

# PRO VICE CHANCELLORS



University of  
**CUMBRIA**

- GROWTH & DEVELOPMENT
- RESEARCH & KNOWLEDGE EXCHANGE
- STUDENT JOURNEY

**Applicant Brief**





# CONTENTS

<b>WE ARE THE UNIVERSITY OF CUMBRIA</b>	<b>3</b>
<b>WHAT DRIVES US</b>	<b>5</b>
<b>PEOPLE PROFILE</b>	<b>6</b>
<b>OUR LOCATIONS</b>	<b>8</b>
<b>FINANCE AND ESTATE</b>	<b>9</b>
<b>PRO VICE CHANCELLOR (GROWTH &amp; DEVELOPMENT)</b>	<b>10</b>
<b>PRO VICE CHANCELLOR (RESEARCH &amp; KNOWLEDGE EXCHANGE)</b>	<b>12</b>
<b>PRO VICE CHANCELLOR (STUDENT JOURNEY)</b>	<b>14</b>
<b>OTHER REQUIREMENTS</b>	<b>16</b>
<b>HOW TO APPLY</b>	<b>18</b>

# WE ARE THE UNIVERSITY OF CUMBRIA



**“We are the University of Cumbria, for and from Cumbria and our localities, rooted in and serving our communities. We are a university for our region.**

**We were established in Cumbria for a reason, and this drives us: to increase higher education participation in our county, to address higher-level skills and sector needs and most importantly to positively impact on the lives and livelihoods of individuals across our communities.”**

Providing diverse routes into higher education, into and through employment, and across and into the region is an important part of our offer for future generations from Cumbria and beyond. We specialise in portfolio and programmes aligned to a range of learner needs and types – on and off campus – delivered with and through a range of strategic employer, educational and stakeholder partnerships. With an emphasis on work-based and flexible learning options, we expect to deliver an excellent learning experience, environment, and outcomes for all our students, underpinned by our applied research and professional practice.

As well as the creation of new university campuses we are very excited to have formed a strategic partnership with Imperial College London to open a new medical school to develop and deliver the Pears Cumbria Medical School from our Carlisle campus. We will apply our experience in training nurses, midwives, and other professionals allied to medicine, alongside Imperial expertise in medical education to produce doctors who are ready to contribute to vital services across the region.

We are investing and being invested in. With £63 million capital funding from the Borderlands Growth Deal Initiative, Carlisle Town Deal, and Barrow Town Deal we are transforming our university presence, visibility, and impact in Carlisle and Barrow. Increasing participation, access, and routes into higher education, addressing skills and productivity needs across Cumbria and the Borderlands region, and making a demonstrable impact to place, vibrancy and to local economies and communities.

With more than 15,500 students, we have plans in place for growth to 20,000 by 2030. One key driver for recent and projected student number increases is our expanding higher-level apprenticeship activity, training which provides fresh opportunities for the university to engage with and support businesses in providing training in Cumbria, north Lancashire and, where appropriate, nationally in focused, niche areas of activity. We expect 2,500 such students to be registered annually by 2025. We work closely with further education colleges in Cumbria and beyond and have a small number of international partners in Europe and Asia.

The university aims to be a catalyst for individual and regional prosperity and pride, raising the aspirations and attainment of young people within the region and providing routes into and through higher education to address current and future skills needs. The university is committed to collaborative working and partnerships, with academic portfolio and related activities increasingly shaped by, and through, partnership with regional and national employers. We work closely with the Cumbria Local Enterprise Partnership (CLEP), strategically focused on delivering higher-level skills needs (new, upskilling and reskilling) in our region. As the only university in Cumbria, and as the lead provider for higher-level skills within the county, the university works in partnership with education providers and employers to raise aspirations and to address gaps in educational achievement and provision, across Cumbria and into North Lancashire.





Our apprenticeship portfolio continues to grow and is contributing to the national effort to train and have more qualified frontline professionals including police officers, nurses, and paramedics remains a key focus.

