



Prifysgol Abertawe
Swansea University

SWANSEA UNIVERSITY

PRO VICE CHANCELLOR AND EXECUTIVE DEAN
Faculty of Humanities and Social Sciences

Appointment Brief, October 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 university that thrives on exploration and discovery. We are innovative in our approach to our teaching delivery and student experience and are proud of our collaborative staffing community.

Our two stunning waterfront campuses, with world-class facilities, make us a desirable location for students and staff from around the world, and our multicultural community provides a global perspective, enabling those who join us to develop skills and knowledge that set them on successful and enriching careers.

We have achieved an extraordinary level of success in recent years with our activity exceeding that of many larger universities, whilst being resilient in adapting to changing landscapes. Our 27,000 students are at the heart of what we do though, and this success has not compromised the friendly and relaxed atmosphere that is key to our student experience and has always characterised the “Swansea experience”.

This commitment to the highest standards of student life is evidenced by our success in the 2023 WhatUni Student Choice awards, achieving Top 10 in five categories: Lecturers and Teaching Quality, Career Prospects, Student Life, Postgraduate and International.

We are ranked Top University in Wales, 25th UK University, and 15th in the UK for Course Satisfaction, in the Guardian University Guide 2023. In the recent QS World University Rankings by subject, four of our subjects ranked in the top 100 and 16 in the top 250.

Having celebrated our centenary year in 2020, we are extremely proud of our contribution to the transformation of Swansea as a city of distinction. As we continue our journey as a 21st century university, we look forward to becoming a truly global institution, focusing on the big issues, and improving lives, while continuing to provide inspirational teaching.

Swansea University is committed to equality, diversity and inclusion – we value people for their skills regardless of their background. We have been a member of the Athena SWAN Charter since 2008, in recognition of our commitment to gender equality. We hold a Silver Institutional Award; the highest standard currently awarded to any UK University; and were the first university in Wales to achieve this. We are also proudly a Race Equality Charter member, and a Top 100 Employer in the Stonewall Workplace Equality Index 2023.

AWARDS AND RECOGNITION

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



12TH PLACE
UNIVERSITY OF THE YEAR

12TH IN UK
UNIVERSITY OF THE YEAR



TOP IN WALES

GUARDIAN
UNIVERSITY GUIDE 2024

93%
GRADUATE
OUTCOMES ARE IN
EMPLOYMENT, STUDY
AND/OR OTHER
ACTIVITIES

HESA 2022

**SUSTAINABLE
DEVELOPMENT
GOALS**

37TH IN THE UK
101-200 WORLDWIDE

(Times Higher Education Impact Rankings 2023)

86%
OF OUR RESEARCH QUALITY

**WORLD-LEADING /
INTERNATIONALLY
EXCELLENT**

2021 Research Excellence Framework

12TH IN THE UK
TOP 100 EMPLOYERS



Stonewall LGBTQ+ INCLUSIVE EMPLOYER
GOLD AWARD 2023



6TH PLACE
STUDENT LIFE

6TH IN UK
STUDENT LIFE

25TH
IN THE UK

GUARDIAN
UNIVERSITY GUIDE 2024

HIGHLY
COMMENDED

**LGBT+ STAFF
NETWORK
GROUP**

Stonewall Workplace Equality Index 2023



TOP 10
LECTURERS AND
TEACHING QUALITY

TOP 10
LECTURERS &
TEACHING QUALITY

6TH
SAFEST
STUDENT CITY
IN THE UK

COMPLETE
UNIVERSITY GUIDE 2023

RANKED 307



QS WORLD UNIVERSITY RANKINGS
2024

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 reaffirms our commitment to being one of the finest places to live, teach, research and collaborate in Europe.

Our latest development, the Centre for Integrative Semiconductor Materials, has 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.



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.

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

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.

[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. We continue to build upon 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.

Renowned for co-creating and delivering transformative innovations, we foster ambitious collaborations with partners in industry, the public and third sectors. Our strengths in interdisciplinary research and innovation, across our three Faculties (Science and Engineering, Humanities and Social Sciences, and Medicine, Health and Life Science) makes a difference to lives and futures through excellent, trusted and responsible research 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

91%

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

(REF 2021)

**TOP
400**
GLOBAL QS
RANKING

578

RESEARCHERS' WORK
SUBMITTED FOR REF
ASSESSMENT
IN 2021



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 welcome 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/BMJ 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 deliver 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, has secured £15m 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.

