



Swansea University
Prifysgol Abertawe

SWANSEA UNIVERSITY

CHIEF RESEARCH & ENTERPRISE OFFICER

Appointment Brief, February 2023



SWANSEA UNIVERSITY

Making Waves Since 1920



The Abbey

A stunning historical building, rich in wildlife, at the heart of Singleton Campus; one of our two award-winning beachfront campuses

Swansea University is a research-led institution that thrives on exploration and discovery. We offer a compelling balance of excellent teaching and research, matched by an enviable quality of life on our two beachfront campuses.

Having celebrated our centenary year in 2020, we are extremely proud of how our University has contributed to the transformation of Swansea as a city of distinction, since 1920. With more than 23,000 students, we have enjoyed a period of tremendous growth, which has been matched by the highest standards of student experience.

Despite the ongoing challenges of Covid-19 and the necessity to take a flexible approach to our teaching delivery and operations, we are confident in our resilience and ability to adapt to the changing landscape. This is testament to our collaborative staffing community, and our commitment to providing the highest standards.

We are ranked Top University in Wales and a Top 30 UK University, in the Guardian University Guide 2023. We also hold a gold rating, the highest possible, in the national Teaching Excellence Framework (TEF). In addition, we have recently seen 10 of our subjects rank 'top 10', in the Complete University Guide 2022.

Students are at the heart of what we do, evidenced by our University of the Year award, in the 2019 What Uni Student Choice Awards. We also took the top spot in the International category, and were placed 3rd in the Postgraduate, and Course and Lecturers categories. In the 2022 Student Crowd University Awards, we ranked 15th in the UK for Student Satisfaction.

The Research Excellence Framework (REF) 2021 saw us grow our overall proportion of world-leading and internationally excellent research from 80% in 2014 to 86% in 2021. We have also achieved our best ever QS World University Rankings by subject in 2022, with two subjects in the top 100 and 10 in the top 250.

The University is within in the top 200 Times Higher Education Impact Rankings 2022, which capture universities' impact on society, based on institutions' success in delivering the United Nations' Sustainable Development Goals (SDGs). We were ranked within the global top 20 for three SDGs, highlighting our strength in areas of Responsible Consumption and Production (14th), Peace, Justice and Strong Institutions (14th) and Sustainable Cities and Communities (18th).

Swansea University is committed to promoting equality, diversity and inclusion. Our dedicated equality team produces an [Annual Report](#) with current statistics on all nine protected characteristics, while our [Strategic Equality Plan 2020-2024](#) details how we will continue to promote equal opportunities to create a positive difference for staff and students working and studying at the University.

AWARDS AND RECOGNITION

View the full list of [Awards here](#). View the full list of [Rankings and Ratings here](#).



WINNER
UNIVERSITY OF THE YEAR
(What Uni Student Choice Awards 2019)



4
ATHENA SWAN
SILVER AWARDS



15TH IN THE UK
STUDENT SATISFACTION
(StudentCrowd University Awards 2022)



TOP 20
SUSTAINABLE DEVELOPMENT GOALS
Sustainable Cities and Communities (18th)
Responsible Consumption and Production (14th)
Peace, Justice and Strong Institutions (14th)




WHATUNI? STUDENT CHOICE Awards 2019
ENILLYDD RHYNGWLADOL
INTERNATIONAL CATEGORY WINNER



24th / 121
IN THE UK
Guardian University Guide 2022



WHATUNI? STUDENT CHOICE Awards 2021
SECOND PLACE DIVERSITY AND INCLUSION
SECOND PLACE DIVERSITY & INCLUSION



WINNER 2022
MATERIALS SCIENCE AND ENGINEERING RESEARCH



47TH IN THE TOP 100 EMPLOYERS
Stonewall 100 CYFLOGWR GORAU TOP 100 EMPLOYER



RACE EQUALITY
CHARTER MEMBER



86%
RESEARCH RANKED
WORLD-LEADING / INTERNATIONALLY EXCELLENT
(2021 Research Excellence Framework)



HIGHLY COMMENDED
LGBT+ EMPLOYEE NETWORK GROUP 2019
STONEWALL WORKPLACE EQUALITY INDEX



WHATUNI? STUDENT CHOICE Awards 2020
TOP 10 INTERNATIONAL
UK TOP 10 INTERNATIONAL



27TH IN THE UK
THE TIMES THE SUNDAY TIMES
TEACHING QUALITY



7
ATHENA SWAN BRONZE AWARDS

CAMPUS TRANSFORMATION

Swansea University's Singleton Campus was established in 1920, when King George V laid our University's ceremonial foundation stone, at Singleton Abbey. Located in parkland, on Swansea's seafront, it was designed to be the first campus university in the UK. The Abbey remains at the heart of the campus, which has continued to develop and has been the main home of our University for almost a century.

More recently, we have established our Bay Campus: a £450 million beachfront development, which has doubled our research and teaching capacity, on the eastern approach to the city. Together with the continuing transformation of Singleton Park Campus, this development signals our intention to be one of the finest places to live, teach, research and collaborate in Europe.

