Appointment of the University of Sussex Pro-Vice-Chancellor (Research)
Dear candidate

The University of Sussex is a remarkable institution. The distinctive ethos on which it was established more than 50 years ago is still very much at the heart of the University.

The traditions of creativity, interdisciplinarity, innovation and intellectual rigour – in both education and research – play an important part in who we are. Building on this and against a backdrop in which English Universities will be facing a period of political and economic change, Sussex is forging ahead and creating a new destiny.

We are in strong health. The University is ranked in the top 40 for most major UK league tables this year and in the top 150 worldwide in the Times Higher Education World Rankings as well as being ranked number one in the world for International Development in the QS World University Rankings for the last three years. Our research profile is strong, Sussex has a number of internationally excellent research strengths in areas within the arts and humanities, life sciences and quantum technology. Our joint medical school with the University of Brighton is also going from strength to strength, with a strong reputation for making a real impact locally, nationally and internationally.

We have launched our ambitious strategic framework, ‘Sussex 2025’, which builds upon the pioneering spirit of the original purpose of the University, but does so for the 21st century. In research, we will challenge conventional approaches and commit to excellence and impact.

Our new Pro-Vice-Chancellor (Research) will have the necessary dynamism, academic credibility and leadership experience to underpin our strategic framework and transform our research culture. The postholder will develop a research strategy, in line with ‘Sussex 2025’, that aims to add significant momentum to our research performance, diversify our income streams, strengthen our partnerships and support a positive internal culture. We will strive to ensure that all of our research is internationally recognised, interdisciplinary, innovative and has significant impact.

I hope you will join us in playing a part in shaping the future of a thriving university, with strong values that we believe make Sussex a very special place.

PROFESSOR ADAM TICKELL
VICE-CHANCELLOR
About Sussex

We have challenged convention since the University’s foundation in 1961 – from the modernist architecture of the campus on the edge of a rural national park, our excellent academics and creative professional services staff, and our inspiring students who choose to learn and live here, to the very tone of the institution and the nature of its conversations.

This is Sussex – we dare to be different

Today, our staff, students and alumni continue these traditions, making their own extraordinary contributions locally, regionally, nationally and globally.

Our lecturers deliver programmes of study that inspire students to develop the skills that make their education count, and that give them the confidence to make their mark in their chosen field.

Our staff conduct original research to explore the great questions of our age. Their findings impact policy and practice for businesses, NGOs and governments, ensuring that Sussex students are also at the forefront of knowledge in their subject.

Creative thinking, pedagogic diversity, intellectual challenge and interdisciplinarity have always been fundamental to a Sussex education. The University’s goal is to deliver teaching and learning programmes that are informed by current research, are attractive to students from all socioeconomic and cultural backgrounds, and that deliver skills for life.

The University is committed to widening access for candidates from lower-income families, and awards a high number of scholarships and other types of financial support.

What we stand for – our values

Our five core values will shape what we say and do. We will support our staff, students and alumni to create a flourishing and strong Sussex culture that continues our traditions of disruptive creativity and innovation:

- Kindness
- Integrity
- Inclusion
- Collaboration
- Courage
Research at Sussex

Our research is contributing new knowledge, ideas and solutions, which is leading to real change in the world and making a difference to people’s lives.

RESEARCH PROGRAMMES

• The Sussex Sustainability Research Programme is delivering research for achieving the Sustainable Development Goals and builds on Sussex’s tradition of interdisciplinarity and societal engagement.

• The Sussex Humanities Lab is dedicated to developing and expanding research into how digital technologies are shaping our culture and society, as well as the way we go about our research.

• Sussex Neuroscience has one of the highest densities of neuroscience faculty of any university in the UK, as well as large numbers of research fellows and doctoral students.

RESEARCH SPOTLIGHTS

• Sustainability
Research, led by Professor Jorn Scharlemann, has been instrumental in securing a ban on the international trade of extinction-threatened pangolins, the world’s only scaly mammal. The project uses small-scale data to see bigger patterns in biodiversity loss.

• Global health
Research by Dr Heike Rabe into the benefits of delayed umbilical cord clamping (DCC) is improving the outcomes for premature babies around the world. The findings have persuaded the World Health Organization to incorporate the use of DCC for pre-term infants in its global guidelines.

• Inspiring arts and humanities
Dr Bethan Stevens has made the artistry of the Dalziel Brothers’ Victorian wood engraving available to wider audiences through online exhibitions and websites, and through educational events and workshops.

• Quantum
A team, led by Professor Winfried Hensinger, have developed the world’s first blue print for building a quantum computer. The blueprint has been made public so scientists can further develop the ground-breaking technology.

• Professor Sarah Garfinkel is one of the world’s foremost experts on the health consequences of interoception – the sensation of feeling the activities of one’s internal organs. She has been included in the prestigious Nature Index 2018 Rising Stars as one of 11 outstanding early to mid-career scientists from around the world who are bringing fresh ideas to their discipline.