With a growing profile and reputation in the region and beyond, we are one of the largest providers of teacher education in the UK, a major provider of healthcare education and are working with employers developing and delivering higher-level apprenticeships.

**“The university has been open to the challenges faced in bringing a new apprenticeship scheme on stream, displaying great creativity and adaptability, which has aided the positive working partnership we currently enjoy. The university has continually demonstrated their commitment to go the extra mile.”** Richard Stanford, CEO, Forestry Commission

Through a working partnership with three other universities, we deliver the Police Degree Apprenticeship. The Police Education Consortium (PEC) has been providing Police Constable Degree Apprenticeships and Degree Holder Entry Programmes to new police recruits joining Surrey, Sussex, and Hampshire Constabularies.

We also deliver a Paramedic Science (Apprenticeship) Degree. And by the end of this academic year, the university will be delivering to around 600 new recruits across seven of England’s ambulance trusts – including over 260 in London.

We are proud to have been recognised as a silver-rated university by the Teaching Excellence Framework 2023 (TEF) for the quality of our teaching and student outcomes. We are amongst the best in the UK for graduate employment and one of the top two universities in the Northwest, with 92% of our students getting a job or going on to further study within 15 months of graduating (HESA 2023). We’re ranked in the top 41% of universities worldwide overall for our social and economic impact. We are also ranked as the top university in the North of England for producing alumni company founders and came 6th overall in a 2023 study by Novuna Business Cash Flow.

We received a “Good” ITE Ofsted rating in which it states we ensure that addressing disadvantage is a ‘golden thread’ running through our provision. Trainees benefit from well-structured curriculums, based on pertinent research, that are expertly delivered

We work collaboratively with our partners, locally nationally and globally to bring value by developing key future skills.

**“It is a pleasure to work in partnership with University of Cumbria. They are a shining light in Cumberland, providing a high-quality teaching and learning environment for students, whilst taking its please leadership role incredibly seriously and successfully.”** Andrew Seekings, Chief Executive Officer, Cumberland Council

For more details on our extensive partnership working visit: [news.cumbria.ac.uk/testimonials](https://news.cumbria.ac.uk/testimonials)

# WHAT DRIVES US

## Our vision and strategic intent

**We are the University of Cumbria, a place where people are at the heart of all we do, where enriching the lives of our students, staff and the communities we serve means we make a difference that matters.**

Now is a very exciting time to be joining us. We are well placed to make a significant contribution to the success of our students and region, with our newly approved strategy setting out our ambitions for the years ahead. We will be making the most of our three most valuable assets; people, place, and partnerships, to further our role as a catalyst for economic well-being for our region, nationally and internationally. The institutions that came together in 2007 to create the University of Cumbria had a proud history of empowering students with the tools, attributes, and opportunities to maximise their potential to be more than they thought they could be. This continues to be at the heart of all that we do.

Our professional and practice-based focus is one of our great strengths. We are passionate about sharing knowledge and have confidence in what we do: our students learn from some of the best in their field. We care and are committed to engaging and inspiring future generations. We embrace inspiring teaching, lifelong learning, and creative innovation, enabled and enriched by research of international standing. All this takes place across five campuses with approximately 15,500 students, 1,032 colleagues and a turnover of around £75m. The diversity of our locations, landscape, and heritage provides inspiration, challenges, and potential in equal measure.

Following the approval of our new University Strategy: Towards 2030, we are developing the supporting strategies and plans to deliver for the years ahead: we look forward to the future with confidence.

The new strategy can be viewed here: [cumbria.ac.uk/t2030](http://cumbria.ac.uk/t2030)

### Our Strategic Focus Towards 2030

We fulfill our local and global roles and ambition to positively impact our students, increase higher education participation in our county, to address higher-level skills and sector needs, to co-create and apply new knowledge, and to positively embrace our civic responsibilities through our students and graduates; our academic and applied research focus; people, practice and place.

Informed by our cross-cutting themes covering digital; sustainability & carbon reduction; health & wellbeing; and partnerships.

### The University's Vision

Transforming lives and livelihoods through learning, applied research, and practice – for now and for our future generations.

