

CANDIDATE BRIEF

# PRO-VICE-CHANCELLOR (EDUCATION AND STUDENTS)

SPRING 2023

US

UNIVERSITY  
OF SUSSEX

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## Introduction from the Vice-Chancellor and President

Dear Candidate,

Thank you for expressing an interest in joining the University of Sussex as our next Pro-Vice-Chancellor (Education and Students). This is a hugely important role at a University that cares deeply about providing an inspirational education and a supportive learning environment for students from the widest possible range of backgrounds.

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 thinking. The University 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.

In our seventh decade, the early emphasis on innovation, interdisciplinarity, intellectual rigour, and internationalism continues to define Sussex. Our 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 an interdependent world that urgently needs new ways of thinking and bold interventions, Sussex's future is extremely bright. As the University's ninth Vice-Chancellor, 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 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. An interdisciplinary and profoundly practical commitment to environmental sustainability and human flourishing will be woven into our educational offer, our research, our external engagement, and our institutional life, in the years to come.

As we navigate an ever-changing policy, economic, and cultural landscape, I look forward to welcoming a Pro-Vice-Chancellor (Education and Students) to work with me, the senior team, and the whole Sussex community in delivering a critical element of this agenda – an outstanding education and student experience that prepares our graduates for the lives and careers to which they aspire, and to be confident, collaborative agents of change, and citizens of the world.

**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 to positive social change.

Now in our 61st year, we have grown to more than 18,500 students, and we have established a global reputation, with twelve subjects rated in the top 20 in the UK in the QS World University Rankings (2023) and the same number in the global top 200, of which six

are in the top 100. We are especially proud to be ranked 1st in the world for Development Studies for the seventh consecutive year in the QS World University Rankings (2023), reflecting the radically global orientation of our research and education, and the deep-rooted commitment of the University and our on-site partner, the Institute of Development Studies, to impactful research for global social justice. More than 89 per cent of our research was recognised as world leading or internationally excellent in REF2021 and we are in the top 50 of universities globally delivering on the UN's Sustainable Development Goals.

We particularly value our strong sense of campus community, as demonstrated by our outstanding record for student retention, and we nurture our students to give them the best life chances beyond university.

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 fundamentally shaped their lives and careers, giving 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.



# Teaching, learning, and the wider student experience

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

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 online programmes, we continue to pioneer and integrate innovations in educational pedagogy, learning methods and digital technologies. We want our curriculum to challenge our students with rigorous, research-led content, to inspire them to be critical thinkers, and to encourage disruptive, entrepreneurial imagination to meet future global challenges.

- More than 18,500 students, of whom 76 per cent are undergraduates, and 24 per cent 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 new Student Centre is fundamental to an ambitious transformation in how our students access friendly, consistent, expert, and 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 a 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, through which staff and students work together to improve the student experience at Sussex.



# 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 we are placed 32nd for research impact. 89 per cent of our research is 'world leading' or 'internationally excellent'. 93 per cent of our research impact was assessed to be 'outstanding' or 'very considerable' – up from 80.7 per cent in 2014.

We have an exceptionally strong international profile to our research, being ranked first in the world for Development Studies in the QS World University Rankings (2023) for the seventh 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, and 55th globally in the QS World University Rankings (2023) for sustainability.

We have longstanding strengths in artificial intelligence, anthropology, biosciences, economics, English, gender and sexuality studies, geography, history, media and communication studies, physics, politics and international relations, psychology, science policy and social policy, sociology, and sustainability research. These established areas of excellence are joined by emerging and consolidating strengths in 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 Centre for Research on Kindness. 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 to create a better world.

## Research facts and figures in 2021/22

- 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 > **£4.32 m** in HEIF income per annum



# 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 internationalization.

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 world-wide. 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.

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 2021](#)
- Joint 15th in the world in the [Times Higher Education "Golden Age" ranking \(for universities established between 1945 and 1967\)](#)
- Joint 151st in the world in [The Times Higher Education World University Rankings 2022](#)



# Knowledge exchange and business engagement

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

Our priorities in knowledge exchange over the last two years have been to:

**Invigorate research-led business engagement.** We have stimulated a more entrepreneurial approach to research through supporting new channels of commercialisation. The pace of our spinouts has increased threefold, the number of patents granted has trebled, and the number of new software product licenses has more than doubled. Sussex's portfolio of nearly 60 graduate and staff businesses enjoyed a combined turnover of £25m in 2019/20 – up by one third in only a year. Together, these businesses attracted external investment of nearly £28m and supported 375 jobs.

**Promote and support enterprising students and staff.** We have substantially increased our capability to embed entrepreneurial learning, engage students in extra-curricular entrepreneurship programmes, and enable graduate interns and student-led consultancies to create scalable opportunities to address real-world challenges.

