

ual:

University of the Arts London

Appointment of PVC
Research, Knowledge
Exchange & Enterprise

December | Reference IASZD



A message from the Deputy Vice-Chancellor Academic

Dear applicant,

Thank you for your interest in the role of Pro Vice-Chancellor Research, Knowledge Exchange and Enterprise (RKEE).

We are one university made up of six colleges and over 22,000 students from all around the world. We are ranked second in the world for Art and Design (QS World University Rankings 2022) and offer an extensive range of courses in art, design, fashion, media and communication and performing arts. Our academics play a prominent role in the UK's creative culture, with research, KE and enterprise activities that enhance public understanding of major issues and provide benefits within and beyond the creative and cultural industries.

We are looking for an outstanding leader to join the University's Executive team: an individual who shares our values and supports the ambition for what UAL can be in the future. The new PVC will have the opportunity to continue to develop a broad and ambitious vision for RKEE that can drive new areas of activity, develop new income streams, embrace new partnerships, engage with industrial strategy and address global challenges as part of our commitment to be a social purpose university.

The ideal candidate will have strong leadership and management credentials, a track record of moving institutions forward on their agendas, and a deep understanding of the RKEE landscape with a vision about how to enhance UAL's position within it. If this sounds like a good fit for you, please contact our executive search partners Saxton Bampfylde.

Best wishes,

Professor Roni Brown

Deputy Vice-Chancellor Academic



About

UAL is a world-leading university for art, design, fashion, media and communication and performing arts. UAL is made up of six renowned colleges: Camberwell College of Arts, Central Saint Martins, Chelsea College of Arts, London College of Communication, London College of Fashion and Wimbledon College of Arts. The Creative Computing Institute was inaugurated in 2019, offering computer science and creative technology degrees as well as professional development programmes.

UAL thrives because the world needs creativity. In a volatile era, we aim to find new ways to demonstrate the value of creative disciplines in our response to major forces such as the climate emergency, equality, representation and opportunity and complexity. We are a top 30 UK university for research and performance-related knowledge exchange, top three for student and graduate start-ups, and leading on public engagement and CPD. We use our knowledge, creativity and skills to work with partners, clients and communities to create positive impact.

Even more profoundly, we embody the values that define us in how we conduct our operations, and how we organise our living and working space. UAL's intellectual and creative community is enriched by the imagination, energy and skills of our staff, students, alumni and of the many academics from other institutions who work closely with us each year.





Our alumni enter employment rapidly, achieve early recognition and become influential names in art, design, fashion, communication, media and performance. Just under half the 80 Royal Academicians are UAL alumni; many others are serving or former staff. They are heavily represented in the most prestigious art and design awards and include multiple winners of the BP Portrait Award; Jerwood Prize; Taylor Wessing Photographic Portrait Prize; Minerva Medal; BAFTAs; Golden Globes; and the Academy Awards.

UAL staff and alumni have won the Turner Prize 18 times in the 35 years since its inception, have featured in 18 shortlists and have accounted for over half of all nominees. UAL alumni make up half the recipients of the British Designer of the Year and over half the fashion designers showing during most London Fashion Weeks. Seven have won the Prince Phillip Designers Prize. Nearly a third of the 144 Royal Designers for Industry are from UAL. Both winners of the Queen Elizabeth II Award for British Design trained at UAL.

We respect and encourage the academic freedom of our staff and the natural curiosity of our students. Through that close partnership we foster an innovative, enterprising culture through which our values and commitments can be advanced.

A Collegiate University

UAL is a single corporate entity and a special collegiate university: each College has a particular academic ethos within a practice-led tradition, informed by its own distinctive history and relationships. The University's Colleges work together to enrich the student and staff experience and to increase their impact on the creative and cultural sectors, not only in London and the UK but also globally.

