

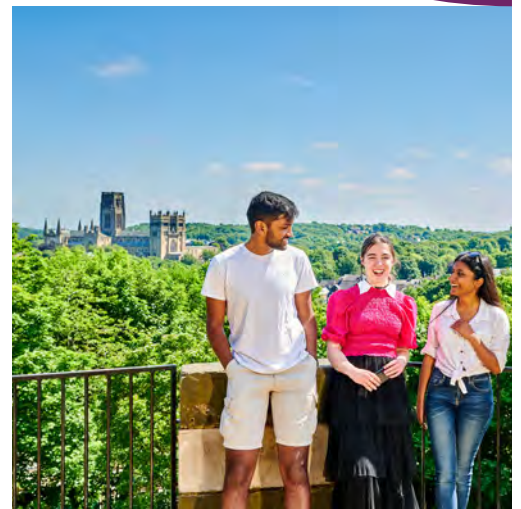
Appointment of Finance Director

September 2024



Contents

1	Message from the Chief Financial Officer
2	Durham University
3	County Durham and North East England
4	Durham University Finance Director
5	Our Commitment to Equality, Diversity and Inclusion
6	Research, Education and Student Experience
7	Our Colleges
8	Engaging our Communities
9	Collaborative Partnerships – Global Durham
10	How to Apply



1

Message from the Chief Financial Officer

Dear Candidate

Thank you for your interest in this role at Durham University.

Durham is one of the most distinctive universities in the world, a globally outstanding centre of teaching and research excellence, a collegiate community of exceptional and committed people, in a unique and historic setting. Our Strategy, 2017-2027 (refreshed during 2023), sets out ambitious goals to deliver world-class research, education and wider student experience.

The need for financial sustainability drives our Strategy refresh. It is imperative we continue to generate sufficient cash to fund our investment plans as well as enhancing our day-to-day operations.

A £225 million private placement has enabled Durham to invest in its estate, including a new Teaching and Learning Centre; Mathematical Sciences and Computer Science Building; the new Business School; as well as significant refurbishments across both our existing academic and residential estate.

We have new partnerships with private providers to deliver contemporary residential accommodation, enabling us to invest in the facilities and characteristics that define our college experience.

We continue to invest in our educational programme portfolio including collaborations with new overseas partners. We are working with local businesses to deliver expert services, consultancy and new spin-out companies. Our collaborations with industry partners will expand our reach and impact as we jointly deliver research and professional development opportunities.

The finance function has a central role in delivering financial sustainability. This role is critical to the ongoing development of the finance function and its ability to contribute to the success of Durham. With the introduction of a new finance system in 2023 this is an exciting time to join a dynamic team and help deliver the transformation of the finance function.

Neil Scott

Chief Financial Officer



2

Durham University

We are a high-performing Russell Group university and believe that inspiring our staff and students to do outstanding things at Durham enables them to do outstanding things in the world.

We conduct research that empowers, inspires and improves lives across the world. We challenge our students and value a Wider Student Experience that fosters participation and leadership at Durham and beyond. Our global alumni network - showing leadership in all forms of industry and human endeavour around the world - is deeply committed to the University's advancement.

As we continue to grow, we attract students and staff from a diversity of geographies and backgrounds to our historic part of the world. We contribute to the success of the proud city, county and community that is Durham itself.

Our Purpose

We enrich lives and change the world through the advancement of learning. We achieve this by:

- Inspiring and supporting staff and students to create and translate knowledge and enhance understanding, locally and globally.
- Promoting inclusivity, civic responsibility, sustainability, social well-being and prosperity for the benefit of present and future generations.

Our Core Lived Values

Inspiring By stimulating an instinct to challenge, encouraging innovative thinking and taking our responsibilities seriously, we foster a culture that inspires the extraordinary.

Inclusivity - Together we celebrate difference, value one another, and are each responsible for creating an inclusive community that is respectful and fair for all.

Integrity - We are open, honest, ethical, lead and manage by example and follow through on our commitments.

Collaboration - We listen to each other, disagree well, with a commitment to academic freedom, are compassionate, and work as a team to achieve our goals.

Commitment to Excellence - We strive for the highest standards of achievement in everything we do with an enthusiasm to learn, succeed, and flourish.

Citizenship - We develop well-rounded people who make a positive difference to local, national, and international communities and change the world.



Vision and strategic goals

Our University Strategy 2017-2027 ensures that Durham is better defined thematically and geographically and more visible globally, focused on being world-leading in all of our core areas and developing a stronger and sustainable business model. We aim to be an influential voice in national and international affairs and be widely recognised for our ability to combine innovation and leadership with a strong sense of community and heritage.



Our University Strategy Refreshed

Our 2017-2027 Strategy is built on the three pillars of research, education and our wider student experience, but also on our keen sense of community and of inspiring others to achieve their potential.

