

Pro-Vice-Chancellor (Research and Innovation)

Appointment Pack
February 2024

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UNIVERSITY OF THE
WEST of SCOTLAND
UWS

nus scotland
national union of students

YOUR **union**
UWS

STUDENTS' ASSOCIATION OF THE YEAR 2022 & 2023

UWS IS RANKED **SECOND**
IN SCOTLAND AND JOINT
25TH IN THE WORLD FOR
REDUCING INEQUALITIES

(THE Impact Rankings 2023)

**COMMITTED
TO THE**



About us...

23,065

TOTAL STUDENTS

133

NATIONALITIES ACROSS
OUR CAMPUSES

67%

OF UNDERGRADUATE
STUDENTS 21 YEARS +

1,705

STAFF (HEADCOUNT)

£166.4m

TURNOVER

4 SCHOOLS

- BUSINESS & CREATIVE INDUSTRIES
- COMPUTING, ENGINEERING & PHYSICAL SCIENCES
- EDUCATION & SOCIAL SCIENCES
- HEALTH & LIFE SCIENCES

5 CAMPUSES

AYR, DUMFRIES,
LANARKSHIRE,
PAISLEY &
LONDON

(session 2022-23 figures)



Our five campuses



Paisley Campus

Close to the centre of Paisley, and 10 minutes by train from Glasgow, UWS Paisley Campus offers excellent teaching and study facilities, including industry-standard specialist labs and simulated healthcare suites.



Lanarkshire Campus

Our £110million Lanarkshire Campus was named the UK's most sustainable and inspiring higher education building in the Guardian University Awards 2019. Running on 100% renewable energy, its cutting-edge technology and flexible study spaces embody UWS's belief in sustainability and the power of collaborative learning.



Dumfries Campus

In early 2023, the University's Dumfries Campus relocated to a dedicated state-of-the-art facility alongside Dumfries and Galloway College on the Crichton estate on the edge of town. Facilities include a simulated healthcare centre, to provide health students with the hands-on skills and expertise for their future careers.



Ayr Campus

Blending picturesque riverside surroundings and forward-thinking learning environments – including studios and labs for music, broadcasting, education and healthcare - our Ayr Campus, close to the centre of Ayr, is an exceptional place to study.



London Campus

Situated in London Docklands, 1-minute from East India DLR, UWS's next-generation London Campus offers technology-rich, flexible breakout and study spaces that encourage interaction and collaboration amongst our students.

University of the West of Scotland

University of the West of Scotland is a large, modern, multi-campus University with its origins dating back to 1897. We have 4 campuses across the west and southwest of Scotland and 1 in London.

At UWS, we invest in our students' future. Our graduates go out into the world ready to succeed thanks to our industry-relevant courses, cutting-edge facilities and innovative approach to teaching.

Our research work has a tangible, early and positive effect: the innovative technologies we are developing help shape society, nationally and globally.

We help industry partners find solutions, bringing together research expertise, knowledge exchange and bespoke research facilities to deliver positive impacts on society and the economy.

Further information about the University can be found at [uws.ac.uk](https://www.uws.ac.uk)

The University has Charitable Status – Scottish charity number SC002520



UWS Strategy 2030

Transforming communities through research and education continues to be at the heart of all work done at University of the West of Scotland and UWS is an anchor institution within its communities across the south and west of Scotland and in London, with impact that reaches far beyond the campus regions.

The University is driving an ambitious strategy for impactful research and innovation, aligned with our high-quality learning and teaching. All with a global engagement agenda to meet the needs of the 21st century workplace.

Strategy 2030 will launch in March 2025, and is being developed in consultation with colleagues across the University, to gain their views on UWS's strengths, the challenges we may face in the future, and what we want to achieve by 2030.

The strategy will build on strategy 2025 and on our achievements over the last few years, and mark the next exciting phase of our development, laying the foundation for UWS towards 2050.



