



UNIVERSITY OF  
**BATH**

# Deputy Vice-Chancellor and Provost

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## Candidate Pack



September 2024





# Welcome

The University of Bath is a globally recognised institution celebrated for our excellence in education and research. I am delighted that we are now looking to fill the important leadership role of Deputy Vice-Chancellor and Provost at the University. Recent accolades, including the TEF Triple Gold Award, Times University of the Year 2023, and notable improvements in our REF results, reaffirm our commitment to academic and research distinction. As we build on this momentum, the University is poised for further growth, with the potential to enhance our international reputation and forge impactful partnerships.

Having recently joined the University, I see this role as a unique opportunity to not only build on our excellence but also to inspire and drive greater economic and societal impact. As a key member of our senior leadership team, you will work closely with me and the Chief Operating Officer to ensure that the University of Bath continues to excel on the global stage. You will play a pivotal role in shaping our long-term vision, driving institutional change and performance, and achieving our ambitious goals.

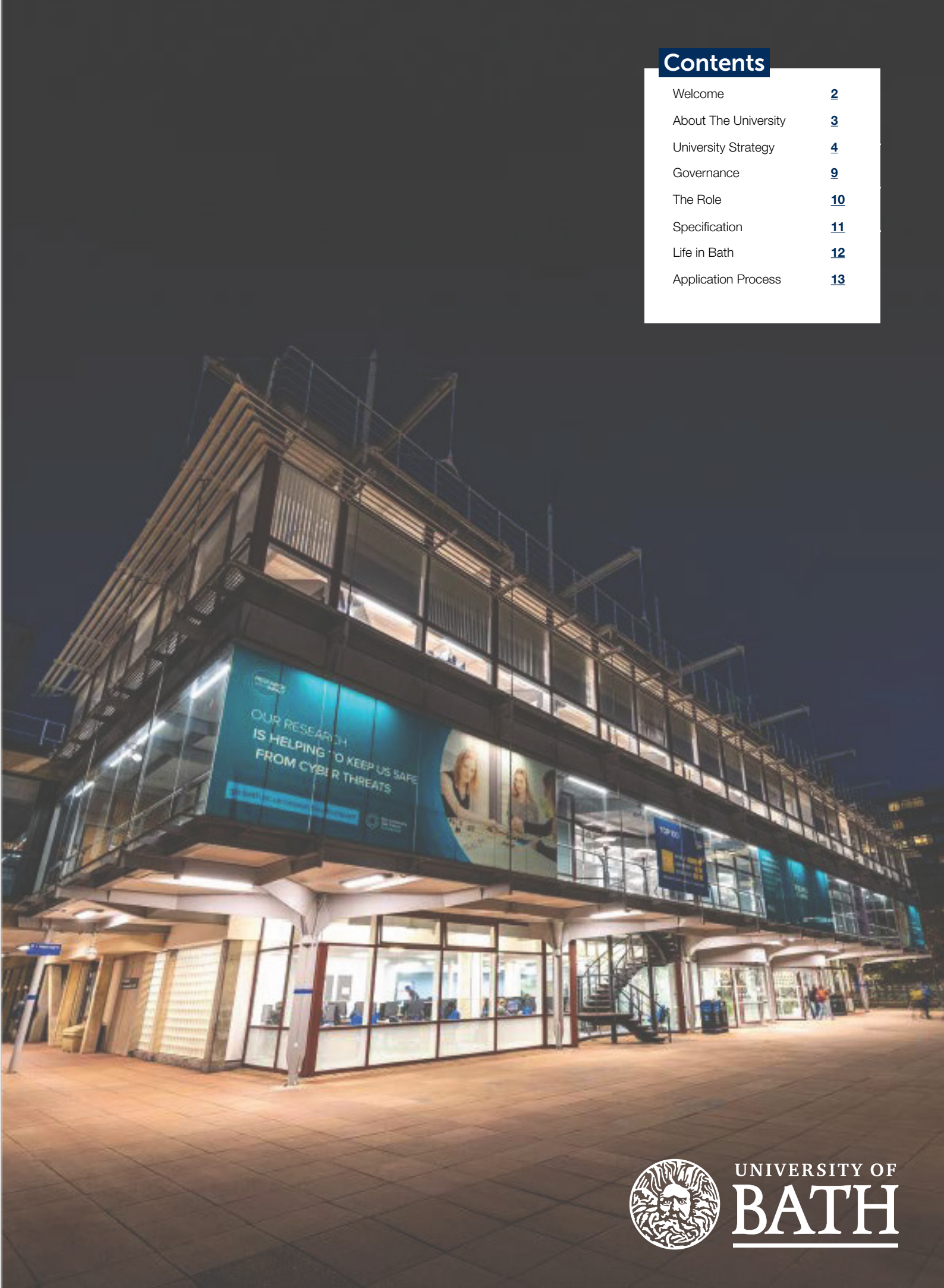
This role comes with a broad scope of responsibilities for which I am prepared to delegate and empower to an individual with the ability to take personal accountability for delivery and institutional success. We seek a leader who combines experience, enthusiasm, drive, and determination with the intellectual rigour and empathy needed to navigate complex decisions. An inclusive leadership style, which we pride ourselves on at Bath, is essential for building consensus, securing support, and engaging meaningfully with students, academics, professional and technical staff alike.