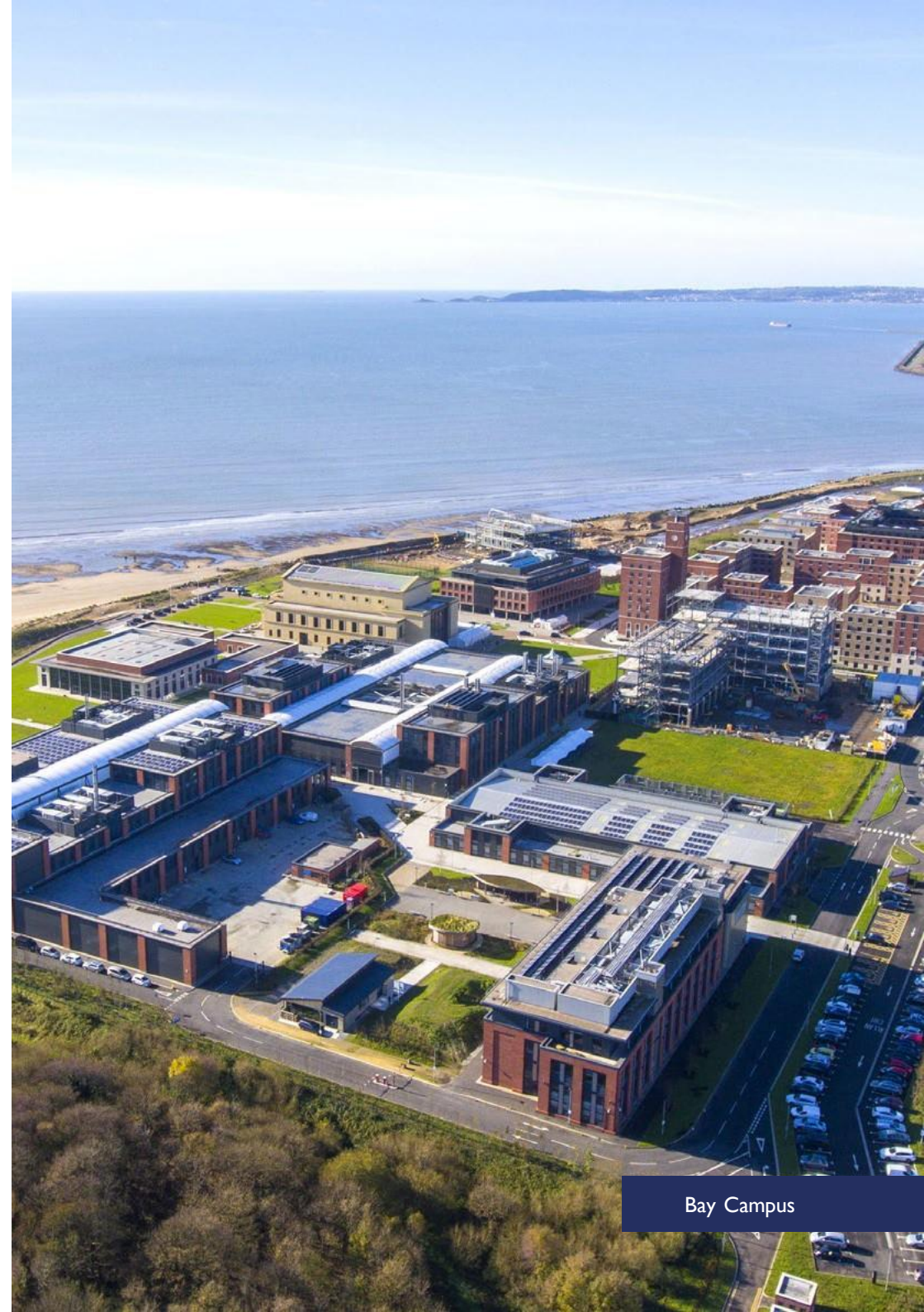
Our latest development, the Centre for Integrative Semiconductor Materials, will be formally opened in 2023 and will be a hub for connecting research, innovation and manufacturing to drive economic growth in the region.



Computational Foundry: a £32.5m world-class facility

A beacon for pioneering collaborations with researchers and industry, attracting further research funding and establishing Wales as a world-leading centre for computer science and innovation.

First Minister of Wales, 2018



Bay Campus

OUR STRATEGIC VISION

An integral part of our success is our ability to provide excellent teaching and research, as well as an enviable quality of life for both our colleagues and students.



We are at heart an intrinsically principled, purposeful and resilient organisation, characterised by the distinct values, culture and behaviours that lie at our core and underpin the five key strategic pillars:

1. Our Civic Mission:

We are proud to belong to the City of Swansea and the Swansea Bay City Region. With campuses in three local authority areas, we recognise that our University is the region's university.

2. Our Student Experience:

Our students are at the heart of our University and we can take pride in our consistently strong reputation for the quality of our student experience, the strength of our student support services, and our commitment to student mental health and wellbeing.

3. Our Learning and Teaching:

The sharing of knowledge to nurture independent, critical thinking is fundamental to our purpose. It enables our students to be resilient in the face of global challenges and to adapt to the changing world of work. We celebrate our Welsh heritage and are proud to be part of a bilingual nation.

4. Our Research:

Our research changes lives, drives innovation and regional growth, and is aligned to the UN Sustainable Development Goals. It impacts on our culture, society, health, wellbeing, economy and our planet.

5. Our Enterprise:

We are exceptionally collaborative and entrepreneurial. We were founded by industry, for industry, and we remain true to the ambitions of our founders, working with industrial, commercial and public sector partners for the benefit of our region and nation.

Each of these areas is marked by our commitment to making a difference, to being socially and environmentally responsible, to striving for excellence, and to maintaining a global outlook that enables us to be a community University with international reach and reputation.

OUR VISION

We are, and will continue to be, a principled, purposeful and resilient University that balances excellent teaching with world-leading research and innovation in an open environment which enables our students and colleagues to excel. While we are valued globally as a trusted partner, we are deeply committed to our region and are proud to be a University for Wales.

Gweddw crefft heb ei dawn / Technical skill is bereft without culture

 View our full [Strategic Vision and Purpose](#) online

RESEARCH EXCELLENCE

Swansea University is a research-intensive anchor institution, creating economic, societal, cultural and health impact with global reach, building on our rich heritage of discovery and knowledge-led research and the pioneering spirit that has defined our University since it was founded by industry, for industry, in 1920.

We foster ambitious collaborations, renowned for co-creating research and delivering transformative innovations with our partners in industry, the public and third sectors. Now in our second century, we are building on our significant successes, ambitious to make a difference to lives and futures through excellent, trusted and responsible research and impact, and seeking to extend our global reach.

The research and innovation strengths in our three Faculties, Science and Engineering, Humanities and Social Sciences, and Medicine, Health and Life Science are complemented by an interdisciplinary approach to research, education and impact.

We submitted the work of a record number of researchers (578) for assessment to the Research Excellence Framework (REF) 2021, representing a 56% increase on the 370 submitted in 2014. We have grown our overall proportion of world-leading and internationally excellent research from 80% in 2014 to 86% in 2021, with over 90% of our impact being classed as having world-leading or internationally excellent reach and significance.