Since the launch of the strategy there has been significant change in the external environment and reaching the midway point in 2023 provided an opportunity to review our progress, celebrate our achievements and refresh our priorities. Three key business imperatives prompted the review of our Strategy:

- A critical and continued need to ensure long-term financial sustainability following national and global changes outside our control: Brexit, Covid-19 and the war in Ukraine, the inflationary erosion of the value of the static home undergraduate fee and commodity price inflation.
- The further development and embedding of a culture of equity and inclusion across all our activities, from student access to degrees, staff employment and working practices, to engagement with the economy and people of our region. Our inclusive culture of shared responsibility, fairness and trust will inform decisions that also ensure our financial sustainability.
- The need to maintain and enhance our reputation for global excellence in education and research.

Our refreshed University Strategy is our roadmap up until 2027.

Our core goals remain unchanged, which are to deliver:

- World-leading and world-changing research and engagement across all core academic departments and institutes
- Education that is challenging, enabling, research-led and transformative.
- A transformative wider student experience delivering long-lasting benefits for graduates and society

Our Finance Strategy is critical to the success of our refreshed Strategy. We will organise our finances to enable the realisation of our strategic goals on a financially sustainable basis.

Strategies have been developed for new priority areas, which are: Equality, Diversity and Inclusion; Sustainability; and Civic and Regional Partnership.

We have also strengthened our original focus on the key areas of: Research performance, including income and impact; Business engagement; Widening access; Skills for a changing world; Student wellbeing; Digital; and Donor, alumni and supporter development.

See our website for our full refreshed Strategy:

[PDFs and Documents - Durham University](#)

Key Numbers

89th

World Top 100 ranked joint 89th in the QS World University Rankings 2025

22

Athena Swan awards

90%

of graduates find work or further study within six months of graduating

7th

in The Complete University Guide 2025

7th

in The Times and Sunday Times Good University Guide 2024

7th

in The Guardian University Guide 2024

Over

22,000

students

Over

185,000

alumni

Over

£450m

income

£85m

in research awards 2022-23

33%

non-UK students

4,300

staff members

3

County Durham and North East England

Durham sits in one of the most beautiful parts of the UK.

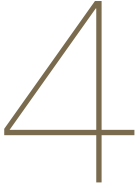
Located just a three-hour train journey north of London, and an hour and a half south of Edinburgh, and well served by the nearby Newcastle International Airport, County Durham is rich in history and natural beauty.

North East England's landmarks span millennia, from historical Roman and Norman World Heritage Sites such as Hadrian's Wall and Durham Cathedral and Castle to award-winning contemporary icons such as Antony Gormley's Angel of the North. There are 15 National Nature Reserves in the region and over 250 Sites of Special Scientific Interest. There are more castles of distinction open to the public than in any other English region and numerous splendid country houses and gardens.

The Durham Dales, incorporating Teesdale, Weardale and the North Pennines Area of Outstanding Natural Beauty, are home to breath-taking scenery and fascinating attractions. These include The Bowes Museum, a magnificent French-style chateau housing an impressive collection of European and fine arts; medieval Raby Castle, home to Lord Barnard's family since 1626; High Force - one of England's largest waterfalls; and Durham's Heritage Coast with its beaches, rugged cliffs and imposing headlands, another area of outstanding beauty. There are also excellent cultural and sporting facilities to enjoy, including the multi-award-winning Kynren - an epic tale of England; the world's most northerly Test Match cricket ground at Emirates Riverside; and Beamish - The Living Museum of the North.

Please visit www.visitcountydurham.org to find out more about the many attractions and benefits of living in the Durham area.





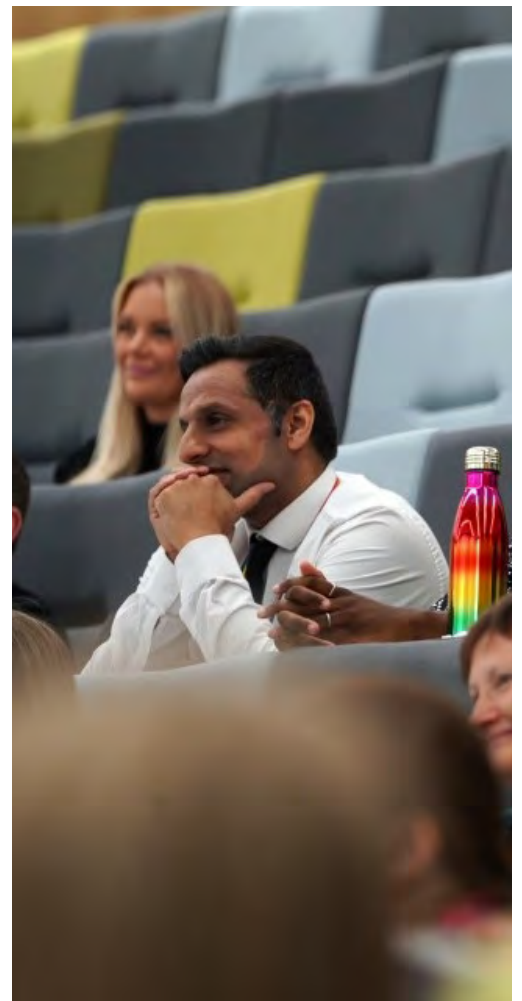
Durham University Finance Director

The University

At Durham University we are proud of our people. A globally outstanding centre of educational excellence, a collegiate community of extraordinary people, a unique and historic setting – Durham is a university like no other. We believe that inspiring our people to do outstanding things at Durham enables Durham people to do outstanding things professionally and personally.

