

CANDIDATE BRIEF

Vice-Chancellor

OCTOBER 2021



ODGERS BERNDTSON

US

UNIVERSITY
OF SUSSEX

Contents

Introduction from Chair of Council Dame Denise Holt	3	Inclusive Sussex	9
About us	4	Alumni and Funding	10
A research-intensive university	5	Sustainable Sussex	11
Teaching, learning and the wider student experience	6	Our location	12
Global engagement and impact	7	The Role of Vice-Chancellor	13
Knowledge exchange and business engagement	8	Person Specification	15
		Appointment process	17



Introduction from Chair of Council Dame Denise Holt

Dear candidate,

Thank you for expressing your interest in becoming the new Vice-Chancellor of the University of Sussex. Sussex is 60 this year. From the very start, it was intended to be a new kind of university: challenging convention and fostering critical, at times dissenting, thinking. It set out to disrupt traditions, create new 'interdisciplinary' pathways, and redraw the map of learning.

This ethos is still flourishing. Our Pedagogic Revolution is decolonising the curriculum. Our global engagement has led to more than 300 academic partners in 59 countries. Our pioneering research, particularly in Development Studies, has given us an international reputation for bringing about real and meaningful change.

Underpinning all this are our institutional values – courage, collaboration, inclusion, kindness and integrity – which we pledged, in our 2025 strategy, to place at the heart of everything we do. We are also committed to incorporating sustainability into every aspect of our activity – from course modules to green campus initiatives.

The HE sector faces major challenges, not least in public confidence, but we are in robust financial shape and determined to reclaim our top 20 place in the league tables. We know who we are and what we stand for. Our next Vice-Chancellor will build on our strengths and reputation, realise the vital role Sussex can play in this rapidly changing landscape, and be an inspirational leader for the next stage of our journey.

Our exceptional university requires an exceptional individual. If you believe you have the qualities, the experience and the ambition to match our expectations, we look forward to hearing from you.

Dame Denise Holt
Chair of Council

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.

We designed our own academic structure, including pioneering the notion of 'interdisciplinarity'. And we forged ahead in new fields, such as cognitive science, as well as developing a diverse and broad-based curriculum.

In addition to intellectual freedom, we offered a bold new environment shaped by Sir Basil Spence's daring architecture, the natural beauty of the Sussex countryside, and our dazzling location on the south coast close to Brighton.

Now in our 60th year, we have grown to more than 19,000 students, and have established a global reputation – 151st in QS World Rankings – with more than 75 per cent of our research recognised as world leading or internationally

recognised. We're 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 beyond scholarship to give them the best life chances. We strongly encourage entrepreneurialism, particularly in social enterprise and sustainability, to give them the confidence to take their learning into the world.

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 what they believe in. 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, three Nobel Laureates and a founding commitment to interdisciplinarity, Sussex is respected for innovative, high-quality research.

Over 75% of our research was categorised as world leading or internationally excellent in the 2014 Research Excellence Framework (REF) and we expect to maintain or improve on this in REF 2021 across all the 25 Units of Assessment we submitted.

We have an exceptionally strong international profile to our research, being ranked first in the world for Development Studies in QS World University Rankings for the six out of the past seven years. 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 [*Times Higher Education \(THE\) World Impact Rankings 2021*](#).

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.

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.

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

Research facts and figures – In 2020/21

- 742 research bids = **£206m**, 258 new awards = **£37m**
- Research grant and contract portfolio = **£255m** over 926 separate awards.
- Research Quality and Impact team delivered REF, submitted in March 2021 = **c£11m** per annum from annual Research QR; **£4m** in other QR or Research Training funds
- KE income rose to **£23.5m**, up > £1m based on previous 5-year average
- Knowledge Exchange Framework (KEF) and related requirements delivered; supporting > **£3.5m** in HEIF income per annum.



Teaching, learning and the wider student experience

As one of the few universities committed to return to 100% face-to-face teaching, we recognise the value that human interaction brings to education.