As a research-intensive Welsh HEI, we contribute to Welsh Government's "twin priorities of delivering social justice and supporting a buoyant economy" and the Wellbeing of Future Generations (Wales) Act (2015), contributing to progress against the UN Sustainable Development Goals (SDGs).



1090

**INNOVATIVE
RESEARCHERS**

86%

RESEARCH CLASSED AS
'WORLD LEADING' OR
'INTERNATIONALLY
EXCELLENT'

(REF 2021)

**TOP
400**

**GLOBAL QS
RANKING**

578

RESEARCHERS' WORK
SUBMITTED FOR REF
ASSESSMENT
IN 2021



RESEARCH HIGHLIGHTS

Our interdisciplinary research, led by pioneering academics and utilising cutting-edge facilities, help people adapt to change, and improve their lives.

Through identifying, developing, and combining emerging research areas, we break new ground to make space for ideas to grow and define and accelerate areas of life-changing research.

Our dynamic, supportive, and driven researchers work collaboratively across subjects, industries, and academia to become a catalyst for change, working towards the United Nations Sustainable Development Goals for a better world.

We are committed to playing a crucial role for sustainable development in the region, UK and globally and are in the top ten in the People and Planet University League.

**GREAT THINGS HAPPEN
WHEN IDEAS COLLIDE**



SUSTAINABLE FUTURES, ENERGY AND THE ENVIRONMENT

We recognise the global challenges which we all face. Our research is finding ways to preserve and protect the world for future generations.



DIGITAL FUTURES

People are at the centre of our research into technological advancements. We create safer digital environments which integrate and enhance human lifestyles.



CULTURE, COMMUNICATIONS AND HERITAGE

We are working with both local and global communities to preserve history, influence policy and encourage open and nurturing cultures.



SMART MANUFACTURING

Working with partners and experts in their field, our researchers are able to streamline and improve productivity to reduce waste and reduce outgoings within manufacturing.



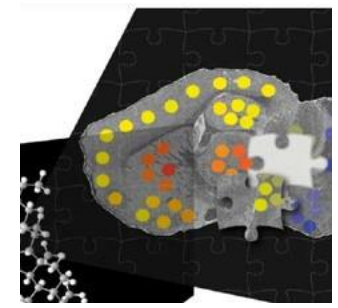
JUSTICE AND EQUALITY

We understand the value of diversity across workforces, communities, and life. It is our belief that there should be equality and justice for all.



STEEL INNOVATION

Our research into steel has led to the development of lighter, greener, smarter steel and a cleaner production process, helping to combat climate change.



HEALTH INNOVATION

Our research within health enables innovation of devices, services, and diagnoses to promote good health and wellbeing within communities and individuals globally.



Find out more:
[RESEARCH HEADLIGHTS](#)
[webpages](#)

SUPPORTING OUR RESEARCHERS

We recognises the crucial contribution that research staff make to our internationally excellent and world-leading research.

The success of our researchers underpins our ambition which will drive forward research quality, create a suitable environment for research to flourish, whilst ensuring that the impact of our research is maximised.

We are committed to providing a genuinely supportive environment and culture, where researchers can thrive both professionally and personally. Early Career Researchers are especially important to sustain high-quality research and the University is committed to valuing and promoting career development for this diverse group of colleagues.

POSTGRADUATE RESEARCH OFFICE

The Postgraduate Research Office was established in 2016, placing the doctoral researcher at its heart and with responsibility

for delivering a Postgraduate Research Training Framework (launched in 2016/17), coordinating pan-University scholarship schemes and a strategy for doctoral training programmes.

With circa 1000 PhD students registered, we lead four CDTs funded by EPSRC and UKRI, and are part of the Science and Technology Facilities Council (STFC) CDT in Data Intensive Science, the Biotechnology and Biological Sciences Research Council South West Biosciences DTP and the Economic and Social Research Council Wales DTP.

TECHNICIAN COMMITMENT

We also acknowledges the crucial contributions that our technicians provide to teaching, research and to the running and maintenance of overall facilities.

Our commitment towards our Technician community is formalised through our signatory status (since March 2022) of the Technician Commitment. As a part of this, we will produce a two-year action plan with concrete and measurable initiatives that enhances

the career, the opportunities and skills of our technicians, and at the same time provide them with the recognition their contributions deserve.

The action plan is designed from the bottom-up by our newly established Technician Forum, an inclusive venue where ideas can be proposed, discussed and put into action.

This aligns with our strategies on People, Research and Education, to further develop the skills of our technician cohort, to increase the visibility of their roles and contributions. This will enable them to access rewarding career opportunities and to ensure an adequate pipeline for the sustainability of their valuable skillset.

OTHER COMMITMENTS

Signatory to the San Francisco Declaration on Research Assessment (DORA; 2018) and the Coalition for Advancing Research Assessment (CoARA; 2022), and a member of the UK Reproducibility network,

HR EXCELLENCE IN RESEARCH

We proudly hold the European Commission HR Excellence in Research Award.

The award was first attained by the University in 2010 and renewed in January 2013, January 2015, January 2017, June 2019 and January 2021.

It recognises our commitment to support the Career Development of Research Staff, including our implementation of the Concordat to Support the Career Development of Research Staff. All our reports and plans are available to [view online](#).



TEACHING EXCELLENCE

We are an ambitious institution providing an outstanding and balanced academic environment that enables students and colleagues to excel.

Commitment to diversity, combined with our ability to take students with low entry tariffs whilst achieving sector-leading graduate employability, demonstrates the value that is added by our University's rich student experience and teaching quality. Our University is one of the UK's leading HEIs for learning gain, with graduate employment at the heart of our provision. This is evidenced by Swansea being ranked 6th in the UK for Student Experience and 23rd for Graduate Prospects (Guardian University Guide 2022).

Colleagues at Swansea are committed to professional development, continually providing inspirational and

transformative learning, working at the leading edge of teaching activities. Our Academic community includes individuals who have received independent recognition for their achievements such as; BMA Cymru Wales/BJM Clinical Teacher of the Year; WISE Innovation award winner; Nation's Lifesavers – top 100 individuals; Advance HE National Teaching Fellowship; and many more.

Our teaching colleagues are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

We also have a number of unique academies and services, that leverage our research credentials and industry partnerships to support our world class teaching and learning offering.