UWS Vice-Chancellor's Executive

Pro-Vice-Chancellor (Research & Innovation)

REF022

Paisley Campus base with travel to other locations as required.

SALARY £130,489 TO £151,241 PER ANNUM, GRADE SS5 - the post will be appointed on a spot salary within this band.

Full-time, Permanent

THE POST

University of the West of Scotland (UWS) is driving an ambitious strategy to deliver high-quality, impactful research, that will lead to creative solutions to some of the world's greatest challenges as well as inform our under- and post graduate curricula; alongside global engagement agenda to reflect the needs of the 21st century workplace. UWS works in partnership with its students to deliver world-ready graduates who will design, shape and build a new future. We are pioneers in developing effective interactions with global business, and the private, public and voluntary sectors.

UWS research and innovations will address major global challenges. Through our multi-disciplinary teams, we will deliver at a scale and intensity that will ensure sustainable impact and assist in the achievement of the United Nations Sustainable Development Goals.

Following the external promotion of our existing Pro-Vice-Chancellor covering this role, UWS Principal & Vice-Chancellor, Professor James Miller FRSE, seeks an outstanding individual to join his Executive Team.

Pro-Vice-Chancellor (Research & Innovation)

As a member of the Vice-Chancellor's Executive (VCE), in addition to the portfolio responsibilities, the post holder contributes to the overall leadership and collective responsibility for the delivery of the operational imperatives that in turn realise the strategic ambitions of the University.

Undertaking appropriate horizon scanning to ensure greater understanding of the political, economic social and technical environment and their interdependencies with higher education sector in Scotland, the UK and internationally, assessing their implications and advising on appropriate plans/actions.

Through the Directors and Heads, enhance departmental effectiveness and efficiency, building and directing high performance teams to deliver responsive, supportive and sound business solutions to complex portfolios, ensuring that team members work in partnership with the wider University teams to deliver outstanding impact and outcomes.

You will have overall responsibility for all staff within the functions of Research & Innovation and work with the Pro-Vice-Chancellor (Learning, Teaching and Student Success) to ensure that the interdependency between research and learning and teaching is firmly embedded within programme design, development, and delivery.

This role covers all 5 campuses, which include 1,700 staff and 23,000 students.

The successful candidate should have the following:

- First degree and relevant doctorate.
- A Professorial title or a CV evaluated at Professorial level against the University's academic career framework criteria.
- Demonstrable experience in the field of Research and Innovation with a track record of managing and delivering a REF submission.
- A recognised leader in the field through extensive publication and professional profile.
- Demonstrable track record of leadership of academic and professional staff and the delivery of plans and strategy.
- Experience in delivering against the interface between research & innovation and learning & teaching that has delivered outstanding research student experience and outcomes.
- Ideally, a senior or principal fellow of the HEA or an equivalent set of experiences that would withstand peer review and scrutiny.
- Proven success in leading large functions and delivering operations and strategies within an internationally connected university.
- Experience of developing and contributing to long-term strategic business planning, within higher education sector environment,
- Significant experience of delivering and embedding change in a complex environment.
- Experience in, or a demonstrable understanding of, the Scottish higher education landscape.
- Ideally, an understanding of the challenges and opportunities in multi-campus delivery.

ABOUT US

University of the West of Scotland is one of Scotland's largest and most dynamic modern universities. Our reach across the country, together with our London campus, means that UWS is a significant force in global knowledge creation, innovation, and a leading provider of undergraduate, postgraduate and research degree education. Our degrees provide students with a transformational experience; equipping them with highly sought-after graduate skills that set them up for global success in world-leading sectors, industries and businesses.

With cutting-edge courses, modern pedagogy and practical knowledge, we enable our students and staff to experience the joy of learning, teaching, research and innovation, and apply their knowledge for the benefit of others.

UWS is officially ranked by Times Higher Education in the top 200 universities worldwide under 50 years old (2023 Young University Rankings).