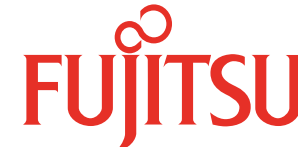
Led by Neath Port Talbot County Borough Council, as part of the Swansea Bay City Deal and in partnership with Swansea University and Tata Steel UK, South Wales is set to build on its strength and expertise in steel and metals innovation with the launch of a new £20 million facility, SWITCH: South Wales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



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 a leading academic, historian, broadcaster and author in Wales.

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 Welsh-medium provision and research at Swansea University and encourages collaboration, entrepreneurship and opportunities. Our 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 people 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 2023 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 2023, 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.

RANKED 251-300

THE World University Rankings 2024

(Times Higher Education World University Rankings 2024)



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



CONSORTIUMS

- ◆ EM MA in Journalism
- Lead University
- ◆ EM MA in Sports Ethics and Integrity
- Lead University
- ◆ EM MA in Computational Mechanics
- Lead University
- ◆ Erasmus Mundus Joint PhD Simulation in Engineering and Entrepreneurship Developments (SEED)

LEVELS

- ◆ UNDERGRADUATE/FOUNDATION DEGREE
- ◆ DOCTORAL LEVEL
- ◆ FUTURE PARTNERS IN DEVELOPMENT

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
(193rd *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, institution to institution partnership with Université Grenoble Alpes, a major scientific site in France with a student population of 59,000.

UGA is one of 9 universities in France to have the IDEX Label and is recognized as an internationally competitive centre of excellence in higher education and scientific research.

Highlights:

- Longstanding, sustainable partnership, established in 2012.
- Institution wide multi-disciplinary collaboration.
- 5-year Strategic Plan
- Common Management Structure to identify research topics and drive joint initiatives
- Focus areas include AI, Resilience, Semi-conductors and microelectronics
- Regular programme of focused visits to initiate and expand relationships
- Joint Research (including Joint grant applications, new academic networks, joint conferences, conference papers and co-authored publications.)
- Annual intake of Joint PhD students
- 2 Joint Masters Programmes
- Student and Staff Exchanges
- the Grenoble-Swansea Centre for AI (GoSCAI) - a joint human-centred AI and data research centre

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

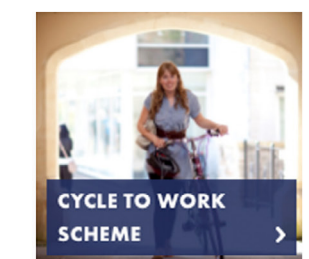
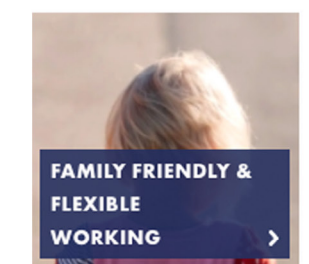
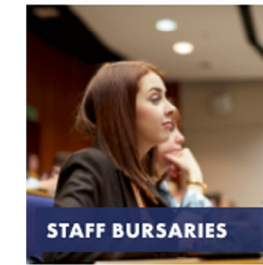
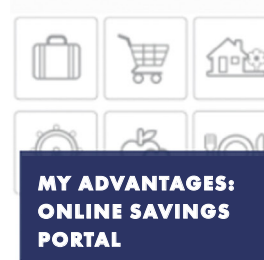
Our teaching colleagues, are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

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.



EQUALITY, DIVERSITY & INCLUSION

Our people are our most important asset and they define our University.

We are a principled organisation. We understand that our daily behaviours matter; we believe in each other, we support one another, we celebrate each other's achievements, and we hold each other to account. We respect our colleagues, treating others as we expect to be treated, and we work as one university, recognising that every colleague contributes to our success. And we champion freedom of speech.

We aim to provide a supportive environment that's free from unfair discrimination and enables people to fulfil their personal potential.

We are committed to promoting equality, diversity and inclusion, for all and are proud to have been recognised by our students for this, evidenced by us being awarded for Diversity and Inclusion in WhatUni 2021 awards.

We are proud to be:

- Accredited Real Living Wage employer
- Athena SWAN Charter member
- Employers for Carers member
- Race Equality Charter member
- Stonewall Top 100 Employer
- Victim Support Hate Crime Charter member

Find out more: [Equality, Diversity & Inclusion webpages.](#)

Swansea University



College of Engineering



College of Human & Health Services



School of Medicine



College of Arts and Humanities



Biosciences



Computational Foundry



Geography



Hillary Rodham Clinton School of Law



School of Management



Physics



Athena SWAN Silver Award



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 diverse population of 240,000.

