



Appointment of

Pro-Vice Chancellor/ Executive Dean

Global Partnerships

JUNE 2024

To apply please click [HERE](#) ►



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Paul Bartholomew
Vice-Chancellor



Paul Seawright
Deputy Vice-Chancellor

Foreword

from the Vice-Chancellor and Deputy Vice-Chancellor

Dear Applicant

Thank you for your interest in the position of Pro-Vice Chancellor and Executive Dean, Global Partnerships. This is a significant opportunity for an outstanding leader to join our Senior Leadership Team (SLT) and to contribute to driving the University forward into a new chapter.

Ulster University is characterised as being the only university in Northern Ireland with campuses across the region, we are research-intensive while being committed to widening access, participation, and success. As a multi-campus university, we are acknowledged for our key role in delivering a pipeline of outstandingly capable graduates and postgraduates into a wide spectrum of workplaces whilst also contributing to societal and cultural enrichment of the region. As such, our place at the heart of Northern Ireland's research and development ecosystem is very well established, as is the part we play in economic growth and civic enhancement.

We have over 30,000 students and 3,000 staff dispersed across our three main campuses, and our partner provision in London, Birmingham and Manchester. In addition, we have students studying Ulster awards globally, both online and through established partners, including our joint College with Shaanxi University of Science and Technology in X'ian, China. Building on our centres of excellence, our collaborative partnerships, globally impactful research and our sectoral leadership, Ulster University is making a difference every day to ensure a lasting positive impact for individuals and wider society.

We have begun this academic year with our new Strategy in place: People, Place and Partnership – Delivering Sustainable Futures for All. As a member of the SLT you will be instrumental in the enactment of this strategy, along with input from across the University.

The priorities of the role include:

- University-level strategic leadership, with a focus on the formulation of an international strategy and the expansion of Transnational Education;
- Oversee the development of new academic provision on partner campuses;
- Maximise recruitment and retention of students

The successful candidate will ensure that the overarching strategic aims of the University are achieved through, and reflected in, their effective leadership of the Faculty.

As the sector, and wider society, continues its journey towards greater prosperity, Ulster University's Senior Leadership Team will be instrumental in ensuring that, as a unitary organisation and through the enactment of our Strategy focusing on people, place and partnership, we will deliver sustainable futures for all.

We wish you every success in your application.



Paul Bartholomew
Vice-Chancellor



Paul Seawright
Deputy Vice-Chancellor



A Profile of the University

Ulster University is extraordinary.

We are committed to the delivery of campus-based higher education. Learning, teaching, and research are social activities where people come together to create and share knowledge through collaboration and partnership.

We are committed to the creation and nurturing of interactive shared spaces where people can benefit from research and industry-led learning across each of our campuses.

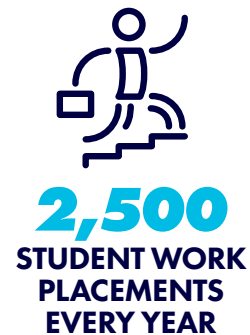
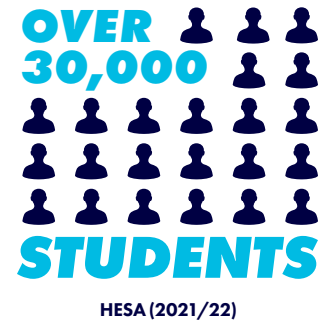
The aspirations of our vibrant student community are met across our three campuses, each offering a student experience unique to its location and subject areas. We are recognised for our outstanding impact on student outcomes due to the excellence of our committed teaching community; delivering a learning experience that develops skills, raises ambitions, and prepares future leaders.

We enjoy a national and international reputation for excellence in teaching and research, while simultaneously playing a leading role in the enrichment of the social, economic, and cultural life of Northern Ireland and beyond.

We believe in equality; we celebrate diversity, and we foster inclusion. Through our critical role in fulfilling our global civic commitment and transforming lives, we are delivering Sustainable Futures for All.



Fast Facts





PEOPLE, PLACE AND PARTNERSHIP

DELIVERING SUSTAINABLE
FUTURES FOR ALL

View our new strategy here:

ulster.ac.uk/people-place-and-partnership/strategy



Values

VALUES

Our Values set the tone for our University, where we are and where we want to get to.