UWS was also officially recognised in the top 300 universities worldwide as assessed against the United Nations' Sustainable Development Goals (SDGs). UWS was the 2nd most impactful university in Scotland, and joint 25th globally, for 'reducing inequalities' (UN SDG 10). (source: The Times Higher Education Impact Rankings 2023).

**For informal enquiries about this post, please contact Jillian Martin,
Office Manager by email: Jillian.Martin@uws.ac.uk**

**Closing Date: 7 April 2024
Interview Date: 25 April 2024**

The University reserves the right to shorten/extend the closing date of any position where a high/low volume of suitable applications is received. Therefore, if you are interested in this role, an early application would be encouraged.

*UWS is committed to equality and diversity and welcomes applications from under-represented groups. UWS is a "Disability Confident" employer.
University of the West of Scotland is a registered Scottish Charity, no. SC002520*

Pioneering research & enterprise

We have established ourselves as a force for good through our internationally relevant research which is making a real difference across the globe.

Our ground-breaking research in areas including eye-care, drone technology, artificial intelligence, thin films and sensors, 5G networking, arthritis and dementia care is driving innovative technology developments and shaping society. These endeavours inform our teaching, meaning our students' learning is shaped by those working at the very forefront of their profession.

In a Scottish Higher Education first, in 2019 the University established its own Knowledge Transfer Partnership (KTP) Centre to ensure business partners, KTP Associates and UWS staff have exclusive access to an in-house specialist team to support their KTP activities.

The Centre has garnered recognition, including the Knowledge Exchange Excellence award at the 2022 Ceed Awards, the Best Knowledge Base KTP Support Team award at the 2022 UK National KTP Awards, and the Knowledge Exchange Heroes Award at the 2023 Scottish Knowledge Exchange Awards.

REF2021

Research Excellence Framework

90 percent of research at UWS is world-leading, internationally excellent, or recognised internationally, according to the Research Excellence Framework 2021.

The University also increased its position for research intensity in the 2021 REF - now ranking within the top 90 universities in the UK.

Working towards a world without water scarcity

Pioneering artificial intelligence developed through a partnership between UWS and industry partners FIDO Tech is saving billions of litres of water being lost from pipeline networks, worldwide – tackling climate change and directly addressing the United Nations Sustainable Development Goals.

The technology incorporates innovative cloud correlation, developed by UWS, that receives sensor readings via a smart phone app to source the exact location of underground water leaks.

The UWS/FIDO AI technology was promoted at the COP28 Fringe Showcase in Dubai.

UWS Spin-Outs

Each with the potential to generate millions of pounds for the economy:

- **Novosound** (developing novel ultrasound sensors; Converge Challenge winner 2017)
- **Albasense** (developing end-use applications including optical coatings and sensors: shortlisted Converge Challenge 2017)
- **WellFish Diagnostics** (developed the first non-lethal method for assessing fish health)

UWS is also set to launch spin-out 'Focalise,' an AI company with expertise in visual inspection technology applied to search and rescue, and non-destructive testing

Dementia Champions

The Alzheimer Scotland Centre for Policy and Practice, founded in 2013, is an innovative partnership between UWS and Alzheimer Scotland, providing a high-quality environment for applied research, education and social enterprise.

Through the Centre, UWS is the official provider of Scotland's National Dementia Champions programme - an award-winning initiative which has prepared over 1,000 health and social care professionals as Dementia Champions.

Designed to help our students succeed

At UWS, we want our students to learn in a way that best suits them to help them get the most out of their studies. Our learning and teaching model aims to optimise students' UWS experience.

We focus on providing opportunities for high-quality, dynamic and engaging on-campus learning and teaching. All supplemented with accessible online activities, inspired by social media, and using the latest digital platforms. Not only does this learning model provide the academic tools and support from our experienced academics that our students need to succeed in their studies, it is designed to offer the flexibility to allow them to fit studies around their individual lifestyle.