I look forward to welcoming a new Deputy Vice-Chancellor and Provost who shares this vision and is ready to contribute to the continued success of the University of Bath.

**Professor Phil Taylor**  
Vice-Chancellor and President

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# About the University of Bath

Fifty years of achievement have seen the University of Bath grow in both size and reputation. Today, Bath is an outstanding and inclusive community of over 20,000 students from 153 countries. We have a strong reputation for quality education and research, and we have recently entered the top 5 UK universities in the Complete University Guide 2024 and the top 150 universities globally according to the QS World University Rankings, affirming our upward trajectory. We were named the ‘University of the Year’ and ranked 8th best university in the UK by The Times and The Sunday Times Good University Guide 2023 in recognition of our advancements across teaching and student experience

Established by Our Royal Charter in 1966 as Bath University of Technology, our distinctive disciplinary mix across science, engineering, social sciences and management endures today. We continue to value our applied research with real-world impact, and holistic education leading to highly employable graduates.

Our students benefit from a well-rounded education with high quality, research-informed teaching and a strong placement offer with around two-thirds of our undergraduate students opting for a placement or study abroad year, supporting strong graduate employability. In addition, we have a substantial and growing range of options for postgraduate study. A rich variety of extra-curricular activities and facilities are on offer for the whole student body through the Students’ Union. These include our award-winning Sports Training Village with its 50m Olympic legacy swimming pool, indoor tennis courts, sports hall, athletics track and pitches. The result is a very engaged, high-quality student body with impressive achievements and excellent levels of student satisfaction and graduate success.

Building on our research excellence in sustainability, health and wellbeing and digital, growing our research income to support even greater impact has been an area of real focus. Our academics collaborate across disciplines to ensure that our research has practical applications with real social and economic benefit. We continue to invest in new facilities and people to enhance the impact of our research.

We value greatly being based in the beautiful and vibrant UNESCO-World Heritage city of Bath. We take our civic role seriously and have strong partnerships in Bath and the wider region. We make a positive contribution to our community and the vigour of our local economy, accounting for around £380 million Gross Value Added in Bath and North-East Somerset and £1.2 billion to the UK. We work closely with partners, building meaningful and impactful relationships at local, regional and global levels, including individuals, industrial and commercial partners. Our Innovation Centre grows new businesses, whilst our enterprise ecosystem supports students, faculty, alumni and partners to work together, share best practice and spark new ideas.