The Values statements were co-created by Ulster University colleagues and their co-created nature provides an indication of the culture within our University.

Our values give us direction on how we can achieve excellence together, to enhance our employee and student experience, now and in the future.

We continually work to help facilitate and embed values-driven behaviour and look for ways to evolve, innovate and improve our working practices to ensure our values are lived.

We promote a place to work and study where everyone is accepted

We are open, honest and transparent with each other

We strive to be the best that we can be

People and relationships are central to everything we do



Northern Ireland

With a population of 1.9m, Northern Ireland offers a unique blend of city and rural life, and Ulster University's campuses reflect and capture this distinct way of life. Alongside an indigenous and largely SME economy, an increasingly confident Northern Ireland is ambitious and successful in attracting inward foreign direct investment, underpinned by a pipeline of graduate talent, innovation, research and development.

The region boasts an impressive cultural and literary pedigree, from Seamus Heaney to the impact of Game of Thrones and the screen talent that catapulted NI onto the global stage in the creative industries. The region's arts scene includes the renowned Lyric Theatre, numerous popular regional theatres and performance venues, Belfast International Arts Festival and a vibrant music scene catering to all tastes from the Ulster Orchestra to jazz, and local bands and artists achieving international popularity. Northern Ireland is also home to sporting legends, and Ulster University plays its part in supporting professional sports teams and athletes and in nurturing the next generation of talent at our Sports Village, Jordanstown, located on the scenic north shore of Belfast Lough, just 7 miles from the city centre. The maritime gateway of Belfast Harbour is an economic hub across trade and tourism and the £97m Titanic visitor attraction has become an iconic feature of the city's waterfront.

As the region's capital city, Belfast's urban centre is home to 340,220 people, but the wider metropolitan area is home to more than 670,000 people. Belfast is a busy modern city

with an acclaimed dining scene, a vibrant arts and cultural centre, an economy supported by industries as varied as screen and media, tourism, medtech and a bold entrepreneurial spirit that supports start-ups and innovation. Ulster University is one of two universities based in the city; shaping the industry leaders, innovators, carers and thought leaders of the future.

Derry~Londonderry, the second-largest city in Northern Ireland, is also home to another of our campuses. It is the fourth largest city on the island of Ireland after Dublin, Belfast and Cork, with a population of around 100,000. The historic walled city enjoys a scenic location on the River Foyle in County Londonderry, close to County Donegal in the Republic of Ireland. Over the past three decades, Derry~Londonderry has emerged as a cosmopolitan city, attracting significant tourist interest and was a nominee in the World Travel Awards for Europe's Leading Festival and Event Destination 2023. Many of the city's sights are deeply connected with its history and the 16th Century walls around the city are among the oldest and the best-preserved citadel walls in Europe. Over 100,000 people call Derry~Londonderry home and there are almost 250,000 living in the wider city region. With a large population in the 20-30 age group, the city enjoys vibrant and well-established retail, artistic, cultural and hospitality sectors and is famed for its legendary annual Halloween celebrations.

Working in synergy with the University and other educational stakeholders, the Derry~Londonderry region encourages innovation and invention

and is set to support and develop the industries of the future. The city is also underway with its UNESCO Learning Cities journey, promoting lifelong learning across all citizens and sectors.

The celebrated Causeway Coast, home to the University's Coleraine campus, combines an inspiring location of outstanding natural beauty with the first enterprise zone in Northern Ireland since the 1980s, giving the area a unique competitive advantage. The Giant's Causeway, Northern Ireland's first UNESCO Heritage Site, is an enduringly popular geological visitor attraction, capturing the imagination with its wealth of history and legend. The Causeway Coastal Route is often described as one of the world's great road trips, with dramatic views, iconic landmarks, picturesque harbours and stunning beaches. The area is also a popular golfing destination, and the University was proud to be the official host of The Open Camping Village, during the 148th Open Championship held at Royal Portrush Golf Club in the summer of 2019.

As house prices in Northern Ireland are significantly lower than many other UK regions, people relocating to Northern Ireland have enjoyed significantly increased spending power in the housing market and improved lifestyle.