Across the University we have a huge variety of roles and career opportunities, which together make us a large and successful community, which is a key hub of activity within our region and nationally. We would be thrilled if you would consider joining our thriving University.

Further information about the University can be found on [our website](#).



The Service and Role

The Finance Service is currently working through a transformation and modernisation process. The latest stage of development has been the implementation of a contemporary, cloud-based finance system – Oracle Fusion. The focus for the service now is process re-engineering and change management as the colleagues across the University adapt and implement new processes to achieve the optimal use of the new system. The priority for the Finance Director is to lead and support all staff through these changes whilst simultaneously meeting the ‘Business As Usual’ objectives of the service.

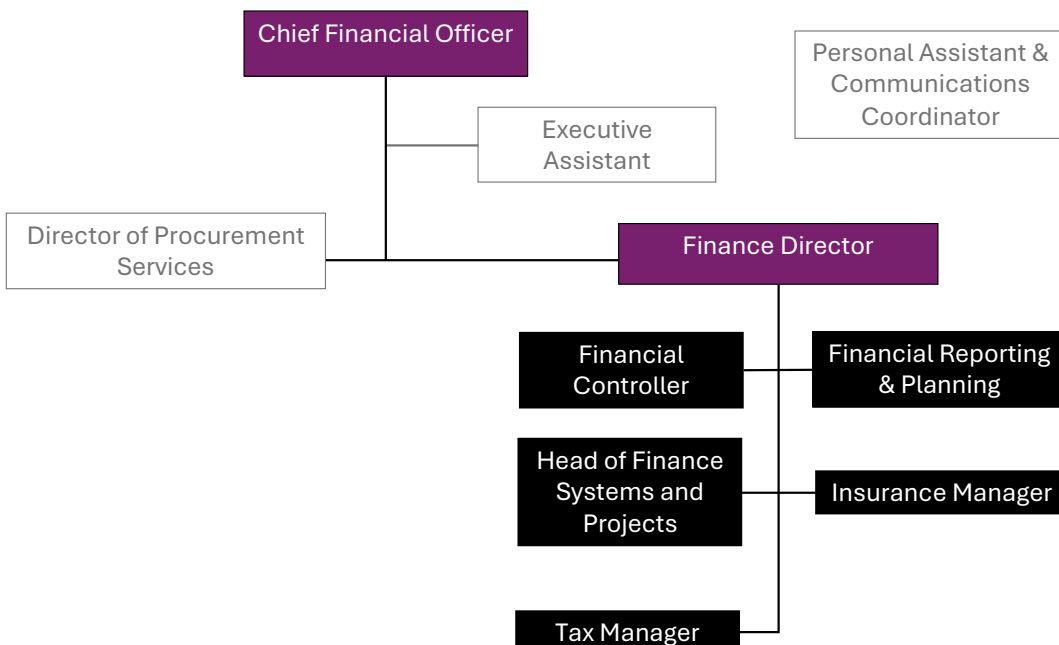
Working with the CFO, and the Finance senior leadership team, the post holder will contribute to the implementation of the University’s strategic plan through meeting the objectives and targets within the Finance Strategy and Service Plan.

The Finance Director will translate the responsibilities, aims and objectives of the Financial Regulations and the Finance Strategy into clearly defined policies, procedures, budgets and forecasts in the areas of Financial Services, Strategic Finance, Financial Management and Reporting.

The post holder will provide strong effective leadership and give direction and management to the teams in their area of responsibility.

The post holder will be a member of the CFO Senior Leadership Team.

Further information about the role and the responsibilities is at the bottom of this job description.



Working at Durham

A competitive salary is only one part of the many fantastic benefits you will receive if you join the University: you will also receive access to the following fantastic benefits:

- 30 Days annual leave per year in addition to 8 public holidays and 4 customary days per year – a total of 42 days per year.
- The University closes between Christmas and New Year.
- We offer a generous pension scheme, As a new member of staff you will be automatically enrolled into this University Superannuation Scheme (USS).
- No matter how you travel to work, we have you covered. We have ample parking across campus, a cycle to work scheme which helps you to buy a bike and discount with local bus and train companies.
- There is a genuine commitment to developing our colleagues professionally and personally. There is a comprehensive range of development courses, apprenticeships and access to qualifications and routes to develop your career in the University. All staff have dedicated annual time to concentrate on their personal development opportunities.
- Lots of support for health and wellbeing including discounted membership for our sport and gym facilities and access to a 24-7 Employee Assistance Programme.
- On site nursery is available and access to holiday camps for children aged 5-16 throughout the year.
- Family friendly policies, including maternity and adoption leave, which are among the most generous in the higher education sector.
- The opportunity to take part in staff volunteering activities to make a difference in the local community.
- Discounts are available via our benefits portal including; money off at supermarkets, high street retailers, IT products such as Apple, the cinema and days out at various attractions.
- A salary sacrifice scheme is also available to help you take advantage of tax savings on benefits.
- If you are moving to Durham, we can help with removal costs and we have a dedicated team who can help you with the practicalities such as house hunting and schools. If you need a visa, we cover most visa costs and offer an interest free loan scheme to pay for dependant visas.