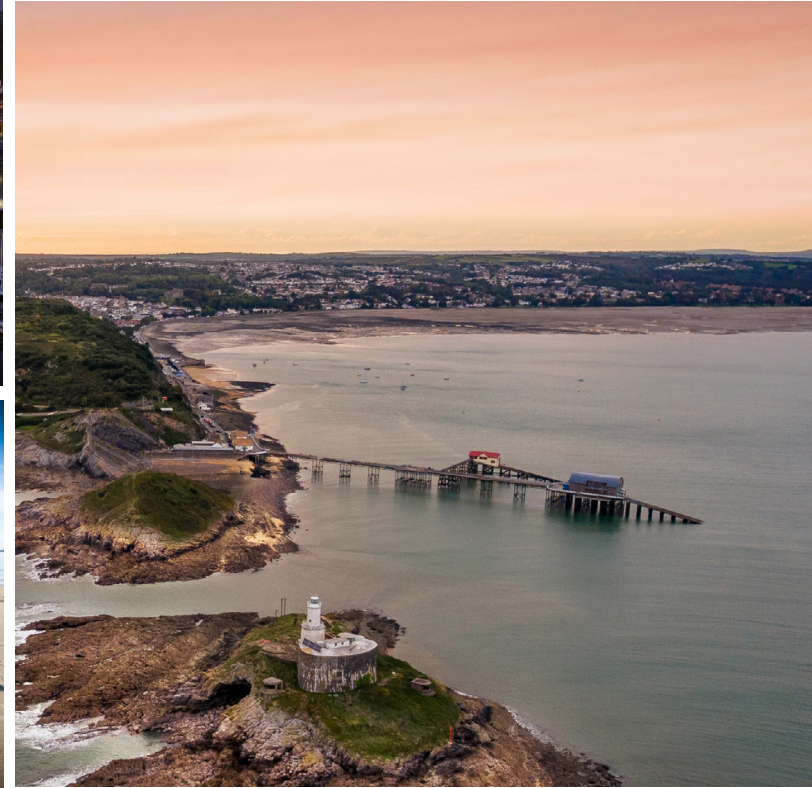
The Vibrant and Viable Places Scheme, brought £10.2 million of investment into the city Centre. The project generated hundreds of jobs as well as the redevelopment of 58,000 square feet of commercial space. The city is set to continue evolving at pace with more modern investments and opportunities.

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

Swansea, Wales' first 'Human Rights City', is a thriving city of celebration. Over the years, it has become an increasingly diverse and inclusive place in which to live and work. It benefits from people and culture from around the world at the heart of the city centre embraced through its food, festivities, cultural and community life. Swansea offers many places for our international community to feel at home. It succeeds in offering children a flying start in life through its educational establishments as well as recreational provisions. It encourages people to learn successfully, providing opportunities for everyone to benefit from a good place to live and work.

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

PRO VICE CHANCELLOR AND EXECUTIVE DEAN

Faculty of Humanities and Social Sciences

THE ROLE

Job Title	Pro Vice Chancellor and Executive Dean
Salary	Competitive
Contract:	Full time, 35 hours per week
Location	Singleton Campus and Bay Campus

MAIN PURPOSE OF POST

Reporting to the Vice Chancellor, the Pro Vice Chancellor and Executive Dean – Faculty of Humanities & Social Science (PVC Exec Dean - FHSS) is accountable for the strategic leadership of the faculty ensuring its academic and financial objectives are met; the role holder is also expected to contribute to the wider University leadership.

From the outset the role holder will set a leadership culture that is inclusive and demonstrably aligns to the University's culture, behaviours and values. Through further development of a Faculty strategy, the PVC ED – FHSS will set out plans to enhance the quality of the academic endeavour, enhance the reputation in Wales, the UK and overseas, and drive efficiency and effectiveness, along with new income streams, to achieve financial sustainability and meet objectives. The PVC ED – FHSS is accountable for ensuring all activities of the Faculty are in accordance with all University policies and procedures, governance and constitutional frameworks.

The PVC ED – FHSS will be a key member of the University Senior Leadership Team (SLT), chair of the Faculty Executive Team, and also chair or be a member of additional Institutional committees as required.

