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YORK
ST JOHN
UNIVERSITY

APPOINTMENT OF

PRO VICE CHANCELLOR
(LEARNING AND TEACHING)

+

PRO VICE CHANCELLOR
(RESEARCH & KNOWLEDGE TRANSFER)





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INTRODUCTION FROM PROFESSOR KAREN BRYAN VICE CHANCELLOR

Welcome and thank you for your interest in our new Pro Vice Chancellor roles at York St John University.

Both these posts provide a chance to make a real impact at a time of change, challenge and opportunity for our University, our sector and indeed the whole world.

Over almost 180 years this institution has proven adept at responding positively and proactively to the emerging needs of the communities we serve. Since our founding in York in 1841, our socially conscious commitment and mission has ensured students from every background are supported and inspired to reach their full potential.

Originally a teacher training college for the sons and daughters of local working families, today we welcome almost 7000 students and 700 staff from all over the world to our award-winning campus. Our new Pro Vice Chancellors will make their mark on shaping a new chapter. You will join a University with strong foundations from which we will progress, even in the context of the global pandemic affecting all our lives right now. Several years of growth, diversification and partnership development underpin a financially stable institution with people still firmly at heart. Students and their outcomes are at the centre of everything we do – our rise to 27th in the country for overall satisfaction in the latest National Student Survey (NSS) reflects that.

The efforts of our whole team have placed us on a positive trajectory –

highlighted by one of the biggest rises in the Sunday Times Good University Guide, climbing 21 places in their 2020 league table to 81st in the UK. The quality of our teaching was recognised as a specific strength. We have invested significantly too in the support and expertise to enhance our research output.

Underpinning these achievements, this is a place with an incredible sense of community, where people really do work together. This helps students, staff and visitors alike feel they are welcomed, valued and belong.

The University has a clear strategy guiding our journey. Taking us up to 2026, it sets-out our ambitions to grow in stature and in size, invest in teaching, research and facilities, contribute to society and enhance outcomes. It includes bold, transformational plans: the London Campus we opened in 2018; a new state-of-the-art creative centre being built on our York campus; key strategic partnerships around mental health; and the enhancement of our work across the STEM agenda.

The Strategy also reflects extensive engagement with staff and students to define the values that guide us: intellectual curiosity, generosity and rigour; promoting fairness and challenging prejudice; and inspiring one another to succeed.

Working alongside me and as part of our Executive Board the new Pro Vice Chancellors for Learning and Teaching and Research and Knowledge Transfer, will ensure this

Strategy remains relevant and fit for purpose as we respond to the new circumstances we all now face. You will make our Strategy real and relevant for our academic and professional services staff alike. You will bring the drive, insight and ideas to maintain the momentum we have established.

This September we will introduce a new five School academic structure, designed to empower and enable our academic community. A huge amount has been achieved by the University in recent years, particularly against the backdrop of the complex political and regulatory environment. There is great strength here and a real passion to do work that makes a difference and promotes social justice. We are building a team that shares that passion.

I look forward to welcoming two new Pro Vice Chancellors who, through their experience, leadership and academic credibility, will support us in driving forward our ambitions, championing our community spirit and ensuring York St John University moves to the next stage of its development as a University.

I really look forward to hearing from you and hopefully meeting you soon. I hope the information provided in the following pages gives you a greater understanding of who we are, what we have achieved and our aspirations for the future.

**Professor Karen Bryan,
Vice Chancellor**

WELCOME FROM THE STUDENTS' UNION

Our students know York St John as a small, but amazing institution. Studying in the heart of the city of York offers our students so much more than a degree. York St John is a unique community of students and staff who actively engage in studies, are partners in learning and embrace new opportunities as they arise. The friendliness and feeling that you are 'home from home' makes our University a special place to study.

York St John Students' Union is the hub of student life; with over 33% of students participating in sports clubs and societies and an election turnout of 36.5% (- one of the best in the country!), YSJSU is a successful and dynamic organisation. YSJSU works closely with the University to ensure that there is true co-creation in developing and re-imagining the academic and student experience. We're about to enter the consultation stage in creating our strategy for 2020 – 23 so it is a hugely exciting time to be part of our future.

We look forward to meeting you and sharing ideas about how York St John moves to the next stage of its journey.



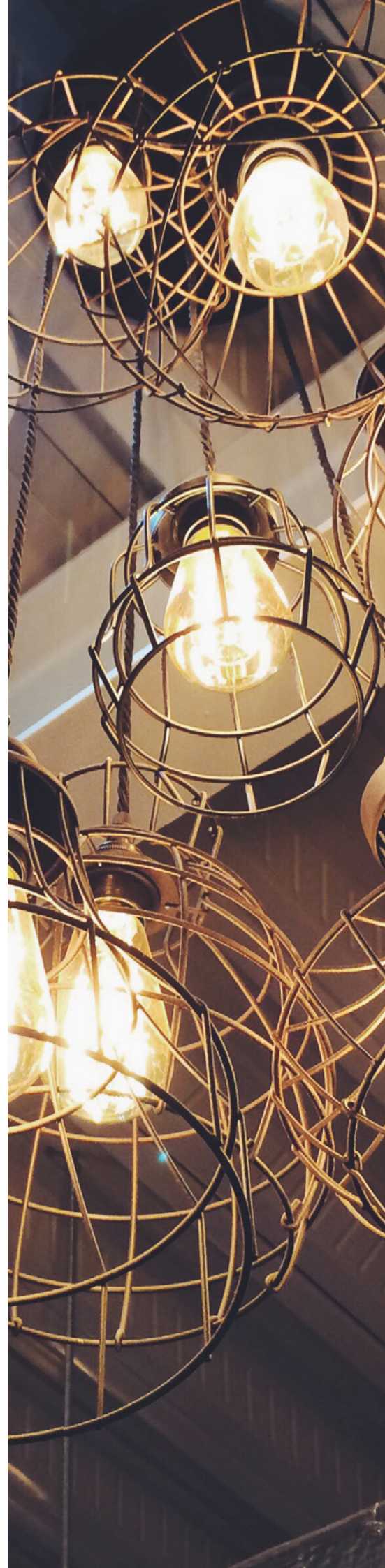
Tim Holmes
President of the Students' Union