Person Specification

When you apply it is important that you let us know what skills/experience you have from a similar role and/or what skills/experience you have which would make you right for this role. Further information about the role and responsibilities is at the end of this job description.

Your application should cover the following criteria:



Essential Criteria

Qualifications

- Educated to Degree level.
- Qualified accountant with PQE experience.

Leadership Experience

- Demonstrable experience of leadership of diverse teams of professional staff.
- Demonstrable experience of leading staff within a complex organisation.

Management Skills

- Proven ability to lead and motivate teams to perform at consistently high levels.
- Ability to work within a team.
- Excellent communication skills, verbal and written.
- Experience of managing and servicing committees and meetings.
- Evidence of strong line management skills.
- Demonstrable experience of managing organisation wide budgets.

Professional Skills

- Significant experience of providing financial advice and analysis.
- Significant experience of financial planning, reporting and control.
- Experience of managing transformation and change.
- Commitment to professional CPD and training.
- A commitment to excellent customer service delivery.

IT Skills

- High standard of IT literacy.
- Expertise in Finance systems.

Personal Skills

- A professional approach to work coupled with tenacity and diplomacy.
- Ability to forge productive working relationships with a range of diverse stakeholders.
- Ability to advise on complex financial issues to senior managers with confidence.
- Excellent communication skills (verbal and written).
- An ability to manage a high workload and competing priorities.
- An ability to identify and introduce innovative and creative approaches to work.
- A commitment to further personal development.
- A commitment to the improvement of others.
- Strong leadership skills with the ability to drive organisational change and motivate and commitment to team engagement.



Desirable

Management Experience

- Experience of working in the Higher Education Sector or a similar complex organisation.
- Experience of change management.

Personal Skills

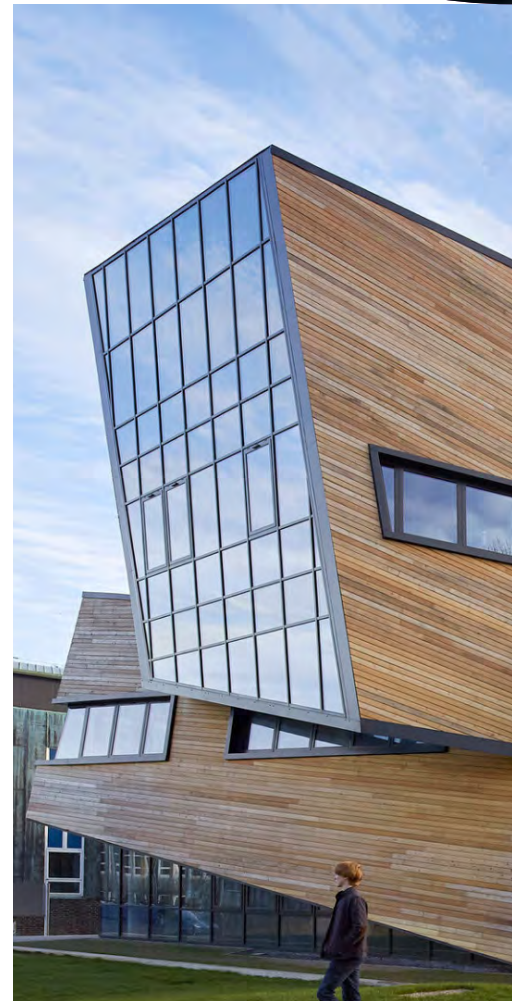
- A proven team player with the ability to operate within large scale complex organisations.

Typical Role Requirements

Service Delivery

Working with the Chief Financial Officer the post holder will:

- Provide professional and strategic leadership for significant areas of the organisation with accountability for the development and delivery of business plans and outputs.
- Influence and shape the available resources as appropriate to meet the current and future needs of the University.
- Influence the University wide financial planning and budgeting process.





Typical Role Requirements

The Finance Director will:

- Be responsible for the day to day management of the central finance function.
- Be the Senior Project Owner responsible for delivering a Finance Transformation Programme including devising a new Target Operating Model.
- Lead the management of the University's external audit, ensuring the delivery of the Annual Report and Financial Statements (the detail of the audit reflects Durham's financial size since 2021 as being greater than £1bn).
- Devise and own the University's tax strategy, ensuring optimal tax planning and income recovery across all facets of taxation (VAT, Corporation Tax, international and payroll related taxes).
- Develop and deliver University wide financial training and awareness programmes.
- Have a substantial impact on functional direction, strategy and objectives.
- Lead strategic planning for the Finance function and influence the development of departmental goals.
- Lead, direct and manage the interrelationship of a team of managers and / or highly qualified professionals across the area of responsibility.
- Devise, adopt and embed appropriate strategies for staff induction, wellbeing and learning & career development.
- Lead reviews and feasibility studies for the change of existing and the development of new functional areas of activity including the systematic review and continuous improvement of current processes.
- Ensure the University's financial regulations and related policies remain contemporary and fit for purpose.
- Review and address departmental performance and make a significant impact upon longer-term direction, strategy and objectives, advising the University Executive where appropriate.
- Initiate and lead, through appropriate consultation or negotiations, organisational changes to tackle major new issues and situations.
- Utilise problem solving skills to implement robust solutions to department / service issues.
- Develop workforce plans and identify talent priorities to ensure the recruitment and retention of highly competent and professional staff.
- Lead internal and external business meetings, working groups and committees at departmental or functional service level to influence governance, policy and standards for the service.
- Accountable for significant budget responsibility across a large area of operation - for both Finance and major projects.
- Influence and shape the available resources as appropriate to meet the current and future needs of the University.
- Deputise for CFO where required.
- Maintain clear and effective operational management to deliver agreed customer services.
- To provide an excellent leadership example for the Finance team and other colleagues to foster a culture of outstanding performance and customer service, establishing clear expectations of performance underpinned by appropriate leadership and processes.
- Liaise and work with senior colleagues from all areas of the university, with committees and external bodies, providing high level advice.
- Represent Finance at various pan University committees and working groups including Business Resilience Committee, IT Advisory Group, Information Governance and Oversight Group, World Heritage Site Steering Group.
- Represent the university externally in sector groups and committees through consultation and negotiation where required.



Typical Role Requirements

Analysis and Reporting

- Explore ways of improving efficiency and effectiveness and promote improvements in value for money.
- Review performance over time within area of responsibility and identify areas of improvement.
- Maintain a continuous review of quality and of external benchmarks to promote the best possible service.
- Own and manage the design and implementation of key initiatives, linked to the Finance Strategic Objectives, including centralised reporting, KPI dashboarding and forecasting / scenario modelling.
- Own systems/tools supporting management reporting, including implementation, enhancement, and maintenance of these.
- Identify innovative ways of reporting pan University financial information and a balanced scorecard approach for Finance.

Finance/Resource Management

- Undertake forecasting and ensure financial plans are developed and that services operate effectively within the financial plan for the department.
- Explore ways of improving efficiency and effectiveness and promote value for money.
- Introduce and maintain a Target Operating Model for Finance and determine and monitor KPIs.

Planning and Organising

- Develop and lead the implementation of strategies and plans for the area of responsibility, or specialism, which support and take forward the University strategy.
- Lead the development and delivery of functional / divisional strategy and policy.
- Lead major finance transformation projects and initiatives which have significant resources and impact both within the Service and across the University.
- Required to forward plan over a significant timescale (typically one to three years) and includes establishing departmental or service priorities and delivering the OfS forecast.
- Developing & executing the strategy and financial plan for the University, whilst defining insights & the planning process.
- Responsible for the development and implementation of the University's short term investment strategy and policy and to ensure robust cash management within that policy.
- Work closely with the CFO and wider University senior management team to provide critical thinking on financial and tax implications of new strategic initiatives and projects, both UK and overseas.
- Lead on ensuring tax compliance for the University and group covering all areas including corporation taxes, VAT, employment taxes and global mobility issues.

Useful links

Please note that in submitting your application Durham University will be processing your data. We would ask you to consider the relevant [University Privacy Statement](#), which provides information on the collation, storing and use of data.

When appointing to this role the University must ensure that it meets any applicable immigration requirements, including salary thresholds which are applicable to some visas.

Typical Role Requirements

People Management

- Attract, develop, coach and lead a highly talented and motivated team. Set priorities, remove obstacles for delivering on objectives, and ensure the team is focused on providing value-added support that helps deliver strong financial performance.
- Lead and manage staff in a major departmental area or service grouping, developing and raising performance through mentoring and coaching.
- Ensure the Annual Service Plan is updated and disseminated, ADRs are completed for all staff and these align with the Service and University objectives.
- Motivate, assess and reward of employees as required under university policy.
- Introduce and embed a framework for continual learning and skills development.
- Create a customer centric service which will meet the changing requirements of stakeholders.

Continuous Improvement

- Identify and manage organisational risk ensuring effective financial controls are in place.
- Lead continuous review of departmental quality and of external benchmarks to promote the best possible service.
- Inculcate agile working practices grounded in a continuous learning and development culture.
- Provide evidence-based challenges to the finance team and University to continue to improve process effectiveness and time saving measure.

Communication

- Represent the interests of the University as shareholder in certain subsidiary and spin-out investment entities, by acting as a company director or appointed attendee.
- Attend and actively participate in various programme boards as required.
- Undertake day to day interaction with people of any level, within or outside of the organisation.
- Negotiate with internal and external colleagues, gaining support and buy in for initiatives from key stakeholders.
- Deliver webinars, presentations and training sessions for colleagues across the University.

Any other reasonable duties as required

5

Our Commitment to Equality, Diversity and Inclusion

We are proud to be a welcoming and inclusive environment which attracts staff and students from all over the world and from a diverse range of backgrounds, and continually strive to create a culture in which everyone in our community feels supported and valued and is able to achieve their full potential.