To find out more about our research, visit:
www.sussex.ac.uk/research
Sussex 2025

‘Sussex 2025’ is an ambitious, bold and distinctive strategic framework, reflecting a university that has been truly distinctive throughout its history.

Our framework for continuity and change

The University of Sussex has a long tradition of experimentation and innovation that has made a real difference to the lives of many students, and those who benefit from our research and wider endeavours. We will build on these achievements and evolve as a better university, dedicated to making a better world.

Our framework will guide the institution to 2025 and beyond. It is a seven-year transformation – an expression of what we stand for and how we will continue to build on our success while reinventing ourselves for the future.

In uncertain and changing times, we will need to make tough choices if we are to turn our ambitions into reality. By working towards a shared vision, and having an understanding of our common goals, we will prioritise our efforts. Our Strategic Framework is based on four dimensions:

- Research with Impact
- Learn to Transform
- Engage for Change
- Build on Strengths

For details of the full framework please visit: www.sussex.ac.uk/strategy
Leadership at Sussex

The Pro-Vice-Chancellor (Research) will sit on Sussex’s Executive team, directly accountable to the Vice-Chancellor.
The Sussex campus

Sussex is home to 18,000 students who are based on 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 I 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 several teaching buildings and the Library, and the reopening of the Attenborough Centre for the Creative Arts.
ABOUT SUSSEX

Working at Sussex

CHILD CARE

There is a nursery on campus for children aged three months to five years, operated by The Cooperative Childcare. It is open daily from 7.30am–6.30pm.

LIBRARY

Library facilities are available to all members of staff. The Library is open around the clock during term time. The Library’s special collections, now housed at The Keep, include the papers of Rudyard Kipling, the New Statesman archive, Virginia Woolf’s Monks house papers, many of Lord Richard Attenborough’s scripts and papers, and the Mass Observation Archive.

RETAIL

There is a supermarket and post office, the Students’ Union shop, a pharmacy and a bank on campus. In term time, there is also a weekly outdoor market.

SPORT

Sports facilities include sports halls, fitness rooms, a dance studio, squash courts and outdoor pitches. There is an extensive drop-in group exercise and courses programme including yoga, dance, pilates, trapeze, circuit training and aerobics.

Sussexsport holds an annual boundary walk and boundary run for staff and students around the Sussex campus. It also offers children’s birthday and sports parties from age two upwards and a full programme of sports camps and activities in the school holidays for children aged 5–16.

SUSSEX CENTRE FOR LANGUAGE STUDIES

The Sussex Centre for Language Studies provides a range of courses throughout the calendar year in English Language and Modern Languages that are open to staff as well as students. You can also use the Language Learning Centre to study over 50 world languages.

CATERING AND CONFERENCES

Sussexfood offers extensive catering facilities in Bramber House, as well as cafés across campus. There are also conference and hospitality services. You can also use the Students’ Union bars and shop.

SUSSEX LECTURES

All staff are welcome to attend professorial lectures by Sussex academics and other talks by visiting lecturers and speakers.

ATTENBOROUGH CENTRE FOR THE CREATIVE ARTS

The Attenborough Centre is a state-of-the-art performance and display space that re-opened in 2016 after extensive refurbishment. The Attenborough Centre has a growing programme of performances and events and is a Brighton Festival Venue.

FLEXIBLE WORKING

Sussex has just launched a new flexible working strategy, giving employees flexibility on where, when and the hours they work. The University is happy to explore the potential for flexibility in this role. Hours: Full-time or part-time hours considered. Requests for flexible working options will be considered (subject to business need). If you would like to discuss flexible working options, please contact seniorrecruitment@sussex.ac.uk
Brighton and the local area

THE UNIVERSITY’S LOCATION

The University 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 & Hove, with a quick nine-minute connection to Falmer to reach campus. London Gatwick airport is only 30 minutes from Brighton by car or train, and London Heathrow is just over an hour’s drive away.

BRIGHTON AND THE WIDER REGION

The city of Brighton & Hove has much to offer staff and students, and offers a quality of life for young families that is hard to match. As well as a fabulous variety of shops, restaurants and pubs, the city also has a range of good schools and a very relaxed and tolerant atmosphere. 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 of course the famous Brighton Festival every May, there is plenty on offer.

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 Pro-Vice-Chancellor (Research) sits on the University Executive and reports directly to Professor Adam Tickell, the Vice-Chancellor.

The Pro-Vice-Chancellor will work closely with the Executive Group, the Heads of School and individual academics and senior professional services staff. The new Pro-Vice-Chancellor will play a central role in the academic development of the University, transforming the research culture to foster an environment where opportunities to build research capacity are grasped and research strengths are optimised.

