



MANCHESTER
1824

The University of Manchester

Celebrating our bicentenary

200
years of education
and innovation

Making a difference



SINCE 1824

CHIEF PROPERTY OFFICER

Candidate Pack | September 2024

WELCOME

From the Registrar, Secretary and COO



On behalf of our new President and Vice Chancellor, Professor Duncan Ivison, and myself, thank you for your interest in becoming our next Chief Property Officer at The University of Manchester. We are one of the UK's largest single-site higher education institutions, with more than 13,000 colleagues and 46,000 students drawn from a wide variety of backgrounds. As a member of the University, you will become part of a truly diverse and global community of staff, students and alumni all focused on ensuring we are recognised globally for the excellence of our research, learning and innovation, and for the benefits we bring to society.

As a University community, we know that by working together we can achieve great things. From life-saving research to life-changing teaching and our commitment to social responsibility, everything we do has our people at its core. We aim to be a university where our colleagues are proud to belong – a welcoming, inclusive place where we are unified by our values and create equal opportunities for all. A place where our people can thrive and flourish to achieve great things.

A career in Higher Education has always been rewarding but never more so than now. The opportunities and challenges presented by our commitment to achieving zero carbon, by the fundamental changes to the world of work, the opportunities of a seamless digital and physical environment, all in the context of a challenging funding environment, mean that the role of CPO gives you the opportunity to make a fundamental difference to our university and its community over the next decade and more. As a pivotal member of the Professional Services Leadership Team (PSLT), you will lead on a transformative journey to enable our world-class status through visionary estate and facilities management.

Over the next decade and beyond, this strategic role is dedicated to reshaping our campus, enhancing services, and fostering a culture of excellence befitting a truly global institution to deliver our mission and purpose, details of which can be found here: <https://www.staffnet.manchester.ac.uk/our-future/>.

You will provide leadership and direction to our Estates and Facilities Directorate teams to work in partnership with academic & professional services leaders and staff across our institution.

You will also provide advice and support to me, the President and Vice- chancellor, and other senior leaders on delivering our ambitions. You will act at all times in line with our shared values, with an emphasis on equality, diversity, and inclusion.

We are seeking someone with significant strategic Property/ Infrastructure experience that blends innovation, authentic leadership, and proven ability to deliver strategic transformation, all gained in a large and complex organisational context. In such a multi-layered, multifaceted, and multi- stakeholder setting, key to your success will be your professional judgement, insight, and ability to influence strategic direction.

Of vital importance to us is your ability to role model the university's values and demonstrate commitment to ensuring equality and diversity and an inclusive culture.

If you have the vision and ambition required for this critical role and can turn strategy into delivery and impact we would love to hear from you.

Patrick Hackett

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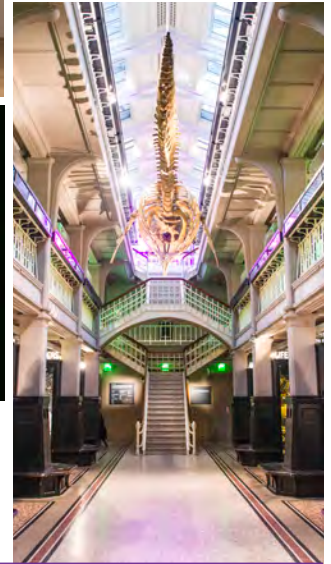
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THE UNIVERSITY OF MANCHESTER



Global Recognition

The University of Manchester is recognised globally for its pioneering research, breadth of teaching and learning and for its commitment to social responsibility. The world's big challenges demand urgent action – we're working across boundaries and disciplines to create healthier, more equal futures; helping to eradicate poverty; ensuring energy supply for future generations; and protecting our planet for the years to come.

In 2024 we're celebrating our bicentenary: 200 years of education and innovation. This milestone event is an exciting time to reflect on the past, recognising our key discoveries, pioneering ideas and world firsts, while looking forward to what our third century could bring.