Jenny Marchant
President of Education



Kirsten Jolley
President of Wellbeing and Diversity





27th 
in England for
student satisfaction¹

97%
of students in work or further study
six months after graduating²

21 place rise to 81st
in *Sunday Times* Good
University Guide 2020

‘RADICAL’
contextual offer scheme³

58% of students from backgrounds
underrepresented in higher education

York is the best city in the UK – *Sunday Times*

**2nd in
the region**
for retention

12 place rise in *Guardian*
University Guide 2020

1st for Postgraduate Research Experience⁴

¹ National Student Survey 2019

² Destination of Leavers in Higher Education (DLHE) data

³ Office for Students

⁴ Postgraduate Research Experience Survey



ABOUT YORK ST JOHN UNIVERSITY

A proud history

When York St John University (originally a Diocesan teacher training college) opened its doors to its first student, Edward Cordukes, back in 1841, nobody could have foreseen just how much the world would change in the years that followed. Yet even then, our founders were determined that York St John should be a place that improved access to education and advocated greater social mobility.

1846 saw the foundation of a female training School, which soon relocated to Ripon to be run by the pioneering Cruse sisters, now honoured by a Civic Trust blue plaque.

Our thriving estate

Our York campus is located next to a historic stretch of medieval city walls, overlooked by York Minster, where our students graduate. The estate is an impressive mix of historic victorian and modern buildings set amongst award-winning landscaped gardens. Our newest campus building, designed to host performance space and creative courses, will be completed in 2021.

A short walk away, our new 57-acre Sports Park on Haxby Road features football and rugby pitches, tennis and netball courts and indoor facilities all used by a range of community groups as well as students.

The two institutions merged, in 1974, to become the college of Ripon & York St John. In 1999, all taught courses were relocated to the York campus and by the end of 2001, all students and staff belonged to a campus called York St John. The college was granted Taught Degree Awarding Powers, in September 2005 and became York St John University in 2006.

Today, around 7,000 students from more than 100 countries, alongside 700 staff, make up our thriving learning and research community in the historic city of York and at our campus in London.

York St John University's London Campus, which opened in 2018, is based in Glasshouse Yard, just 100 metres from Barbican tube station. The buzzing central London location is surrounded by world-class performing arts, galleries, eateries, bars and creative industries.



STRATEGIC PLAN 2026

Towards an exciting future

Following an extensive period of engagement and having taken the chance to review changes in the Higher Education sector, alongside wider social and global trends, we launched our new seven year '2026' Strategy in early 2019. 2026 will be the year that marks our 185th anniversary and twenty years of full university status. The Strategy reaffirms a clear mission, vision and values-set for York St John, underpinned by a suite of three priorities, four 'game changing' projects and a selection of strategic aims, enablers and performance indicators. The full Strategy is available as an accompanying document to the pack, a summary can be seen below.

Mission	Driven by our commitment to fairness, we focus our expertise, talents and creativity to advance knowledge, promote understanding and create educational opportunities for the benefit of all.				
Vision	We will share the transformative power of university education to inspire the brilliance in every human.				
Values	Being intellectually generous, curious and rigorous.	Promoting fairness and challenging prejudice.	Inspiring each other to succeed.		
Strategic Priorities	Inspiring Learning	Impactful Research		Clear about Career	
Game Changers	London	STEM	Mental Health Hospital	Creative Centre	
Strategic Aims	Outstanding for learning and research that enables our graduates to succeed and that raises our academic profile.	At the forefront of eliminating inequalities in higher education, reflected in our students' outcomes.	A partner of choice.	An anchor institution in York and at the leading edge of the intellectual, economic and social evolution of our region.	Known for a culture of excellence, demonstrated through our governance, management and people.
Enabling Strategies	Financial People and Culture Equality, Diversity and Human Rights Alumni Estates Marketing and Communications Fundraising Partnership Residences Digital Value for Money Internationalisation Access and Participation Size and Shape Environmental				
Measuring Success	26 Key Measures of Success Benchmarking Group*				

*In reviewing our performance we benchmark ourselves against three groups of universities: our peers, our competitors and high performers.

A STRONG SENSE OF COMMUNITY

When we ask our students and staff alike to identify one word that encapsulates what it means to be part of York St John University, 'community' consistently features amongst the most popular. The particular characteristics of our institution - a compact city-centre campus; our longstanding close connections across the city and region; the diversity of backgrounds our students come from; the inclusive causes we choose to support; our compassion - these are things that people who choose us value and celebrate.

Our sense of community is complemented by our global outlook and our sense of ambition. It gives us the grounding from which we go out into the world with confidence, resilience and purpose. This is increasingly visible in the work we do, the research we focus on and the impact we make, where a strong sense of social justice provides a common thread that runs through our decisions.