THE KEY ACCOUNTABILITIES OF THE ROLE ARE:

• To develop all aspects of the University’s research strategy in line with ‘Sussex 2025’ – a strategy that supports innovative, experimental and interdisciplinary research.

• To lead, in collaboration with the Deputy Pro-Vice-Chancellor for REF, the final stages of the University’s response to the upcoming REF and to think beyond 2021, creating a clear vision as to how Sussex can begin preparations for the following REF.

• To provide first-class academic and research leadership to all staff and students engaged in research and innovation.

• To promote a culture of success and champion a step change in the quality, volume and impact of our research.

• To support academics with grant capture, attracting the resources needed to undertake ground-breaking research.

• To respond pro-actively to opportunities in relation to Knowledge Exchange, Business Engagement and the government’s Industrial Strategy – seeking to maximise the impact of the University’s research in all that we do.

• To build a greater international profile and reputation for Sussex, increasing the number of international research collaborations, partnerships and co-authorships.

KEY RELATIONSHIPS:

• As a member of the University’s Executive Group, to play a full part in shaping the overall strategic direction of the University and implementing ‘Sussex 2025’.

• To support the Head of Schools with their research direction and leadership, and in developing strategies for the recruitment of world-class researchers to deliver the University’s medium and longer term research priorities and aspirations.

• To work with the Director of Research and Enterprise in the development and implementation of strategies for research assessment and performance monitoring; more generally, driving a positive relationship between the academic community and the professional services.

• To work with the Pro-Vice-Chancellor (Education and Students) to promote a culture of research-led education and research-based learning across the University.

• To develop meaningful partnerships with research institutes, universities, organisations and companies in ways supportive of the research and enterprise strategies.
The University of Sussex is looking to appoint an individual of exceptional quality and ability for this position. They must combine academic leadership at the highest level with a dynamic, innovative personality – someone who is brave enough to try new initiatives. The Pro-Vice-Chancellor (Research) will be an individual with the necessary energy, drive and ambition to transform the research culture at Sussex, challenge research convention and foster partnerships across geographies, disciplines and sectors.

**Specifically, the Pro-Vice-Chancellor (Research) will have the following:**

- Significant international recognition for research and scholarship, with an established academic track record at professorial level.
- A passion for the development of world-leading research and innovation and for securing the highest-quality outputs and strong research income.
- Experience of transforming research culture in an equally research-intensive environment.
- Demonstrable success in a senior leadership role, and experience of leading and managing change in a large and complex organisation.
- A vision to align constructively with research policy agendas on the national and international stage.
- Proven ability to lead projects in a multi-disciplinary research-led environment.
- Deep expertise, knowledge and understanding of the emerging trends, opportunities and challenges relating to the research and enterprise landscape.
- Ability to develop, motivate and inspire an academic community, developing talent to its maximum potential.
- Excellent knowledge and understanding of the REF.
- Commitment to diversity and inclusion; staff development; as well as in culture and attitudes.
- Political, environmental and cultural awareness, and the ability to network, influence, and operate effectively within different ‘political’ environments and against different cultural norms.
- Demonstrable intellect, creativity and judgement, and evidence of developing original ideas, creative approaches and demonstrating sound judgement.
- Evidence of being a proactive and dynamic individual with the ability and vision to help shape the future direction of the University and its culture.
The appointment process and how to apply

A Selection Panel, chaired by the Vice-Chancellor Professor Adam Tickell, has been established to lead the selection process and to make a recommendation to Council for the appointment. The University has appointed Perrett Laver to conduct an executive search alongside the public advertisement of this post.

Applications should consist of a covering letter, full CV detailing relevant academic qualifications, full employment history, relevant achievements, latest remuneration and full contact details. Where candidates have particular requirements if invited to interview, this should be stated in a covering letter.

Completed applications should be uploaded at https://candidates.perrettlaver.com/vacancies/ quoting reference 3867. The closing date for applications is noon GMT on Monday 16th March 2020.

TERMS OF APPOINTMENT

The appointment will be subject to:

• confirmation of the right to work within the UK
• higher-level qualifications
• satisfactory health clearance and satisfactory references.

Although the academic appointment is a permanent one, the appointment to the Office of the Pro-Vice-Chancellor (Research) will be for five years in the first instance, after which time you will be eligible for re-appointment.

EQUALITY, DIVERSITY AND INCLUSION

The University values diversity and welcomes applications from all sections of society. It is committed to promoting equality and diversity, providing an inclusive and supportive environment for all. The University aims to ensure that job applicants and members of staff are treated solely on the basis of abilities and potential, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trade union membership or non-membership, socioeconomic background or any other inappropriate distinction. In order to ensure the effectiveness of this policy, it is necessary to collect information from all applicants on factors which relate to equal opportunity in employment and applicants are therefore asked to complete the Diversity Monitoring Survey which will accompany the appointment document. The information so provided will be handled in strictest confidence and will only be used for statistical monitoring purposes.