

CANDIDATE BRIEF

**PRO-VICE-
CHANCELLOR
(GLOBAL AND CIVIC
ENGAGEMENT)**

MARCH 2023

Saxton Bampfylde

US

UNIVERSITY
OF SUSSEX

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Introduction from the Vice-Chancellor

Dear candidate,

Thank you for expressing an interest in joining the University of Sussex.

The distinctive ethos with which Sussex was established more than 60 years ago still animates our work today. From the start, Sussex challenged convention and fostered critical, at times dissenting, thinking. It set out to disrupt traditional ways of creating and organising knowledge, and in doing so, developed its own distinctive identity which fostered a strong sense of community and purpose.

As Sussex embarks on our seventh decade, the early emphasis on innovation, interdisciplinarity, intellectual rigour, and internationalism – in education, research, and external engagement – continues to define the University. Sussex's success as a world-leading university is built on these practices and is underpinned by the institutional values that we strive to enact – collaboration, courage, inclusion, integrity, and kindness; and by our foundational commitment to academic freedom and freedom of speech.

The higher education sector faces major challenges, but in a globally interconnected world that urgently needs new ways of thinking and bold interventions, Sussex's future is extremely bright. I am excited and honoured to serve as the University's ninth Vice-Chancellor, and it is my mission to direct the energy and resources of the University to realising the full potential of our ground-breaking research, thought leadership, and transformational education in the service of the common good.

At the heart of this is a twin-track focus on advancing equality, enhancing diversity, and creating an inclusive, supportive university community in which diversity in all its forms is embraced, so that everyone feels that Sussex is a place in which they can flourish. Alongside this I want to ensure that the University is a leading player in the transition to a more equitable, environmentally sustainable, post-carbon future.

Our new Pro-Vice-Chancellor (Global and Civic Engagement) will be central to this work, leading the 'Engage for Change' pillar of our strategic framework. Sussex already has an extensive network of national and international collaborations with universities and organisations around the world, and we are ambitious in seeking to further our transnational education offer and to engage in ethical and mutually beneficial partnerships locally, regionally and globally to contribute to the positive change that the world so urgently needs.

I look forward to welcoming the PVC (Global and Civic Engagement) to the University's senior team to work with the whole Sussex community and with institutional partners, old and new.

Professor Sasha Roseneil FAcSS PFHEA
Vice-Chancellor and President

About us

The University of Sussex received its Royal Charter in 1961 and immediately set about offering an alternative to the traditional higher education landscape.

From the very start, Sussex was intended to be a new kind of university: challenging convention and fostering critical thinking. It set out to disrupt traditions, create new 'interdisciplinary' pathways, and redraw the map of learning. Today our courses, research, and culture aim to stimulate, excite and challenge. So, from scientific discovery to global policy, from student welfare to career development, Sussex innovates and takes a lead. And today, in every part of society and across the world, you will find someone from Sussex making an original and valuable contribution.

Now in our 61st year, we have grown to more than 18,500 students, and have established a global reputation with more than 89 per cent of our

research recognised as world leading or internationally recognised in REF2021. We are also in the top 50 of universities globally delivering on the UN's Sustainable Development Goals.

We especially value our community, as demonstrated by our outstanding record for student retention, and we nurture our students to give them the best life chances.

We also maintain fantastic connections with our alumni from more than 150 countries, who are proudly associated with the University and who frequently tell us how their time at Sussex shaped their careers and gave them the courage to stand up for their beliefs.

Their continuing support enables us to provide bursaries and scholarships for a wide range of disadvantaged students, as well as networking and mentoring opportunities.

Looking to the future, we aim to build on our strengths and remain committed to Sussex providing high-quality education, excellence in academic research, and fruitful engagement with our international partners and local communities.



A research-intensive university

With our highly cited researchers, five Nobel Laureates and a founding commitment to interdisciplinarity, Sussex is respected for innovative, high-quality research.

We received excellent REF2021 results. We are ranked by *Times Higher Education (THE)* as 27th in the UK for Research Power and Market Share, up from 34th in 2014 and placed 32nd for research impact. 89% of our research is 'world leading' or 'internationally excellent'. Also, 93% of our research impact was assessed to be 'outstanding' or 'very considerable' – up from 80.7% in 2014.