At work, we strongly believe that people are happier, enjoy their work more, and perform better in a place where everyone respects and understands the value of different people working together; everyone is treated fairly; and negative behaviours and attitudes are unacceptable and people feel supported to challenge these.

In recent years, Durham has embarked on a step change in our approach to EDI, over-hauling a wide range of our processes – from student admissions to staff recruitment, from pay and reward to progression and promotion – whilst also working hard across all that we do to improve behaviours so as to enhance the lived-experience of all of our staff and students.

We want our workforce to reflect the diversity of our staff and students from the regional, national and international communities that we serve.



Equality Objectives

Our equality objectives are designed to strengthen existing initiatives and align with actions planned to tackle inequalities and build diversity and inclusion across the university. Their purpose is to challenge the organisation to perform better on equality issues in key areas and improve the experience of people from underrepresented groups. Priorities reflect the needs of staff and students and support the strategic plans of the University. They are based on robust evidence and rendered measurable over time to mitigate risk, map changes and support action. Our objectives are to:

- Address gender inequality: To tackle discipline-specific gender imbalances in student and staff groups through recruitment and retention while supporting the career progression of female academic and professional staff. This includes reducing the gender pay gap and ensuring better representation in key areas of governance.
- Attract and retain a diverse community of staff and students: To improve the participation and attainment rates of students from disadvantaged groups, specifically those from Lower Participation Neighbourhoods, and underrepresented groups, specifically UK BAME students; to make a significant and consistent improvement in the recruitment, support, and progression of BAME academic and professional staff through targeted response to identified barriers; and to ensure the support and inclusion of disabled staff and students.
- Embed a culture of respect and inclusivity: To ensure a learning, teaching, and research environment which is accessible, inclusive, and respectful where all staff and students have the support and opportunities to be the best that they can be.



Research, Education and Student Experience

Excellence in Research

The goal of the University's Research and Engagement Strategy is to create and sustain world-leading and world-changing research and engagement across all our academic units.

The large majority of our academic staff are on research and teaching contracts with the expectation that they produce internationally leading research in their field. Developing the impact of research to benefit people, the economy and the environment – regionally, nationally and globally – is encouraged and rewarded through our promotions process.

Nineteen Durham University subjects are ranked in the World Top 100, with twelve in the World Top 50, according to the QS World University Rankings by Subject 2024 and we are consistently ranked as a top 10 university in national league tables.

Ninety per cent of Durham's research is also classed as world-leading or internationally excellent by the Research Excellence Framework (REF) 2021, with six Durham subjects in the UK top ten for the overall quality of their research including Geography (1st), Archaeology (2nd), Education (2nd), Classics and Ancient History (4th), Theology and Religion (8th) and Sport and Exercise Sciences (10th).

Our ten Research Institutes bring together staff to work collaboratively, across departments and with external partners, to develop new ways of thinking that contribute positively to societal challenges, such as preparing for natural hazards, developing cleaner energy, enhancing physical and mental well-being, and using artificial intelligence to interpret large datasets. Two Institutes based in Physics provide a national centre for research in Particle Physics Phenomenology (the IPPP) and a globally leading centre for Computational Cosmology (ICC).

We are proud of our research activities that contribute to delivering the United Nations' Sustainable Development Goals (SDGs). As examples, our researchers are studying the impact of climate change on animals and plants to help society manage ecosystems, the treatment of neglected tropical diseases through development of new drugs, and the eradication of unacceptable forms of labour through protection of workers' rights.



Examples of Our Research

Pioneering research in infant sleep safety

Our Anthropologists have revolutionised research into infant sleep safety and helped reduce rates of Sudden Infant Death Syndrome (SIDS).

The evidence-based advice they have provided to health professionals and parents has made a global impact, including in the official infant sleep safety guidance in the UK. Their research has substantially influenced the policy around co-sleeping national guidelines on infant sleep safety by demonstrating the close link to bed-sharing and breastfeeding.

Organisations in the UK and beyond, including Unicef, Public Health England, NHS Trusts, Lullaby Trust, La Leche League, the UK's Department of Health, National Childbirth Trust, NHS Choices, Scottish Maternal and Child Health Division, National Institute for Health and Care Excellence (NICE) and the Twins and Multiple Births Association, among others, have benefited from our experts' research.

Investigating the fate of the world's biggest ice sheet

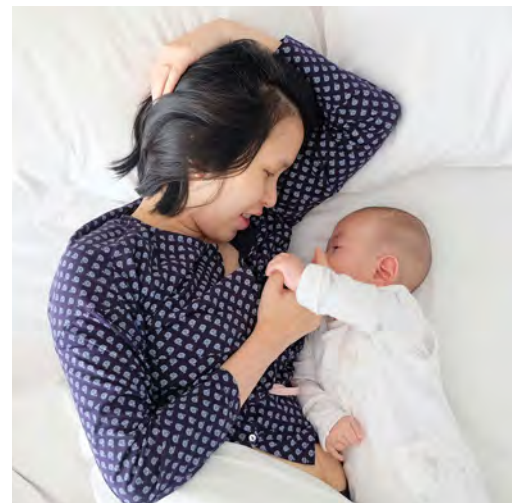
A study led by our Geography department has shown that the worst effects of global warming on the East Antarctic Ice Sheet (EAIS) could be avoided.