Our state-of-the-art Health and Wellbeing Academy provides opportunities for students to work alongside highly qualified practitioners, in a professional, relaxed and friendly environment. The academy supports the health and wellbeing of people in local region. In 2018 it was recognised for its achievements; winning the Social and Community Impact category, in the Guardian University Awards.

The Swansea Employability Academy (SEA), in partnership with the Students Union, provides funding for student-led employer engagement events. SEA enables students to lead on their own initiatives, ensuring that learning and experience exists in tandem, resulting in successful graduate career opportunities.

All our academies focus on enhancing teaching and learning excellence and aim to maximise the benefits not only to our students and colleagues, but to the wider community too.



Health and Wellbeing Academy

A Faculty of Medicine, Health and Life Science initiative, supporting the health and wellbeing of people in south-west Wales.

INNOVATION & ENTERPRISE

Swansea University was founded by industry, in 1920, to delivery for industry. Nearly one hundred years on, we continue to have impressive links with commercial and industrial partners across a range of sectors. We lead Wales in research areas critical to economic growth and population well-being including Environmental Sciences, Medicine and Engineering.

We are committed to promoting and supporting collaborations that lead to innovation. We are proud to have homegrown, award-winning enterprises actively working with our University. We currently have:

- Over 40 companies co-located on our campuses
- Over 30 Bay Campus spin-out enterprises, since it opened in 2015
- £80m in HEBCI collaborative research income - our highest ever and an increase of £6m from 2021

We listen to business needs and have developed effective strategic collaborations that are mutually beneficial, helping to:

- Solve industry challenges and discover new opportunities
- Provide two-way access to talent and future-proofing Skills for industry
- Provide commercial opportunities such as flagship industry co-located centres.

In recognition of our University's importance to the Swansea Bay City Region, we have pledged, alongside Swansea Council, to work closely to create more jobs, improve education and continue promoting a culture of enterprise and innovation.

We have a number of significant, long-term partnerships with industry, ranging from TATA and Rolls Royce to the DVLA and SKY.

City Deal

The £132 million Swansea Bay City Deal Campuses project led by Swansea University, in partnership with Swansea Council, Swansea Bay University Health Board, Hywel Dda University Health Board, A Regional Collaboration for Health (ARCH) Partnership and key private sector partners, secures £15m secured to develop sites in Morriston and Singleton. It will promote innovation and business growth in the expanding Medical Technology and Sports Technology sectors, and is proposed to open in late 2026.

Led by Neath Port Talbot County Borough Council, as part of the Swansea Bay City Deal and in partnership with Swansea University and Tata Steel UK, South Wales is set to build on its strength and expertise in steel and metals innovation with the launch of a new £20 million facility, SWITCH: South Wales Industrial Transition from Carbon Hub.

The new facility, scheduled for operation in late 2025, will see academic researchers, government and industry collaborating to deliver practical innovative solutions to decarbonise the steel and metals sector and supply chain.

Impact Acceleration Accounts (IAAs)

Building on the success of the EPSRC IAA over the last 10 years, the University IAAs have been awarded >£2m to support a portfolio of activities from 2022 over the next 5 years.

The funding includes an award from ESRC (amount to be confirmed), £450,000 from the Arts and Humanities Research Council (AHRC), £450,000 from the Medical Research Council (MRC) with £1,158,212 from the Engineering and Physical Sciences Research Council (EPSRC).



Driver & Vehicle
Licensing
Agency



GIG
CYMRU
NHS
WALES



AIRBUS

Nuffield
Foundation

A BEACON FOR WELSH CULTURE AND LANGUAGE

Swansea University is a bilingual university and a beacon for Welsh language, heritage and culture.

From humble beginnings as a local University College over one hundred years ago, today we are confident, and are proud to be a University for Wales.

We promote and celebrate our Welsh heritage, whilst being strong enough to hold our own alongside many of the world's top institutions.

We are a cultural and economic anchor within our community, with a distinct role to play in driving regional development, including advocating the use of Welsh language. We are committed to the Welsh Language Standards and are fully inclusive in welcoming students, colleagues, partners and public to use Welsh in whichever way they wish when interacting with us.

*Y Gymraeg yw calon ein cymuned
- yn gyfrwng dysgu, ymchwilio,
cymdeithasu a dathlu.*

*The Welsh language is at the heart of our
community - a medium to learn, research,
socialise and celebrate.*

SD, Geography



ACADEMI HYWEL TEIFI

Academi Hywel Teifi is the Welsh-language powerhouse of the University – a centre of excellence for studying the Welsh language and literature, promoting Welsh-medium teaching and learning across the range of subjects.

Established in 2010, it is named in memory of Professor Hywel Teifi Edwards, a former Professor of Welsh at the University and one of the nation's greats.

Whilst the Academi is home to a core team of staff, it also provides a community for all those offering Welsh-medium provision and to the thousands of Welsh-speaking students on campus. It works to ensure a greater status for the language in all aspects of our university's life and in south-west Wales

Through various activities it supports, increases and enriches the Welsh-medium provision and research at Swansea University and encourages collaboration, entrepreneurship and opportunities. The aim is to ensure that Swansea University students have the best of two worlds - a Welsh-medium experience in a university with multicultural and international connections.

The Academi houses;

- **Coleg Cymraeg Cenedlaethol - Swansea University branch:**
Plans and supports the Welsh language Higher Education provision in a strategic manner across Welsh universities. It plays a key role in ensuring and developing Welsh-medium study opportunities for learners, students and apprentices.
- **Learn Welsh – Swansea Bay Region:**
Delivers high quality language courses and activities, on behalf of the National Centre for Learning Welsh, to the City of Swansea, and Neath Port Talbot Council.
- **Ty'r Gwrhyd:**
A partnership between Academi Hywel Teifi and Neath Port Talbot Council, (which received a £300,000 Welsh Government grant) to establish a Welsh community centre located in the heart of the Swansea Valley.

Academi
Hywel Teifi



Llywodraeth Cymru
Welsh Government





INTERNATIONAL STUDENT GROWTH

Swansea University boasts a global reach and reputation and works with international partners to deliver world-class research, enhanced opportunities for learning and teaching, and life-changing opportunities for students.