A Global Perspective

We have welcomed students from more than 100 nationalities to study on our campuses. There are more than 200,000 ulster alumni making their mark on society and the economy in every corner of the globe. We count many successful international graduates as part of our global alumni community, both those who have travelled to study with us here in Northern Ireland,

but also the hundreds of students who have graduated with Ulster awards from our partner universities in China, Hong Kong and Qatar.

We have several successful Ministry of Education approved programmes in China and our relationship with Dongbei University of Finance and Economics is now twenty years old. Ulster has a successful joint college in X'ian, between Shaanxi University of Science and Technology and our Faculty of Computing Engineering and the Built environment.

Our long term partnership with QAHE has enabled the University to extend our provision to London and Birmingham where 5000 largely international students are enrolled on Ulster courses across Business and Computing. We are currently developing new opportunities for study in Manchester from 2025.

The PVC- Executive Dean Global Partnerships will lead these and other initiatives in what will constitute a fifth 'Faculty' at Ulster University.



Distinctive Campuses



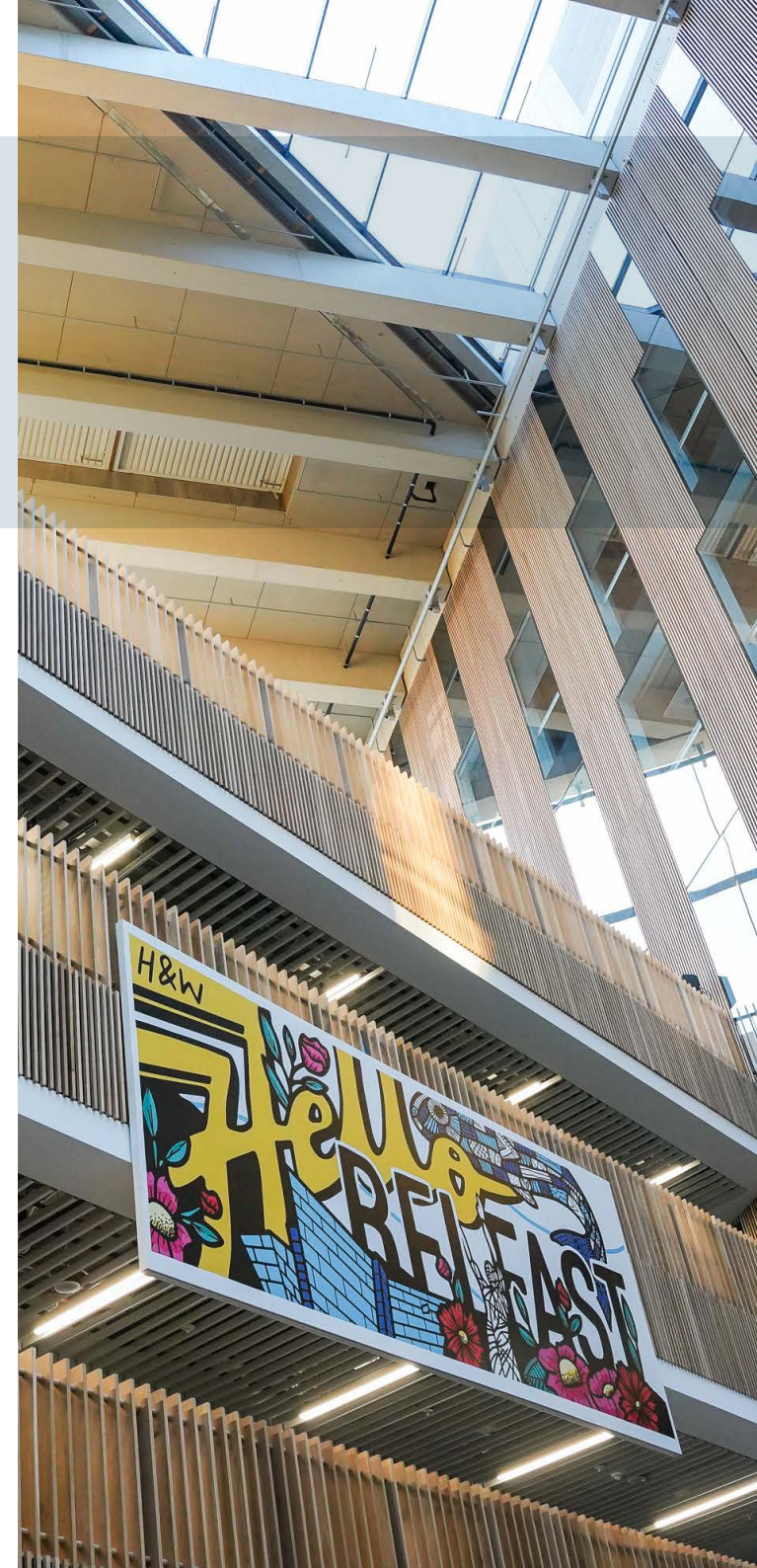
BELFAST

The new Belfast campus represents an investment of over £360 million. One of the largest higher education capital builds in Europe, the expanded campus is transforming higher education in the city and creating a dynamic teaching and learning environment at the forefront of higher education. Our new Belfast campus goes beyond bricks and mortar to make a lasting civic and community contribution through our regeneration programme with neighbouring communities. An independent assessment of this project's overall regeneration impact details benefits to the NI economy of £1.4billion, through this significant investment in the aspirations of our young people, the city and beyond.

Students at Belfast campus enjoy access to an exciting range of subjects including computing, engineering, business, politics, policy, law, communication, sports, architecture, hospitality, event management, photography and digital animation.

The award-winning Academy restaurant and state of the art teaching kitchens in Belfast, make Ulster University 1 of only 5 UK universities to offer such a world-class culinary arts and hospitality learning and work environment.

continued





DERRY~LONDONDERRY

In a city renowned for its cultural heritage and high-tech spirit, our campus is a hub for the thriving creative and technology industries and careers of the future and combines an iconic historic estate with modern, progressive learning and research spaces. A recent philanthropic donation of £5m for data analytics research places both campus and city at the forefront of this progressive field. The £1.3million refurbishment of computing and engineering on campus includes the Cognitive Robotics Laboratory and a new virtual reality suite. Our state-of-the-art £11m teaching block at the heart of the campus signals our ambition for higher education in the city, already enhancing campus life and paving the way for enhanced future capacity at Derry~Londonderry.