DUTIES AND ACCOUNTABILITIES

Strategy

- Accountable for developing the vision for the Faculty and communicating this effectively to all key stakeholders
- Accountable for leading the creation and successful implementation of the Faculty strategy, ensuring alignment to the over-arching University strategy. Areas such as Research and Innovation, Student Experience, Learning & Teaching, Enterprise and Engagement, Internationalisation and Civic Mission are to be covered, working closely with the cross-cutting PVCs
- Accountable for the development and successful implementation of a people strategy for the Faculty with equality, diversity and inclusivity at its heart. The people strategy must seek to appoint and retain talent, support and grow individual's skills, improve performance and strive for excellence in line with the University People and Culture Strategy
- Develop a robust business and financial plan, then lead its successful implementation through people so that individuals are empowered to be accountable and outcome focussed. Monitor and report on progress across the Faculty
- Accountable for the Faculty budget, risk register and progress against the University and Faculty KPIs
- Represent the University to influence externally, as required
- Work in partnership with Senior Academic and Professional Services colleagues to ensure objectives are aligned to delivery across core areas of academic endeavour
- Ensuring the Faculty operates in line with all University policies and procedures, governance and constitutional frameworks
- Lead on specific University-wide projects as requested by the Vice Chancellor

THE ROLE

DUTIES AND ACCOUNTABILITIES (CONTINUED)

Leadership

- Partner with the Senior Leadership Team (SLT) to deliver the University's overall strategy
- Provide academic and strategic leadership of the Faculty
- Constructively challenge and support the Faculty team, helping to shape approaches having fully evaluated options and risks
- Role model, lead and embed the University values and behaviours, demonstrating professional confidentiality and integrity
- Be accountable for creating a culture that respects the wellbeing of staff, students and collaborators enabling all to thrive and flourish, whilst simultaneously ensuring that teams deliver on time and build trust
- Promote the Faculty's external profile by engaging in national and international partnerships
- Creating a culture that demonstrably motivates others to be innovative and be outcome-focussed
- Actively influence and secure the confidence of others, working across University boundaries to create a genuinely collaborative atmosphere
- Lead and promote a culture of self-awareness and continual improvement through feedback
- Ensure the Faculty develops and retains diverse high quality academic and professional staff who share the ambitions and values of the University

KEY PERFORMANCE AREAS (MEASURES OF SUCCESS)

Performance will be measured against Faculty Key Performance Indicators covering the following areas, which will be reviewed and agreed annually:

- Institutional Sustainability
- Governance
- Finance / Budget
- Reputation
- Student Recruitment and experience
- Learning and Teaching
- Research & Innovation
- Civic Mission and Enterprise
- Internationalisation
- People and Culture

THE PERSON

ESSENTIAL CRITERIA

LEADERSHIP

- Broad and senior leadership experience in an academic role, within a complex organisation
- Successful record of leadership, with the ability to think broadly, analytically and strategically
- Experience of developing Institutional/Organisational strategies
- Ability to lead, motivate, develop trust and respect
- Ability to achieve results through accountable and outcome focused teams
- Evidence of successful people management and financial acumen
- Commitment to the University Strategy, objectives and leadership values
- Ability to build and create cultures that encourage innovation, integrity and team work

QUALIFICATIONS & EXPERIENCE

- An established international reputation as a scholar and an extensive track record of leadership
- Successful track record of being a strong influencer and negotiator, both internally and externally
- An excellent understanding of the HE sector
- Significant evidence of strategic, financial and operational management
- Successful track record of leading complex projects and successfully implementing change
- Evidence of engaging with a range of internal and external stakeholders, to identify problems and appropriate solutions, within agreed timescales and budgets

KNOWLEDGE AND SKILLS

- Excellent interpersonal and persuasive communication skills; ability to communicate complex information to a variety of audiences
- Evidence of being a good team-player, providing inspiration and motivation to others
- Ability to listen effectively, demonstrating understanding and empathy
- Professional credibility, integrity, strength of character
- Understanding of the complexity and diversity of the University and ability to adapt
- Initiative, good judgement and decision-making skills

DESIRABLE CRITERIA

- Ability to speak Welsh or a willingness to participate in Welsh lessons (all University staff are able to access free Welsh courses to learn and/or improve their Welsh skills).