Social justice is evident in projects such as our Converge partnership with the NHS, which has seen us give over 1000 mental health service users from the local area access to free arts courses over the past decade, to aid their recovery. We have recently won a significant grant to independently evaluate this provision in partnership with the University of Northumbria. Social justice is also encapsulated in our Military Human programme, a nationally leading initiative that supports military personnel who are

making the transition back to civilian life, by expertly training and advising the services that work with them.

York St John is a Stonewall Global Diversity Champion, a holder of the Social Enterprise Gold Mark for the responsible way we do business and is a University of Sanctuary for refugees and asylum seekers.

Our community is not confined to our campus, it continues through our growing network of engaged and enthusiastic alumni, many of whom, as a result of our history, are current or former teachers. After several years of limited activity, we have invested significantly in our alumni and fundraising function over the past 18 months with a view to creating maximum mutual benefit across this highly valued cohort. An ambitious fundraising target aims to build on the strong sense of social purpose we can demonstrate.

Successful candidates will embrace the strengths of this community feeling whilst ensuring we share these virtues with an international audience. They will put people and partnerships at the heart of our external relations, enhancing our role as an anchor institution in the region and ensuring that we play an active part in promoting our sector. They will continue to drive an Alumni Strategy that sees York St John as a lifelong extended family. In return you can expect a strong sense of belonging and considerable shared commitment to helping our institution thrive.





ACADEMIC COMMUNITY

Our academic community is the intellectual heartbeat of our University. This is a community deeply committed to students, regularly going the extra mile to support those who need additional assistance and with a strong connection to the values of widening access and promoting social justice.

As at all universities, it is also a community experiencing a changing working environment – adapting to the new external regulatory framework, balancing the competing demands of teaching, research, student support and personal development, and working across multiple internal and external networks to play a part in the activities where their voice and expertise can make the biggest impact.

To position us as effectively as possible to achieve our ambitions for both inspiring teaching and impactful research, the University recently undertook a significant review of its academic school structure and leadership model. As a result, the institution has moved from nine academic schools to five. Heads of School are overseeing the implementation of new school structures, designed to redistribute leadership, cultivate more multi-disciplinary collaboration and enhance the support available to academics.

The Pro Vice Chancellors will work with Heads of Schools and other key staff to ensure that the new Schools achieve their full potential, and contribute to delivering the 2026 strategy.



LEARNING AND TEACHING

Given our ethos of pastoral support aligning with academic excellence, the quality of the learning experience we provide is an important source of pride across our academic community. In recent years the University has committed considerable investment in resources, initiatives and staff development to build teaching confidence and capacity and to share best practice.

Increasingly we are adapting digital solutions to enhance the learning experience and a clear strategy is now being developed to identify the digital developments that will best serve York St John to meet its specific goals and objectives.

Our current Teaching Excellence Framework (TEF) rating is bronze, although we were a borderline silver institution at the time of our last submission in 2017. Since then, several strategies have improved outcomes and are reflected in stronger metrics that include two successive years of improvement in our National Student Survey scores, not just for overall satisfaction (at 86% currently and above the national average), but across multiple measures of teaching quality. The Sunday Times recently recognised this improvement by naming York St John in the top ten institutions in the country for teaching quality.

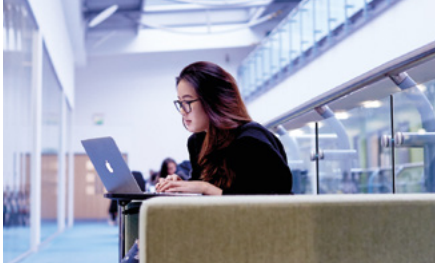
Our aim now is to build on this positive trajectory. We want to work ever more collaboratively with students, recognising that expectations around the style and substance of learning are evolving rapidly. We want to provide even more connectivity between what we teach and the workplace – the offer of a professional placement on every course from this academic year, is a positive step towards that.

The Pro Vice Chancellor (Learning and Teaching) will play a crucial role in the ongoing growth and success of the University providing strategic and academic leadership to improve the impact and outcomes of the student experience across the University, at all levels and locations and across all modes of study. One of the key performance measures of the 2026 Strategy is that York St John will achieve the Gold award for Teaching Excellence by the Office for Students and the Pro Vice Chancellor (Learning and Teaching) will be responsible for driving success in this area through the delivery of an ambitious learning and teaching strategy.

The University also aspires to reach 90% overall satisfaction in the National Student Survey by 2026 – another area which will be strongly influenced by the decisions and guidance of the Pro Vice Chancellor (Learning and Teaching). The successful candidate will lead the University's approach to student feedback, ensuring a proactive and responsive environment that facilitates early dialogue with students and timely resolution of issues whilst demonstrating excellence through teaching-related metrics and student outcomes.

Our Pro Vice Chancellor (Learning and Teaching) will be appointed as this work gathers pace, whilst having the chance to shape the next stage of the journey. Academic credibility will ensure that a supportive community, keen to do the very best for our students, are led confidently through the next phase of a constantly evolving teaching and learning environment.

To the right candidate, this will present an exciting challenge with ample responsibility and autonomy to make a real impact on a University with strong ambitions.



RESEARCH AND KNOWLEDGE TRANSFER

By making impactful research one of the three pillars of our new strategy we have affirmed our commitment to increasing the support we give our research staff, the purposeful partnerships we build and above all the difference we make in the world through our academic expertise.