The Derry~Londonderry campus is home to Computing, Engineering, & Intelligent Systems; Education; Global Business & Enterprise; Health Sciences; Law; Management, Leadership, & Marketing; Medicine, Nursing & Paramedic Science; and Sport.

In addition, the Derry~Londonderry campus houses Ulster's new Cognitive Analytics Research Lab (CARL) which delivers world-class cognitive analytics research capability, attracting significant local and international industry engagement as well as Foreign Direct Investment to the region.



COLERAINE

Located alongside the stunning natural features of our north coast and a World Heritage site, our Coleraine campus is a thriving and distinguished centre of academic excellence at Ulster University, having recently celebrated 50 years of teaching and research excellence. The campus is a civic asset at the heart of the community, from the iconic Riverside Theatre on the banks of the Bann to the running trails weaving through our natural woodland. In recent years the University has invested £27 million in facilities on Coleraine campus, including £5.1million in a new state of the art sports complex for staff, students and the local community.

The Department of Hospitality, Tourism and Event Management at the Coleraine campus is located near the scenic North Coast, and offers a contemporary mix of provision for future leaders in international tourism, the food industry or the dynamic events industry, through degree options in Event Management, International Tourism Management, Golf Management, Global Sustainable Tourism and Food, Business and Innovation.

Employee and Student Experience

EMPLOYEE EXPERIENCE

Ulster University is more than workplace. It's a place to feel at home. A place where you can thrive. A place to balance your work and your life. As you bring your expertise and hard work to our vision and impact, we aim to support you throughout your career journey.

Our people are at the heart of Ulster University. Together, we create the conditions, culture, frameworks and approaches to enable people to achieve and exceed their own career aspirations and the University's ambitions. We aim to create an environment in which staff feel supported to give their best, with opportunity to develop, and are fairly rewarded and recognised for their contribution. From work life balance to wellbeing and our commitment to equality, diversity and inclusion, living and modelling our values to investing in our people, we strive to support all colleagues to flourish both here and at home.

We aim to offer workplace learning that works for employees, with opportunities to develop and pursue career ambitions in a place of progressive learning. In an evolving sector, our focus on the development of leadership and management capabilities and support for organisational change empower our University and its people to make a positive impact with those who work, study and partner with us – both locally and around the world.