We have an exceptionally strong international profile to our research, being ranked first in the world for Development Studies in *QS World University Rankings (2022)* for the sixth year running. We are also proud to have been named among the top 50 universities in the world for delivering on the UN Sustainable Development Goals in research, teaching, stewardship, and outreach in the *(THE) World Impact Rankings 2022*.

We have longstanding strengths in biosciences, gender studies, international relations, literature and linguistics, modern history, psychology, quantum physics, radical arts theory and practice, science policy, and sustainability research. These established areas of excellence are joined by emerging and consolidating strengths within business and management, digital humanities, law, and medicine. Our Business School received the highest research grant income of any Business School in the UK in 2022.

We have a number of Research Programmes and Centres that highlight our commitment to interdisciplinary research, and which provide creative opportunities to solve some of our most pressing research challenges in new ways, such as the Sussex Kindness Research network. We also have several active Doctoral Training

Partnerships, including a £17m AHRC grant, funding around 75 studentships, which collectively promote excellence in research, knowledge exchange and postgraduate training.

From questioning the ethics of artificial intelligence to challenging policies that cause poverty and inequality, our researchers are at the forefront of translating research into positive change. Our focus continues to be on how we can advance knowledge for a better world.

Research facts and figures

- 681 research bids = **£213m**, 230 new awards = **£42.9m**
- Research grant and contract portfolio = **£271m** over 976 separate awards.
- KE income rose to **£28.4m** in 2021/22, £6m on the previous five-year average to 2018/19
- Knowledge Exchange Framework (KEF) and related requirements delivered; supporting **£4.32m** in HEIF income per annum.

Teaching, learning and the wider student experience

We recognise the value that human interaction brings to education, and are deeply committed to face-to-face teaching.

At the same time, our goal of delivering a transformative learning experience to our students, as set out in our Sussex 2025 strategic framework, incorporates new ways to make learning and teaching exciting and contemporary.

Across our on-site and virtual programmes we continue to pioneer and integrate innovations in educational pedagogy, learning methods and digital technologies. We want our curriculum to break boundaries, inspire students to be critical thinkers, and encourage disruptive, entrepreneurial imagination to meet future global challenges.

- More than **18,500** students, of whom 76% are undergraduates, and 24% are postgraduates
- **University of the Year** for Student Retention in *The Times and Sunday Times Good University Guide 2022*

Enhancing the student experience beyond the classroom

Our recently opened Student Centre is fundamental to an ambitious transformation in how our students access friendly, consistent, and expert personalised services across campus

and digitally. We want to create a strong sense of belonging and community for all students, creating spaces to build relationships, be creative and share ideas.

Developing our new Student Centre is just one of a range of initiatives to transform the Sussex student experience. We are also proud to have launched both The Spirit of Sussex Award, which celebrates students' extracurricular achievements, and the Connector Programme, aimed at getting staff and students to work together to improve the student experience at Sussex.



Global engagement and impact

Sussex is proudly international. From the first Mandela scholarships in the 1970s, to our pioneering role in the establishment of Erasmus, Sussex has been globally minded from its inception.

The University hosts 4,500 students from over 130 countries annually and welcomes one of the largest UK communities of prestigious Chevening Scholars. Our network of global alumni reflects our long history of internationalisation.

With over 330 academic partners in 60 countries, we have established mutually beneficial relationships with outstanding global partners that underpin our initiatives for student and staff mobility, research collaboration, and international teaching programmes.

We were ranked 8th in the world for international student exchange mobility by the *World's Universities with Real Impact (WURI) 2022*.

We have aligned our engagement priorities with Global Grand Challenges and deliver impact-led projects worldwide. We display empathy and compassion to develop a strong international focus and awareness in our staff, students and in all that we do.

In 2020 the University of Sussex was one of the first 15 universities to be awarded the title of 'University of Sanctuary' in recognition of its efforts to welcome and support forced migrants.

Also in 2020, the University of Sussex and Zhejiang Gongshang University established a Joint Institute in Artificial Intelligence in Hangzhou, the first of its kind in China. It offers an exciting new way to go beyond traditional modes of teaching and address broader global needs.