**Ranked 5<sup>th</sup>**  
in the Complete University  
Guide 2024<sup>1</sup>



**Ranked 6<sup>th</sup>**  
in the UK in the Guardian  
University Guide 2024<sup>2</sup>



**Awarded  
Triple Gold**  
in the Teaching Excellence  
Framework (TEF) 2023<sup>4</sup>



**Ranked 8<sup>th</sup>**  
in the UK in The Times and  
The Sunday Times Good  
University Guide 2024<sup>3</sup>



**Top 5**  
for graduate or career  
prospects in three major  
national league tables<sup>5</sup>

**Ranked in the  
Top 150**

universities in the world in  
the QS World University  
Rankings 2024

<sup>1</sup>127 of our subjects are ranked in the top ten.  
<sup>2</sup>Ten of our subjects are ranked in the top five.  
<sup>3</sup>Nine of our subjects are ranked in the top five.  
<sup>4</sup>For the overall assessment and the two underpinning assessments of student outcomes and student experience. <sup>5</sup>We're ranked 4th in the Complete University Guide 2024, 5th in the Times and The Sunday Times Good University Guide 2024, and 5th in the Guardian University Guide 2024.

# University Strategy

Our current strategy has us seeking to enhance our global position within the top world-leading institutions. We are doing this in ways that respect and support our community, our values, and our environment. ‘Our University, Our Future: Connected’ has four pillars: fostering an outstanding and inclusive community; driving excellence in education; driving high-impact research; and enhancing strategic partnerships. Building on our distinctive, nationally-leading position in the higher education sector, we are advancing our impact by:

- Growing our reputation for education through internationally leading courses which are rigorous, relevant and pioneering and which attract highly achieving students from diverse backgrounds, enhanced by high-value placement and extracurricular opportunities to help students to take their ideas and passions to the next level;
- Growing our research strength to drive research quality, achievement and impact at international levels;
- Growing our identity as a strong learning community in which collective endeavour and a culture of care enable the flourishing of all;
- Growing our strategic civic, corporate and international partnerships to allow us to fulfil our ambitious vision in education, research and enterprise.

Following the appointment of our Vice-Chancellor, Professor Phil Taylor, we have begun work on developing the next strategy for the University of Bath. The Deputy Vice-Chancellor and Provost will play a crucial role in articulating and developing that strategy further.



**Scan QR or click to**  
visit The University of  
Bath Strategy page



The University declared a climate emergency in 2022 and developed principles to guide our response to it. We report on our progress through our blog and in our annual Climate Action report. From local transport initiatives and hosting conferences on sustainability to an innovative hydrogen research hub, we are committed to ‘whole institution’ change for climate action.



Climate change and  
the University of Bath

**Scan QR or click**





# University Strategy

## Driving High-Impact Research

Published in May 2022, the Research Excellence Framework (REF) 2021 results showed that 92% of research submitted achieved the two highest classifications of 'world leading' or 'internationally excellent'.

The University of Bath has a proven track record in interdisciplinary research, the campus having been designed to foster collaboration across our Faculties and School. This has been further strengthened by the significant impact generated by our Institutes and Centres, including the Institute for Advanced Automotive Propulsion Systems, Institute for Policy Research, Institute for Mathematical Innovation, Institute for Sustainability and Milner Centre for Evolution, amongst others.

Our current strategy affirms the importance of curiosity driven research and is aimed at growing our research strength to drive research quality, achievement and impact. Whether in the early stage of their research careers or already working as international leaders in their fields, our researchers are encouraged and supported to achieve at the highest level.

Key to achieving our ambition is continued generation of increased research income to enable us to innovate, explore new areas and invest in new research infrastructure. We are developing larger research initiatives to provide better structure to our research profile so that we can use our interdisciplinary research base to tackle the most profound and challenging problems.

Our Royal Charter sets out that the University should have a 'close association with industry and commerce' and our focus is on maximising our research impact and engagement intelligently with business, Government and civil society.

The University Innovation Centre supports spin-outs, high-growth companies and the entrepreneurs who create them. SETSquared helps accelerate business growth and we work closely with industry through Knowledge Transfer Partnerships.