Employee views matter and we love to hear them. Beyond regular staff surveys, our Valuing Voices initiative provides ongoing opportunities for colleagues to share their views across central themes that go to the heart of our working lives at Ulster University, helping to inform future direction.

Collaborating with internal and external partners, we aim to create the culture, environment and ways of working that enhance employee experience and foster employee wellbeing. Through supportive and approachable line management, holistic activities, clinics, services and guidance, this priority seeks to help colleagues achieve a work-life balance which supports personal wellbeing, professional contribution and organisational impact.

Ulster University is an open and inclusive workplace that celebrates and welcomes diversity and recognises the unique contribution every employee brings to our organisational ambition. We encourage employees to take opportunities to be well connected with like-minded colleagues across the university through active staff Networks, groups and activities that support all colleagues to thrive and confidently bring their whole selves to work.



STUDENT EXPERIENCE

At Ulster University we maximise the life chances of people from all backgrounds, enabling access to transformative university experiences, enhancing their potential and equipping them to make their personal impact in the world. We are building further on our leading delivery in areas of widening access and participation, employability, active and collaborative learning; investing in holistic student experiences in preparation for rewarding careers, successful entrepreneurship and thriving individual lives.

The qualities of our learning, teaching and all aspects of student life shape the experience and aspirations of those who study with us:

We seek to enhance the relationships that students have with their programme, each other and the University. Our relationships with Professional, Statutory and Regulatory Bodies, employers and external stakeholders inform programme design and delivery, and identify transformational opportunities for students.

We aim to make assessment authentic, inclusive, rich in diversity and relevant to employment too where appropriate. Our feedback to students is timely and relevant, supporting their onward development.

Our programmes aim to prepare students for current and future sustainability challenges, supporting the development of students as responsible, active and inclusive global citizens. We use technology to enhance the student experience and data to inform decisions about interventions, enhancements and the allocation of resources.

We understand our responsibilities to promote and support students to thrive as individuals, creating opportunities for students to explore their talents and interests, and providing access to mental health and wellbeing support.

We seek to create linkages between research, learning and teaching, creating deep and meaningful learning experiences, cultivating students' creativity, their critical thinking, problem solving, and independent research skills.

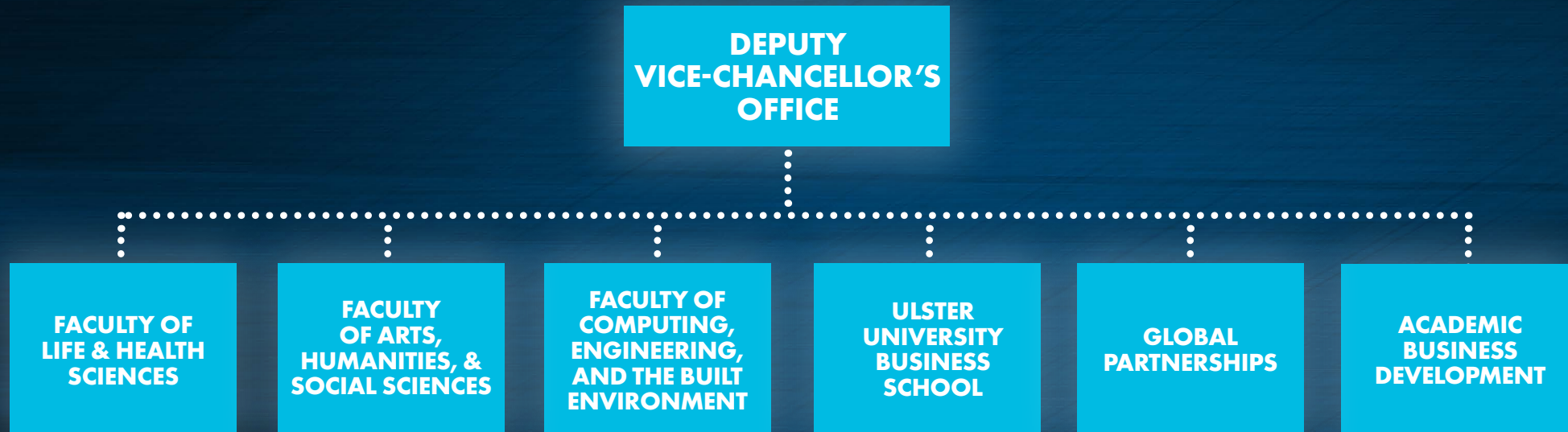
Engaged students and their voices are core to the enhancement of learning, teaching and the student experience at Ulster, creating opportunities for students to share perspectives and their lived experience with each other and the University.