The University has firm foundations to build on, in the 2014 Research Excellence Framework 30% of our research was judged to be world leading or internationally excellent. In 2018 we invested in a central Research Office to co-ordinate, connect and support effective research right across the academic community. Several appointments have strengthened our research portfolio, establishing national and international influence through our expertise. There is also a Business Development team to drive knowledge transfer and collaborative working with regional, and national partners.

Our cohort of postgraduate research students has increased significantly from 21 in 2014 to 218 in 2020. The results of the Postgraduate Research Experience Survey in 2018 demonstrated an impressive trajectory: we were ranked 1st in the UK in overall experience and assessment and 2nd in retention.

Our current research strategy promotes interdisciplinary research and aims to develop critical mass in areas of research strength in each of the academic schools. The Pro Vice Chancellor (Research and Knowledge Transfer) will help to lead

the institution in building research confidence, creating an environment where experienced researchers can thrive and early career academics can grow. Our key aims are to attract increasing numbers of postgraduate researchers, research-active staff and external research funding and to develop a research culture which will secure a national and ultimately an international research reputation for the institution. We are also keen to spread research led teaching through our academic schools.

The Pro Vice Chancellor (Research and Knowledge Transfer) will provide strategic and academic leadership to improve the impact and outcomes of research and knowledge transfer across the University, at all levels and locations. By inspiring continuous improvement in the volume, quality and impact of research and enterprise outputs the Pro Vice Chancellor will be key to achieving the 2026 Strategic measure of increasing research income to 2% of our total income.

Much of our recent focus has been on preparing for the (now delayed) REF 2021 submission and we have used this as a catalyst to embed good practice, enhance collective understanding of the expertise we host and promote the work of our community with pride and purpose. Concurrently, we are looking to the longer-term, building networks, alongside bid writing confidence and capacity, so that the momentum we are building can move us to the next level of impact.

There is notable breadth to the scope of our research, but ethics and social justice are common themes that run throughout. In recent years our academics have drawn attention to the growing trend towards perfectionism in young people, influenced government debate on the link between video games and online gambling, addressed issues of body image and bullying in schools and shaped understanding of how deaf communities experience learning.

Our new Pro Vice Chancellor (Research and Knowledge Transfer) will continue to lead the contribution and impact of the University's research to reflect our commitment to social justice. The successful candidate will promote York St John as an anchor institution in York and be at the leading edge of the intellectual, economic and social evolution of our region.





LEADERSHIP AND GOVERNANCE



The Pro Vice Chancellors are accountable to the Vice Chancellor.

The Vice Chancellor is closely supported by the Executive Board, the current membership of which includes colleagues who have worked in private industry, international and domestic Higher Education and external regulatory bodies. The Pro Vice Chancellors will be full members of the Executive Board, which encompasses the full academic and professional services leadership remit of our structure.

This is an exciting and significant period for York St John University. In addition to the recent appointment of our new Chancellor and Vice Chancellor, a new Chair of Governors will join us in August 2020. This means the appointed Pro Vice Chancellors will be part of a new leadership team at York St John, who we hope will complement each other's profiles and talents to continue raising our profile amongst existing and new audiences alike

MEET OUR PEOPLE

OUR STAFF AND STRUCTURE

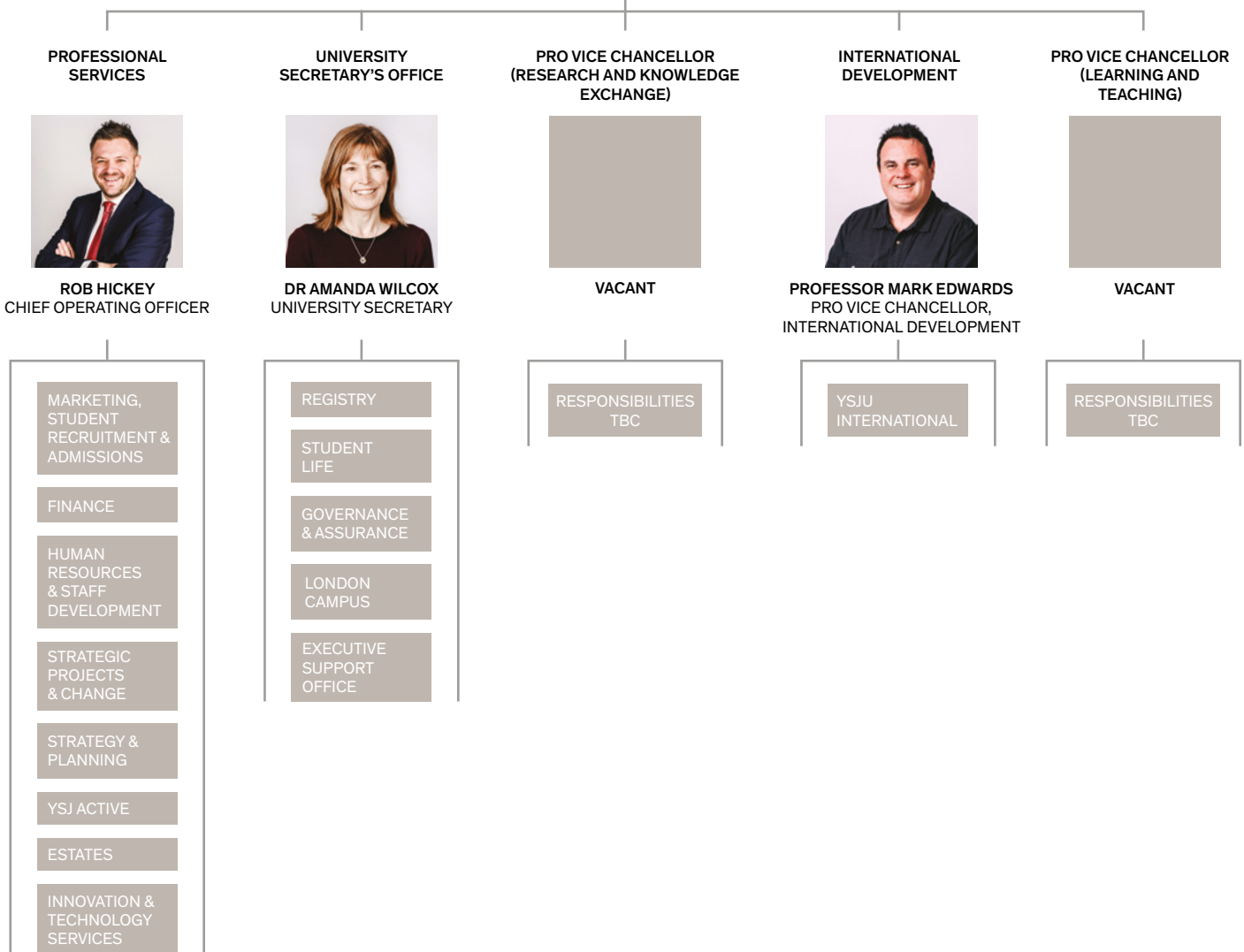
Our people make us who we are, so we want you to get to know us better. Our community consists of almost 900 staff, of whom approximately 300 are academic staff. During 2019 we reorganised a number of services to create a more collaborative, dynamic and efficient working model. The structure chart below reflects our new arrangements. On the following page a selection of key statistics and quotes provide an overview of our thriving student community.