**Strengthen Sussex's contribution to the economic, social, and environmental vitality of our region.** We have focused on making an active contribution to driving the civic and economic fortunes of our region, working closely with partners to manage common challenges and co-create new, innovation-focused economic opportunities.

Our goal is to be an 'anchor' institution in the city region, making a difference to business vitality, civic leadership and social wellbeing locally, as well as on a global stage, and to this end we have just created the role of Pro-Vice-Chancellor (Global and Civic Engagement) for which we are currently recruiting.

For more information, visit [www.sussex.ac.uk/collaborate](http://www.sussex.ac.uk/collaborate)





# 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 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 significantly reduced the awarding 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 awarding and employment gaps between 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, thought, and belief allow us all to thrive. We can achieve more together than we can apart.

The University of Sussex values inclusivity, courage, kindness, integrity, and collaboration in all that we do. We are committed to promoting academic freedom and freedom of speech through providing an environment for the peaceful exchange of diverse viewpoints that can be scrutinised and explored rigorously and with civility.

For further information on the University's commitment and approach to EDI, please see [www.sussex.ac.uk/equalities/](http://www.sussex.ac.uk/equalities/)



## Alumni and funding

With a network of alumni in more than 150 countries around the world, Sussex graduates are our best ambassadors and the embodiment of what makes Sussex truly special.

Our alumni support the University in many ways. They enhance the student experience through acting as mentors, giving career talks, and sharing their expertise in advisory boards across the University. They act as consuls around the world, supporting our student recruitment efforts, and growing alumni networks locally.

They also generously support our students through the Sussex Fund, contributing towards scholarship and

hardship bursaries that benefit the most disadvantaged students. It was particularly heartwarming to see a generous response to support students through the pandemic in 2020/21.

Philanthropic support from alumni and friends of the University also enables Sussex to advance research with societal impact in areas where we are genuinely world leading, such as sustainability, cancer science, quantum technologies, and kindness.

Having recently celebrated the University's 60th anniversary, the University has ambitious plans for growing the number of Sussex alumni giving back to the University, either financially or through volunteering.

For more information, visit [www.sussex.ac.uk/alumni](http://www.sussex.ac.uk/alumni)



# 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 to 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 per cent 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 per cent of waste by 2025 – and reduce the waste produced per student by 10 per cent 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](#) and 55th globally in [QS World University Rankings \(2023\) for sustainability](#).



# Our location

## Sussex campus

The University of Sussex is home to more than 18,500 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 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 several

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, and offers 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. The South Downs National Park, historic sites such as the Royal Pavilion, and the beautiful South Coast are within easy reach of the campus, and 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 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 Education and Students

## Main Purpose of Job

The Pro-Vice-Chancellor (PVC) (Education and Students), as a member of the University Executive Group, will be the visible senior leader responsible for the development and delivery of the University's education and student experience strategy (currently called 'Learn to Transform') and the champion for student affairs at Sussex. This pivotal role will lead innovation and enhancement in Sussex's teaching and educational activity to ensure that the University provides an excellent student experience that meets students' needs at university and beyond, within the context of an increasingly competitive and regulated external environment.

The PVC (Education and Students) will provide leadership for academic excellence in teaching and learning, education planning, pedagogy, governance, and quality assurance and will work with colleagues across the University to inspire and support an innovative approach to curricula and teaching, embracing digitization, embedding commitments to environmental sustainability and human flourishing within the curriculum, and encouraging pedagogical experimentation within and outside the classroom.

The PVC (Education and Students) will monitor and drive improvement in key education and student experience performance indicators from recruitment through to employment, including those relating to continuation, completion, and progression, widening access, awarding gaps, and the quality of teaching, drawing on both qualitative and quantitative

feedback which tracks students' engagement and satisfaction with their university experience.

## Key Duties and Responsibilities

1. Lead the University's Education and Students Portfolio and the development of the University's education and student experience strategy as a successor to the current 'Learn to Transform' strategy, ensuring alignment with other institutional strategies and imperatives;
2. Guide the development of objectives and plans for growth in student numbers and excellent performance in continuation, completion and progression, with a specific focus on implementing new approaches that will attract, excite and retain students from all backgrounds, especially those from disadvantaged and under-represented groups, and developing flexible 'life-long' provision for mature, part-time, and foundation learners;
3. Respond to sector-wide metrics, quality assurance, and regulatory bodies, including holding lead responsibility for the TEF and its related metrics, and for OfS A and B conditions, to ensure excellent performance and full compliance;
4. Lead the development and renewal of Sussex's distinctive cross-University interdisciplinary and research-led thematic education offer with a focus on environmental sustainability and new approaches to student well-being and community;