We are committed to enhancing student outcomes and reducing equity gaps where we identify them. We want students to participate in all that university life has to offer and extend our enhancement activity to include the social experiences of Ulster students too.

From Welcome Week to Graduations, student life at Ulster University brings together academic knowledge and practical experience with opportunities to make new friends, take part in sports and social activities, join some of the 160 clubs and societies on offer to students campus-wide and participate in volunteering or even study abroad. Student life at Ulster University is as individual as each student.



Deputy Vice-Chancellor's Office



ABOUT THE DEPUTY VICE-CHANCELLOR'S OFFICE

Encompassing the four academic Faculties, Global Partnerships and Academic Business Development, the Deputy Vice-Chancellor's Office engages daily with internal and external stakeholders on a local, national, and international basis.

While the Deputy Vice-Chancellor provides strategic and academic governance across the University and deputises for the Vice Chancellor, the Pro-Vice Chancellor and Executive Dean – Global Partnerships will collaborate closely with the Deputy Vice-Chancellor and Faculties to extend Ulster University's partnerships throughout the UK and globally.

The Deputy Vice-Chancellor has direct line management and leadership responsibility for PVC/ Executive Deans, overseeing business performance and sustainability of the University's faculties and leads on academic planning.

He also has direct line management responsibility for providing leadership in civic and societal partnership, development through the Directors of Regional and Community Engagement and the Northern Ireland Confucius Institute at Ulster University.

The Deputy Vice-Chancellor is supported by an executive support team which is responsible for diary management and co-ordination of high profile visits and events.

Ulster University's current Global approach works across Faculties and Departments to embed a global approach and outlook in all aspects of student and staff life at Ulster. Within it, the Centre for English Language Teaching (CELT) supports students and researchers who wish to enhance their language skills at university; and the Global Partnership and Programmes team focuses on establishing, maintaining and developing international partnerships; the Global Operations and Intelligence Unit provides reporting, technical knowledge, and business support functions for the Global portfolio.

Also within the current Global portfolio, the Global Mobility and International Student Experience team have a two-fold purpose; firstly to support international students coming to Ulster from application stage through to graduation and secondly, supporting Ulster students who wish to complete a period of study abroad. The Global Recruitment and Engagement team work to promote Ulster programmes across the world and to recruit high quality students to these programmes.



Job Description

POST TITLE:

Pro-Vice Chancellor/ Executive Dean Global Partnerships

REPORTS TO:

Deputy Vice-Chancellor

JOB PURPOSE

The Pro-Vice Chancellor and Executive Dean - Global Partnerships will be the primary ambassador for the University abroad, and will shape the future direction of the University's internationalisation activity.

Extending existing partnerships in China, Ireland, Qatar, Switzerland, and across the UK while developing new opportunities for transnational education will be a core focus for the Pro-Vice Chancellor and Executive Dean.

Using experience and vision to transform the University's international activity, the Pro-Vice Chancellor and Executive Dean - Global Partnerships will ensure that the international agenda permeates all areas of the University activity.

The post holder will have an inclusive, determined, inspirational, authentic and BRAVE* approach to leadership, whilst embracing the University's values of Integrity, Inclusion, Developing Potential, and Collaboration. As a member of the University's senior leadership team (SLT), the position of Pro-Vice Chancellor and Executive Dean is both challenging and rewarding, with a broad range of responsibilities.

- Strategic leadership of the University;
- Leading the formulation of an international strategy which prioritises international student recruitment and partner student progression to home campus provision;
- Overseeing the development of new academic provision on partner campuses;
- Leading and managing the financial and human resource attributed to the international portfolio;
- Overseeing a review of international partnerships, and pursuing and developing new relationships;
- Engaging fully in the University's operational planning process; and
- Providing creative thought-leadership and academic expertise in TNE models and emerging markets, enabling Ulster University to target sector-leading, innovative approaches which offer the greatest potential.