Our History

The University of Manchester was the first and most eminent of England's civic universities. Our earliest roots can be traced back to 1824 with the formation of the Manchester Mechanics' Institution, founded as part of a national movement for the education of working men, and with the creation of the Manchester Royal School of Medicine.

The University of Manchester, in its present form, was created in 2004 by the amalgamation of the Victoria University of Manchester and the University of Manchester Institute of Science and Technology (UMIST).

We have a rich history of attracting brilliant minds to the University, with 25 Nobel laureates among our current and former staff and students, including Ernest Rutherford, Arthur Lewis, and most recently, Andre Geim and Kostya Novoselov.

The Present

Part of the prestigious Russell Group of UK universities, The University of Manchester is one of the UK's largest single-site higher education institutions. We operate at scale with an annual turnover of £1.35 billion, a significant ongoing capital investment programme and over 500,000 alumni.

The University of is a truly global institution, with a reputation for education and innovation that resonates across the world. Today, we are ranked:

- 32nd in the world (QS World University Rankings 2024).
- 93% of the University's research activity was assessed as 'world-leading' (4*) or 'internationally excellent' (3*) (Research Excellence Framework 2021).
- 1st in the UK and Europe and 2nd in the world for social and environmental impact (Times Higher Education Impact Ranking). We are the only university to consistently rank in the global top 10 since the ranking's inception 5 years ago.

We operate at some scale with an annual turnover in 2022/3 of £1.35bn, 13,000 staff, around 46,000 students and more than 500,000 alumni.

We are the most popular university for UCAS applications. We have around 17,000 international students from our total student community. Our students come to live and study in Manchester and learn to be global citizens. They are attracted by our powerful sense of place, our academic ranking, the diversity of our courses, the impact of our social responsibility and by the city's rich cultural and sporting heritage.

Learn more about our [rankings and reputation](#).

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THE CITY OF MANCHESTER AND THE REGION



The Original Modern City

Manchester is the original modern city, responsible for pioneering events and movements that shaped the past and continue to influence the world as we know it today. The Industrial Revolution powered by canals and steam had its origins here – alongside it came fundamental societal developments such as trade unionism, the cooperative movement and the suffragettes.

The University is a proud Manchester institution – inspired by its revolutionary history, we act courageously and challenge assumptions to create the exceptional.

We are an anchor institution: critical to the economic, social, cultural and environmental wellbeing of the city and our region. The University is committed to its local community, and we recognise the importance of our civic role. In collaboration with Manchester Metropolitan University, Royal Northern College of Music, University of Bolton and University of Salford, we have developed a joint Civic University Agreement with the Greater Manchester Combined Authority (GMCA) and its ten local authorities to drive social and economic change in the city region.

We make a significant contribution to the city and region's cultural credentials, with our own Manchester Museum, John Rylands Research Institute and Library and the Whitworth among the city's cultural landmarks, and the iconic Lovell Telescope just a short drive away at our Jodrell Bank Discovery Centre.

Manchester has been ranked as the top UK city to live in (The Economist's Global Liveability Index 2022) and in 2021, the city was ranked in the top three of Time Out's World's Best Cities.

It's a cosmopolitan city, and its cultural life is internationally renowned. There are three outstanding professional theatre companies, the concert halls of the Hallé and BBC Philharmonic orchestras, HOME, and Europe's fastest-growing Chinatown.

Among developments enriching the area's cultural life are the Lowry Centre and MediaCityUK at Salford Quays, the Bridgewater Concert Hall, the refurbished City Art Gallery, and the Imperial War Museum North, designed by Daniel Libeskind, in Trafford.

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OUR VISION AND STRATEGIC PLAN



Our Vision is to be recognised globally for the excellence of our people, research, learning and innovation, and for the benefits we bring to society and the environment.