### The University's Mission

Inspiring and equipping our graduates, communities, economy and environment to thrive.





# PEOPLE PROFILE

**The university currently has around 15,500 students, either based at one of our campuses, in workplace settings or at one of our partner colleges in the UK and overseas.**

**The university employs over 1000 employees and has, when compared with the sector, a high proportion of part-time employees.**

In the 2022/2023 academic year, more than 4,100 students were studying full-time at one of our campus locations and a further 4066 were engaged in part-time study, which was largely workplace-based, in areas such as healthcare, education, and project management. Our apprenticeship delivery has continued to significantly expand, with significant contracts in place with a range of employers, with 2,075 students enrolled on this type of provision in 2022/23. Just over 5,325 students studied for a university award at one of our partner institutions.

The university has diversified its academic portfolio and activities significantly over the last five years, moving from the traditional higher education model of delivery to campus-based students to one where there is a significant variety of modes, locations and types of provision. Around half our students are now based away from one of our campuses, with delivery via distance learning arrangements and at employers and partner colleges.

Across our 15,500 student headcount in 2022/23, 4,100 students were studying full-time at one of our campus locations and a further 4,100 were engaged in part-time study, which was largely workplace-based, in areas such as healthcare, education, and project management. Our apprenticeship delivery has continued to significantly expand, with significant contracts in place with a range of employers, with 2,075 students enrolled on this type of provision in 2022/23. Just over 5,300 students studied for a university award at one of our partner institutions.

The full-time undergraduate student body is predominantly female (66%); 60% are 21 years or older on admission. Of our total students, 12% identify themselves with Black, Asian, or minority ethnic backgrounds; 17% had a declared disability on entry, and 17% are from low participating neighbourhoods.

We are proud that we can provide flexibility at work, with our stats showing we are higher than the UK HE sector in % part-time working. The university is ranked 50th in the world for Gender Equality according to the 2022 Times Higher Education Impact Rankings.









# OUR LOCATIONS

We have campuses in the historical, cultural, and vibrant cities of Carlisle and Lancaster. Our Ambleside campus sits in the heart of the Lake District National Park which, was recently awarded UNESCO World Heritage Status. We also have a site in London close to Canary Wharf. In addition, the university has teaching sites at Barrow-in-Furness and Workington.

All our north-west campuses are easily accessible by rail, car or air – within easy reach of major cities such as Manchester, Liverpool, Glasgow, and Edinburgh.

Our London campus is within walking distance of the nearest overground station.

We are committed to maintaining our footprint as the geographical location of our campuses offers the university a unique opportunity for developing our curriculum in line with the needs of the regional economy

Place is, and will be, increasingly important to support us in the delivery of our plans and ambitions with our partners.





# FINANCE AND ESTATE

**Key components of our ongoing strategy are to rationalise and improve the quality of the estate, and to ensure that our infrastructure supports our future strategy, including learning from the Covid-19 pandemic.**

The university was formally established in 2007 with an ageing estate. It has taken the university some years to find its niche in the competitive higher education market.

“Following the appointment of Professor Julie Mennell as Vice Chancellor in 2016, the university focused on reversing a decline in income through an academic portfolio review; identifying areas of growth; and aligning the cost base to more appropriate income projections.

This has involved the active understanding and addressing of regional and sector higher-level skills needs and led to the diversification of income streams through commercial contracts and a focus on upskilling and reskilling in the workplace, complementing the more traditional academic delivery based on our campuses.

This approach has seen the university's income grow by just under 25% between 2018 and 2023, with revenues rising to £74m last year. Excluding accounting adjustments such as pension provision movements, the university has delivered surpluses across this period, with the 2022/23 return at 6% of income. Along with student number growth, this reflects our careful use of resources, particularly in recent times of higher inflation. We are continuing to build from this strong base with further growth and positive cash generation planned for in 2023/24 and beyond. As we continue to deliver our financial strategy this year and beyond, we have a central focus on growth, responding effectively to opportunities and risk, effective cost management and creating capacity to invest significantly in our infrastructure.