Our campuses are vibrant and diverse with individuals from over 130 different countries making up our friendly community.

Our University has continued to adapt and develop our international market reach. Our Bay Campus is home to The College (the successor to the previously known International College Wales, Swansea [ICWS]), which has now seen more than 2,000 students progress to our University – a 95% progression rate.

Between 2008 and 2018, we saw a 56% increase in total student numbers, across all markets. During the same period, we experienced growth of 112% within international student recruitment, specifically.

In 2019 we were honoured to win the International category, in the What Uni Student Awards, and in 2020 we were placed in the UK top 10 for International. This recognition is testament to our commitment to internationalisation through the highest standards of student satisfaction.

In 2021, we achieved our highest ever ranking in the Times Higher Education World University Rankings. We now proudly appear among the top 300 elite institutions across the globe.



INTERNATIONAL STRATEGIC PARTNERSHIPS

We have a number of sector-leading International Strategic Partnerships (ISPs).

These ISPs are distinctive because of the breadth and depth of the collaborations, which encompass research, teaching and mobility across a wide range of subject areas.

Recent years have seen a 91% increase in the number of students taking advantage of the global opportunities which we are proud to offer.

Our International strategy 2020 – 2025 focuses on our commitment to comprehensive internationalisation, evidenced through action, to infuse international and comparative perspectives throughout our University's teaching, research, and knowledge exchange activity.

Deep partnerships, co-produced with a small number of high-quality universities overseas, is at the heart of our strategy.

COLLABORATIONS WITH
127 COUNTRIES
WORLDWIDE



<ul style="list-style-type: none"> ◇ UNDERGRADUATE/ FOUNDATION DEGREE ◇ DOCTORAL LEVEL ◇ FUTURE PARTNERS IN DEVELOPMENT 	<p>CONSORTIUMS</p> <ul style="list-style-type: none"> ◇ EM MA in Journalism ● Lead University ◇ EM MA in Computational Mechanics ○ Lead University 	<ul style="list-style-type: none"> ◇ EM MA in Sports Ethics and Integrity ● Lead University ◇ Erasmus Mundus Joint PhD Simulation in Engineering and Entrepreneurship Developments (SEED)
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Swansea University; a global destination offering worldwide opportunities for students, through our partner universities.

TRENT UNIVERSITY CANADA

The Dual Degree between the Hillary Rodham Clinton School of Law, at Swansea, and Trent University, Ontario, which allows student to complete an Arts degree and a three year Law degree.

The College, Bay Campus, Swansea



NAVITAS AUSTRALIA

A £45m joint venture between Swansea University and Navitas; a global education provider and leader in university preparatory courses for international students; saw the launch of The College, in 2018.

As the successor to the previously known International College Wales, the venture significantly increase our University's global reach, international profile and reputation, which is already in a strong position as a Global Top 200 University for International Students.

STRATEGIC PARTNERSHIP TEXAS

Our Texas Strategic Partnership is long-standing and successful encompassing eight leading universities and medical institutions:

University of Texas at Austin
(47th THE World University Rankings 2022)

Texas A&M University
(193st THE World University Rankings 2022)

Rice University
(136th THE World University Rankings 2019)

University of Houston

Houston Methodist Research Institute

Baylor College of Medicine

University of Texas Health Science Center at Houston

University of Texas Medical Branch at Galveston

It has led to 188 student exchanges in five years, 167 joint publications, over 12,000 citations and nearly \$300,000 scholarship and mobility funding secured.



STRATEGIC PARTNERSHIP GRENOBLE



Caroline Bissardon

The first Grenoble-Swansea PhD graduate, and winner of the L'Oreal-UNESCO Women in Science Award

Our Strategic Partnership with Grenoble is an innovative multi-disciplinary model for international co-operation, adding value through academic differentiation. Encompassing a community of universities and research organisations, in the Rhone-Alpes region of France, it has a combined population of over 65,000 students.

This long-term sustainable partnership started in 2012 as a research collaboration in nano-science, energy and ageing with University Joseph Fourier Grenoble (UJF).

It has since developed into a unique, institution-wide multi-disciplinary collaboration with Univ. Grenoble Alpes: a major scientific site in France, and an integrated university that regroups higher education and research stakeholders in Grenoble. The Partnership includes Université Grenoble Alpes; Grenoble Institute of Technology (Ecole Polytechnique); CNRS and INRIA.

Successes 2016-2021:

- 13 research bids (£7.5m) applied for, three awarded (£1.3m)
- 39 research publications
- 43 PhD students

BENEFITS OF WORKING AT SWANSEA UNIVERSITY

We provide an excellent working environment, that's free from unfair discrimination and is supported by our warm and welcoming campus communities.

Our colleagues are integral to our success. We are committed to promoting gender equality, diversity and inclusion, for all, which enables individuals to fulfil their personal potential. We value people for their skills regardless of their background and are proudly named as a top 100 employer in the annual Stonewall Equality Index. Our Athena SWAN awards also recognise our commitment to gender equality. We are also proud to be:

- Accredited Real Living Wage employer
- Athena SWAN Charter member
- Employers for Carers member
- Race Equality Charter member
- Stonewall Diversity Champion
- Victim Support Hate Crime Charter member

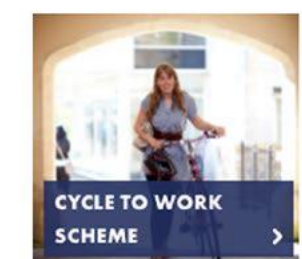
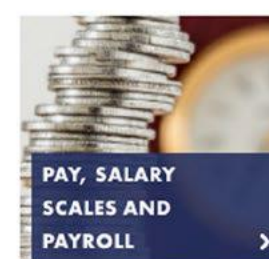
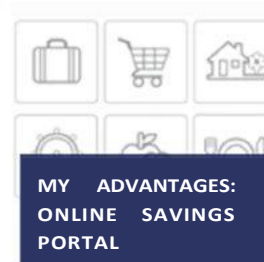
Our teaching colleagues, are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

Our dedicated Research, Engagement & Innovations Services (REIS) team work across both campuses, to support the entire life-cycle of research ideas, from grant capture, to project management, the commercialisation of research, and the development of business ideas.

