

FURTHER DETAILS

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VICE CHANCELLOR'S WELCOME

Thank you for your interest in applying for a position at York St John University. This is an exceptional opportunity to join us at an exciting and intellectually stimulating time, as we build on our rich heritage in the heart of York and look to an exciting future as an increasingly impactful University.



There are many great reasons to join York St John University. From our original founding as a teacher training college in 1841, right up until the present day as a modern, forward-thinking University, our institution has recognised and celebrated education as a force for the possible.

We believe passionately in the importance of the contribution that we make happen, through the advancement of understanding and the pursuit of social justice. We create opportunities for students - many of whom are the first in their family to go to University, or from groups underrepresented in Higher Education - that open their eyes to their personal potential and enhance the role they play in the world. We do this with pride, professionalism, optimism and above all - humanity.

In recent years our offer has proven increasingly popular. We were the fastest growing University in the UK between 2015 and 2017. This success has placed us in a strong position to plan confidently for the future and invest in the quality of our Academic offer.

Strategically, three clear priorities: inspiring learning; impactful research; and enabling our students to be clear about their career, drive a strong sense of common purpose across the

University and are leading to the development of a new University Strategy that will set out our ambitions to 2026. You will join us as we prepare to launch that Strategy and with it the exciting next phase of our journey.

Alongside the chance to work at one of the UK's most beautiful city centre campuses, you'll also be at the heart of a truly outstanding location. York was recently named the UK's best city to live in by the Sunday Times, with its excellent schools, cultural life and community spirit highlighted as just some of the reasons.

We appreciate what an important step your next career move is. So as well as looking through this booklet, if you'd like to know more about the University please don't hesitate to explore our website, give us a call, or come and visit our campus. We'll always make you feel welcome.

Thank you once again for your interest and I wish you all the best with your application.

A handwritten signature in black ink that reads "Karen Stanton". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Professor Karen Stanton
Vice Chancellor





"I feel very proud to be part of the team at York St John University. From doing a Masters and PhD supervised here I have developed to become a longstanding member of the Academic community. The University has given me a strong foundation to grow professionally through both training and the support of my peers. We take a modern, outward looking approach which helps us offer high quality teaching to students."

DR INDU VIBHA MEDDEGAMA
LECTURER IN LINGUISTICS AND TESOL

YORK ST JOHN UNIVERSITY

MODERN, SINCE 1841

At a time when the Higher Education sector faces considerable change and uncertainty, York St John University can draw on a proud history of innovating and modernising to meet contemporary needs and challenges.

As the oldest Higher Education institution in the city, our roots go back to 1841. Originally the York Diocesan Training School for teacher education, we opened in May that year with just one student, whose descendants are still in contact with the University today! In 1846 the Female Teacher Training School was also founded and ever since then our mission to widen access to education has been at the heart of everything we do.

After expanding our range of courses over many years, York St John achieved full University status in 2006, with Research Degree Awarding Powers following in 2015. Now, as the sector responds to new business models, regulations and expectations, we are adapting again. This means building on our strong suite of undergraduate courses with enhanced Postgraduate provision, new relationships with international and domestic education partners and the identification of new income streams and teaching opportunities that build on our significant reputation for supporting continuous professional development.

Alongside this external focus, we're creating the conditions on our campus where you can really achieve. We have invested significantly in new teaching space and facilities, including new laboratories, media studios and a major new sports park development just a short walk from our main campus. The combination of old and new architecture, alongside green space and views from many offices of both the city walls and iconic York Minster, makes York St John University an attractive and energising place to work. We are also a consistent Gold Award winner at the annual Yorkshire in Bloom competition.

The University has a clear governance structure and a governing body of experienced members who act as positive advocates for the institution's staff and students. Our current Chancellor is the Archbishop of York, John Sentamu. The University's proud position at the heart of the city is perhaps best celebrated and symbolised each year at Graduation, which takes place over three days during November within world famous York Minster.

A 21ST CENTURY UNIVERSITY EXPERIENCE

- London campus launching in 2018
- A new Creative Centre planned for 2021
- Major investment underway across digital infrastructure

GET TO KNOW US BETTER

One mission: 'To inspire our students and staff to reach their full potential, advance knowledge and make a positive contribution to the world'.

