We hold regular online and in person formal and informal socials.

## Rewards

### Pension salary sacrifice

You can join either the Teachers' or Local Government Pension Scheme. These are amongst the most generous pensions available.

### Cycle to work scheme

You may benefit from a tax efficient loan for a new bicycle or accessories from a huge variety of national and independent cycle retailers.

### Annual season ticket loan

You may benefit from a non-taxable and free of interest loan for an annual railway and Transport for London underground and bus season ticket.

### Exam and voluntary public duty leave

We offer five days' paid leave if you are studying for exams and the same if you take part in voluntary public duties, such as school governorships.

### Parking

Free parking on our Greenwich campus after 5pm on weekdays or anytime over the weekend.

### Staff discounts

Colleagues can benefit from free access to the Old Royal Naval College, discounted tickets to Charlton Athletic and other offers from our partners. As employees in the education sector our staff can also join membership groups for further discounts.

## Personal and professional development

### Your learning and development

We encourage you to make use of our programmes and courses for your own development.

### Sponsorship and partial fee exemption

Funding and support for part-time programmes of study to support your personal or professional development.

### Continuous development

Regular professional development sessions provided by our People and Academic Learning Enhancement teams.

### LinkedIn Learning

Our staff and students have unlimited, free access to thousands of expert-led courses via LinkedIn Learning.

### Professional accreditation and recognition

Flexible routes to professional recognition for academic and professional services staff to gain recognition of your support of learning and teaching in higher education.

### Equality, diversity and inclusion

We are passionate about supporting individuals from diverse backgrounds. Colleagues are encouraged to take part in our regular EDI sessions to enhance understanding and foster inclusion.

### Higher Education Strategic Planners Association (HESPA)

Institutional membership of HESPA offering a range of training, mentoring and networking opportunities.

## Health and wellbeing

### Wellbeing days

Designated time off work which our employees can use to take care of their mental health.

### Wellbeing support for you and your family

From management challenges at work to relationship difficulties at home, legal problems to family dilemmas, our confidential care service is here for you.

### Campus gyms

Staff can enjoy discounted membership of our fully equipped campus gyms.

### University choir

Our friendly staff and student choir sings a wide variety of music including classical, folk, pop, and musical theatre.

### Events and lectures

Our community run a wide range of different staff, student and public events.

### GREen rewards

Record your sustainable actions – like travelling sustainably, reporting your recycling and shopping responsibly – and earn Green Points and win vouchers.

*Please note: some benefits will be pro-rated for Part Time employees.*



# How to apply

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All our current vacancies can be found on the [University of Greenwich Jobs site](#). If you can't see an opportunity for you right now, please sign up to our [job alert service](#) to receive emails when a new vacancy is added.

## You don't meet all the requirements?

Studies show that women and Black, Asian and minority ethnic people are less likely to apply for a job unless they meet every qualification. If you're excited about this role but your experience doesn't align perfectly with the job description, we'd love for you to still apply. You might just be the person we're looking for.



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