Learning tools

Our learning model gives students access to a suite of online tools to supplement on-campus studies – including video material, academic readings, podcasts and guided activities, such as discussion forums and workshops.

Delivering the UWS learning experience

Our learning model is designed to provide students with a great UWS experience. They benefit from rich on-campus engagement, supplemented by live, timetabled and non-timetabled online activities. We recognise our students have a busy lifestyle, and therefore, our interactive online learning environment provides flexibility in how to access studies, enabling our students to receive all the benefits of learning with others.

Enhancing our students' skills and employability

We are passionate about empowering our students and equipping them with the skills they want and need to succeed in life. We created the ASPIRE curriculum to further support our students and offer them a tailored approach to their academic, professional and personal development. Forming part of many of our degree programmes, ASPIRE is a set of modules that support students to shape and chart their own unique path. Through a wide range of personally selected learning activities, the ASPIRE curriculum provides students with the ability to enhance their own degree experience while developing their skills and employability – for whatever the future holds.



Preparing our students for their future careers

At UWS, we invest in our students' future. Our graduates go out into the world ready to succeed thanks to our career-focused courses, cutting-edge facilities and innovative approach to learning and teaching.

We have a proud record in delivering world-ready graduates and developing effective partnerships with business, industry and the public and voluntary sectors.

We are delivering on our purpose to transform lives and communities through higher education. We equip our students with the skills and confidence to shape their futures, while ensuring that they have the best possible experience and outcomes. As one of Scotland's biggest modern universities with campuses in Paisley, Lanarkshire, Ayr and Dumfries, UWS is the local university for over 30% of the population of central Scotland. We also have a growing national and international reach: our 5th UK campus opened in London in September 2015 and was expanded on a new site in London Docklands in 2020.



From the most recent Graduate Outcomes Survey of UWS graduates:

90.3%

of graduates are in work or further study within 18 months of graduating

84%

of graduates agreed their current activity is meaningful

Our student body is unique - many UWS students are the first in their families to go into higher education and we have a high level of mature students with caring and work responsibilities. Our diverse student population means we need to deliver learning in innovative, flexible, personalised and supportive ways. In our Strategy we set out an ambitious vision to deliver an outstanding teaching and learning environment which is paying dividends for our students.

We have invested in innovative student support services, personalised and flexible education delivery, and interactive technology-supported learning.



Widening participation

We are incredibly proud to be leading the way in ensuring that more people from disadvantaged backgrounds go to university in Scotland. The University has a clear commitment to the support, retention, and success of students from the most disadvantaged backgrounds.

- A report from the Scottish Funding Council in 2022 showed UWS had – for the ninth consecutive year – recruited the highest proportion of SIMD20 students, as well as accounting for the highest proportion of those successfully achieving their qualification (27.6%) across the Scottish HE sector. The study also found that 30.7% of all SIMD20 graduates in Scotland were from UWS in academic year 2021-22, demonstrating the University’s continued commitment to contributing to the Scottish Government’s widening access priorities. (*Scottish Index of Multiple Deprivation SIMD – a statistical tool using postcodes to determine levels of deprivation*)

- **44.8%** of UWS undergraduate students are first in family to go to university
- **2.3%** of UWS undergraduate students are care-experienced
- **11.4%** of UWS students declare a disability

- The UWS Foundation Academy was launched in 2022 to support senior school pupils across the West of Scotland. The initiative gives school pupils the opportunity to access the university pathway of their choice, to develop academic skills in a specific subject area and improve the quality of their eventual university application. The Foundation Academy runs for a full year and pupils have access to a broad range of personal, career and transition support. Since its launch, the Foundation Academy has engaged with over 1500 senior pupils across more than 25 schools across our key campus regions.
- Through the graduate apprenticeship scheme UWS also encourages engagement from those less likely to enter Higher Education.