Academic Schools

- Arts
- Education, Language and Psychology
- Humanities
- Science, Technology and Health
- York Business School



VICE CHANCELLOR'S OFFICE
PROFESSOR KAREN BRYAN



MEET OUR PEOPLE OUR STUDENTS

6900 | **90%** | **66%**
STUDENTS | FULL TIME | FEMALE

119 STUDENT NATIONALITIES

11% BAME | **85% UNDERGRADUATE**
STUDENTS | **13% POSTGRADUATE TAUGHT**
2% POSTGRADUATE RESEARCH

17% WITH A KNOWN DISABILITY

88% | **12%** | **3030**
HOME/EU | INTERNATIONAL | STUDENTS FROM
STUDENTS | STUDENTS | YORKSHIRE



"York St John University is a home away from home. YSJ is such a nice place to be, you can do so many things and have so many opportunities that I don't think you get at many other places."

Ella Langston
2nd Year Occupational Therapy,
Rutland, Leicester



"I walked into YSJ and it just felt natural to me, just so normal. You know when you just know? The first week of the course I met my best friends, even to this day they're still my best friends."

Zak Charnley
3rd Year Drama and Theatre, Doncaster



"I've had the best time. I'm very happy to be at this University with the support system I've had. I wouldn't change it at all."

Nicole Palaypay
3rd Year Human Geography,
Wimbledon, London



PRIDE OF PLACE

York is an incredible and inspiring city in which to live, learn and work. Long-established as one of the country's favourite tourist destinations, it was also named by the Sunday Times as the Best Place to Live in the UK in 2018 and the Best Northern City In 2019. These accolades reflect high levels of employment, outstanding schools, a strong sense of community and positive levels of health and well-being.

York enjoys a diverse and thriving cultural scene, with several theatres, cinemas and museums. It is known as the city of festivals for the multitude of events it hosts during the year and it is

the UK's only UNESCO City of Media Arts.

The city boasts an array of leisure spaces including several city-centre parks and sports facilities, of which our Haxby Road campus is an important contributor. For times of quiet contemplation or joyful celebration, the world-famous York Minster, where we host our annual graduation ceremonies, stands proudly at the city's heart.

For shoppers, York city-centre combines high street names with many quirky independents and as our campus is so central, you are never

more than five minutes from anything you need. On the outskirts of the city several large retail parks add to the selection of shopping experiences.

York is also one of the most well-connected places in the country. Our location means we are just 20 minutes from Leeds by train and 90 minutes from Manchester, with just a short extra journey to Manchester International Airport. London is less than two hours away and Edinburgh is two and a half hours away.



PRIDE OF PLACE

Connected to the capital

Maximising these excellent transport links, the addition of the London Campus to our estate enables us to bring the full benefits of a truly global and cosmopolitan city to our offer at York St John. Our location at Glasshouse Yard, near Kings Cross and the Barbican Centre, is close to London's creative and business hubs and ideally placed to connect us with leading international brands.

A beautiful city in a special county

York is not only connected to major cities, it also benefits from being at the centre of one of England's most magnificent and characterful counties. Our position in Yorkshire puts us close to two National Parks – the North Yorkshire Moors and the Yorkshire Dales, as well as being just a short train ride or drive from the coast and the timeless charms of Whitby, Filey and Scarborough.

York is the largest city in North Yorkshire and has close connection with the many towns, villages and industries that make up the county.

Whoever you are and whatever you love to do, York is a special place to make home.