5. Work closely with student representatives and the University of Sussex Students' Union, ensuring strong two-way communication and positive relationships, and establishing and embedding a new paradigm for 'co-creation' where students and staff together shape the future development and renewal of the University;
6. Working alongside the Director for the Student Experience, the University's principal Professional Services lead for education and the student experience, and staff within the Division for the Student Experience, to ensure appropriate Professional Services plans and service priorities, policies and processes are in place to deliver our education and student experience strategy;
7. Work with communications and recruitment staff, and with Schools, to ensure that current and prospective students have the accurate, clear, well-presented, and useful information they require to make informed choices;
8. Develop the University's educational offer from both a pedagogical and technological perspective, promoting the use of technology and digitisation to achieve improved personalised services, flexible modes of study, and accessibility;
9. Lead the review of programme provision and the development of new courses, in light of disciplinary and interdisciplinary developments, market demand, and in relation to the University's academic strategy and research excellence;
10. Ensure the availability of an attractive, engaging, and rigorous programme of training, support, and development for teaching staff at all levels, including accreditation by the HEA, and work in close collaboration with Professional Services colleagues, in Human Resources and the Division for the Student Experience, to shape a detailed programme of academic development in accordance with the University's People Strategy;
11. Inspire and lead staff across the whole University in the Education and Students Portfolio, especially the Deputy Pro-Vice-Chancellors (the DPVC for Education and Innovation and the DPVC for Student Experience), Associate Deans (or equivalent office holders), Directors of Teaching and Learning, Directors of Student Experience, senior leaders in Digital Learning/ Technology Enhanced Learning, the Library, Teaching Quality, Student Surveys, and Careers, and colleagues engaged in outreach, recruitment, and admissions;
12. Work alongside the directors of Estates and IT Services to deliver, on time and on budget, projects and programmes aimed at improving and developing the educational offer and student experience;
13. Work with colleagues from across Sussex to agree KPIs for education and student experience, establishing baselines for objective setting and performance measurement;
14. Work with colleagues to deliver robust data capture mechanisms and to explore contemporary models to disseminate data and findings;
15. Build and manage relationships with policy makers and regulators, including the Office for Students, to help influence and shape national policy;
16. Contribute to shaping the national agenda around university education and student support, engaging with the policy domain, and collaborating across the sector on student experience and educational matters;
17. Embody a commitment to providing an environment for work and study that advances inclusion and equality of opportunity, removes barriers to progression and success, and promotes understanding and awareness of the value and importance of diversity of background, belief, and identity;
18. In all of the above, promote the values of the University, and advocate and protect academic freedom and freedom of speech.



### Job Context

The University of Sussex believes that the diversity of its staff and student community is fundamental to creative thinking, pedagogic innovation, intellectual challenge, and academic excellence of both education and research, and it is within this context that the role holder will deliver outcomes.

The University is about to embark on creating a new strategic plan, building on the current strategy, Sussex 2025. The PVC (Education and Students) is responsible for ensuring our students receive a transformative, high-quality education and learning experience that will enable them to realise the futures they desire. It is our intention that Sussex graduates are able to embrace the opportunities and challenges that they meet, making meaningful contributions

to the world, in their own way. We seek to ensure that Sussex students develop the knowledge and skills needed to be critical thinkers, entrepreneurs, commentators, citizens, collaborators, leaders, teachers, life-long learners, and activists.

In an era of unprecedented change, intense public discussion about the value and role of universities, and increasing regulation, it is increasingly incumbent upon members of the University's executive team to represent the University locally, nationally and internationally in order to engage with policy makers, potential students, current students and alumni, in order to grow the University's influence and reach.

Reporting to the Vice-Chancellor, the role holder will work closely with the DPVC for Education and Innovation and the

DPVC for Student Experience, to shape the experience of Sussex students, and hence of our graduates, and to provide a transformative educational experience. The role holder will work with academic and professional colleagues to develop a distinctive Sussex curriculum, embracing digitization, and encouraging experimentation, group work, independent learning, and skills development, in and outside of the classroom.

As a key member of the University's Executive Group, the PVC (Education and Students) will be required to develop strong stakeholder relationships with their peers, through the provision of expert advice, recommendations and guidance on all aspects relating to University approaches to education and student activities.



**Dimensions**

The role holder does not have direct budgetary responsibility; however, they are the strategic lead for the University's Access & Participation Plan budget totaling circa £6.5m in 2021.