A global outlook

Working in partnership with select educational agencies around the world and with partner institutions, notably in China and the United States, UWS welcomes several thousand international students to its five UK campuses each year. One third of our student population is international with over one hundred nationalities represented, creating a diverse, multicultural student community. UWS programmes are also delivered overseas through our transnational education partnership network.

- UWS currently has Transnational Education partners in China, Malaysia, Singapore, Sri Lanka, UAE, Italy and France
- 30 European exchange partners (including universities in Ireland, Finland, and Spain)
- 8 North American exchange partners
- 6 North American recruitment partners
- 42 recruitment partners in China
- Scotland's first official training partner for China following accreditation, in 2018, from China's State Administration for Foreign Expert Affairs (SAFEA).

UWS is a great place to work

At UWS we are dedicated to driving positive change in society.

Our staff are our most important asset and play a fundamental role in the UWS student experience.

We work with all colleagues to optimise the impact of their role and their contribution in delivering a student-centred experience in an organisation that is efficient, effective and financially sustainable.

UWS celebrates and embraces the diversity of its staff and students, and strives to create an inclusive culture where everyone can thrive and contribute. The University has a number of initiatives and networks to support equality, diversity and inclusion across the organisation.

The UWS campuses are welcoming and supportive communities where colleagues are encouraged to achieve their best and find their place in a dynamic and innovative HE environment.

A wide range of professional and personal development opportunities and support is on offer from teams across the University, all of which can help enrich colleagues' career journey at UWS.

UWS seeks to develop and empower its leaders and managers, who play a key role in inspiring and motivating staff, as well as delivering the University's strategic objectives.

Feedback from the University's 2022 colleague survey informed the development of five inter-related UWS people priorities, which are key focus areas that have been identified for further development:

- **STRENGTHEN EMPLOYEE VOICE**
- **PROMOTE WELLBEING**
- **SUPPORT A CULTURE OF CHANGE**
- **DEVELOP OUR PEOPLE AND ENHANCE PERFORMANCE**
- **ENSURE SUSTAINABLE REWARD AND RECOGNITION**

The University has made a commitment to make improvements within each of these areas and a wide range of work is underway to make UWS an even better place to work.

Living in the west of Scotland

Scotland is a great place to live and work, with a high quality of life and a range of lifestyle benefits such as excellent value house prices, straightforward commuting and easy access to beautiful countryside.

Our campuses in Ayr, Lanarkshire and Paisley are within close proximity to Scotland's largest city, Glasgow, with our Dumfries Campus a 90-minute drive south of the city. There are numerous smaller towns and villages within travelling distance of all of the campuses, so whatever style of living you prefer, you will find something to suit your needs.

Scotland offers a culture steeped in history, dramatic untouched scenery, bustling towns and cities and a world renowned education system. The west coast boasts some of the world's most stunning scenery and wildlife.

The town of Ayr is set among some of Scotland's most impressive scenery and looks out on the Firth of Clyde, with the peaks of Arran in the foreground and the Mull of Kintyre in the background. Packed with historical sites, Ayrshire's visitor attractions and cultural and leisure pursuits include unspoiled beaches and rolling hills, castles, a racecourse and, of course, golf courses. Burns and A' That, a major festival which takes place in June, celebrates Ayr's most famous son, Robert Burns.

Dumfries & Galloway is a region of rugged coastlines, sandy beaches and tranquil lochs; and has over 300 square miles of forest to explore, with the largest forest park in Britain; and in excess of 30 golf courses and driving ranges.

Our Lanarkshire Campus is located on Hamilton International Technology Park, close to a number of country parks and nature reserves such as Strathclyde Park. The cultural cities of Glasgow, Edinburgh and Stirling are nearby, and the beautiful scenery of the Clyde Valley and the Borders is within easy reach.