Key components of our estate strategy are to improve the quality of the estate and to ensure that our infrastructure supports the delivery of our overarching strategy. Our financial progress has allowed the university to commit to inputting finance into major estate

developments in Carlisle and Barrow.

In Carlisle, the university will be creating a new campus in the historic Courts buildings in the centre of the city, supported by funding from the Borderlands Growth Deal Initiative. Town Deal funding is supporting the development of a Learning Quarter in Barrow, working with the local authority, Furness College and British Aerospace.

# THE ROLE - GROWTH & DEVELOPMENT

## Post:

Pro Vice-Chancellor (Growth & Development)

## Grade:

Corporate Leader

## Location:

Lancaster or Carlisle

## Responsible to:

Deputy Vice Chancellor

## Responsible for:

International Director  
Director of the London Campus  
*Director/Dean of Academic Institutes (as required based upon organisational requirements)*

## Role Purpose:

The University of Cumbria's Towards 2030 Strategy is clear in its vision to develop its academic portfolio. The Pro Vice Chancellor (Growth & Development) provides strategic leadership and is accountable for achieving the University's aims and intentions in relation to its academic portfolio, student growth and partnership development. Success will be demonstrated through delivering an increased and diversified student base, increased HE participation rates across the region and developing significant and long-term collaborative partnerships with employers and other key stakeholders.

As a strategic leader you will be responsible for the University's success and delivery of its ambitions relating to the academic portfolio, partnership development, international development and student growth (home and international). You will have direct line management of the Director of the London Campus and the International Director. In addition, you will provide strategic advice and guidance to the University's five academic institutes. The Pro Vice-Chancellor (Growth & Development) is an advisory role to the Vice-Chancellor and her Executive.

## Main Duties and Responsibilities:

1. Strategically enable the delivery of the University's planned intentions and associated KPI's as outlined in the Towards 2030 Strategy.
2. Responsible for the strategic development of the University's academic portfolio, to ensure it remains relevant, delivers growth, and meets student, PSRB and employer demands and expectations.
3. To lead the academic development and oversight of the University's collaborative provision including FE College and Trans-National Education partnerships.
4. Position the University to respond effectively to new national and international development initiatives.
5. To oversee, working with the International Director, the development of the University's International Strategy delivering growth in international students studying on campus, including the successful embedding and operation of the Embedded Pathway College
6. To oversee, working with the Director of the London Campus, the development of the London Campus and ensure the portfolio delivered in London is aligned to demand and recruits to expected targets.
7. Develop new, and maintain existing, university relations with key and significant partners across the region and beyond.
8. Working with the Directors and Deans of the Institutes, ensure that strategic plans are in place to respond to employers' portfolio development needs, and which leads to income growth.





# THE PERSON

## Qualifications, Knowledge & Experience

A relevant first and postgraduate degree or equivalent professional qualification.

Significant record of senior-level leadership and strategic growth in academic portfolio and recruitment development, and TNE/international development leading to sustainable impact.

Substantial experience of effective people and project management across multidisciplinary groups.

Successful record in developing collaborative partnerships leading to enhanced and increased education and skills development opportunities.

## Key Competencies

Breadth & depth of Higher Education experience necessary to deputise for the Vice Chancellor/Deputy Vice-Chancellor or other academic members of the Vice Chancellors Executive.

Ability to set strategic direction for the University ensuring buy-in to the key strategies and policies.

Inspirational leadership and management skills, including a commitment to high performance and continuous improvement.

Proven influencing skills and the ability to represent the university's interests in policy debates at local, regional and national level.

Ability to build and expand networks and partnerships, within the University, as well as externally, to achieve strategic and operational objectives, alongside a commitment to our place agenda.

Evidence of promoting and celebrating a vibrant and inclusive culture and academic community, which is informed and enriched by research, an outstanding student experience, quality learning & teaching, enterprise, professional practice, and pedagogic expertise.