The post holder is expected to achieve results through influencing and negotiation at the highest level and across the institution, working with fellow members of the University Executive Group, with

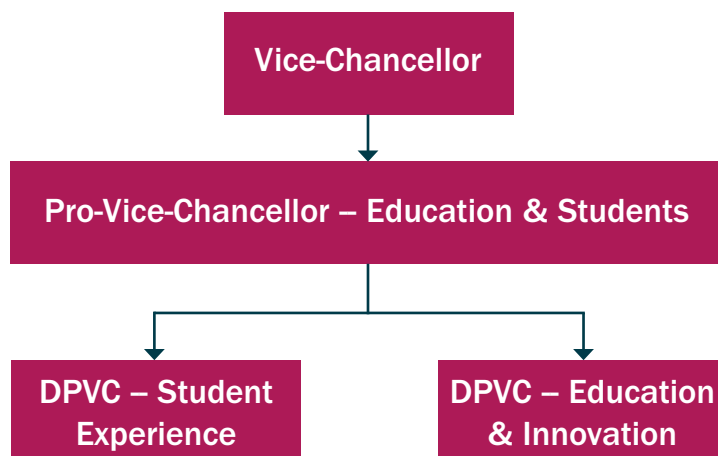
Heads of School, with Professional Service Directors, the Professoriate, staff networks, diversity and inclusion Steering Groups and Self-Assessment Teams, and, where appropriate, union representatives.

The post holder is responsible for ensuring the delivery of strategic priorities and for developing a strategy to significantly improve the educational experience of students at Sussex.

The post holder will be a member of the University's Executive Group and will be supported by the secretariat in the VC's Office.

Two DPVCs report directly to the role holder: the DPVC for Student Experience and the DPVC for Education and Innovation.

**Organisational Structure**



**Internal and External relationships**

The role holder will develop and maintain close working relationships with the University Executive Group, and the University Leadership Team.

Reporting directly to the VC, the role holder will also work closely with the Deputy Vice-Chancellor and Provost.

The role holder will work closely with student representative groups, including, but not limited to, the Students' Union. The role holder will be expected to develop good working relationships with members of Council and Senate.





# Person specification

## Skills

- Ability to work closely with the Vice-Chancellor, Deputy Vice-Chancellor and Provost, Heads of School, and other Pro-Vice-Chancellors to provide strong academic leadership across all disciplines and interdisciplinary areas of study;
- Ability to make tough decisions and maintain a clear, well-evidenced position in the face of disagreement;
- Ability to design and oversee an innovative programme of training, support and development to meet the needs of a wide and diverse academic community of educators;
- Ability to understand and work with key education and student experience metrics;
- Sophisticated and high-level negotiation, influencing, and communication skills;
- Ability to engage effectively and develop positive working relationships with students.

## Qualifications

- PhD
- Fellowship, Senior Fellowship or Principal Fellowship of the Higher Education Academy (highly desirable)

## Knowledge

- An understanding of national and global trends in higher education and their impact on the University's strategic direction and priorities;
- A broad understanding of the policy context for education and student experience within UK HE;
- Knowledge of current and emerging pedagogies in higher education;

- Understanding of the relationship between research and teaching in a research-intensive environment;
- Knowledge of new developments in educational technology and of new digital approaches to/tools for student engagement and service delivery;
- Understanding of the challenges faced by today's students, particularly those related to mental health and well-being, and those related to social disadvantage;
- Understanding of the University of Sussex's history, values, and mission.

## Experience

- An accomplished academic track record in university teaching and student engagement;
- A successful track record in the leadership and management of learning and teaching, and student experience in higher education;
- A track record of effecting positive cultural and operational change and performance improvement in higher education;
- A successful track record in the review and refreshing of an academic product portfolio, in terms of subject range and modes of study to ensure that provision is attractive to students;
- A successful track record of driving digitisation through the learning environment and of responding to new technologies;
- Significant experience of academic planning and an appreciation of the importance of embedding KPIs to understand and track performance;

- A proven track record of achieving targets in a competitive environment;
- A proven track record of promoting equality, diversity, and inclusion, and of advancing the participation of under-represented groups within an academic environment, within the curriculum and in wider student experience.

## Personal Attributes

- An energetic, positive, and engaging approach and an ability to inspire academic staff and students;
- Resilience and the ability to drive change in the face of obstacles and challenges;
- Willingness to engage with diverse staff and student communities;
- Willingness to anticipate potential legal and regulatory developments and to engage with change as an early adopter as appropriate;
- Commitment to the University's values, strategy, and priorities;
- Commitment to equality, diversity and inclusion, to widening participation, to supporting students to flourish, and to ensuring the best possible education and university experience for all students;
- Commitment to academic freedom and freedom of speech within the law.



# Appointment process

The University has engaged Minerva ([www.minervasearch.com](http://www.minervasearch.com)) to assist with the recruitment of the Pro-Vice-Chancellor for Education and Students.

For more information about the role, including how to apply, please visit Minerva at [www.minervasearch.com/sussexpvced](http://www.minervasearch.com/sussexpvced)

For an informal confidential discussion, potential applicants may contact [sussexpvced@minervasearch.com](mailto:sussexpvced@minervasearch.com)

**MINERVA**

The University  
of Sussex is  
Disability  
Confident.