That depends upon temperatures not rising by more than 2°C above pre-industrial levels – the upper limit set by world leaders in 2015 under the Paris Agreement on climate change.

Staying below this limit would see the EAIS – which holds the vast majority of Earth's glacier ice – contribute less than half a metre to sea level rise by the year 2500.

But continued warming beyond the 2°C limit could potentially see the EAIS contribute up to five metres to sea-level rise in just a few centuries.

[Read more on our website.](#)



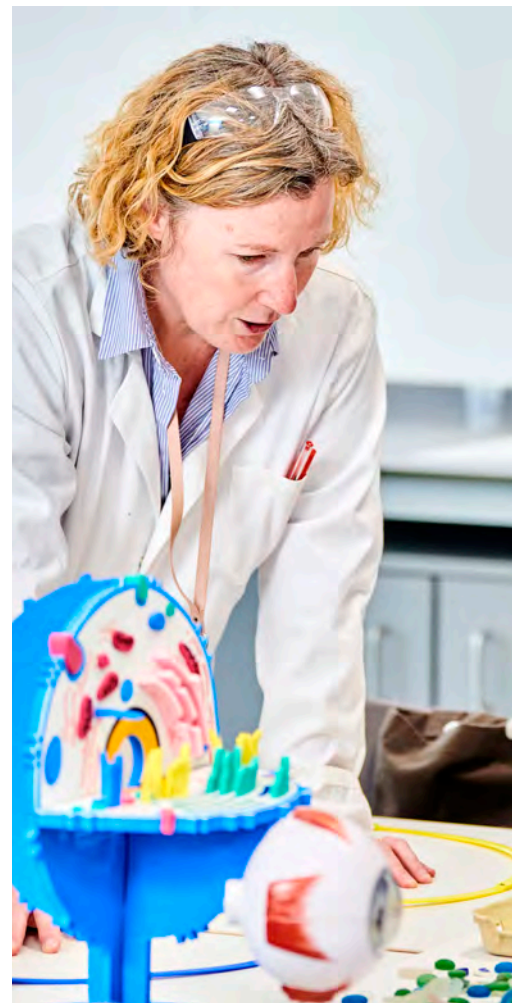
Discover more about our global research here: [Durham University Global Research Brochure 2024 by Durham University - Issuu](#)

Excellence in Education

We believe in education that is student-centred, challenges boundaries, is research-led and transformative, and takes advantage of the latest digital technologies. We welcome students from all backgrounds and offer a broad range of courses in the UK.

Through our courses, we explore the big questions at the heart of the discipline and keep students up to date with the latest developments. We continue to innovate within existing programmes and develop new and different options.

We hold a TEF Gold Award, a UK assessment of teaching quality, with reviewers commenting on our consistently outstanding teaching, learning and outcomes for our students. Our students and teachers benefit from state-of-the-art facilities such as our Teaching and Learning Centre (opened in 2019), which boasts a wide range of learning environments and technologies including an education laboratory where we develop new teaching and training methods.



Wider Student Experience

The Wider Student Experience at Durham is as important as the Academic Experience, both of these forming overlapping components of an overarching Integrated Student Experience. We have invested in our Wider Student Experience, an environment of enriching extra-curricular activities and high-quality student support. We aim to develop in our graduates four high-level outcomes of broader intellectual perspectives, enhanced personal effectiveness, enhanced wellbeing, and a sense of belonging and responsibility.

Our student support is provided by dedicated specialist teams across Counselling, Disability Support, Student Wellbeing and Community Engagement, and Student Conduct, alongside high-quality first-line support in Colleges and Departments. We are proud of our high retention rates, which are one of the best in the UK. Our student enrichment takes place across seven domains: Intellectual Enquiry; Active Citizenship; Wider Community Engagement; Sport and Wellbeing; Arts and Culture; Enterprise and Employment; and Building Communities. Overall, 85% of our students are involved in sport, music, theatre, volunteering or student enterprise.

We've been named Sports University of the Year in The Times and Sunday Times Good University Guide 2023 and have the country's largest sport participation programme. Durham houses over 30 unique theatre companies producing an average of 100 shows every year. We have over 80 student-led music societies, from auditioned to non-auditioned, classical to jazz, opera to barbershop, orchestral to a cappella, there's a group for everyone. Last year more than 2,500 students volunteered within the community, supporting over 500 initiatives, across the themes of culture, education, sport and wellbeing, environment and social action.

We also offer the Durham Inspired Award personal enrichment programme, providing students with opportunities to develop their broader skills; gain recognition for their contribution to student and community life through sport, the arts or volunteering; and understand better their strengths and responsibilities as global citizens.

You can find more information on [our website](#).



7

Our Colleges

Durham has 17 unique Colleges.