Paisley combines the heritage and history of the Paisley pattern shawl and the Victorian thread industry with cultural interests including the Museum and Art Gallery (currently undergoing a £multi-million refurbishment), the 12th century Abbey, a thriving youth theatre and the Spree Arts Festival. Loch Lomond and the Trossachs are both easily accessible from the town. UWS played a significant supporting role in the bid for Paisley as UK City of Culture 2021 - the only Scottish location shortlisted. Although, ultimately, not selected as the award winner, the legacy of the bid process and planning will see significant benefits for Paisley and the local area both culturally and economically.

Glasgow and Edinburgh are close to our campuses and offer excellent shopping, superb café culture, museums and galleries, world-famous music venues and international cuisine. Travelling to and from our campuses is easy thanks to excellent road and rail links. Glasgow International Airport is on the outskirts of Paisley, and Prestwick International Airport is also easily accessible, being around 40 minutes away by road or rail from Paisley Campus; Prestwick is also just a 15-minute drive from Ayr Campus.



Pro-Vice-Chancellor (Research and Innovation)

DEPARTMENT VCE **REPORTS TO** Principal and Vice-Chancellor

SALARY £130,489 - £151,241 – the post will be appointed on a spot salary within this band.

JOB PURPOSE

Accountable to the Principal and Vice-Chancellor for the leadership of Research and Innovation functions which contribute to the delivery of the University's vision and strategic goals.

DIMENSIONS

- Team – Overall responsibility for 39 staff (headcount) within the functions of Research and Innovation.
- Financial – Overall accountability for the Departments' budgets and responsible for the stewardship of financial metrics set by the University.
- The University turnover in session 2021-22 was £155.9m pa, surplus £10.3m, cash reserves £61.6m, and net assets £154.3m.
- UWS functions extend over all five campuses with c1,700 staff and c23,000 students (session 2022-23).

ACCOUNTABILITIES:

As a member of the Vice-Chancellor's Executive (VCE), in addition to the portfolio responsibilities, the post holder contributes to the overall leadership and collective responsibility for the delivery of the operational imperatives that in turn realise the strategic ambitions of the University.

Undertaking appropriate horizon-scanning to ensure greater understanding of the political, economic, social and technical environment and their interdependencies with the higher education sector in Scotland, the UK and internationally, assessing their implications and advising on appropriate plans/actions.

THROUGH THE DIRECTORS AND HEADS:

- Enhance departmental effectiveness and efficiency, building and directing high-performance teams to deliver responsive, supportive and sound business solutions to complex portfolios, ensuring that team members work in partnership with the wider University teams to deliver outstanding impact and outcomes.
- Lead a team of experienced research and innovation professionals to progress the University of the West of Scotland's ambitions as set out in Strategy 2025, the REF strategy and the development of Strategy 2030.
- Work with the Deputy Vice-Chancellor in embedding best practice in research, including activities within and between the four schools, their research centres, and the Research Excellence Framework (REF) Units of Assessment (UoA) ensuring there is consistency of standards and quality across all five University campuses.
- Work with the Pro-Vice-Chancellor (Learning, Teaching and Student Success) to ensure that the interdependency between research and learning and teaching is firmly embedded within programme design, development, and delivery.

- Work with the Vice-Principal (Internationalisation) to ensure that research and innovation considerations, with the appropriate quality assurance frameworks, are firmly embedded within approved transnational education partnerships.
- Lead the implementation of the University's Research Excellence Framework Strategy to deliver the ambitious objectives set out in the roadmap towards the completion of REF 2029.
- Lead and co-create with academic and professional services staff an unambiguous programme of student engagements that will support the recruitment, retention, progression and completion of research students.
- Represent the University across several external stakeholder groups to provide advocacy for the strategic aims and objectives of the University to achieve agreed key performance indicators.
- Work across the University to develop innovative approaches to research and innovation, including development of staff and student start-ups and spin-outs; industry engagement, Knowledge Transfer Partnerships (KTPs) and placemaking developments that are fit for purpose and tackle real world challenges, contributing to the achievement of the UN SDGs.
- Ensure that all aspects of research and innovation take account of the diverse needs of our research students and the wide-ranging routes through our widening participation approach.

