Pro Vice-Chancellor – Research

Salary: circa £110k

The University of South Wales is seeking to strengthen its senior leadership team with the appointment of a PVC Research. You will lead the university's strategic capability aiming to enhance an already strong position in a number of areas. The Research Excellence Framework 2014 saw the University double its amount of research rated as world leading and increased the quality of research across over three quarters of its submissions.

The applied research and knowledge transfer is equally strong with a number of world class research centres notably within the areas of Sustainable/Renewable Energy and Automotive applications.

The research agenda is delivered through faculties and research institutes which will demand clarity of purpose and effective communications with faculty deans as well as the Institute leaders. As a member of Executive and the Vice Chancellor’s Board, the postholder will lead on the strategic direction of our research ambitions and raising the university profile and research standing in the process.

Line managing a team of dedicated and committed support staff the PVC Research will be an excellent communicator, motivator and organiser with a credible personal research record which he/she will be encouraged to maintained through safeguarded time.

The appointment process and how to apply

The Pro Vice-Chancellor Research will be appointed by a University Selection Committee.

The University of South Wales will be advised and assisted by the University's executive search partners Perrett Laver. Applications should consist of a full academic CV and a covering letter outlining your interests in and vision for the role.

The deadline for applications for this post is 12.00 midnight GMT on Wednesday 3rd January 2018 and applications should be uploaded at www.perrettlaver.com/candidates, quoting reference 2752.

Perrett Laver interviews of longlisted candidates will take place in January. The Shortlist review meeting between Perrett Laver and the Selection Panel will take place towards the end of January.

Selected candidates will be invited to first round interviews in early February and the process will conclude with formal panel interviews in mid February 2018. The final appointment will be made subject to satisfactory references.
The University of South Wales

The University of South Wales is a major player in the UK Higher Education market. With 30,000 students, we are one of the top ten campus universities in the UK by size and in 2104/15 we generated £1.2 billion for the UK economy.*

Our remarkable transformation of recent years will be completed with the appointment of key individuals to a number of high profile roles, including this one.

Within its Group structure are included the Royal Welsh College of Music and Drama (the National Conservatoire of Wales) and a major college of further education (The College Merthyr Tydfil). With campus locations in Cardiff, Newport and Pontypridd, its reach is both deep and wide.

The cornerstone of our general approach and ethos of an excellent student experience is our Academic Plan, which clearly sets out our direction of travel with a set of ambitious targets and objectives.

Innovative Learning and Teaching will be the foundation of our University’s academic success linking strongly with a research portfolio that, whilst under pressure from the REF system, will still hold its own against many odds. An academic workload model underpins this linked approach.

The quest for international excellence is high on the corporate agenda, championed by a partnership with the University of Nicosia in Cyprus which hosts USW’s significant online academic presence, as well as an impressive new offering to aerospace engineering students as a key partner at the United Arab Emirates’ new Dubai South development – set to be the world’s largest airport.

This is matched by the role the University now plays in its hinterland, recognised as a major employer in its own right and a very significant contributor to the local economy.

The structure of the University at senior level comprises an Executive Team (VC, 2 DVCs, 2 PVCs), 4 deans of faculty and 5 executive directors of corporate areas. This team is collectively referred to the Vice Chancellor’s Executive Board, currently meeting on alternating Tuesdays.

The University’s various League Table positions (whilst an undoubted target for improvement), are regarded by many staff across the institution as a false representation of the excellent work that goes on here. In our 2017 staff survey, 78% of staff said they were proud to work at USW.

The University of South Wales is committed to growing and sustaining a thriving research culture where staff and students are supported to achieve their fullest potential and our research informs our teaching, solves problems and has an impact on people, and the economy.

In the Research Excellence Framework 2014, the University doubled its amount of research rated as world leading and increased the quality of research across over three quarters of its submissions. We are particularly proud that the University of South Wales’s world-leading and internationally excellent research across the range of creative industries is ranked top in the UK for its impact. Again, in terms of impact, our world-leading research in social policy and criminology is ranked 8th in the UK and top in Wales. USW is 15th overall in the UK for world-leading research in sports and exercise science.

Academics undertaking research are aligned to research groups and centres and in 2014 the university established Research Institutes to manage research activity in areas of existing research strength and to provide a focus, sustainability and improved reputation to research. Each Research Institute is different, with varying numbers of members and at various stages of maturity. The six Research Institutes are:

- Humanities
- Creative Industries
- Crime, Justice and Society
- Energy and Environment
- Computing and Mathematics
- Health and Wellbeing

The University of South Wales recognises the need for a thriving research culture. We believe that all our researchers from the most junior to the most senior should be supported to achieve their full potential. Research collaboration is an important part of our research culture and we encourage research networking by helping to fund our postgraduate researchers to attend conferences and supporting more established academics to develop relationships with international partners.