In carrying out these responsibilities the University requires the Pro-Vice Chancellor/Executive Dean's standard of conduct to be upholding of to the Nolan Principles*; by observing the highest standards of personal honesty and integrity, avoiding any deliberate act or omission which would lead to any reputational damage, criticism or allegation of impropriety, bias, breach of confidentiality or conflict of interest against the University.

* See Annex 1 (page 21) for Brave Leadership Competencies

** See Annex 2 (page 23) for the Nolan Principles

KEY TASKS

Working in close collaboration with the Deputy Vice Chancellor, key tasks for the Pro-Vice Chancellor Global Partnerships will include:

1. Lead the formulation of an international strategy, in collaboration with the Deputy Vice-Chancellor, PVC/Executive Deans and Director of Global Engagement, which prioritises international student recruitment, the development of international partnerships and the expansion of TNE for the benefit of the whole University.
2. To strengthen existing partnerships and build on current success to maximise recruitment and retention of students.
3. In partnership with the PVC/Executive Deans, oversee the development of new academic provision on partner campuses, providing leadership, good counsel, and robust relationship management with all stakeholders ensuring that Ulster's values, educational standards and reputation are prioritised.
4. Oversee a review of international partnerships and pursue and develop new relationships which will add value to the University and drive increased international student recruitment.
5. To lead and manage the financial and human resource attributed to the international portfolio.
6. To engage fully in the University's operational planning process and ensure that all international activities are appropriately resourced in line with the agreed strategy and that a set of measurable KPI's are in place to track progress.
7. To act as an ambassador for the University on an international stage, participating in relevant networks, developing relationships and partnerships with international higher education institutions and creating links to a wide range of international policy makers and funding bodies.
8. To support partner organisations, in relation to the recruitment and retention of high-quality students, and in the delivery of high-quality learning and teaching, capturing the staff and student voice and its effective impact on future developments and the facilitation of interventions as appropriate.
9. To provide creative thought-leadership and academic expertise in TNE models and emerging markets, enabling Ulster to target and refocus resources on sector-leading, innovative approaches that offer the greatest potential.
10. To represent the University externally and/or deputise for the Vice-Chancellor/Deputy Vice-Chancellor in relation to TNE and international partnership business.
11. To engage in the wider international agenda, including visiting partners and engaging in meetings with partner organisations as and when required.
12. To lead specific university wide initiatives, working across university organisational boundaries to achieve objectives as required by the Deputy Vice-Chancellor.
13. To undertake any other duties, relevant to the seniority of the post, as required to by the Deputy Vice Chancellor.

The University is committed to developing all employees and operates a Developmental Appraisal Review (DAR) which is mandatory. You will be required to meet with your manager on a regular bases, to agree objectives and discuss required support and progress. If you have line management responsibility for other staff, you will be required to do the same for your team as part of the DAR process.

All staff in the University have a responsibility to comply with the University's Equal Opportunities Policy and Health and Safety Policy. Line Managers have particular responsibility for ensuring compliance with these Policies within their own area.

Personnel Specification

Education and Professional Qualifications	Essential	An academic and/or professional profile that meets the University's criteria for appointment at the level of Professor. Academic or professional qualifications that are synergistic with the role.
Experience	Essential	<p>A substantial breadth of experience of successful and impactful leadership in international partnership development and international student recruitment.</p> <p>A well-defined vision of personal leadership ethos that is consistent with the University's values and the BRAVE leadership attributes framework.</p> <p>Significant evidence of corpocracy in the leadership and management of teams to deliver high quality outcomes.</p> <p>Significant and measurable accomplishments in major transformation projects which have delivered improved outcomes for the organisation.</p> <p>Evidence of the necessary interpersonal skills required to build excellent relationships with internal and external stakeholders to deliver significant development and enhancement of University business.</p> <p>Experience, through effective budgetary management of optimising financial and human resource, to deliver successful outcomes.</p> <p>Experience of working across organisations in the design and codification of strategic plans..</p>
	Desirable	Senior leadership experience of leading through a period of significant transformation.

The University will conduct a shortlisting exercise based on the written information you have provided. The initial shortlisting exercise will be based on the identified criteria from the personnel specification. The University reserves the right to supplement these shortlisting criteria using additional essential and/or desirable criteria from the personnel specification at subsequent stages of the shortlisting process.