In 2019 we launched 'Our Future' which affirmed our core purpose to advance education, knowledge and wisdom for the good of society and set out ambitious targets for the next 5 years. It established three core goals which are encapsulated in our motto: knowledge, wisdom, and humanity:

- Research and Discovery
[Learn more about our research](#)
- Teaching and learning
[Learn more about our teaching and learning](#)
- Social responsibility
[Learn more about our commitment to social responsibility](#)

and four themes:

- Our people, our values
- Innovation
- Civic engagement
- Global influence

Our Future sets an ambitious agenda to build on the University's distinctive strengths, with a commitment to make a difference to society and the environment and protect our unique status as an open place of enquiry and challenge.

It points to a future where we will expand our world-leading research to address the most challenging global questions and exploit our capability for interdisciplinary research; transform the way our students learn to make them the most employable graduates and truly global citizens; and ensure that all our activities make a positive difference to society.

The strategic plan reinforces what already makes The University of Manchester distinctive: our excellence, openness and inclusivity, our longstanding commitment to social responsibility, our scale and breadth, our tradition of innovation, and our very close bonds with, and location at the heart of, Manchester.

Universities such as ours are ideally positioned to help address many of the world's major challenges, finding new means to deliver environmental sustainability, close the gap of societal inequalities, improve health, inform and empower citizens, and create the leaders of the future.

To read 'Our Future' in full, link here:

<https://www.manchester.ac.uk/discover/vision/>

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OUR PEOPLE, OUR VALUES

From life-saving research to life-changing teaching, from gold medals to green spaces, everything we do at our University has people, our students, colleagues, and alumni, at its heart. Together we achieve great things, working collectively towards our shared goals.



Our people and our values are at the heart of the University's strategic plan, focusing on transforming how colleagues across the institution work together, and in partnership with our students, alumni and external partners, to contribute to achieving our vision. Our people, as they always have been, are the most important part of the University's future. Working together, we will ensure that Manchester continues to be a university of which our people are proud – a great place to work and study, as well as an institution where we successfully utilise new opportunities and further develop a culture of ongoing improvement with respect to all our activities and services.

Our People, Our Values, as a theme within our strategic plan and developed through the University's People and Organisational Development Strategy, includes initiatives that will encourage staff and students to achieve great things in a supportive and sustainable environment, with access to outstanding facilities and be part of an organisation committed to equality, diversity and wellbeing that enables everyone to thrive. Our priorities at a glance:

Great people doing great things: We will attract, engage, develop and retain the very best staff, students and alumni. We will also streamline our operations to enable our people to do what they do best while supporting the University's vision and strategic plan and freeing up time and funds to invest in our core activities.

Wellbeing: We aim to create a place to work and study where all of our people feel able to thrive and can fully achieve their professional and personal aspirations against a backdrop of continuous change. We will increase our efforts to embed the right processes, support, pathways and conditions to help our students and colleagues achieve success. We recognise that the wellbeing of our people is not only the morally right thing for us to support, but also leads to enhanced organisational performance and student outcomes.

Equality, diversity and inclusion: Our students and staff will be representative of the diversity within our communities and supported by fair and progressive employment practices. We will build on our existing work to promote and embed equality, value diversity and promote inclusion, to ensure our University community continues to embrace the breadth of experience, thought, and background, and reflects the wider societies we serve.

Environment and Facilities to Support our People: We will seek to create an outstanding and sustainable working and learning environment that supports our staff and students in achieving their potential. With that in mind, we must balance the expectations of our people, a maturing campus estate, the possibilities created by technology, the cost of change, and our obligations to respond to the climate emergency in a coherent long-term plan.

Our values: We will bring our values – knowledge, wisdom, humanity, academic freedom, courage and pioneering spirit – to life across our University as we work together to deliver Our future. We will embed our values across the employee experience, including developing a values-led approach to our employer brand, staff recruitment, reward and recognition, and wellbeing. Our values have already been demonstrated through recent achievements that have seen Manchester named as one of the world's leading universities for action on sustainable development (Times Higher Education University Impact Rankings), the creation of ID Manchester (Europe's most ambitious innovation district) and our approach to hybrid working in Professional Services, which will deliver significant mutual benefits for colleagues and our University.