Our students graduate with work that breaks boundaries, engages with our changing world and challenges our preconceptions. From wherever in the world they come, they will go on to influence the way we all think and live. We have a number of disciplinary and cross-disciplinary research institutes and centres driving collaborations, knowledge exchange and research-driven projects through partnerships across UAL, and beyond.

They include:

- **Creative Computing Institute**, explores the technology changing our world and prepares a new generation of talent to shape it.
- **Decolonising Arts Institute**, seeks to challenge colonial and imperial legacies and drive social, cultural and institutional change.
- **Fashion Textiles and Technology Institute**, delivers sustainable innovation across the entire fashion and textiles value chain.



A global cultural and creative centre, London is at the heart of our six Colleges. At our multiple sites across the city, students and staff benefit from and contribute to the enormous range of stimuli provided by what is widely considered to be the creative capital of the world. UAL has two major campus delivery projects planned over the next five years. The first, scheduled for completion in 2023, will provide purpose-built facilities for London College of Fashion at the Queen Elizabeth Olympic Park in Stratford as part of the East Bank development that will include leading universities and cultural institutions, businesses and spaces for artistic, academic and civic activity. The second will see London College of Communication, and the core University services, relocate to a site adjacent to the College's existing location at Elephant and Castle, part of the wider £3 billion regeneration of this area. Both projects will position UAL as a key element of emerging cultural quarters across this most dynamic and innovative of cities.

The University's Colleges are:

- Camberwell College of Arts
- Central Saint Martins
- Chelsea College of Arts
- London College of Communication
- London College of Fashion
- Wimbledon College of Arts

Further information can be found at:

www.arts.ac.uk



A Social Purpose University

We believe in the value of a creative education to make the world a better place. We're working to embed our social purpose in everything we do and use our position to shape thriving and sustainable creative industries.

From who we are to everything we do

Following university-wide forums to learn about the values and priorities of staff and students, we've defined our purpose with 4 goals:

- Bring joy, meaning and purpose to our lives.
- Celebrate differences of all kinds.
- Regenerate our environment.
- Build more equitable prosperity.

Our **Social Purpose Implementation Plan** is our way of taking our social and environmental impact to the next level and take us from pioneering, individual initiatives, to our purpose being fully embedded in everything we do, underpinned by our structures and policies.

Our Social Purpose Lab acts as the internal transformation function to embed this across the University, supported and informed by our Social Purpose Advisory Group.

You can read more [here](#).



Education and Employability

With over 22,000 students and 5,000 staff, and an income of circa £385m, the University of the Arts London is Europe's largest specialist arts and design university. UAL's inspiring teaching faculty is made up of professional artists, practitioners, designers, technicians, critics and theorists, who together deliver cutting-edge programmes and courses.

Our students study on 266 accredited courses in creative subjects. These cover all levels of study, from foundation diplomas and undergraduate degrees through to postgraduate taught and research degrees. UAL also makes a vital contribution to the ongoing health of the specialist sector through the provision of pre-degree creative arts qualifications through our Ofqual-approved UAL Awarding Body, which awards specialist qualifications to 70,000 students across the UK in creative disciplines, including Foundation in Art and Design, working with 241 colleges, schools and universities across the UK.

UAL also delivers an extensive range of non-accredited short courses and study programmes. UAL Short Courses Ltd taught 18,545 students on a record 1,810 courses in 2019, covering everything from fashion design to practical metal working. UAL Language Centre delivers an innovative range of hybrid arts and language courses – English Plus, with a summer Pre-sessional Academic English programme that secures over 700 international full-time UAL students annually, and Study Abroad's diverse range of programmes welcomes over 900 students from over 60 countries each year.

UAL has a dedicated focus on careers and employability, and we offer high quality external engagement experiences for students as part of our taught courses. We actively support our students to win opportunities in the creative industries and we have numerous strategic partnerships across industry, business and the community.