We take pride in giving our international students the best possible support and experience, preparing them to thrive in and contribute to an increasingly interdependent world.



Facts and figures

- **1st** in the world for Development Studies in the *QS World University Rankings By Subject 2022*
- **Joint 15th** in the world in the *Times Higher Education "Golden Age" ranking (for universities established between 1945 and 1967)*

Civic engagement

We are committed to developing new knowledge that challenges conventions and offers inspiring and creative ways to address global and local issues.

Sussex has always been a university rooted in place, with strong connections to local communities, making a significant contribution to local economic development and social innovation.

Most recently our commitment has manifested itself through our ambitions in our Engage for Change strategy. We aim to work purposefully with people, organisations and communities at a local, regional, national and international level.

Our Spirit of Sussex Awards are a cornerstone of this, enabling our students to engage civically – celebrating our students' co-curricular and volunteer activities and achievements.

We have contributed to the Brighton & Hove ABCD plan for Cultural Recovery, which has an inclusive, collaborative and sustainable vision to stimulate recovery of the creative and cultural sector within the region following the Covid-19 pandemic.

Our long-term work on the social and economic contribution of the creative and cultural sector within Greater Brighton fed into the thinking around the recovery plan.

Through the Brighton & Hove Citizens group, Sussex students and staff work with local community organisations to co-create and support campaigns on local issues.

The University is the largest partner organisation for both the Brighton Festival and Brighton Pride. Our Sussex Clinical Legal Education facility offers a variety of pro bono services to the local community, and our international alumni act as ambassadors for our region. Over three-quarters of international alumni surveyed have recommended the region to family and friends. Nearly one third of alumni reported that more than five people have visited because of their recommendation.

There are many other activities delivering our commitments to knowledge exchange, including work to promote and support enterprising students and staff and strengthen Sussex's contribution to the economic, social and environmental vitality of our region. Much of our research also complements our engagement, such as the Sussex Kelp Restoration Project. The project aimed to engage the public in understanding how impactful a healthy seabed is on their lives. Sussex researchers are also contributing to innovative solutions to achieve Net Zero through establishing and running a series of Innovation Forums.

It is our goal to be an 'anchor' institution in the city region, making a real difference to business vitality, civic leadership, and social wellbeing locally as well as on a global stage.

For more information, visit www.sussex.ac.uk/strategy



Inclusive Sussex

Equality, diversity, and inclusion are everyone's business at the University of Sussex.

Achieving equality, diversity, and inclusion is fundamental to the success of the University of Sussex. We aspire not just to reduce inequalities in outcomes for individuals, but to use our expertise, commitment, and courage to challenge the status quo and address chronic issues of under-representation and disadvantage.

We are committed to taking bold action to transform the campus into one that is experienced as inclusive by all our communities. This includes understanding and addressing power relations and the intersecting inequalities that many members of our community experience. Our goal is to create a culture where everyone thrives, making Sussex a beacon in the sector nationally and internationally.

We have much to be proud of in building an equal, diverse, and fair community at Sussex. In terms of gender equality, our percentage of women professors is seen as excellent for the sector and our Widening Participation programme of engagement and support has resulted in significantly reducing the attainment gap for our 'first generation scholars'. But we know from our data, research, and consultations that we have much more to do to make the University truly equal and inclusive, for example, by closing the gender pay gap, improving the representation and experience of black and minority ethnic staff, closing the attainment/awarding and employment gap across different groups of students, and making our campus fully accessible.

Inclusive Sussex is the University's equality, diversity, and inclusion (EDI) strategy. Our vision is for all members of our community to have equal access to opportunities, and to experience the University as one that enables them to fully meet their potential and supports them to make a full contribution to the University. Reducing inequalities, and promoting and celebrating diversity of background, identity and belief allows us all to thrive. We can achieve more together than we can apart.

For further information on the University's commitment and approach to EDI, please see www.sussex.ac.uk/equalities



Sustainable Sussex

Our ambition is simple and clear – to be one of the most sustainable universities in the world.

From our aims to reach net zero by 2035 and embed sustainability across the curriculum and beyond, to our wide-ranging research, our commitment to sustainability permeates everything we do.