# THE ROLE - RESEARCH & KNOWLEDGE EXCHANGE

## Post:

Pro Vice-Chancellor (Research & Knowledge Exchange)

## Grade:

Corporate Leader

## Location:

Lancaster or Carlisle

## Responsible to:

Deputy Vice Chancellor

## Responsible for:

Directorate of Research & Knowledge Exchange  
Head of Graduate School  
Head of Research & Knowledge Exchange  
*Director/Dean of Academic Institutes (as required based upon organisational requirements)*

## Role Purpose:

The University of Cumbria's Towards 2030 Strategy is clear in its vision to grow research income, outputs and enhance our research culture across the University. The Pro Vice Chancellor Research and Knowledge provides strategic leadership and accountability for achieving the University's aims and intentions in relation to research and knowledge exchange.

As a strategic leader you will be responsible for the University's institutional success, delivery of its research and knowledge exchange KPI's and for the financial and intellectual sustainability for research and knowledge exchange across the University. You will have direct line management of the Head of Research and Knowledge Exchange and associated Research and Knowledge Exchange Team and the Head of the Graduate School. In addition, you will provide strategic oversight for the University's five institutes, its research centres and hubs. You will play a key role in supporting the impact of the University's professoriate. The PVC Research and Knowledge Exchange is an advisory role to the Vice Chancellor and their Executive

## Main Duties and Responsibilities:

1. Strategically enable the delivery of the University's planned intentions and associated KPI's as outlined in the Towards 2030 Strategy.
2. Development, dissemination and implementation of the University's research and knowledge exchange plan, in line with our Academic Strategy, ensuring the intellectual and financial sustainability of our research base and strengthening our reputation for excellence.
3. Providing strategic leaderships for the Higher Education research agenda through engagement with government bodies, research councils and other key stakeholders nationally and locally.
4. Position the University to respond effectively to new national and international initiatives, including the development and maintenance of strategic research partnerships.
5. Provide executive leadership for the preparation of and optimise our submission to future Research Excellence Frameworks including the development of new initiatives to strengthen our citations metric, research income, culture and environment.
6. Working with the Directors and Deans of the Institutes, ensure that strategic plans are in place to grow our research capacity and capability and capitalise our knowledge exchange opportunities with partners locally, nationally and internationally, resulting in improved outcomes for the University in its Knowledge Exchange Framework submissions.
7. Strategically lead the implementation of the university's research and knowledge exchange plan, working alongside the Deans of the Institutes and their leads for research within to ensure appropriate achievement of associated KPI's, governance and growth.
8. Work in partnership with the Pro Vice Chancellor (Learning, Teaching & Student Experience) to ensure that the University's commitment to research led and research-informed education maximises the benefit to the student learning experience.
9. Provide strategic oversight and academic leaderships for the University's Graduate School, growing our doctoral student community, enhancing their student journey and ensuring that strong alignment with the Institute provides a robust doctoral student experience.





10. Work with the Deputy Vice-Chancellor, Directors and Deans to develop and implement policies and processes that ensure the University attracts, develops and retains researchers of the highest quality and monitors and manages research performance effectively.

Work with the Deputy Vice-Chancellor and Leadership within the Pears Cumbria School of Medicine (a partnership with Imperial College London) to grow a national and world-class leading research centre focused on medical and health related research.

# THE PERSON

## Qualifications, Knowledge & Experience

Professorial or equivalent standing with a research reputation and profile commensurate with a senior academic leadership role.

A doctoral qualification.

## Key Competencies

Breadth & depth of Higher Education experience necessary to deputise for the Vice Chancellor/Deputy Vice-Chancellor or other academic members of the Vice Chancellors Executive.

Ability to set strategic direction for the University ensuring buy-in to the key strategies and policies.

Inspirational leadership and management skills, including a commitment to high performance and continuous improvement.

Proven influencing skills and the ability to represent the University's interests in policy debates at local, regional, and national level.

Ability to build and expand networks and partnerships, within the University, as well as externally, to achieve strategic and operational objectives, alongside a commitment to our place agenda.