PLANNING & ORGANISING:

- All elements of the role will be planned, managed, and prioritised by the post holder, taking into account appropriate targets and timescale implications, resource and skill requirements.
- Responsible for the development, delivery and evaluation of the University's research and innovation teams, working closely with senior colleagues in their development and implementation.
- Work collaboratively with direct reports and relevant senior colleagues to ensure that long-term strategic and operational plans are implemented within an overall approach of continuous enhancement.
- Review and, where appropriate, re-prioritise activities, to ensure maximum efficiency and effectiveness are achieved in the portfolio.
- Provide professional Research and Innovation advice where there is a lack of precedent which calls for initiative, innovation, and creative thought to develop appropriate options.
- Work within the scope of required regulations with the capacity and authority to use evaluative judgement, based on knowledge, information, and analysis to create and implement innovative business solutions.
- Ensure that all relevant regulatory and statutory returns are prepared and submitted within the required timescales.
- Act as the University's most senior Research and Innovation professional ensuring that all relevant standards are followed meticulously.
- Provide the University Court and its sub committees with the appropriate reports covering the functions of the portfolio to ensure that all appropriate governance matters can be openly and transparently viewed.

WORKING RELATIONSHIPS:

- The post holder will be a collegiate member of the Executive seeking to influence, challenge, and collaborate with colleagues to develop, deliver, and evaluate the University's strategy.
- Foster a matrix-working approach with Executive colleagues to deliver cohesive leadership across all aspects of the University's activities.
- Significant level of interaction with senior academic staff and managers, including Deans and Associate Deans (R&I).
- Many of these interactions require highly developed influencing and negotiating skills, especially in the implementation of change.
- Be visible across the University community, developing and maintaining productive working relationships with academic and professional services colleagues in order to ensure delivery of the University's strategic goals.
- Develop and maintain high level of awareness of sector practice and developments, liaising proactively with external bodies, and professional networks.
- Participate in external committees, meetings and working groups as required in order to effectively represent the University.
- Work with the Research and Innovation teams to ensure the delivery of strong academic and management frameworks to ensure excellence in research and innovation as well as learning and teaching, enterprise and knowledge exchange for students, staff and other stakeholders whilst ensuring financial sustainability.
- Work with the Director of Information Services to set out the approach to accelerate the development of UWS as a digital University, provide information resources that meet the needs of teaching and research and enhance the opportunities of learning through technology.
- Work with the Director of Estates and Campus Services to deliver leading-edge and sustainable Estates plans in relation to research and innovation, providing an environment that supports the strategy of the University.
- Work collaboratively through a process of matrix working with the wider University Executive to ensure there is clear and consistent leadership.

QUALIFICATIONS, EXPERIENCE, SKILLS & KNOWLEDGE

Qualifications

- First degree and relevant doctorate.
- Achievement of Professorial title or a complete CV that would be evaluated at Professorial level within the University's academic career framework criteria.
- Ideally, a Senior or Principal Fellow of the HEA or an equivalent set of experiences that would withstand peer review and scrutiny.

Experience

- A recognised leader in the field through extensive publication and professional profile.
- Demonstrable experience in the field of Research and Innovation with a track record of managing and delivering a REF submission.
- Demonstrable track record of leadership of academic and professional staff and the delivery of plans and strategy.
- Experience in delivering against the interface between research & innovation and learning & teaching that has delivered outstanding research student experience and outcomes.
- Proven success in leading large functions and delivering operations and strategies within an internationally connected university.

QUALIFICATIONS, EXPERIENCE, SKILLS & KNOWLEDGE (CONTINUED)

- Experience of developing and contributing to long-term strategic business planning, within the higher education sector environment.
- Significant experience of delivering and embedding change in a complex environment.
- Experience in, or a demonstrable understanding of, the Scottish higher education landscape.