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:

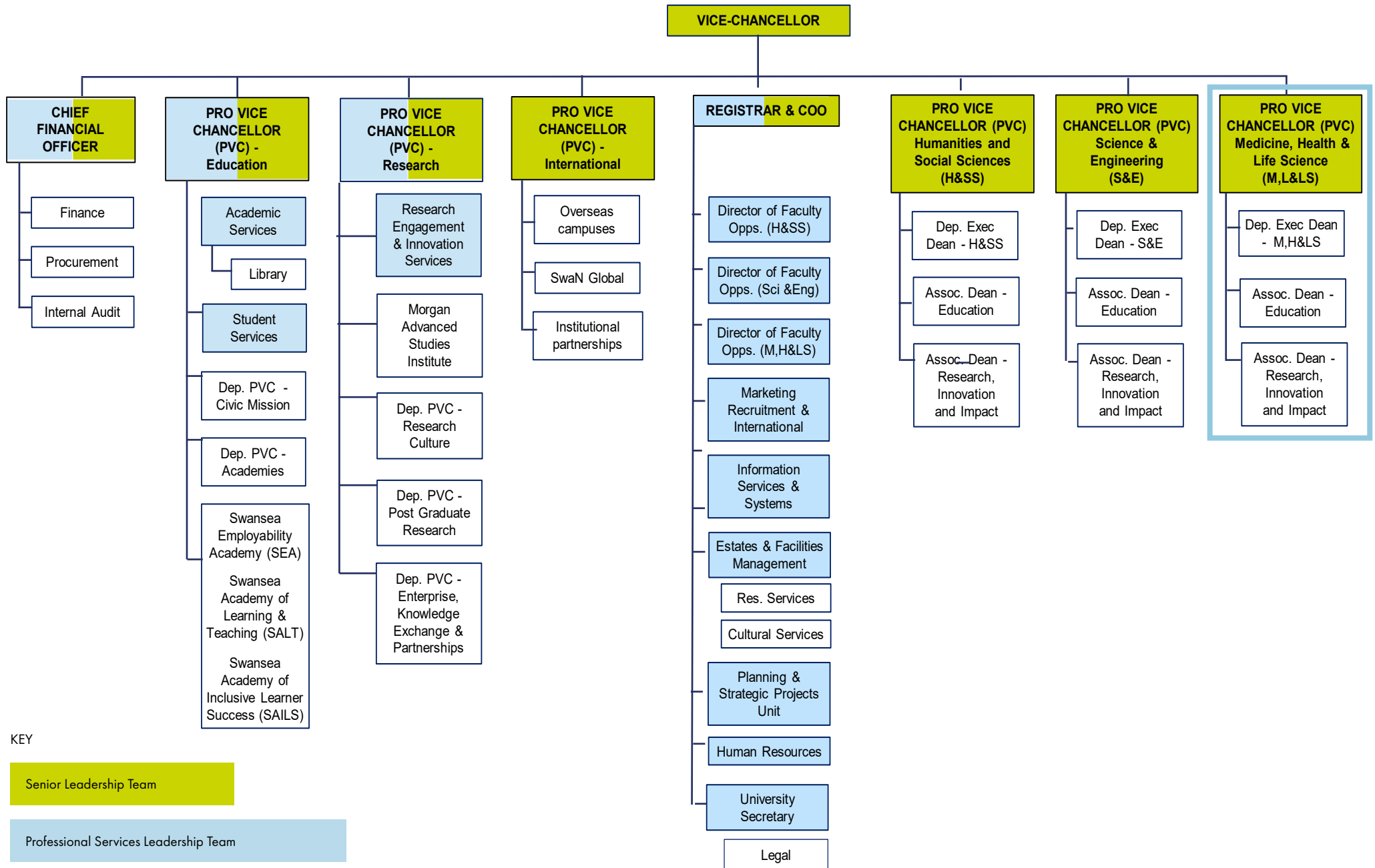
We enable our teams to work together and across functions to deliver successful outcomes that exceed the needs and expectations of our stakeholders. We are responsible for creating environments that demonstrate equality, foster trust, respect and challenge. We are accountable for providing clarity and 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



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 Sciences)

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

This role

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

Human Resources

Information Services and Systems

Marketing, Recruitment & International

Planning and Strategic Projects Unit

Research, Engagement and Innovation Services

Student Services

Vice Chancellor's Office

Mr Adrian Novis

Mr Greg Ducie

Mrs Sian Cushion

Mr Paul Westmore

Mark Skippen

Mr Andrew Jones /

Miss Louisa Parry

Mr Ceri Jones

Peter Mannion (Interim)

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 normally meets four times per 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

Pablo Josiah

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 delivery for industry. One hundred years on, we continue to enjoy 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.

Join us – 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.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code WASYS.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring form.

The closing date for applications is noon on Wednesday 1st of November 2023.

To know more about how Saxton Bampfylde process your data please visit: [Personal Data Consent - Saxton Bampfylde - Global Executive Search & Leadership Consulting \(saxbam.com\)](#)

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You can also review Swansea Universities Privacy notice here ([Staff Recruitment Privacy Notice - Swansea University](#)). *Please note that during interviews we may include external experts.*