The University has nine Academic Schools:

- School of Art, Design & Computer Science
- School of Education
- School of Health Sciences
- School of Humanities, Religion & Philosophy
- School of Languages & Linguistics
- School of Performance & Media Production
- School of Psychological & Social Sciences
- School of Sport
- York Business School



60%

of our (UK/EU domiciled) students come from one or more group that is under-represented in Higher Education



In the Top 25 UK universities for long-term graduate employability or education.

810

staff in total

6,500

students from 129 different nationalities

In the Top 10 UK universities for giving equal access to students from all backgrounds

Higher Education Policy Institute (HEPI) analysis 2018

95%

satisfaction rating from our research degree students

Higher Education Academy Postgraduate Research survey 2017



30%

of our research is world leading or internationally excellent

Research Excellence Framework (REF) 2014

£46 million

invested in our campus over the past five years

£65 million

annual contribution to the economy



"I was attracted to York St John University by the strong sense of community and the ambition it has for students. There is a genuine commitment to widening access, raising aspirations and increasing opportunities through the power of education. The collective focus on impactful research reflects our desire to apply academic excellence and rigour to areas where we can really make a difference".

PROFESSOR MARK EDWARDS

PRO VICE-CHANCELLOR, INTERNATIONAL AND
HEAD OF SCHOOL, PSYCHOLOGICAL & SOCIAL SCIENCES

ACHIEVE YOUR AMBITIONS

When you join York St John University, you invest your expertise in us and likewise we recognise the value of investing our efforts and expertise in you.

So we offer a wide-ranging package of training and professional advancement opportunities that mean you and your manager can tailor development to you.

Your success at work starts with your wellbeing. Since 2015 we have been a signatory to the Mindful Employer Charter, reflecting our positive approach to mental health and wellbeing in the workplace. We are also accredited as a Disability Confident Employer in 2017. York St John was also a partner to Stoenwall when it launched its Trans Allies initiative. A strong sense of community across our campus is reflected in the networks of mutual support that exist between our teams.

All staff will receive an annual Performance Development Review (PDR), with our online system ensuring that objectives can be recorded, monitored and acted upon consistently across the University. Dedicated training and development budgets within teams mean that your manager can work with you to put practical steps in place following your review.

Everyone at York St John University has the opportunity to pursue professional growth and promotion. A number of leadership programmes, accredited by the Chartered Management Institute, are available and funded by the University.

For those already in leadership roles an 'Extended Leadership Team' network meets regularly to help the University develop its strategic direction and priority projects as well as providing an excellent networking opportunity with peers.

Having appointed over 60 new academic staff in the past two years, the University is embracing the opportunity to learn from fresh ideas.

Amongst Academic staff we have a strong record of enhancing career advancement. 90% of our Academic staff have achieved Higher Education Academy fellowship, putting us amongst the leading universities in the country for the proportion of Academics with a recognised teaching qualification. We have many examples of staff from different backgrounds who have been supported in achieving promotion from Lecturer to Senior Lecturer and from Associate Professor to Professor.

We support and promote a number of programmes and initiatives targeted to those who are underrepresented in Higher Education leadership roles. This includes funding for the Leadership Foundation's Diversifying Leadership Programme, which supports early career academics and professional services staff from black and minority ethnic (BAME) backgrounds who are about to take their first steps into a leadership role, and for Aurora, the Foundation's women-only leadership programme. Through the Northern Universities consortium we also support dedicated action learning sets for female staff.

The University has a well-established mentoring scheme, with all new starters allocated an internal mentor, as well as being part of the Research mentoring and Yorkshire Accord mentoring programmes.

AN ENVIRONMENT TO THRIVE IN

We believe that being happy in the work you do is one of the most fundamental ways to bring out the best in your teaching, research and wider contribution to our University. We work proactively to create an environment that feels friendly, inclusive and supportive for all our staff, as well as our students.