Annex 1

BRAVE Leadership Competencies

Bold – Resilient – Authentic – Versatile – Empowering

BOLD

How you lead

You recognise that having the courage to challenge is fundamental to the role of leading yourself, your teams and the organisation. You have the confidence to speak up and skilfully challenge others even when confronted with resistance or unfamiliar circumstances.

Courageous Leadership

The capability to respectfully have difficult conversations and maintain integrity, whilst influencing, accepting and committing to change, taking measured risks, and leveraging diversity.

Think Strategically and Set Direction

The capability to mindfully consider the long-term objectives and goals of the university when making decisions, taking a holistic view of the environment and clearly communicating present state, future direction and ambitions.

RESILIENT

How you deliver

You demonstrate perseverance and tenacity directed towards the achievement of goals despite pressure or adversity. You can adapt your behaviour according to the circumstances, proactively coping with obstacles and recovering quickly after experiencing setbacks.

Drive for Results

The capability to take personal responsibility for making things happen. Does not let the approval or disapproval of others unduly influence them and shows perseverance in overcoming and achieving results.

Problem Solving

The capability for creative problem-solving skills, having the ability to stimulate, challenge and inspire others to continually pursue prominent problems and generate solutions.

AUTHENTIC

How you engage

You are values-driven, genuine, real and ethical. You demonstrate a sound awareness of your strengths, limitations and emotions. You focus on people development and recognise the value that diversity brings to the university.

Developing Self and Others

The capability to demonstrate commitment to own development for current and future performance, supporting and encouraging others to develop their knowledge, skills and behaviours to enable them to reach their full potential for the wider benefit of the organisation.

Build Positive and Collaborative Relationships

The capability to proactively develop productive internal and external working relationships that are high in trust and influence positive outcomes.

VERSATILE**How you meet future challenges**

You use your experience and expertise to shape the future of the University, ensuring that we continue to respond to challenges, innovate and add value to the delivery of our strategic objectives. You are focused on meeting the varying needs of our stakeholders.

Leading Change

The capability to identify the need for change and proactively promote it ensuring successful implementation.

Personal Agility

The capability to create opportunities for innovation by creatively pursuing new ideas, demonstrates positive attitude and openness to changes in the university environment, processes and structure.

EMPOWERING**How you work with others**

You provide your team members with the space and authority to deliver well-defined objectives. You create clarity around your expectations and what success looks like in order to focus people's energy and give them freedom to self-manage within the demands of the job.

Communicating with Clarity, Impact and Influence

The capability to present and communicate messages with confidence, clarity and impact and effectively relate to and engage with others to build positive relationships.

Drives Performance Excellence

The capability to strive for high performance whilst maximising resources to achieve results that are aligned with the goals of the university.

Annex 2

The Seven Principles of Public Life (also known as the Nolan Principles)

1. SELFLESSNESS

Office holders should act solely in terms of the public interest.

2. INTEGRITY

Office holders must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. OBJECTIVITY

Office holders must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. ACCOUNTABILITY

Office holders are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. OPENNESS

Office holders should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. HONESTY

Office holders should be truthful.

7. LEADERSHIP

Office holders should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Selection Process

For a confidential discussion please contact Katharine Price or Donogh O'Brien at our recruitment partners, Aspen People on 0141 212 7555.

Application is by way of **submission of your CV and criteria questions, which are available HERE, answering the specific questions asked.**

You should refer to the Job Description, Personnel Specification, BRAVE Leadership Competences and Nolan Principles within the candidate pack available on the Role page.

Please note that you will receive an acknowledgement of your application within 48 hours – if you do not receive this please contact Gillian Blackadder at Aspen on 0141 212 7555.

We have provided below a note of all the critical dates within this recruitment campaign which we hope will help you plan your diary:

Closing Date for Applications:
Monday 2 September 2024

Panel Interviews:
Week commencing Monday 30 September 2024
(date to be advised)

Remuneration

This role offers a highly competitive salary and benefits packages pitched to attract the best talent in the marketplace.

Pension 14.5% employers contribution.

Benefits of working at Ulster

ulster.ac.uk/peopleandculture/employee-benefits

The base campus will be agreed with the successful applicant.