Based at the Bristol Bath Science Park, the [Institute for Advanced Automotive Propulsion Systems \(IAAPS\)](#) is a £70M investment in a world-leading centre of excellence supporting the transport industry in the transition to net zero. Combining the world's best engineers with industry, underpinned by a track record in expertise and delivery from the University of Bath, IAAPS will help deliver the vehicles of the future, securing jobs and investment.



A new high-profile [International Olympic Committee \(IOC\) Research Centre](#) to focus on injury prevention in sport will be based at the universities of Bath and Edinburgh. For over a decade, the University of Bath has been leading ground-breaking research to improve player safety in rugby, including projects completed with England Rugby and World Rugby which have directly informed scrum law changes





# University Strategy

## Driving Excellence in Education

Being named University of the Year 2023 by The Times and The Sunday Times Good University Guide was the culmination of longstanding strengths in teaching and student experience, having received a Gold award in the Teaching Excellence Framework in 2017, and with a strong pedigree in student achievement and experience, sector-leading placement provision and excellent employability outcomes. We were delighted to be awarded triple Gold in the Teaching Excellence Framework 2023 in the two underpinning assessments of student outcomes and student experience.

Our courses are designed to inspire students of the highest ability, irrespective of background, to gain understanding and skills so that they succeed in the future. We are proud to have amongst our community outstanding academics who teach highly relevant content which reflects the most recent research advances and references the most pressing global issues.

Our placements are a real strength. This provision must be nurtured and developed to maintain the 'Bath advantage' of employability for our graduates. We aim to enhance the educational benefit of placement provision, nationally and internationally, through closer integration with courses of study and external partners, and online education. We seek to break down barriers for students in gaining employment, so that as many as possible can receive the richest possible learning experience both within the University and outside.

Notwithstanding our strengths, with fierce international competition and innovation, we must ensure we stay at the forefront of high-quality education, student experience and employability. We are further enhancing our curricula at course, subject, faculty and University level, adopting national and international best practice. We are also inspired by the opportunities that emerging technology brings both to enhance existing provision and the ability to reach new and diverse audiences with learning and teaching.



**Led by the University of Bath, The Institute of Coding brings together universities, large corporations, small and medium sized enterprises, established industry groups, experts in the delivery of distance and non-traditional learning and professional bodies to develop and deliver innovative, industry-focused education across the UK. We have just announced our one millionth learner in our digital skills programme.**

Our students are encouraged to reflect on what they learned during their time at the University

“Both degrees massively helped me develop presentation skills and the ability to work in a team. Teamwork was a skill I further developed through volunteering during my time at Bath.

“I had so many options available to me thanks to both my placement year at PwC and all the transferrable skills I learned through both my course and getting involved in extracurricular activities.



As a close-knit campus community, with a strong sporting tradition and many excellent facilities, including our library services, we greatly value in-person learning and the holistic experience of a campus-based degree. Our students and staff identify our location in the vibrant, beautiful city of Bath as an important factor enabling them to thrive. This combined experience enables the University to provide students with the opportunities to be well taught, well qualified, and experienced, rounded, and grounded by the time they graduate.

The staff experience is also central to our culture. We have a proactive attitude to developing a secure and supportive working environment that fosters talent and wellbeing as a key part of our strong sense of community.

Inclusion is a core value at the University of Bath. An integrated approach to diversity and inclusion helps prepare students for collaborative work and citizenship in a globally connected society while supporting our staff to realise their potential. Through our Equality, Diversity and Inclusion strategy, we are building a culture that celebrates multiple points of view

The overwhelming sense of community here at Bath shone through in our engagement exercise, Our University, Our Future. We heard, loud and clear, the recognition and value placed on our supportive and close-knit environment. We also understand how much students and staff value our University operating on a human scale, where our modest size, far from constraining our ambition, facilitates collaboration and the spark of new ideas. We seek to foster and support that sense of community, our culture of care, and the value it brings, throughout our strategy.

Our community does not stop at the campus gates. We have a thriving and engaged global community of alumni who, in a recent survey 87% said they would recommend studying at Bath to friends and family. And we are fully engaged in the local scene by contributing to the social, economic, environmental and cultural life of the region.