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 19,000 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

When it opens in the 2021/22 academic year, our new Student Centre will be integral in how our students access friendly, consistent and expert student-focused 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, 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 internationally 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.

This year we were ranked 8th in the world for international student exchange mobility by the World's Universities with Real Impact (WURI) 2021.

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 awarded the title of 'University of Sanctuary' in recognition of its efforts to welcome and support forced migrants. Sussex is one of only 15 universities in the UK to be made a University of Sanctuary.

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 trebled and the number of new software product licenses 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 enabled 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 re-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 the business vitality, civic leadership and social wellbeing locally as well as on a global stage.

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



Inclusive Sussex

Equality, diversity and inclusion is everyone's business at 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 more widely. Our goal is to create a culture where everyone thrives, making Sussex a beacon in the sector nationally and internationally. Our percentage of women professors is strong compared to the sector

average and our Widening Participation programme of engagement and support has resulted in significantly reducing the awarding gap for our students who are the first in their families to go to university. But there's more to be done, which is being addressed by our Inclusive Sussex strategy. Our vision is for all members of our community to have equal access to opportunities and to reach their full potential.

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



Alumni and fundraising

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.

They support the University in many ways. They enhance the student experience through acting as mentors and 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.

As we celebrate 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



Sustainable Sussex

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

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 having the [largest on-campus solar farm](#) of any university in the UK and being the first UK university to introduce an [aerobic digester for food waste](#).

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 2021](#).



Our location

Sussex campus

The University of Sussex is home to more than 19,000 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 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 & Hove, 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

Students and staff alike put down deep roots in Brighton. As well as a fabulous variety of shops, restaurants and pubs, the

sea and the South Downs, the city also has a range of good schools.

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. 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 Vice-Chancellor

The Vice-Chancellor will lead the University with commitment, conviction and flair, articulating a compelling and ambitious vision which celebrates and builds on our history.

Sussex is a leading, modern university making distinctive, cutting-edge contributions to global society and economy through world class education, research and outreach activities.

Responsible to the University's Council through its Chair, the Vice-Chancellor is the chief academic and administrative officer of the University and the 'Accounting Officer' under the memorandum with the Office for Students. The Vice-Chancellor will be responsible for the delivery and evolution of Sussex 2025, developing and implementing clear implementation plans as well as successor strategies as required.

Key Duties & Responsibilities

Leadership

- Providing strategic vision and inspiring, visible leadership, both academic and administrative, to the University, building on the University's heritage yet relevant to the challenges of the current Higher Education environment.
- Building capacity across the University to help identify and grasp major opportunities through academic innovations or substantive engagement with other HE institutions, government, public sector or industry.
- Championing diversity and inclusion throughout the University, ensuring Sussex is an exemplar in the sector and attracts talented staff and students who are representative of our society.

- Leading development activities, including fundraising campaigns and enhancement and reinforcement of the University's reputation and scope, both in the UK and internationally.

Quality

- Enhancing the reputation of the University for international research, academic excellence, quality and engagement.
- Ensuring that research and education at the University are field-leading and meet the needs of society as well as the aspirations of its students.

Culture

- Championing equality, diversity and inclusion; widening participation amongst staff and students.
- Developing productive and meaningful relationships with staff and students and engaging with issues which affect them and the development of the University. Supporting and enabling them to be inspiring and empowered in the delivery of their responsibilities, throughout the University.
- Engaging with the views, ideas and aspirations of the whole community and helping to model and foster behaviours that will draw out the best of all staff and students. Liberating potential across the University through positive investment in people.
- Ensuring the University is socially and environmentally responsible.



Management

- Working with the senior officers of the University to ensure effective management of its financial, human and physical resources and their deployment to support the core activities of the University.
- Articulating clear priorities for investment.
- Developing managerial capabilities in others to delegate effectively.
- Fostering a transparent culture of trust, openness and accountability amongst the community.

Governance

- Developing a constructive working relationship with the University Council and its Chair, to achieve the highest standards of governance.
- As Chair of Senate, working with Senators to ensure its effectiveness as the University's academic authority.
- Ensuring the University is compliant with legal and regulatory requirements.