JOB DESCRIPTION

PRO VICE CHANCELLOR LEARNING AND TEACHING

POST: Pro Vice Chancellor (Research & Knowledge Transfer)

DEPARTMENT: Vice Chancellor's Office

HOURS: Full-time

REPORTING TO: Vice Chancellor

MANAGEMENT RESPONSIBILITY: To be agreed with the Vice Chancellor on appointment

Leadership of York St John University:

As a member of the Executive Board:

- Provide strategic and inspirational leadership to deliver Strategy 2026. Contribute to longer term horizon scanning so that the University is prepared for future tomorrows.
- Work collaboratively with colleagues on the Executive Board, with a genuine spirit of collective endeavour.
- Create an environment in which the York St John ethos and values are celebrated and brought to life in the way in which people inspire others, embrace new thinking and push the boundaries of their potential, excelling in their endeavours.
- Alongside colleagues, deputise for the Vice Chancellor as and when required.

As a leader of people, ensure excellent management of finances and people across all direct reports with clear focus on cost control; personal wellbeing; equality, diversity and inclusion. Hold people to account for delivery and instil an academic culture of robust yet supportive performance management in which organisational values are the bedrock of how people behave. Ensure communications between the Executive Board and the broader University community improve levels of employee engagement and connection to the core purpose of York St John; raising the profile of academic reputation and student experience.

Job Purpose:

The PVC (Learning and Teaching) plays a crucial role in the ongoing growth and success of the University. The post holder provides strategic and academic leadership to improve the impact and outcomes of the academic student experience across the University, at all levels and across all modes of study.

Specifically, the role is accountable for:

- Developing and delivering an ambitious learning and teaching strategy to ensure delivery of Strategy 2026 and beyond.
- Oversight of an inspirational curriculum which maximises interdisciplinary teaching collaborations, is sustainable and meets market demand.
- Provision of high quality and transformative academic support ensuring all students receive appropriate guidance which enables them to maximise their learning and academic potential.
- Oversight of the direction and support provided to the academic community to ensure that the learning and teaching offer is inspirational and meets student needs.
- Work collaboratively with the Student Union and the wider student body to ensure academic co-creation.
- Leading the University's approach to student feedback, ensuring a proactive and responsive environment that facilitates early dialogue with students and timely resolution of issues.
- Demonstrating excellence through teaching-related metrics and student outcomes.

PRO VICE CHANCELLOR (LEARNING AND TEACHING)

JOB DESCRIPTION

Duties And Responsibilities:

Strategic Leadership

1. Play a major role in the strategic leadership and management of the University and undertake such University-wide functions, projects and activities as the Vice-Chancellor may require to enhance University success.
2. Provide persuasive and visionary academic leadership to the academic community, driving inter-School collaborations and innovations.
3. Lead the achievement of excellent academic outcomes for students in terms of their attainment, satisfaction, employability and progression.
4. Guide Heads of School to deliver exceptional performance at School level so that collective success is the norm.
5. Represent and promote the University's educational successes locally, regionally and nationally, building effective sector networks and partnerships for organisational return.

Student Learning Offer:

6. Ensure provision of the required infrastructure and resources to provide a high quality, stretching learning experience for the students across the full portfolio and all modes of delivery.
7. Develop and deliver the University's approach to student feedback mechanisms in order to improve results and ensure the student is at the heart of academic endeavour.
8. Work closely with the PVC (Research and Knowledge Transfer) to develop, foster, promote and embed creative approaches to research-informed education across undergraduate and postgraduate provision.
9. Provide strategic leadership for the development of success strategies for students from a widening participation background, BAME or any disadvantaged group.
10. Work in partnership with the Students Union to further develop the University's commitment to engaging meaningfully with students in the management and development of the educational provision.
11. Provide strategic leadership to all aspects of technology-enhanced learning across the University, driving innovation and flexible solutions.
12. Deliver improved teaching-related metrics and student outcomes.

Governance and Performance

13. Develop and deliver policy, strategies and plans to achieve more successful learning and teaching framework outcomes and related metrics.
14. Work collaboratively with other senior leaders in maintaining ongoing registration and an effective relationship with the Office for Students, reflecting a robust approach to the maintenance of standards and of student outcomes.
15. As Chair of key academic Committees, deliver sustained improvements across the University in order to deliver the University's strategic objectives, vision and values.
16. Work with the Academic Registrar, as appropriate, to ensure that the academic governance framework delivers positive outcomes for the University.

Personal

17. Keep abreast of Higher Education policy development, briefing the Vice Chancellor and other senior colleagues as necessary on significant matters affecting the operation and function of the University in relation to the academic student experience.
18. Demonstrate a sustained contribution to education, research and professional practice within own discipline, plus
 - Any other duties as may reasonably be required.
 - Ensure that the highest standards of professional performance are maintained.
 - Promote equality and diversity and role model inclusive behaviours.
 - Ensure compliance with relevant legislation and statutory codes of practice.
 - Use performance discussions and formal reviews to hold people to account.
 - Ensure that professional skills are regularly updated through participation in development activities and CPD.
 - Ensure all University policies are implemented within the remit of this post.

Health & Safety

- Under the Health & Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. Copies of University safety policies are available from the staff intranet.

This is not a comprehensive definition of the post. Postholders are expected to undertake any work that comes with the remit of the post's main objective. This job description will be kept under review and maybe changed at any time subject to consultation with the postholder.