Full details are available here: <https://documents.manchester.ac.uk/display.aspx?DocID=62335>

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EQUALITY, DIVERSITY AND INCLUSION



From our beginnings nearly 200 years ago as England's first civic university, we've sought to break down barriers and improve lives. At The University of Manchester we celebrate our diversity and the diversity of the communities we serve.

Our ambition is to be an inclusive place to work and study, one that is characterised by equity, diversity, and a sense of belonging for our community.

Our vision is to be recognised by staff, students, alumni, and our partners as an inclusive organisation. We will do this by creating an outstandingly inclusive place to work and study that is characterised by equality, seeing the value of diversity and where all have a sense of belonging.

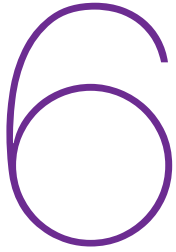
We are committed to meeting and exceeding our obligations under current legislation and by doing more, we build on Manchester's existing reputation for its rich diversity and ensure we equip all our staff and students with the knowledge to sustain and enjoy a fully inclusive study and work environment. Recognising, embracing and valuing difference leads to improvements for all.

We are proud to employ a workforce that reflects the diverse community we serve and a student community from more than 170 countries. See our Equality report for 2023:

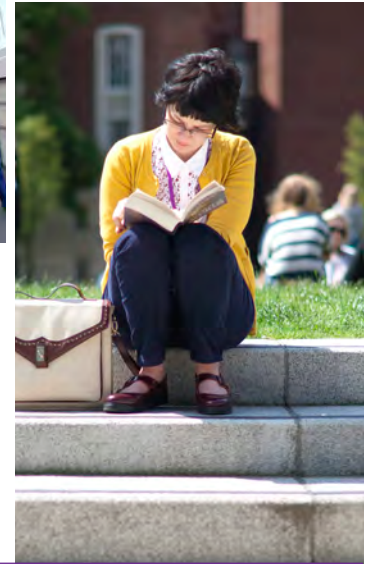
<https://documents.manchester.ac.uk/display.aspx?DocID=70970>

Hear what our staff and students say:

<https://www.manchester.ac.uk/connect/jobs/equality-diversity-inclusion/we-belong-film/>



THE UNIVERSITY ESTATE



The University's campus is one of the largest estates in UK higher education, with 229 buildings across 270 hectares.

In 2012 the University embarked on a £1 billion, 10-year plan to create a world-class campus for students and staff, which included refurbishing existing buildings and brand new constructions. The majority of these landmark projects have been completed, including the Whitworth, the Manchester Cancer Research Centre, and the National Graphene Institute, which have received or been shortlisted for major awards.

In 2021 we completed construction of the Manchester Engineering Campus Development (MECD), the largest home for engineering in any UK university.

Looking ahead, we are embarking on a joint venture with Bruntwood SciTech to establish Innovation District Manchester (IDM). The new £1.5 billion innovation district will transform our north campus and will be a focal point for collaboration, innovation and commercialisation in the region.

The University continues to make ongoing investments in residences to update and modernise them. Around £25m has been invested in refurbishments at Hulme Hall in the past five years. The University is also beginning a £20m programme of refurbishment work in Dalton Ellis and Oak House this summer and has spent £90m on building Unsworth Park, which opened in 2019. More information on the Campus Masterplan.

The redevelopment of our Fallowfield Campus will offer up to 5,400 student beds by replacing the existing older accommodation and deliver 3,300 new bedrooms to meet the growing demand for high-quality, modern bedrooms across the popular campus. The scheme includes the redevelopment of Owens Park, Oak House and Woolton Hall to meet the demand for student bedrooms in inclusive, safe and sociable surroundings.