Evidence of promoting and celebrating a vibrant and inclusive culture and academic community, which is informed and enriched by research, an outstanding student experience, quality learning & teaching, enterprise, professional practice, and pedagogic expertise.

# THE ROLE - STUDENT JOURNEY & ACADEMIC REGISTRAR

## Post:

Pro Vice-Chancellor (Student Journey & Academic Registrar)

## Grade:

Corporate Leader

## Location:

Lancaster or Carlisle

## Responsible to:

Deputy Vice Chancellor

## Responsible for:

Director of Student Services  
Deputy Academic Registrar  
Registry Senior Leadership Team

## Role Purpose:

The Pro Vice-Chancellor (Student Journey) and Academic Registrar is the principal adviser to the Vice Chancellor and University Executive on all aspects related to (i) the student journey (from application to graduation) and (ii) for the quality assurance and enhancement of the University's academic provision. The Pro Vice Chancellor will provide strategic development and leadership to the Student Services and Academic Registry functions, and associated staff, to provide an excellent student journey for students in line with the University's T2030 Strategic Plan.

As a strategic leader you will be responsible for the University's delivery of its plans relating to delivering an excellent student journey for our students. The Student Services and Academic Registry functions will provide a high quality of professional support to academic staff and students and interface smoothly with the operations of other professional services, leading to enhanced provision for students. It's main areas of responsibility include Quality Assurance and Management, Student Admissions, Programme Administration, Research Degree Administration, Regulations, Appeals and Complaints, Student Data>Returns, Student Support Services (key functions include Disability Support, Financial Guidance/Support, Health and Wellbeing, University Library, Careers & Employability and Study Skills).

You will have direct line management of the Director of Student Services, the Deputy Academic Registrar and the Registry Senior Leadership Team.

## Main Duties and Responsibilities:

1. Strategically enable the delivery of the University's planned intentions and associated KPI's as outlined in the Towards 2030 Strategy.
2. To develop and implement the combined Registry and Student Services operating plan, recognising the diversity of the University's student body, which meets the expected key outcomes and targets.
3. To ensure an appropriate management and staffing structure is implemented which enables and ensures the delivery of the combined operating plan.
4. To lead on the specification and development/enhancement of key systems and practices across the services to increase operational effectiveness and efficiency.
5. To oversee the continuous enhancement and development of the agenda and service provided for (i) student health and wellbeing, (ii) Library and student skills, (iii) Disability Support and (iv) Careers & Employability.
6. To ensure compliance with any relevant legislation and statutory return requirements.
7. To provide effective strategic leadership and management for specific areas in support of the delivery of taught programmes at undergraduate and postgraduate levels, research programmes and research activity.
8. To ensure the University's Quality Assurance Framework is efficient and effective in operation and drives improvements in student outcomes and use of staff resource.
9. To lead on academic standards and quality including procedures for approval and periodic review, annual monitoring and the institutional response to external regulation and review.
10. To be responsible for University policies and procedures in the areas covered by the Academic Registry and Student Services, ensuring that they reflect national, and where applicable international, requirements and good practice as well as meeting the priorities of the University.
11. To be responsible for ensuring the University admissions processes support growth in volumes across the diverse student body and adhere to external national and international requirements, including leading on communications with UKVI for the University.





# THE PERSON

## Qualifications, Knowledge & Experience

A relevant first and postgraduate degree or equivalent professional qualification.

Significant record of senior-level leadership, strategic development, and achievement in areas relevant to the service.

Substantial experience in effective people and project management across multidisciplinary groups.

Successful track record in developing systems and policy enhancements that deliver impact and positive outcomes.

## Key Competencies

Breadth & depth of Higher Education experience necessary to deputise for the Vice Chancellor/Deputy Vice-Chancellor or other academic members of the Vice Chancellors Executive.

Ability to set strategic direction for the University ensuring buy-in to the key strategies and policies.

Inspirational leadership and management skills, including a commitment to high performance and continuous improvement.

Proven influencing skills and the ability to represent the university's interests in policy debates at local, regional and national level.