We already have sector-leading performance in key issues of sustainability such as our own renewable energy farm with 3,000 solar panels and being the first UK university to introduce an **aerobic digester for food waste**.

We scored 100% in three areas of the 2022/23 *People & Planet University League Table*.

Building on this, we have recently published our ambitious and comprehensive sustainability strategy, setting out a roadmap for Sussex. What is remarkable about **Sustainable Sussex** is its breadth. We are addressing all 17 of the UN's Sustainable Development Goals.

Our key aims include:

- **Reach net zero by 2035** – including both direct and indirect carbon emissions via decarbonised infrastructure and ethical procurement activity
- **Embed sustainability into all aspects of student learning and experience**
- **Recycle 50% of waste by 2025** – and reduce the waste produced per student by 10% by 2025
- **Create the UK's most biodiverse campus** – setting aside up to half of the site for nature
- **Have more staff and students volunteering in their local community** – including through a new charity partnership with Surfers Against Sewage.

Our strategy is grounded upon consultation and collaboration at every level. It has been co-created with the University's students, staff, partners, and stakeholders.

Our academics have also been doing tremendous work to protect and restore the environment. For example, Sussex biologists are involved in conservation projects across the globe, including joining a local initiative to protect and restore the Sussex coast's kelp fields that have been depleted by trawling, and we have a new Industrial Decarbonisation Research and Innovation Centre, which received £20m from UK Research and Innovation.

All these sustainability efforts, and more, have earned us praise and recognition. The University was named among the world's top 50 for delivering on the UN SDGs in research, teaching, stewardship and outreach in the *Times Higher Education (THE) World Impact Rankings 2022*.



Our location

Our campus is located at Falmer on the outskirts of Brighton, within easy reach of London and Gatwick international airport.

Sussex campus

The University of Sussex is home to more than 18,500 students who are based in one of the most beautiful campus locations in Britain.

Situated in rolling parkland on the edge of the lively city of Brighton & Hove, the campus combines award-winning architecture with green open spaces.

Designed by Sir Basil Spence, the buildings that make up the heart of the campus were given listed-building status in 1993. Falmer House is one of only two post-war educational buildings in the UK to be Grade 1 listed in recognition of its exceptional interest.

The campus is undergoing sustained investment and development to support Sussex's academic mission, with new teaching buildings, new student residences, refurbishment of teaching

buildings and the Library, and the reopening of the Attenborough Centre for the Creative Arts.

The campus is located at Falmer, on the outskirts of Brighton & Hove, and is just 55 miles (90 km) from London. Frequent trains from central London take as little as 50 minutes to Brighton, with a quick nine-minute connection to Falmer to reach campus. London Gatwick airport is only 30 minutes from Brighton, and London Heathrow is just over an hour's drive.

Brighton and the wider community

The city of Brighton & Hove has much to offer to both staff and students, including a quality of life for families and single people that is hard to match. With a fabulous variety of shops, restaurants and pubs, the city also has a range of good schools and a very tolerant, relaxed atmosphere. With the South Downs National Park, historic

sites such as The Royal Pavilion and the beautiful south coast within easy reach of the campus, there is also plenty on offer for nature and history lovers alike.

Brighton has a truly diverse cultural scene with a wealth of theatres, cinemas and galleries. From pre-West End premieres at the Theatre Royal to the variety of experimental fringe productions staged throughout the year, and the famous Brighton Festival every May, there is plenty on offer. Both Glyndebourne and Chichester, with their own distinctive cultural offerings, are easily accessible.

The historic market town of Lewes is also close to campus, and many members of staff choose to live there because of its wide choice of housing and excellent schools.



The Role of Pro-Vice-Chancellor (Global and Civic Engagement)

Reports to: Vice-Chancellor

Context

Global engagement and commitment to the communities of which we are part is at the heart of the University of Sussex's mission and purpose. We have been radically global in orientation since our foundation, and our commitment to social justice and to ethical partnerships with universities, organisations, groups, and communities around the world is deeply rooted in the University's origins and is central to our plans for the future.