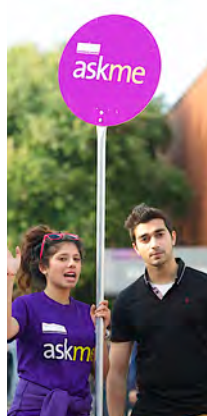
We have recently selected Viridis as preferred bidder and delivery partner for the scheme under a Design, Build, Finance and Operate (DBFO) model. Viridis are a consortium of Equitix (infrastructure investor, developer and manager), GRAHAM (equity and construction) and Derwent FM (facilities management). This selection followed a competitive tendering process and represents an important step towards a significant upgrade of the University's student accommodation offering.

The University and Viridis consortium will now work together to further develop its DBFO delivery plans with the aim of reaching financial close by summer 2025.

The redevelopment will be delivered in multiple phases. Demolition of Owens Park Tower and surrounding buildings, which have been closed for several years, is ongoing and due to complete early in 2025.

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THE ROLE



Overall Purpose:

As a pivotal member of our Professional Services Leadership Team, the CPO embarks on a transformative journey to elevate The University of Manchester's world-class status through visionary estate and facilities management. Over the next decade and beyond, this strategic role is dedicated to reshaping our campus, enhancing services, and fostering a culture of excellence befitting a truly global institution.

Key Responsibilities:

Visionary Leadership: Lead the formulation and execution of a bold vision for transforming our estate and facilities services over the next 10-20 years, aligning with our aspirations for global impact and excellence.

Service Excellence: Identify areas for enhancement, optimising hard & soft services and pioneering innovative approaches to elevate efficiency and service quality commensurate with our world-class status.

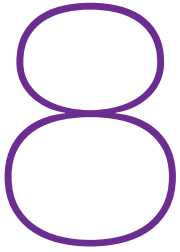
Capital Planning: Develop a robust capital plan to address the current challenges in our property portfolio, rectifying issues such as the overall footprint and the landlord unction, while reinforcing our position as a beacon of academic excellence.

Cultural Overhaul: Spearhead a cultural transformation within the estate and facilities functions to cultivate a collaborative and inspiring environment synonymous with our shared values.

Infrastructure Strategy: Collaborate with key stakeholders, particularly the CIO, to devise a comprehensive infrastructure strategy embracing property and digital that aligns with our institutional goals, prioritising pedagogy, achieving zero carbon, and affordability, while reinforcing our status as a leading global research institution.

Financial Innovation: Collaborating with the CFO, navigate financial constraints by identifying creative solutions to fund necessary investments, ensuring an enduring legacy of excellence and impact.

Transformational Change: Collaborating with the Strategic Change Office, Lead and deliver transformative change initiatives, ensuring that our estate and facilities function are fit to meet the evolving needs of our world-class institution.



THE PERSON



We seek a visionary leader who embodies our University's ethos of excellence and innovation, with a proven track record in leading and delivering transformational change in a large-scale and complex organisation.

Experience: Extensive experience in senior-level property and facilities management roles, with a demonstrable ability to drive strategic transformation and navigate complex challenges in alignment with our global ambitions.

Qualifications: Possession of relevant professional qualifications and a deep understanding of UK regulatory frameworks and best practices in property management.

Strategic Vision: A visionary thinker with the ability to develop and execute long-term strategic plans, aligning property and facilities initiatives with our institutional objectives, ensuring our continued global status.

Cultural Leadership: A track record of fostering a culture of excellence, inclusivity in all its forms (and particularly in the built estate and services), and innovation within large organisations, addressing issues such as employee relations and organisational culture, while upholding Manchester University's values.

Our values

As an autonomous institution, we will strive to bring our shared values to life. They are:

Knowledge: We are ambitious in our pursuit of new ideas, greater understanding, and discovery.