Skills & Knowledge

- Strategic thinker with personal resonance with the academic endeavour of the University and enthusiasm for ambitions and aspirations.
- Leadership and management skills, with the ability to build, motivate and challenge teams and individuals to develop and deliver a positive and high-performance culture in a collegiate environment.
- Interpersonal skills and personal authority, gravitas, and credibility with the ability to influence and engage a broad range of internal and external stakeholders.
- Ability to demonstrate outstanding communication skills that have been honed through extensive networking, leadership, and team building.
- Written and verbal communication skills, demonstrating clarity and focus and the ability to explain, influence, and guide.
- Resilient and confident personality, demonstrating energy, enthusiasm, and self-motivation.
- Organisational skills and the ability to determine priorities in the face of changing and competing demands and tight deadlines.
- Solution-focused approach to conflict resolution, challenging situations, making, and implementing difficult decisions.
- Understanding and appreciation of complexity and diversity of the University context and an ability to adapt their approach and style accordingly.
- Ideally, an understanding of the challenges and opportunities in multi-campus delivery.

VALUES

- Alignment with the strategic vision, and values of UWS including the principles of equality diversity and inclusion.

Terms and Conditions

SALARY

£130,489 to £151,241

LOCATION

The post holder will be based at Paisley Campus, but notwithstanding this, will be required by the University to work at any other location such as the University's business may require, subject to any request to do so being reasonable.

ANNUAL LEAVE

31 days' paid holiday in addition to the normal 12 days' statutory and public holidays. The University's holiday year commences on 1 October and ends on 30 September.

HOURS OF WORK

The post holder will be required to work such hours as are necessary for the full performance and efficient discharge of the duties. This will include cover as may be necessary to sustain the management of the University in the absence of colleagues.

SICK PAY

The University will pay salary during any period of absence on medical grounds for a maximum of 26 weeks' full pay, followed by a further 26 weeks at half pay in any period of 12 months subject to specific provisions.

SUPERANNUATION

The post is superannuable under the Local Government Pension Scheme (Strathclyde Pension Fund). Your remuneration will be subject to deductions of contributions from your basic salary. Should the successful candidate currently be a member of an alternative pension scheme then this can be explored during the appointment process.

EQUALITY AND DIVERSITY

UWS prides itself as being inspirational, innovative, international and inclusive. We celebrate and value the diversity of our student and staff populations and are committed to providing Higher Education and employment opportunities to people of all backgrounds, cultures and other characteristics outlined so that they can fulfil their potential in an environment that is free from any forms of discrimination, harassment or prejudicial behaviour.

The following are protected characteristics: age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We are proud to excel in the HE sector as a University that encourages and values staff and students from widening participation backgrounds.

Our staff work to promote understanding and integration and will not tolerate exclusion, bullying, harassment or victimisation of students or visitors to the University. We are committed to eliminating discrimination, promoting equality of opportunity and understanding between people of diverse backgrounds. Full details are available at www.uws.ac.uk/equality

RELOCATION

Subject to the terms of the University Relocation Policy and HMRC guidelines, the maximum amount of relocation expenses that can be reimbursed in relation to this position is £8,000.



At UWS, we believe in our students' future.

We have a proud record in delivering world-ready graduates and developing effective partnerships with business, industry and the public and voluntary sectors.

With our cutting-edge courses, practical knowledge, and intelligent teaching, we help our students get ahead.

Through our innovative learning partnership we invest in people's potential to shape their future. Built on uniting students, professionals, industry and our communities, this partnership stretches from the West of Scotland around the world.

We believe in the transformative power of active learning and engagement. We treat our students as individuals, partners and potential leaders in their fields and professions, providing them with the globally relevant knowledge, skills and confidence to think critically and to challenge received wisdom.

DREAM, BELIEVE, ACHIEVE

Campuses in
Ayr, Dumfries, Lanarkshire,
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