PRO VICE CHANCELLOR (LEARNING AND TEACHING)

JOB DESCRIPTION

REQUIREMENTS The postholder must be able to demonstrate:	ESSENTIAL (E) DESIRABLE (D)	MEASURED BY: A Application form I Interview
EDUCATION/TRAINING		
Doctorate and Current Professorship	E	A
Senior or Principal Fellow of the HEA	E	A
KNOWLEDGE & EXPERIENCE		
A distinguished academic record which gains and maintains academic credibility within the University academic community.	E	A
Demonstrable commitment to education and innovative approaches to pedagogy.	E	A/I
Significant experience of leading learning & teaching, academic delivery and student experience at a senior level.	E	A
Strong track record of personal research in an academic field relevant to the University's portfolio.	D	A
Substantial experience of successfully initiating and implementing major change in a complex environment.	E	A/I
A comprehensive understanding of both the nature of academic rigour and how to enhance it across the University.	E	A/I
A comprehensive grasp of current and future developments in the HE sector, the drivers behind them and the opportunities these create.	E	A
A detailed understanding of national frameworks for quality assurance and enhancement and access & participation.	E	A/I
Track record of meeting the needs of a diverse student body.	E	I
SKILLS/ATTRIBUTES		
Proven visionary and persuasive leadership across an academic community.	E	I
A strategic thinker with the ability to incorporate ideas, turn strategy into reality and drive sustained improvements in performance.	E	A
Excellent, sustained track record of success at senior leadership level within a HE institution.	E	A/I
Ability to make difficult decisions, communicate them effectively and see implementation through	E	I
Exceptional communication and negotiation skills in order to achieve strategic objectives by working with and through others.	E	I
Proven excellent collaborative leadership and management skills with the ability to inspire others, to deal with challenging situations and lead by example.	D	A
Proven commercial acumen in an educational setting	E	A/I
Ability to represent the University's interests with gravitas, at a local, regional and national level and deputise for the Vice-Chancellor as required.	E	A/I
Demonstrable ability to foster a culture of inter-disciplinary team working and innovation.	E	I
Ability to make difficult decisions, communicate them effectively and see implementation through	E	I
Commitment to the University's mission, vision and values	E	A/I
Personal commitment to equality, diversity and widening access to higher education.	E	A/I
Able to meet the requirements of UK 'right to work' legislation.	E	A



PRO VICE CHANCELLOR (LEARNING AND TEACHING)

JOB DESCRIPTION

Terms

The Pro Vice Chancellor will be expected to devote their time to the University and the city of York. Any interests which may impact on the role must be declared at longlist interview and agreed with the Chair of the Governing Body.

Benefits

- Membership of a pension scheme.
- 35 days holiday plus statutory holidays and University closure days (currently 5 at Christmas).
- Private medical insurance.
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JOB DESCRIPTION

PRO VICE CHANCELLOR RESEARCH AND KNOWLEDGE TRANSFER

POST: Pro Vice Chancellor (Research & Knowledge Transfer)

DEPARTMENT: Vice Chancellor's Office

HOURS: Full-time

REPORTING TO: Vice Chancellor

MANAGEMENT RESPONSIBILITY: To be agreed with the Vice Chancellor on appointment

Leadership of York St John University:

As a member of the Executive Board:

- Provide strategic and inspirational leadership to deliver Strategy 2026, with personal accountability as delegated by the Vice Chancellor. Contribute to longer term horizon scanning so that the University is prepared for future tomorrows.
- Work collaboratively with colleagues on the Executive Board, with a genuine spirit of collective endeavour.
- Create an environment in which the York St John ethos and values are celebrated and brought to life in the way in which people inspire others, embrace new thinking and push the boundaries of their potential, excelling in their endeavours.
- Alongside colleagues, deputise for the Vice Chancellor as and when required

As a leader of people, ensure excellent management of finances and people across all direct reports with clear focus on cost control; personal wellbeing; equality, diversity and inclusion. Hold people to account for delivery and instil a culture of robust yet supportive performance management in which organisational values are the bedrock of how people behave. Ensure communications between the Executive Board and the broader University community improve levels of employee engagement and connection to the core purpose of York St John; raising the profile of academic reputation and student experience.

Job Purpose:

The PVC (Research and Knowledge Transfer) provides strategic and academic leadership to improve the impact and outcomes of research and knowledge transfer across the University, at all levels. The post holder inspires continuous improvement in the volume, quality and impact of research and enterprise outputs.

Specifically, the role is accountable for:

- Developing and delivering an ambitious strategy relating to research and knowledge exchange to ensure delivery of Strategy 2026 and beyond.
- Fostering an effective research culture and developing a community of researchers in which quality, capacity and capability to deliver research is enhanced.
- Leading the enhancement of the contribution and impact of the University's research on social development.
- Provision of a high quality and income-generating apprenticeship strategy and offer.
- Oversight of successful submissions to relevant national frameworks/ performance indicators relating to research and knowledge exchange.

PRO VICE CHANCELLOR (RESEARCH & KNOWLEDGE TRANSFER)

JOB DESCRIPTION

Duties And Responsibilities:

Strategic Leadership

1. Play a major role in the strategic leadership and management of the University and undertake such University-wide functions, projects and activities as the Vice-Chancellor may require to enhance University success.
2. Provide persuasive and visionary academic leadership to the academic community, driving inter-disciplinary/ inter-School research, collaborations and innovations.
3. Represent and promote the University's research successes locally, regionally and nationally, building effective sector networks and partnerships for organisational return.