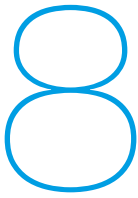
No two Colleges are alike, with each celebrating the distinct achievements, strengths, values and architectural setting of its own community.

Student initiative and leadership within College communities is perhaps the greatest asset possessed by Durham's Wider Student Experience, with hundreds of College-based student societies providing thousands of opportunities for participation and positions of responsibility. Crucial to this success is the way in which Colleges combine students from all parts of the University in a shared living environment, and enable the transmission of positive values through vibrant and proud institutional cultures.

Student leaders in the Colleges are guided and mentored by College staff, led by their Principals, who are typically senior academics. College staff strive to ensure that their communities' cultures and values are positive and inclusive, as well as providing first-line student support, driving alumni engagement, and overseeing enrichment activity.

Our Colleges also support research activities through the provision of accommodation for visiting fellows and by welcoming both them and Durham's own academic staff into their Senior Common Rooms.





Engaging Our Communities

Durham University is rooted in its local communities and we are proud of the positive economic, social and cultural contribution that we make to Durham City, County Durham and North East England.

We believe that Durham University has something to offer all of our community, whether it's access for local and regional students to a world-class University on their doorstep, use of our excellent sports and cultural facilities and outreach programmes, or our extensive student and staff volunteering programme benefiting a wide range of local causes and organisations.

We present a wide variety of lectures, concerts and performances for the public and are a major partner in city events, including the Lumiere light festival, the Durham Book Festival, the Summer in the City arts festival and Durham City Run Festival.

We manage, with Durham Cathedral, the UNESCO World Heritage Site covering the area surrounding the Cathedral and the Castle (one of our student Colleges). Our other attractions include the Palace Green Library, the Museum of Archaeology, the Botanic Garden and the Oriental Museum.

We are committed to fostering a positive environment for all who live, work and study in Durham and we value and engage in open dialogue with partners, residents and others on how best to achieve this, together. We have established a Community Engagement Task Force to enable the University and partners to work together more effectively and contribute to local and regional service partnerships including the Durham City Safety Group, Durham Business Improvement District, Durham Area Action Partnership and the North East Local Enterprise Partnership.



9

Collaborative Partnerships – Global Durham

We value international collaboration as central to enhancing global knowledge and developing global citizenship. Our staff and students come from over 130 countries, creating an outward-looking, globally-minded and inclusive scholarly community.

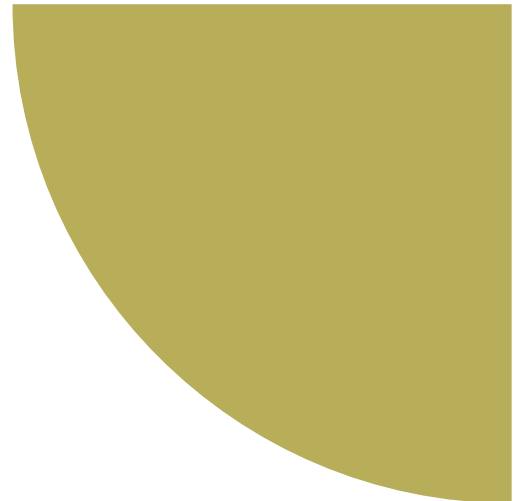
International partnerships are a core part of our vibrant research and learning communities. They help us make a difference and ensure our research makes changes to the way we live, solve complex industry challenges, and help our graduates begin and progress their careers.

As well as strategic partnerships with global companies such as IBM and Procter and Gamble, we also work closely with those based in the North East of England, including Durham County Council, Northumbrian Water, Stanley Black & Decker, and Atom Bank.

Guided by our Global Strategy, we are working to increase engagement with high-quality international peers, increase the proportion of high-quality international students studying at Durham and expand our study abroad and exchange offer.

We have established strategic partnerships with peer institutions across the globe. These include the Palace Museum in Beijing and the Chinese Academy of Sciences, Uppsala and Tübingen universities in Europe and Dartmouth College in the USA. We continue to develop our offer for our global alumni network, so that they see Durham as a source of continuing professional development and opportunities throughout their career and beyond.

We have established office bases in London, Delhi, Beijing and Shanghai and are planning to establish further offices in New York, Hong Kong and Brussels.



10

How to Apply

How to Apply

To progress to the assessment stage, candidates must evidence each of the essential criteria required for the role in the person specification. It will be at the discretion of the recruiting panel as to whether they will also consider any desirable criteria, but we would urge candidates to provide evidence for all criteria. Please don't forget to check if there is any weighted criteria (see above).

While some criteria will be considered at the shortlisting stage, other criteria may be considered later in the assessment process, such as questions at interview.

Submitting your application

What you need to submit;

- A CV
- A supporting statement or covering letter which outlines how you meet all of the criteria within the Person Specification.

Next Steps

For further information and details of how to apply for this significant appointment at the University, please visit; <https://www.dixonwalter.co.uk/opportunities/finance-director-durham/> or contact Simon Critchley at Dixon Walter on T: 07891 842 347 or at E: simon@dixonwalter.co.uk

The closing date for applications is, Sunday 20 October 2024.

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.