**Our award winning, donor funded Gold Scholars scheme provides 50 students each year both financial support and an enrichment programme to enhance their personal development**

**We have the strong belief that any student with the ability should be able to progress to higher education irrespective of their background. We reach out to schools, provide scholarships and bursaries, are a University of Sanctuary and run mentoring schemes for new students.**

**'Be Well' at Bath is the University's approach to health and mental wellbeing, informed by our staff and students. Its three aims are to:**

**Promote:** taking a proactive approach to promote health and wellbeing.

**Prevent:** helping people to be aware of wellbeing and prepared to take action.

**Support:** spotting the signs and responding with appropriate support.

# University Strategy

## Fostering an Outstanding and Inclusive Community





To live our mission and achieve our vision fully, our community must be outward-facing. An external focus helps us forge new collaborations, benefit from different perspectives and stay connected to a diverse range of communities locally, nationally, and globally. We see these relationships as mutually advantageous; they only work and endure if both parties benefit.

Our ambition is to encourage greater research alliances to enhance research quality, and greater proactivity in proposing new collaborative initiatives at local, national, and international levels. We are renewing our focus on creating strategic partnerships with local authorities, business and industry, growing support for innovation and commercial activities within the University.

We are forging international educational alliances with relevant and mutually beneficial expertise, to improve our own provision and the profile of our courses internationally.

We have an ambitious focus on growing transformational philanthropy. Working with alumni and notable external friends we are building meaningful relationships to advance the aims and objectives of the institution in new and innovative directions. Closer to home we have further developed our civic role and partnerships of all types in Bath and the wider region, by engaging in continuing education, economic development activities, innovation, and community engagement.



A research hub led by the University of Bath has been awarded £11 million in funding to lead the way on the UK's future approach to hydrogen and alternative liquid fuels. Partners include West of England Combined Authority, Ceres Power, GKN Aerospace, the Health and Safety Executive, INEOS Technologies, the Western Gateway Partnership and Siemens Energy.



Fostering relationships with some of our significant philanthropic donors has led to the creation of the Milner Centre for Evolution and the Raymond Schinazi and Family Chair of Life Sciences. These transformational gifts and pioneering initiatives are just two examples of how the University is working closely with its alumni and supporters to create impactful world-leading research and outreach to educate and address the problems faced by society and the wider community.



Since 2018 the Tobacco Control Research Group has been awarded over \$13 million by Bloomberg Philanthropies to fund its unique combination of rigorous research with investigative techniques to examine corporate influences on health and health policies. The new Centre for 21st Century Public Health builds on this ground-breaking work.

# University Strategy

## Enhancing Strategic Partnerships





# Governance

Council is the governing body of the University and the Vice-Chancellor is an ex-officio member. Senate is the most senior academic body of the University and is responsible for regulating and directing the academic work. University Court represents the internal and external constituencies of the University.

The Executive leadership of the University is through the University Executive Board, chaired by and advisory to the Vice-Chancellor. It is responsible for developing and delivering strategy, operational plans, policies, procedures and performance. The Deputy Vice-Chancellor and Provost will be a highly important member of the UEB alongside the Chief Operating Officer, Pro Vice-Chancellors, Vice-Presidents, Deans and wider Directors of the Professional Services.

## Faculty of Engineering and Design

- Architecture and Civil Engineering
- Chemical Engineering
- Electronic and Electrical Engineering
- Mechanical Engineering

## Faculty of Humanities and Social Sciences

- Economics
- Education
- Health
- Politics, Languages and International Studies
- Psychology
- Social and Policy Sciences

## Faculty of Science

- Chemistry
- Computer Science
- Life Sciences
- Mathematical Sciences
- Physics

## School of Management

- Accounting, Finance and Law
- Marketing, Business and Society
- Information, Decisions and Operations
- Strategy and Organisation