The Sussex 2025 strategy, 'A Better University for a Better World', established the 'Engage for Change' pillar of our strategic framework, setting out our intention to interact purposefully with people, organisations and communities at all levels to enhance our impact, and to further the internationalisation of our research and education. Sussex staff and students are passionate about this agenda, and our global and regional partners are enthusiastic about working with us. Yet there is much more that we want to do, and that we can do, to maximise our contribution to tackling the many challenges facing the world.

This new role will provide leadership for 'Engage for Change', bringing together and developing the global and civic engagement work carried out across the University and ensuring greater coherence to maximise its impact.

In autumn 2023 the University will start to consult with stakeholders on our next strategy. The Pro-Vice Chancellor (Global and Civic Engagement) will play a key role in this process.

Purpose

The Pro-Vice-Chancellor (Global and Civic Engagement) will develop and oversee the University of Sussex's growing global and civic engagement agenda in order to achieve the University's aspirations to make a distinctive contribution to positive social change by working in partnership with a wide range of organisations, communities, and publics locally and globally.

Reporting directly to the Vice-Chancellor, the Pro-Vice-Chancellor (Global and Civic Engagement) will be the strategic lead for the University's international partnership and recruitment work and for Sussex's 'Engage for Change' strategy.



The Pro-Vice-Chancellor (Global and Civic Engagement) will work cross-institutionally and with senior academic and professional services teams to: build and leverage global and local partnerships; to enhance the University's regional, national, and international standing; to oversee the delivery of academic and commercial partnership opportunities; to oversee and grow international student recruitment; and to develop opportunities for students to gain global experiences and to contribute to local communities as part of their studies.

The Pro-Vice-Chancellor (Global and Civic Engagement) will have the support of at least one Deputy Pro-Vice-Chancellor and will work closely with the Deputy Pro-Vice-Chancellor (Knowledge Exchange), who reports to the Pro-Vice-Chancellor (Research and Enterprise).

Key Responsibilities

- To provide strategic leadership of the University's international portfolio, coordinating and driving the University's international profile, influence, and global reputation to ensure the University is recognised as high quality partner of choice.
- To lead the development and implementation of the University's civic and regional engagement, monitoring and evaluating its success and identifying key priorities.
- To chair the University's international partnership committees and operational groups, which report to the University Executive Group, and to advise and make recommendations to the Vice-Chancellor on international matters to support the achievement of the global engagement agenda.
- To serve as strategic lead of the University's 'Engage for Change' strategy at Sussex, by cultivating ethical, sustainable, and highly engaged networks of partners and stakeholders in (inter alia) global and national partner universities, local and national government, NGOs, and social actors.
- To provide effective leadership to senior academic and professional services colleagues in overseeing the implementation of the University's internationalisation aims and objectives and School-level international recruitment and mobility strategies.
- To collaborate and work closely with regional trusts, charities, and governmental agencies and authorities to improve the experiences and opportunities of our students, staff, and local communities.



- To develop a civic engagement strategy that will underpin our commitment to local communities, and lead on its implementation in order to enhance the contribution and profile of the University in the city and region.
- To work in collaboration with colleagues, to develop, implement, and continuously improve the University's trans-national education and overseas income-generation portfolio, diversifying and increasing the University's income streams, and ensuring the University is sector leading in this sphere.
- To develop and oversee opportunities for all students to undertake an international experience as part of their degree, via work or study abroad, and through domestic internationalisation initiatives, enhancing the student experience.
- To maintain excellent working relationships within the University and beyond, promoting equality, diversity, and inclusion in working and educational practice, and acting as an ambassador for the University's values.

- To ensure that appropriate risk management is integral to the University's approach to global engagement.
- To uphold Sussex's commitments to the promotion and protection of academic freedom and freedom of speech and of equality, diversity, and inclusion.
- Any other duties as directed by the Vice-Chancellor.

Key Relationships

The PVC (Global and Civic Engagement) will have the support of at least one Deputy Pro-Vice-Chancellor and will work in close collaboration and in tandem with Professional Services divisions with informal structures of reporting. Formal line management of Professional Services staff is held by the Professional Services Divisional Directors and ultimately the Chief Operating Officer.