Colleagues can also benefit from our state-of-the-art Health and Wellbeing Academy, which provides opportunities for individuals to benefit from highly qualified practitioners, in a professional, relaxed and friendly environment, whilst supporting the training of our students.

We know that people have commitments outside their job, so we provide a working environment that allows employees to achieve the right work-life balance for them. We have a range of additional benefits, all supported by the services of our award-winning HR department.

Please see our 'Benefits of working at Swansea' web pages.



THE CITY OF SWANSEA

Swansea is a coastal city that is both picturesque and cosmopolitan, offering an excellent quality of life. Wales' city by the sea and birthplace of Dylan Thomas, it is a lively and vibrant maritime city with a population of 240,000.

Swansea University boasts strong ties with the city, as a sponsor of Swansea City Football Club and through our commitment to collaborating with local partners.

Between 2014 – 2017 the Vibrant and Viable Places Scheme, a joint venture between the Welsh Government and private investors, brought £10.2 million of investment into the city centre. The project generated hundreds of jobs as well as the redevelopment of 58,000 square feet of commercial space.

The city is set to continue evolving at pace with The Swansea Bay City Deal; a £1.3bn investment secured by the Swansea Bay City Region for 11 major projects across Pembrokeshire, Carmarthenshire, Swansea and Neath Port Talbot; being a key factor.

The city has direct links to London and Manchester and is a short train journey from the city of Cardiff.

Only a stone's throw away, the Victorian resort of Mumbles, also known as the 'Gateway to Gower', offers a fantastic array of attractions, including a pier, traditional boutiques, craft shops and ice-cream parlours. The Gower Peninsula – designated Britain's first 'Area of Outstanding Natural Beauty' – extends west of Mumbles in a succession of stunning coastal and rural sceneries.

To the east, the 'Waterfall Country' at Afan and the Vale of Neath is a haven for walkers and bikers alike. A journey west, takes you to Britain's only coastal national park: Pembrokeshire. Swansea is also privileged to be less than an hour's drive from the Brecon Beacons National Park.



THE OPPORTUNITY

CHIEF RESEARCH & ENTERPRISE OFFICER

THE ROLE

BACKGROUND INFORMATION

An integral part of Swansea University's continuing success is our focus on delivering world-leading research and enterprise. This is dependent on the provision of a world class research environment and holistic research and enterprise support services across the institution.

To optimise the support service, all functions supporting research and enterprise will be transformed under single strategic leadership with the creation of a new role of Chief Research & Enterprise Officer.

Reporting to the Pro-Vice Chancellor for Research and Innovation, this new role will be an influential member of the Professional Services Leadership Team (PSLT) and regularly attend the senior leadership team for matters relating to Research and Enterprise.

The role holder will lead and be accountable for the transformation, implementation and continuous improvement of the research, innovation and enterprise support services across the whole University.

Key to success will be creating influential and purposeful partnerships with the Faculties and the research and innovation communities delivering demonstrable value within an enabling inclusive culture.

The Chief Research & Enterprise Officer will be responsible for transforming from the ground up, and leading the provision of the entire range of support services across the institutional research, innovation and enterprise landscape, to ensure that we seamlessly provide exemplary support to our researchers and innovators at every opportunity, continuously striving to provide a truly world-class, impactful research, innovation and enterprise environment.

MAIN PURPOSE OF POST

1. Lead a new transformed and integrated service function responsible for all aspects of research and enterprise delivery across the entire institution, fully engaging with the faculty leadership teams, research leaders and all parts of our research community, whilst also identifying and embedding best-practice from across the HE sector. This will recognise the ongoing work taking place to upgrade systems and streamline processes as part of the research support review.
2. Accountable for the strategic leadership, line management, and development of all colleagues working within research and enterprise services across the institution.
3. Understand the Welsh Government's strategy for research and innovation and support them in its further development.
4. Transform the provision of research and enterprise support services with and for all Faculties across the University, being responsible for an approach which ensures our research community has access to the information, support and infrastructure required to consistently deliver world-leading research and impact, responding quickly to changes in the research landscape with improved outcomes in REF2028.
5. Be responsible for services that develop and manage the University's research, innovation and enterprise portfolio, ensuring compliance with legislation, external regulation as well as all research policies and good research governance, fostering an ecosystem where diverse and dynamic people and ideas will thrive.
6. Accountable for the University's postgraduate research regulatory and policy framework and associated Codes of Practice, aligned to the Quality Assurance Agency (QAA) and Competition & Markets Authority (CMA).
7. Accountable for the postgraduate research office and all services to recruit and support post graduate research students, ensuring they have a top-quality experience at Swansea.
8. Develop and implement operational key performance indicators, using these to monitor and continuously improve customer service, operational performance and efficiency and providing regular progress reports to the Senior Leadership Team and University Council, as appropriate.
9. Provide support and data insights for the formulation of University-wide strategic plans relating to research, innovation and enterprise ensuring that the contribution of the research and innovation service support enhances the University's wider mission.
10. Build and maintain effective relationships with the Senior Leadership Team, Faculty Executive Teams, Professional Services Leadership Team and senior academic staff to ensure that the research support service remains responsive to the needs of all parts of the University.
11. Build and maintain strong relationships with all major funding bodies, ensuring the University continues to be trusted to deliver world leading research and innovation.
12. Ensure the University has appropriate data insights and management information, monitoring and reporting systems in place to assure REF-readiness and accountable for supporting REF submission.

THE ROLE

MAIN PURPOSE OF POST (CONTINUED)

13. Enable the University to increase revenue via spin-out companies, commercially valuable intellectual property and entrepreneurship;
14. Oversee the university's strategy for business incubation and 'grow on' space for companies which draw upon and invest in the university's research and development.
15. Continually enhance the employee experience of our researcher community, in line with the University's ongoing commitment to the Research Concordat and maintain the University's HR Excellence in Research accreditation.
16. Continually enhance the employee experience of our technician community, in line with the University's ongoing involvement in the Technician Commitment.
17. Leading services that enhance recruitment and retention, stimulating, supporting and sustaining a vibrant research and enterprise environment for postgraduate and early career researchers. Supporting increased investment in training and associated resources, provides an outstanding quality experience for those in the early stages of their research careers.