## Research Institutes

- Institute for Advanced Automotive Propulsion Systems
- Institute for the Augmented Human
- Institute for Digital Security and Behaviour
- Institute for Mathematical Innovation
- Institute for Policy Research
- Institute for Sustainability

## Professional and Academic Services

- Academic Registry
- Library
- Student Recruitment & Admissions
- Student Support and Safeguarding • Employability and Student Success
- Centre for Learning & Teaching
- Doctoral College
- External Relations
- Advancement Office
- Digital, Data and Technology
- Campus Infrastructure
- Campus Services
- Sports
- Finance & Procurement
- Human Resources
- Strategic Governance
- Risk, Resilience and Compliance
- Planning, Performance and Strategic Change
- Sustainability
- Students' Union





# The Role

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## Deputy Vice-Chancellor and Provost

### Job Purpose

Following the appointment of our Vice-Chancellor in 2024, the Deputy Vice-Chancellor and Provost will be a critical member of the University Executive Board. Alongside the Vice-Chancellor and the Chief Operating Officer, they will have the major responsibility for delivery of the University’s operational objectives. However, this is a strategic leadership role, and the DVC will be expected to provide dynamic and innovative contributions, developing the strategic ambition for the University and delivering the institutional change needed to achieve our ambitions.

The Deputy Vice Chancellor and Provost will lead the academic functions of the University so that they coherently and imaginatively meet the university’s key strategic aims. The Deputy Vice-Chancellor and Provost will have line management responsibility for the Deans of our three Faculties and one School, the Vice-President (Community and Inclusion), the Director of HR and the Director of Planning, Performance & Strategic Change. The DVC will collaborate with and support other members of the University Executive Board and Senior Management Group in pursuit of the University’s vision.

The DVC will have significant delegation, and authority, and the incumbent of this role will be expected to have an inclusive style of leadership allied with the empathy and intellect to make challenging decisions. Given our regional status as an anchor institution, the Deputy Vice-Chancellor and Provost will be expected to lead multi-stakeholder city and regional projects and be a prominent and distinguished voice for and of the University of Bath.

The position is full time. The term of office as Deputy Vice-Chancellor and Provost is not defined by a set period of time. The postholder will also hold the role of Professor which will be open-ended. A competitive salary will be confirmed on offer of appointment.

#### Institutional Leadership

- Working closely with the Vice-Chancellor and executive team to successfully steer the University during a time of significant change for higher education;
- Deliver motivational and authentic leadership, management and development of staff;
- Champion organisational change, role modelling the behaviours needed for an inclusive, aspirational culture which promotes individual and collective success.

#### Strategy and Planning

- Taking a lead from the University Strategy, shaping strategic plans to deliver major institutional initiatives;
- Lead planning activities to ensure delivery of the University strategy;
- Lead on strategic financial decisions to support business as usual, strategic drivers including organisational financial sustainability;
- Establish and oversee the periodic review of institutional performance, taking accountability for the achievement of key targets.

#### Academic enterprise

- Lead on the development of academic capability, seizing and creating opportunities to innovate in delivery of the University strategy;
- Create an environment where scholarly activity can thrive and perform to its potential and deliver world-class results;
- Promote an understanding of the full institutional costs of our various academic activities in support of organisational financial sustainability;
- Steer and deliver key professorial and strategic academic appointments

#### Working with others

- Ensure that the student experience, for which Bath is renowned, is at the heart of institutional decisions and delivery;
- Proactively engage with a range of relevant stakeholders to enhance the overall reputation of the University as a place of academic excellence and community involvement;
- Develop a diverse, inclusive and supportive University community which supports all to excel.



# Person Specification

## Key Responsibilities

The postholder will be required to follow the University policies and procedures and take account of university guidance. As a senior leader, the Deputy Vice-Chancellor and Provost must demonstrate the University values:

- Delivering quality and excellence, whilst being quick to listen and learn;
- Nurturing high aspirations, for the benefit of all;
- Aspiring to the highest standards of scientific, ethical, and professional integrity, whilst supporting the freedom to challenge received wisdom;
- Supporting a sustainable community and adopting best environmental practice;
- Fostering inclusion, equality, diversity, and accessibility, where the unique value of each individual is recognised as we build a community of trust and care by treating each other with respect.