We are proud to be the holder of a number of awards that demonstrate this commitment. We have been listed amongst the UK's most inclusive employers by LGBTQ charity Stonewall for a number of years and climbed to 24th in their overall ranking in 2018, helped by the development of our new trans-framework and a thriving LGBTQ staff network that play a proactive role not just in University life, but in the cultural vibrancy of the whole city.

We also hold the Social Enterprise Gold Mark in recognition of the socially responsible way we work and contribute. For example, many of our staff have supported the award winning Converge initiative – a partnership with the NHS through which the University offers free courses and training to mental health service users from the local community. Over the past ten years more than 1000 people have benefitted. In addition, we are part of York Cares, a city-based, independent volunteering charity

through which businesses, communities and employees come together to make York a better place. We work with other local organisations to offer support to particularly vulnerable groups, including refugees and care leavers.

The University celebrates the diversity of its workforce and is actively seeking to increase that diversity further. We have a number of strong staff network groups that ensure colleagues from different backgrounds can come together in a spirit of mutual support. We run a range of events each year to mark key events in the calendar, such as Black History Month. We also have arrangements in place through our Chaplaincy to support staff and students of all faiths and those of none.

Staff at all levels are active in shaping the University's policies and direction. For example, a recent review of the University's values engaged more than 150 staff.



BENEFITS

Our commitment to our staff is demonstrated in an extensive suite of benefits and support that includes:

- Excellent annual leave alongside flexible working to create a family-friendly working culture.
- Well-established staff pension provision run through the North Yorkshire Pension Fund and the Teacher's Pension Scheme.
- An Employee Assistance Programme for confidential help and support during difficult times, provided by qualified experts.
- A Health Cash Plan, available after a qualifying period of service, entitling staff members to a range of discounts and support in relation their own healthcare and in certain cases, that of family members.
- A significant number of staff discounts and benefits relating to shops and services outside the University, accessible through the free YSJ You staff benefits scheme.
- Support for a healthy lifestyle through YSJ Active – giving access to fitness facilities and health opportunities, plus a well-used cycle to work scheme.
- Extensive training on issues of personal as well as professional development



A CITY TO CELEBRATE

Knowing that you can achieve a positive work-life balance is an important consideration for any new role, as is thinking about where you'll live and how you'll travel to and from work. Against each of these criteria, York ticks all the boxes!

Not only is the city one of most popular tourist destinations in the U.K, thanks to its range of history, culture and year-round entertainment – it is also regularly highlighted as one of the best places to live thanks to the quality of its schools, safety record, community spirit and thriving arts scene.

As York St John University is located just a stone's throw from the city walls, our staff are ideally placed to get immersed in everything York has to offer and build new networks and professional relationships. We actively support or sponsor many of the key events in York's cultural calendar including the BAFTA qualifying Aesthetica Short Film Festival, the York Literature Festival, Illuminating York – the city's festival of lights and the Festival of Ideas. York's status as the UK's first UNESCO city of Media Arts reflects our thriving creative scene, which is brought to life across the city's several theatres, cinemas, galleries, creative spaces, music venues and independent shops.

The University's location in the centre of the city makes it easier to get to, however you prefer to travel. Many of our staff walk or cycle to work and for those coming from further afield we are less than a fifteen minute walk from York train station itself. Bus routes from around the city, including

Park and Ride services come past, or very near to the University. Parking is also available near to our campus.

The city's wider transport connections are excellent, with more than 70 trains per day during the week to London, a journey that takes just over 2 hours, plus very regular trains to Leeds (25 minutes away) Manchester and Manchester Airport (80 and 105 minutes respectively) and Edinburgh. Leeds Bradford airport is also less than an hour away. For staff moving to the city, relocation support is available to certain roles.

York is the largest city in North Yorkshire – the largest county in England. This means that the Yorkshire Moors are on our doorstep, the Yorkshire coast is less than an hour away and we are just a short way from a variety of picturesque towns and villages, each with their own unique charm and history. The region has the highest levels of employment in the north of England and one of the most highly skilled workforces.

The University has strong links and partnerships across the region, including a leading role in work to widen participation in Higher Education. We are increasingly looking at our regional footprint, establishing York St John as a major influence on North Yorkshire's social, economic and cultural evolution.