Wisdom: We share and apply our knowledge and experience to guide balanced and evidenced decisions for ourselves and for society.

Humanity: We embrace and celebrate difference, respect, and support each other, and act with integrity to benefit society and the environment by transforming and enriching lives.

People Management: Lead and manage people to enable them to perform in their roles, by setting up for success through, clear expectations, developing capability, engaging on purpose and direction, motivating them to achieve, and role modelling the values.

Financial Acumen: Strong financial management skills, with experience in budgeting, financial planning, and resource allocation to optimise investments and achieve long-term sustainability. You will be comfortable with managing large departments, supporting resources and monitoring spend effectively.

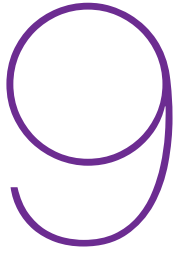
Stakeholder Engagement: You will be familiar with and highly skilful at cultivating relationships with key partners and stakeholders, including governance, external relations, strategic partnerships, government and public bodies and, crucially internally faculty, school and directorate leadership, to advance the university's mission, values, and strategy.

Communication Skills: Excellent communication, presentation, and negotiation skills, with the ability to articulate complex ideas and influence decision-making at all levels of the organisation, embodying our commitment to transparency and collaboration.

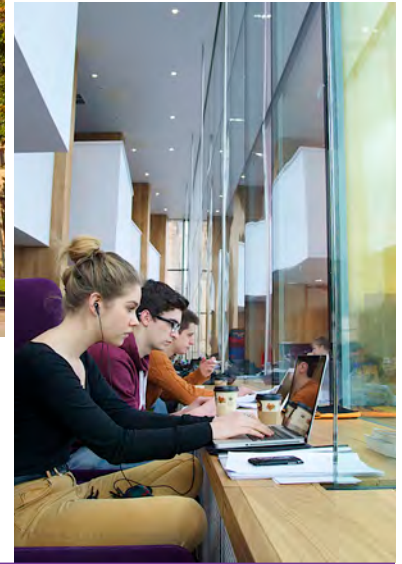
Academic freedom: We support with enthusiasm and vigour the principles of freedom of thought and speech.

Courage: We think and speak freely and act boldly to challenge assumptions and shape our future for the greater good.

Pioneering spirit: In the radical Manchester spirit, and inspired by our people, history, and scale, we create the exceptional.



HOW TO APPLY



Outline Terms of Employment

- Salary: Highly competitive
- Annual Leave: 29 days annual leave plus 4 closure days plus 8 bank holidays
- Pension: The postholder will automatically be enrolled into the Universities Superannuation Scheme (USS) which is an attractive and generous sector wide pension scheme. This includes a 'Defined Benefit' (DB) part which provides a guaranteed, inflation linked pension in retirement, as well as a 'Defined Contribution' (DC) part which provides additional flexibility on how you invest and take your pension in retirement. Further information is available at: www.uss.co.uk/for-members/your-pension-explained/how-your-pension-works. Membership of the Scheme also includes 3x Death in Service cover, and subject to meeting certain criteria, eligibility for ill-health early retirement should it be required. Employee contributions are only 6.1% of pensionable salary prior to tax and national insurance savings.

How to Apply

Dixon Walter have been retained by The University of Manchester to provide executive search and advisory services. Should you wish to have an informal discussion about this role then please contact Mike Dixon or Simon Critchley at Dixon Walter on 0191 5005500 or at mike@dixonwalter.co.uk

Applications should be made via email to: mike@dixonwalter.co.uk and include the following as 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)

Closing date: Wednesday 2nd October 2024 (5pm)

Final stage interviews will be held at the University on Friday 22nd November 2024.

Further Information

Further details are available at: <https://www.dixonwalter.co.uk/opportunities/manchester-CPO/>

The University of Manchester is committed to equality, diversity, and inclusion in all our activities, and we invite candidates from under-represented groups to consider applying for this opportunity.

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



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