## Experience

- Breadth and depth of Higher Education experience necessary to deputise for the Vice-Chancellor on a wide variety of issues;
- A thorough knowledge of the key planning issues impacting the Higher Education sector (including international context);
- A proven track record in the Higher Education sector of positioning an institution/division/operation for future success;
- Excellent understanding of the factors that influence teaching, learning and delivery of a high-quality student experience;
- Excellent understanding of research strategy development and how to foster, grow and sustain excellence in a culturally diverse, dual-intensive environment;
- Understanding of the economic and societal contributions expected of regional universities and the mechanisms for achieving success in this area of work;
- Experience of shaping institutional culture to create a successful, supportive and inclusive community;
- Ability to contribute to institutional policy development across all the major issues facing a top ranked dual-intensive University;
- Accomplished record in strategic and business planning.

## Qualities

- A collegial, respectful and supportive colleague with 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;
- Excellent written and oral communication skills, including crafting complex messages for diverse stakeholders;
- An inclusive approach to leadership with excellent motivational and team-building skills;
- A strategic and analytical approach to financial management with a good commercial outlook;
- A positive energy capable of uniting diverse stakeholders to deliver common goals;
- A creative and innovative approach to problem-solving;
- An engaging and convincing speaker capable of inspiring listeners;
- An informed, agile and flexible outlook to respond effectively to the pace of change in the HE sector;
- A presence and delivery that will instil confidence when communicating directly or via a range of media;
- An attitude towards leadership as service of others and a caring attitude towards the community;
- Delivering quality and excellence, whilst being quick to listen and learn;
- Nurturing high aspirations, for the benefit of all.



# Life in Bath

Bath is a city that seamlessly blends history, culture, and modern living. Known for its stunning Georgian architecture and Roman-built baths, this UNESCO World Heritage Site offers a unique living experience.

## Lifestyle and Amenities

Living in Bath means enjoying a vibrant cultural scene, with numerous museums, galleries, and theatres. The city is also famous for its festivals, including the Bath Literature Festival and the Bath International Music Festival. For those who enjoy the outdoors, the surrounding countryside provides beautiful landscapes for walking, cycling, and other recreational activities.

## Transport and Connectivity

Bath is well-connected by public transport, with regular train services to London, Bristol, and other major cities. The city's compact size makes it easy to get around on foot or by bike. Additionally, Bath's strategic location offers convenient access to major business hubs, making it an ideal place for professionals who travel frequently.

## Family and Wellbeing

Bath boasts excellent facilities for maintaining a healthy and balanced lifestyle. The city is home to numerous parks, spas, and wellness centres, providing ample opportunities for relaxation and recreation. For families, Bath offers a safe and nurturing environment with top-rated schools, family-friendly activities, and a strong sense of community.





## Application Process and How to Apply

An executive search exercise is being undertaken by Perrett Laver in parallel with an open advertisement of the post. Perrett Laver will support the Appointment Committee in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role and to identify the widest possible field of qualified candidates.

Application is by submission of a full curriculum vitae and a covering letter of application, addressing the job description and person specification and including suitable daytime and evening telephone contact details and an email address. Within the covering letter, candidates are also asked to outline how they have previously advanced equality, diversity and inclusion and how they will contribute to making the University of Bath more inclusive.

Completed applications should be uploaded at <https://candidates.perrettlaver.com/vacancies/> quoting **reference 7515**

The closing date for applications is at **9am GMT on Wednesday 16th October 2024.**

Perrett Laver will conduct preliminary interviews with long-listed candidates in late October to early November, and the Appointment Committee will meet in mid-November 2024 to decide upon a shortlist of candidates.

These individuals will subsequently be invited for interview on the **4th of December 2024.**

*Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.*

*As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy/>.*



UNIVERSITY OF  
**BATH**

Thank you for your interest in this position.

We look forward to receiving your application.