Stakeholders

- Influencing and advocating on behalf of the University and its interests through active engagement with the sector, government, business, media and local communities.

- Establishing strong and productive relationships with the University's alumni and its principal donors and sponsors.

External Relations

- Developing and sustaining relations with external organisations and bodies, promoting the best the University has to offer, to advance and promote the interests of the University.
- Representing the University in the media.



Person specification

Experience, skills and knowledge

- Distinguished academic able to command the respect of colleagues throughout the University.
- Deep knowledge of higher education and research demands both in the UK and globally.
- Strong communication and listening skills and passion for engaging with the Sussex community – students, staff, alumni, the city and region and external stakeholders – and a commitment to working with staff and students to achieve the highest academic standards.
- Evidence of successful leadership in a comparable organisation and the ability to work in an increasingly complex environment.

- High-level political, ambassadorial, networking and inter-personal skills and experience of developing relationships and activities nationally and internationally, with government, policy formulators and international partners.
- An excellent understanding of, and insight into, the opportunities and challenges for a university in the context of a rapidly globalising and changing environment.
- Demonstrable financial and commercial acumen, for example in navigating complex issues from completing long term, large scale capital programmes to negotiating pension changes.

Leadership competences

- The capability to inspire and engage stakeholders with the vision of the University through strong communication skills which will command the respect and support of staff and students.
- A visible, dedicated leadership style with an empowering and transparent approach.
- A track record of substantial and successful personal contribution to the creation of a compelling strategic vision for the future in a complex, multi-stakeholder organisation.
- Proven record of developing and sustaining diverse and high performing teams, and transforming organisations by turning vision into action.



- Commitment to, and experience of, fundraising and development activities, including internationally.
- A consistent track record of managing change and handling diverse and challenging managerial issues appropriately.
- An understanding of the importance of digital developments, producing a transformative effect on students, teaching and research.

Personal qualities

- Have a demonstrable commitment to the values and ethos of the University, including equality, diversity and inclusion.
- Proven commitment to social, economic and environmental sustainability.
- Creativity and ambition to develop innovative ideas and solutions to advance the University.
- Accessible, attuned, communicator and listener.
- Have evident stamina, resilience and determination.
- Collegiate and a natural collaborator, seeing value in creating outstanding partnerships.
- International mind-set.



Appointment process

The University of Sussex has engaged the services of Odgers Berndtson, to whom applications should be sent. Applications should be sent at your earliest convenience and no later than 5pm Friday 19th November 2021.

In order to apply, please submit a comprehensive curriculum vitae (CV) along with a covering letter setting out your interest in the role and details of how you match the required criteria. Please include in a separate document, the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

In line with GDPR, we ask that you do NOT send us any information that can identify children/family members or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious, or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information.

The preferred method of application is online at www.odgers.com/84017

If you are unable to apply online, please email your application to 84017@odgersberndtson.com

All applications will receive an automated response.

Any postal applications should be sent to:
Natasha Wood,
18-20 Cannon Street
London EC4M 6XD

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process. This will assist the University in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

First stage interviews at Odgers Berndtson will be held in **late November/early December 2021.**

Final-stage interviews at the University will take place during **week commencing 10th January 2022.**

It would be advantageous for candidates to make appropriate arrangements to ensure their availability on these two dates.

For a detailed conversation about this opportunity, please contact:

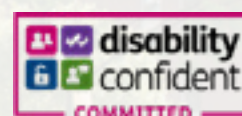
Claudia Wardle, Education Practice
+44 (0)20 3890 9244
claudia.wardle@odgersberndtson.com

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments.

Should you require access to these documents in alternative formats, please contact natasha.wood@odgersberndtson.com.

Also, if you have any comments and/or suggestions about improving access to our application processes please don't hesitate to contact us at response.manager@odgersberndtson.com.

The University of Sussex is Disability Confident.





ODGERS BERNDTSON

odgersberndtson.com

US

UNIVERSITY
OF SUSSEX

sussex.ac.uk