DUTIES & ACCOUNTABILITIES

- Fully engage with the University's Performance Enabling and Welsh language policies.
- Promote equality and diversity in working practices and to maintain positive working relationships.
- Lead on the continual improvement of health and safety performance through a good understanding of the risk profile and the development of a positive health and safety culture.
- Any other duties as directed by the Pro Vice Chancellor Research and Innovation.
- Ensure that risk management is an integral part of any decision-making process, by ensuring compliance with the University's Risk Management Policy.

THE PERSON

LEADERSHIP

1. Demonstrable evidence of transformation and creating an institutional research and enterprise culture that delivers successful outcomes through people, developing and challenging teams to succeed and take pride in delivering professional services and solutions.
2. Proven experience of enabling teams to work together at an institutional level to deliver successful outcomes that exceed the needs and expectations of customers and stakeholders, and in creating environments that demonstrate equality, foster trust, respect and challenge.
3. Demonstrable experience of creating an institutional environment that identifies, understands and gives priority to delivering the needs of the customer and stakeholders, and in motivating and inspiring teams to provide the highest standards of personalised care.
4. Transformational leadership experience of successfully leading institutional transformational change.
5. Proven experience of strategic leadership, line management, and development of a large community of colleagues delivering a diverse range of services across a complex organisation.

EXPERIENCE

1. Experience of strategic leadership at executive level or near-executive level.
2. Experience of strategic transformation in a complex HE organisation, driving efficiencies whilst maintaining and improving high standards of delivery and customer service across the University.
3. Experience of leading a diverse range of services across a large, complex organisation.
4. Experience of working in partnership with internal and external partners to successfully deliver key business outcomes.
5. Evidence of wide stakeholder engagement, to identify problems and appropriate solutions, within agreed timescales and budgets.

KNOWLEDGE & SKILLS

1. Strategic understanding of the Research Excellence Framework, and of its implications for a research-intensive institution, and how to drive an ambitious REF result through the strategic leadership of research services in collaboration with other leaders across the institution.
2. Evidence of institutional leadership of transforming and sustaining a vibrant research and enterprise environment which enhances the recruitment, retention and development of post-graduate and early career researchers;
3. In-depth, strategic knowledge of the national and international research policy & how to navigate the funding landscape.
4. Comprehensive understanding of University's postgraduate research regulatory and policy framework and associated Codes of Practice, aligned to the Quality Assurance Agency (QAA) and Competition & Markets Authority (CMA)
5. Influential and persuasive communicator proven political acumen
6. Professional credibility, integrity, resilience, and the proven ability to build purposeful relationships with senior internal and senior external stakeholders
7. Evidence of being a good team-player and natural ability to motivate, coach and develop team, colleagues and peers.
8. Excellent listening skills, demonstrating understanding and empathy;
9. Understanding of the complexity, ability to adapt and implement change;
10. Initiative, good judgement, analytical and strategic decision-making skills;
11. Demonstrable commitment to the continuous enhancement of customer service delivery.

DESIRABLE CRITERIA

Ability to speak Welsh or willingness to participate in free Welsh lessons

LEADERSHIP VALUES

All Professional Services areas at Swansea University operate to a defined set of Core Values: Professional services values and it is an expectation that everyone is able to demonstrate a commitment to these values from the point of application through to the day to day delivery of their roles. Commitment to our values at Swansea University supports us in promoting equality and valuing diversity to utilise all the talent that we have. In addition you will operate to a defined set of Leadership Values:

WE ARE PROFESSIONAL:

We develop ourselves and our teams through continued professional development, and use feedback to improve. We create a culture that delivers successful outcomes through people, supporting, developing and challenging our teams to succeed. We involve our people in developing a vision for the future and in enabling innovation and change, improving University, team and individual performance.

WE WORK TOGETHER:

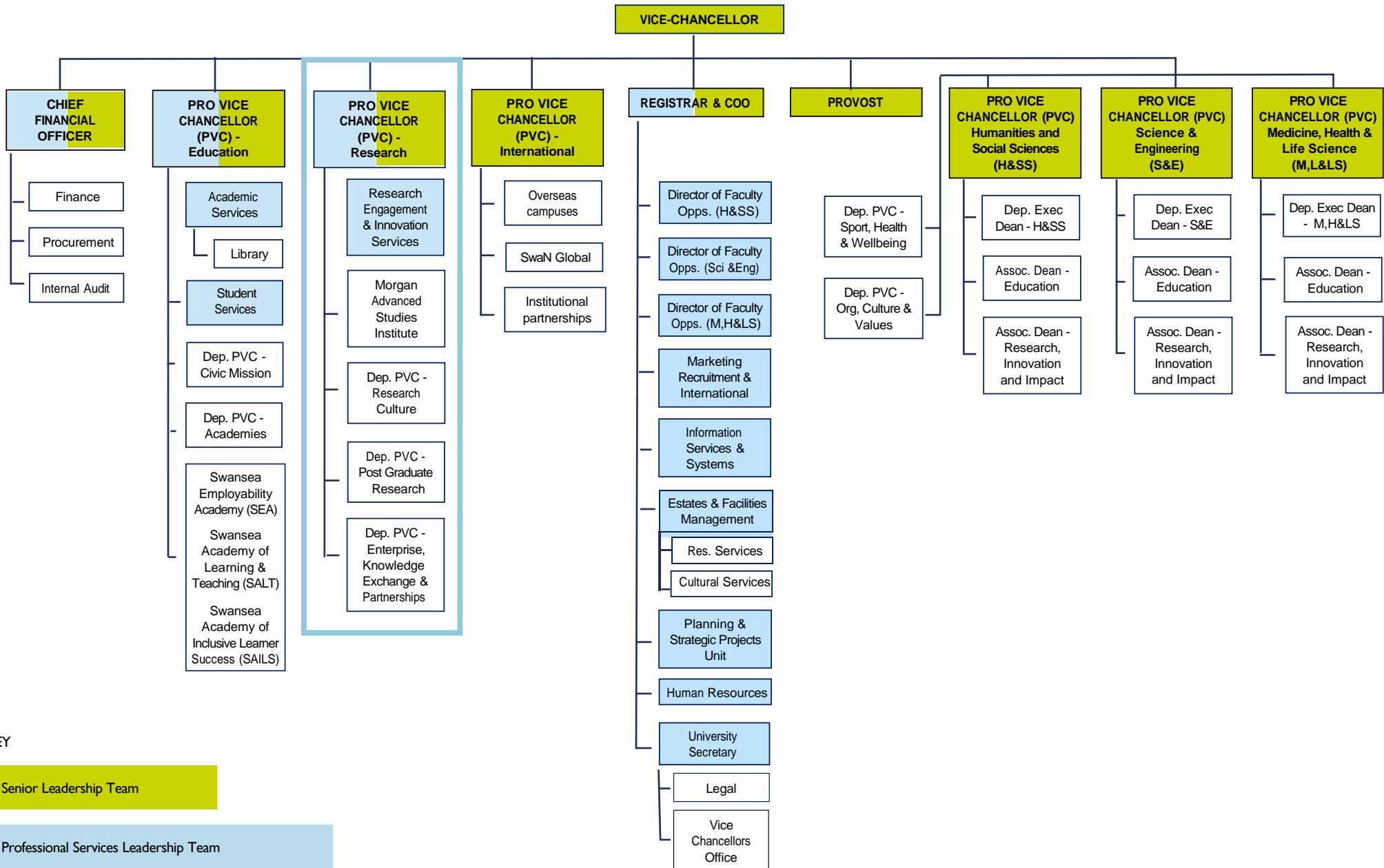
We enable our teams to work together and across functions to deliver successful outcomes that exceed the needs and expectations of our stakeholders. We are responsible for creating environments that demonstrate equality, foster trust, respect and challenge. We are accountable for providing clarity and direction, communicating the “big picture” and harnessing ideas and opportunities to achieve our University’s vision.