We have invested in the Research and Business Engagement Office that provides support to all research staff and postgraduate research students. We also run a research mentorship scheme that encourages peer to peer support. Our research governance framework ensures robust standards and effective management is applied across all of our research related activities.
Senior Management Structure
Job description

Pro Vice-Chancellor Research

Responsible to: The Deputy Vice Chancellor (Academic)

Main Purpose of Job:

This role provides strategic leadership for the University concerning research. The person needs to have an excellent personal research record including publishing in internationally excellent ways for her/his field, will have a well recognised international reputation in his/her field and being able to attract strong research funding relative to her/his field.

The ability to develop networks regionally, nationally and internationally is essential. The role would be expected to be able to leverage these networks to the benefit of the University of South Wales. Management experience at Dean/Associate Dean level would also be an advantage. Some evidence of, or evidence of the ability to, develop a broad understanding of the differing needs and modes of research endeavour across the disciplines that make up a comprehensive university, along with a feel for what the operation of research in a post 92 university is like would also be helpful.

This post will be offered as a full time role, but to allow the post holder to continue a significant research presence up to 0.2 fte can be devoted to personal research

Principal Responsibilities and Duties:

To take ownership of developing the high level strategy and culture for research aligning it with the overarching University Strategy, with particular reference to:

- Leading on the development and enhancement of USW’s research so that it continues to be current and add value, with opportunity for cross-institutional developments in particular
- Embedding strategies so as to ensure the growth of research income to meet the 2020 Academic Plan
- Promote and ensure that the university affords appropriate focus and measurement on the impact of its research
- Develop and implement the USW strategic approach to supporting staff development for research and scholarly activity
- Developing early career researchers ensuring sector-leading policies with respect to the Research Concordat and making USW a great place to work at for such researchers
- Leading on publication strategies to ensure progress with respect to advancing USWs position in international league tables and make use of open access;
- Be the point of focus for understanding the outcomes of REF 2021 for USW, to be aware of UK wide developments for the future REF exercises and lead the institutional strategy for such future exercises
- Lead on the development and enhancement of USWs research institutes of all types to ensure they continue to be current and adding value, with particular reference to the opportunity for cross institutional developments
- Consider the appropriate and effective use of the directly allocated university funds for research to maximise their effect on the University, including incentivisation of research activities
- In conjunction with Academic Registrar to provide strategic direction to the Graduate Research Office enhancing the PGR student experience at USW
- Support any research informed learning and teaching at the University of South Wales
- Develop a clear framework for the management of research performance
- Line management of the Directorate of Research & Business Engagement, ensuring research is linked to engagement for both reputational and forward growth
• utilise external networks to inform the research agenda at USW
• look to bring forward initiatives to build international networks of universities with potentially new models for interaction for the mutual benefit of the research activities of the partner universities

Specific duties (not exhaustive):

• Membership of the Vice-Chancellors Executive Group
• University Research Committee (Chair)
• University Research Ethics sub group
• Various promotions and professorial pay committees
• Work closely with the Commercial and Client Services Office
• Take the lead on national/external consultations concerning research
• To build extensive and highly effective relationships with other members of the Executive team, Deans, Heads of Corporate Departments and other senior managers.
• To represent the University in appropriate internal and external meetings, including those with key stakeholders.
• To contribute to full compliance with regulatory issues such as health and safety, data protection and freedom of information, and the Welsh Language Act.
• To contribute to the University’s commitment to equality and diversity
• To undertake any additional or alternative duties as directed by the Vice-Chancellor/Deputy Vice-Chancellor commensurate with the role/grade.
Personal specification

Criteria required to fulfil this post

Academic Credibility

• Strong academic track record (including personal research portfolio) gained at an appropriate level of a university or a comparable body/organisation of sufficient scale, scope and similar purpose
• Thorough appreciation of, and sensitivity to the HE environment in the UK and internationally with a shrewd understanding as to key drivers, decision making environments and bodies and future challenges
• Leadership, management and coordination of collaborative research effort at faculty or institutional level
• Evidence of the ability to increase or develop additional sources of income
• Track record of leadership in cross institutional activities or within a unit of significant scale

Leadership and Organisational Management

• Experience of developing and successfully implementing strategic initiative
• Seeing, creating and seizing opportunities and having the ability to realise them with imaginative, yet workable solutions
• Effective decision-maker with systematic results-orientation, allied with an ability to engender a culture of delivery, responsibility and accountability
• The ability to enthuse and inspire and with the sensitivity to lead and manage staff at all levels
• Resource management experience of a significant and relevant scale including financial acumen, and ability to manage/oversee complex and large budgets
• Experience of managing major change initiatives, able to evidence strong involvement/success
• Ability to delegate and empower management and evidence of building successful teams
• Successful track record in implementing strategic change and strategies for growth, as well as for driving organisational development and effectiveness
• Excellent skills around planning, project management and analytical and problem solving
• The ability to build positive relationships with staff, trade union and student representatives

Compelling Personal Qualities

• Openness, transparency and the ability to communicate values and beliefs about the institution and its vision in a persuasive and motivating way
• Appropriate self-confidence, ambition and energy
• The ability to inspire and communicate with colleagues at all levels of the organisation
• Influencing and advocacy skills of high order
• Exceptional communication and relationship building skills, allied with the ability to listen

Qualification

• Higher degree or doctorate
• Appropriate professional body accreditation