Key internal relationships:

- Vice-Chancellor;
- Deputy Vice-Chancellor and Provost;
- Pro-Vice-Chancellor (Culture, Equality, and Inclusion);

- Pro-Vice-Chancellor (Education and Students);
- Pro-Vice-Chancellor (Research and Enterprise);
- Deputy Pro-Vice Chancellor (Knowledge Exchange);
- Chief Operating Officer;
- Director of Communications, Marketing and Advancement;
- Director of Student Recruitment, Admissions and International Development;
- Associate Director of Public Affairs;
- Head of the International Office;
- Head of Admissions;
- Head of Global Engagement;
- Chief of Staff.

External relationships:

Universities UK International; British Council; Association of Commonwealth Universities; University of Sussex global partners and prospective partners in education, research, enterprise, and recruitment; local and regional government and public bodies; local and regional industry bodies; local and regional voluntary sector organisations.



Person specification

Skills

- Ability to think and operate at a strategic level to maximise opportunities, articulating and pursuing a long-term vision while meeting daily demands.
- Ability to champion organisational strategic objectives, brokering high-level negotiations involving multicultural participants and stakeholders.
- Ability to cultivate strong networks and build links with the wider community and other stakeholders, adapting communication style for diverse audiences to ensure clear and consistent messages.

- Ability to drive an agenda forward, with personal presence to project and inspire confidence.
- Ability to act as an ambassador for Sussex, promoting and positioning the University on a global stage.

Qualifications

- Possess academic and professional credibility, ordinarily of professorial standing, to influence others within the University and externally.

Knowledge

- Demonstrate a highly developed understanding of international relations, geopolitical, social, economic and legal issues and trends, within the UK and globally.

- Demonstrate a sophisticated understanding of major topics in national and international education, including outbound student mobility, international student recruitment landscape and trans-national education.

- Demonstrate a deep understanding of the UK HE Sector and the framework/regulatory environment within which the University operates.

- Demonstrate an understanding of national and regional priorities and agendas, with the ability to develop a civic engagement strategy that reflects the University's commitment to local communities.



- Demonstrate advanced understanding of the international research, policy and partnership landscape and evidence strong familiarity with international reputation matrices.
- Demonstrate commercial acumen and familiarity with project management, risk assessment, and data analysis.
- Demonstrate familiarity with and personal commitment to widening participation, equality, diversity and inclusion.
- Demonstrate understanding of, and commitment, to academic freedom and freedom of speech.

Experience

- Record of developing strategy and providing strategic direction and maximising performance in a large, complex organisation.
- Record of forging and negotiating strategic partnerships, alliances and relationships.

- Record of representing and championing an organisation, or a significant part of one, raising its profile and increasing its impact and influence.
- Record of adopting a collaborative approach to delivering university goals and cultivating a climate of shared decision-making.

Personal Attributes

- Capacity to inspire diverse teams, empowering and supporting people, managing through influence as well as through executive authority.
- Capacity to achieve results through persuasion and negotiation where no direct authority exists.
- Possess the intellectual capacity, stamina, and agility to deal with a broad span of duties, to gain the respect of a wide range of people and to balance internal and external demands.

- Evidence high levels of emotional intelligence and judgement demonstrating diplomacy, tact and discretion.
- Commitment to the University of Sussex's values.
- Capacity to think analytically and creatively, scanning the international and home horizon to solve complex strategic and organisational problems.
- Capacity to respond to change positively, demonstrating agility and flexibility particularly when problem solving.
- Organisationally sensitive with a genuine interest in people, in their diversity, and the capacity to develop and sustain relationships with a wide range of people, at all levels.
- Willingness to travel overseas regularly.



Application process

The University of Sussex has engaged the services of Saxton Bampfylde Ltd, to whom applications should be sent. Applications should be sent at your earliest convenience and no later than 5pm on 9 April 2023.

Saxton Bampfylde Ltd is acting as an employment agency advisor to University of Sussex on this appointment.

For further information on this opportunity and to apply, please visit www.saxbam.com/appointments quoting reference **IQVWB**.

The closing date for applications is 5pm on 9 April 2023.

Informal Interview day: **17 May 2023**

Formal Interview day: **26 May 2023**



Saxton Bampfylde

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