Research Development:

1. Develop long-term strategic priorities for the University in research, promoting growth in allied areas.
2. Oversee the development and delivery of a University action plan for the delivery of strategic KPIs in relation to research, enterprise and knowledge transfer.
3. Maximise research performance and research-related opportunities that promote quality submissions that are directly related to focused subject areas to the Research Excellence Framework (or future equivalent).
4. Provide inspirational leadership and direction to create a vibrant environment and community conducive to the development of researchers and postgraduate students.
5. Deliver a step-change improvement in the research income generated across the University.
6. Ensure that the infrastructure, mechanisms and resources provided to support research are fit for purpose and support the enhancement of research volume and quality.
7. Oversee the highest standards of research governance, maintaining research integrity and meeting reporting requirements of all research funders.
8. Work closely with the PVC (Learning and Teaching) to develop, foster, promote and embed creative approaches to research-informed education across undergraduate and postgraduate provision.

Knowledge Transfer / Enterprise

9. Support and coach Heads of School, Research Leads, the Professoriate and the broader academic community in the development of research activity/ outcomes that have economic and societal impact and in the development of value adding partnerships locally, regionally and nationally.
10. Deliver outstanding KEF outcomes lined to the university's extensive partnership working.

11. Build and sustain strong partnerships with regional and national employers in order to develop the University's apprenticeship offer and financial contribution.
12. Oversee the University's implementation of the Knowledge Exchange Framework including i) research partnerships; ii) working with business; iii) working with public and the third sector; iv) local growth and regeneration v) public and community engagement.
13. Oversee the identification and realisation of sources of external funding to provide the support needed to develop partnerships and specific projects.

Personal

14. Keep abreast of Higher Education policy development, briefing the Vice Chancellor and other senior colleagues as necessary on significant matters affecting the operation and function of the University in relation to all aspects research and knowledge transfer.
15. Demonstrate a sustained contribution to education, research and professional practice within own discipline.

Plus

- Any other duties as may reasonably be required.
- Ensure that the highest standards of professional performance are maintained.
- Promote equality and diversity and role model inclusive behaviours.
- Ensure compliance with relevant legislation and statutory codes of practice.
- Use performance discussions and formal reviews to hold people to account.
- Ensure that professional skills are regularly updated through participation in development activities and CPD.
- Ensure all University policies are implemented within the remit of this post.

Health & Safety

- Under the Health & Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. Copies of University safety policies are available from the staff intranet.

This is not a comprehensive definition of the post. Postholders are expected to undertake any work that comes with the remit of the post's main objective. This job description will be kept under review and maybe changed at any time subject to consultation with the postholder.

PRO VICE CHANCELLOR (RESEARCH & KNOWLEDGE TRANSFER)

JOB DESCRIPTION

REQUIREMENTS The postholder must be able to demonstrate:	ESSENTIAL (E) DESIRABLE (D)	MEASURED BY: A Application form I Interview
EDUCATION/TRAINING		
Doctorate and Current Professorship	E	A
Senior or Principal Fellow of the HEA	D	A
KNOWLEDGE & EXPERIENCE		
A distinguished academic record which gains and maintains academic credibility within the University academic community.	E	A
Research credibility at an international level.	D	A
Demonstrable commitment to education and innovative approaches to research.	E	A/I
A comprehensive understanding of both the nature of academic rigour and how to enhance it across the University.	E	I
Substantial experience of successfully initiating and implementing major change in a complex environment.	E	A/I
Significant experience of delivering excellence and entrepreneurship in research and knowledge transfer.	E	A/I
Excellent knowledge of UK research policy and direct experience of research performance frameworks.	E	A/I
Knowledge and understanding of the KEF. Successful track record of fostering strong networks nationally and internationally and leveraging relationships for organisational benefit.	E	I
A comprehensive understanding of current and future developments in the HE sector, the drivers behind them and the opportunities these create	E	I
SKILLS/ATTRIBUTES		
Proven visionary and persuasive leadership across an academic community.	E	I
Excellent, sustained track record of success at senior leadership level within a HE institution.	E	A/I
A strategic thinker with the ability to incorporate ideas, turn strategy into reality and drive sustained improvements in performance.	E	I
Outstanding influencing and communication skills, being able to command trust and respect.	E	I
Ability to make difficult decisions, communicate them effectively and see implementation through	E	I
Proven excellent collaborative leadership and management skills with the ability to inspire others, to deal with challenging situations and lead by example.	E	I
Proven commercial acumen and financial literacy in an educational setting.	E	A/I
Ability to represent the University's interests with gravitas, at a local, regional and national level and deputise for the Vice-Chancellor as required.	E	I
Demonstrable ability to foster a culture of inter-disciplinary team working and innovation.	E	I
A high level of probity and integrity.	E	I
Personal commitment to equality, diversity and widening access to higher education.	E	I
Able to meet the requirement of UK 'right to work' legislation.	E	A



PRO VICE CHANCELLOR (RESEARCH & KNOWLEDGE TRANSFER) *JOB DESCRIPTION*

Terms

The Pro Vice Chancellor will be expected to devote their time to the University and the city of York. Any interests which may impact on the role must be declared at longlist interview and agreed with the Chair of the Governing Body.

Benefits

- Membership of a pension scheme.
- 35 days holiday plus statutory holidays and University closure days (currently 5 at Christmas).
- Private medical insurance.
- Assistance with relocation may be available.

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