WE CARE:

We create environments that identify, understand and give priority to delivering the needs of our University Community (our students, colleagues, external partners and the public). We motivate and inspire our teams to provide the highest standards of personalised care and in doing so uphold the Swansea University brand.



SENIOR LEADERSHIP ORGANISATIONAL STRUCTURE



KEY

Senior Leadership Team

Professional Services Leadership Team

UNIVERSITY STRUCTURE

SENIOR LEADERSHIP TEAM

Our University consists of three faculties; *Faculty of Humanities and Social Sciences*; *Faculty of Medicine, Health and Life Science*; *Faculty of Science and Engineering*, and is led by a Senior Leadership Team, consisting of:

Vice-Chancellor

Registrar & Chief Operating Officer

Pro Vice-Chancellor (Education)

Pro Vice-Chancellor (International)

Pro Vice-Chancellor (Research & Innovation)

Pro Vice-Chancellor (Faculty of Humanities and Social Sciences)

Pro Vice-Chancellor (Faculty of Medicine, Health and Life Science)

Pro Vice-Chancellor (Faculty of Science and Engineering)

Chief Financial Officer

Professor Paul Boyle

Mrs Niamh Lamond

Professor Deborah Youngs

Professor Judith Lamie

Professor Helen Griffiths

Professor Elwen Evans KC

Professor Keith LLoyd

Professor David Smith

Mrs Sarah Jones

PROFESSIONAL SERVICES

Professional Service Directorates support our University's work and are responsible for ensuring efficient and effective professional services across our University's activities:

Academic Services

Estates and Facilities Management

Finance

Human Resources

Information Services and Systems

Interim Marketing, Recruitment & International

Research, Engagement and Innovation Services

Vice Chancellor's Office

Mr Adrian Novis

Mr Greg Ducie

Mrs Sarah Jones

Mrs Sian Cushion

Mr Paul Westmore

Mrs Rebecca Lever

Mr Ceri Jones

Ms Louise Woollard



UNIVERSITY GOVERNANCE

OUR UNIVERSITY COUNCIL

The Council of Swansea University is the governing body and is responsible for determining our University's strategic direction, and for our University's finance, property, investments and general business of our University. The Council, which meets several times a year, currently consists of 17 members, the majority of whom are lay members not directly connected with our University.

The current membership is as follows:

Pro-Chancellor and Chair of Council

Mr Bleddyn Phillips

Pro-Chancellor

Sir Roderick Evans

Treasurer

Mr Carlos (Goi) Ashmore

Vice-Chancellor

Professor Paul Boyle

Lay Members Co-opted by the Council

Dr Kerry Beynon, Professor Edward David, Professor Kathryn Monk, Dr Angus Muirhead, Ms Elin Rhys, Mrs Marcia Sinfield, Professor Keshav Singhal, Ms Anne Tutt, Mr Laurence Carpanini

Staff Members Appointed by Senate

Professor Nuria Lorenzo-Dus

Employees of Swansea University as prescribed by the Ordinances

Professor Sue Jordan, Mr Heath Davies

President of the Students' Union

Ms Esyllt Rosser

Student member appointed by the Students' Union

Mr Jonathan Davies

OUR UNIVERSITY SENATE

Our University Senate is the senior academic body in our University and is responsible, subject to the approval of Council, for regulating and superintending the courses, awards and qualifications provided by our University. The Senate draws its membership from the academic staff and students of the institution.

OUR UNIVERSITY COURT

The Court, a large body with over 300 members, stands above our University's main decision-making machinery, representing the Institution's stakeholders. Most members of the Court are external to our University, representing the local community and other designated bodies with an interest in the work of our University.



AMBITIOUS PLANS AN EXCITING TIME TO JOIN SWANSEA UNIVERSITY

Our University was founded by industry, in 1920, to deliver for industry. One hundred years on, we continue to have impressive links with commercial and industrial partners across a range of sectors. We lead Wales in research areas critical to economic growth and population well-being including Environmental Sciences, Medicine and Engineering.

We have recently published our latest [Strategic Plan](#), as we move forward, with principle, purpose and resilience, into our second century.



Saxton Bampfylde Ltd is acting as an employment agency advisor to Swansea University on this appointment.

For further information on this opportunity and to apply, please visit www.saxbam.com/appointments quoting reference WASYR.

The closing date for applications is 5pm on 31st March 2023

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.