Ability to build and expand networks and partnerships, within the University, as well as externally, to achieve strategic and operational objectives, alongside a commitment to our place agenda.

Evidence of promoting and celebrating a vibrant and inclusive culture and academic community, which is informed and enriched by research, an outstanding student experience, quality learning & teaching, enterprise, professional practice and pedagogic expertise.



# OTHER REQUIREMENTS

## Our Values

At the University of Cumbria, our values shape the way we work, our culture and environment.

### We are PERSONAL

Individuals are at the heart of what we do, and our culture of belonging recognises and supports every person. As an institution, we have mutual respect for those we work with and for and we care about understanding each other's challenges and helping one another to thrive.

### We are PROGRESSIVE

As a university we have a determination to deliver our mission, which keeps us open to opportunities in front of us. We encourage thoughtful and inspirational ideas, and we tackle problems proactively, with optimism, creativity and courage.

### We are ENGAGED

As stewards of knowledge and place, it is our privilege to champion the region and advocate for the value of education. The University of Cumbria is welcoming to different perspectives, expertise and experiences and we are committed to building and nurturing strong links with our communities.

## Equality, Diversity & Inclusion Statement

All post holders at the University of Cumbria are required to uphold and work to the Universities Equality, Diversity and Inclusivity statement and associated policies:

The University of Cumbria is committed to providing an inclusive environment, where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting, and celebrating differences, to ensure that we generate a sense of understanding and belonging.

The University recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias.

We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate, beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

## Health & Safety Statement

All employees at the University of Cumbria are required to ensure that all duties and responsibilities are discharged in accordance with the Universities Health and Safety at work policy. They should take reasonable care for their own Health and Safety and that of others who may be affected by what they do or do not do. Staff should correctly use work items provided by the University, including personal protective equipment in accordance with training or instructions.





# HOW TO APPLY

**Dixon Walter has been retained by the University of Cumbria to provide executive search and advisory services. Should you wish to have an informal discussion about any of the Pro Vice Chancellor opportunities detailed in this applicant brief then please contact a member of the Dixon Walter team as follows:**

**Pro Vice Chancellor (Growth and Development):**

Mike Dixon

E: [mike@dixonwalter.co.uk](mailto:mike@dixonwalter.co.uk)

T: 07876 751896

**Pro Vice Chancellor (Research and Knowledge Exchange):**

Simon Critchley

E: [simon@dixonwalter.co.uk](mailto:simon@dixonwalter.co.uk)

T: 07891 842347

**Pro Vice Chancellor (Student Journey & Academic Registrar):**

Emma Wilkins

E: [emma@dixonwalter.co.uk](mailto:emma@dixonwalter.co.uk)

T: 07741 875289

Applications should be emailed to the respective consultant at Dixon Walter. Your application should include on separate documents:

- a letter of application setting out your interest in the role and details of how you match the requirements in the person specification
- a comprehensive curriculum vitae
- details of three referees and your notice period (referees will not be contacted without your permission)
- a completed personal details form (available from the website below)

Further details about the recruitment process are available at the dedicated microsites for each position as follows:

**Pro Vice Chancellor (Growth and Development):**

[www.dixonwalter.co.uk/opportunities/cumbria-pvc-growth-development/](http://www.dixonwalter.co.uk/opportunities/cumbria-pvc-growth-development/)

**Pro Vice Chancellor (Research and Knowledge Exchange):**

[www.dixonwalter.co.uk/opportunities/cumbria-pvc-research-ke/](http://www.dixonwalter.co.uk/opportunities/cumbria-pvc-research-ke/)

**Pro Vice Chancellor (Student Journey & Academic Registrar):**

[www.dixonwalter.co.uk/opportunities/cumbria-pvc-student-journey/](http://www.dixonwalter.co.uk/opportunities/cumbria-pvc-student-journey/)

GDPR: In making an application for this role we ask you to view Dixon Walter's Privacy Notice which outlines our compliance to General Data Protection Regulations and the use and storage of your data.