International students from 128 countries form 38% of our student body, with a further 16% drawn from EU27 countries. The multinational experience within our colleges is a key reason for the success of our alumni on the international stage and our strength in graduate employment across all student groups. UAL has agreements with 250 international institutions under which students study at UAL as part of exchange, Study Abroad, or through government sponsorship programmes. UAL was among the leading UK institutions for those staff and students using the former Erasmus scheme, which provided opportunities to study or work in another European country.





Equality, Diversity and Inclusion

UAL is committed to creating a diverse and inclusive university – a place where we can all be ourselves and reach our full potential in our work, learning and creative practice. We offer a range of family friendly, inclusive employment policies, flexible working arrangements and Staff Support Networks. We welcome applicants from diverse backgrounds, including race, disability, age, sex, gender identity, sexual orientation, religion and belief, marriage and civil partnership, pregnancy and maternity, and caring responsibility.

Please visit our website for more information on our [equality objectives and reports](#).

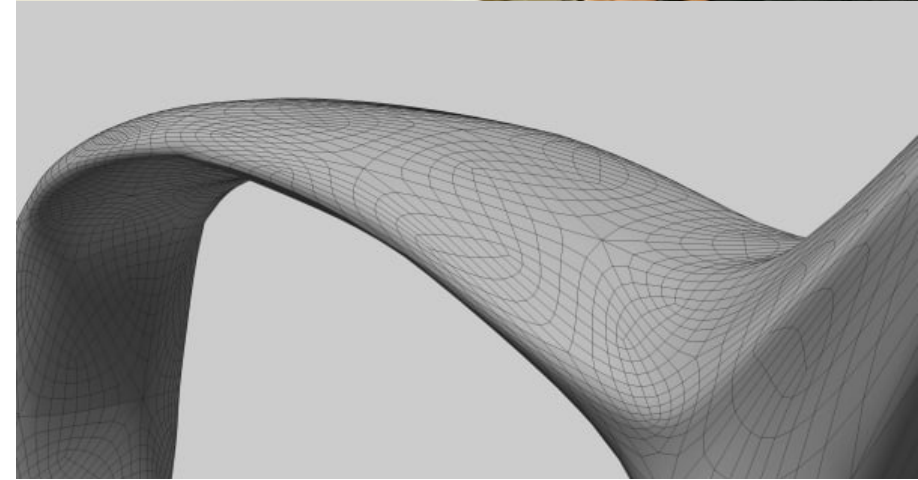
Research, Knowledge Exchange and Enterprise

Our knowledge and research are at the core of our approach to changing the world for the better. It is the way we expand the borders of knowledge and creative practice, how we enhance the way we teach our students, how we identify and address some of the world's biggest problems, such as climate change and social injustice, and how we support the growth of the creative sector and economy.

We have already been rewarded for our successes in research. In 2021, our University scored highly on the Research Excellence Framework for Art and Design: History, Theory & Practice. Ours was the largest submission by some measure, and of consistently high quality, with 85% of UAL research assessed as world-leading or internationally excellent. Importantly, 100% of our environment scored 4* and 3* and 90% of our impact was scored 4* and 3.*

As we celebrate and build on this, we believe there is still more we can do. Our Research and Knowledge Exchange strategies set out a way forward, with an emphasis on building strong relationships and connections with people and institutions outside the University, embracing the distinctiveness of our creative practice, and our status as a world-leading institution.

You can see some examples of our recent projects [here](#).



“Faced with some of the biggest challenges of our times, we know it is creatives that will be best place to imagine possible solutions. Our academics and partners are working at the forefront of research to address inequality, climate crisis and building communities. And we want to deliver more. We want to have an even greater impact and truly live up to our social purpose. As the largest institute for A&D and with 85% of our research graded world-leading or internationally excellent, we can be confident that we are building on excellence.”

James Purnell, President & Vice-Chancellor

Research Strategy

UAL launched its new research strategy, focused on the vision of “changing the world through our creative endeavour,” as part of its 10-year strategy. UAL aims to lead in creative education, innovation, and social impact in the coming decade.

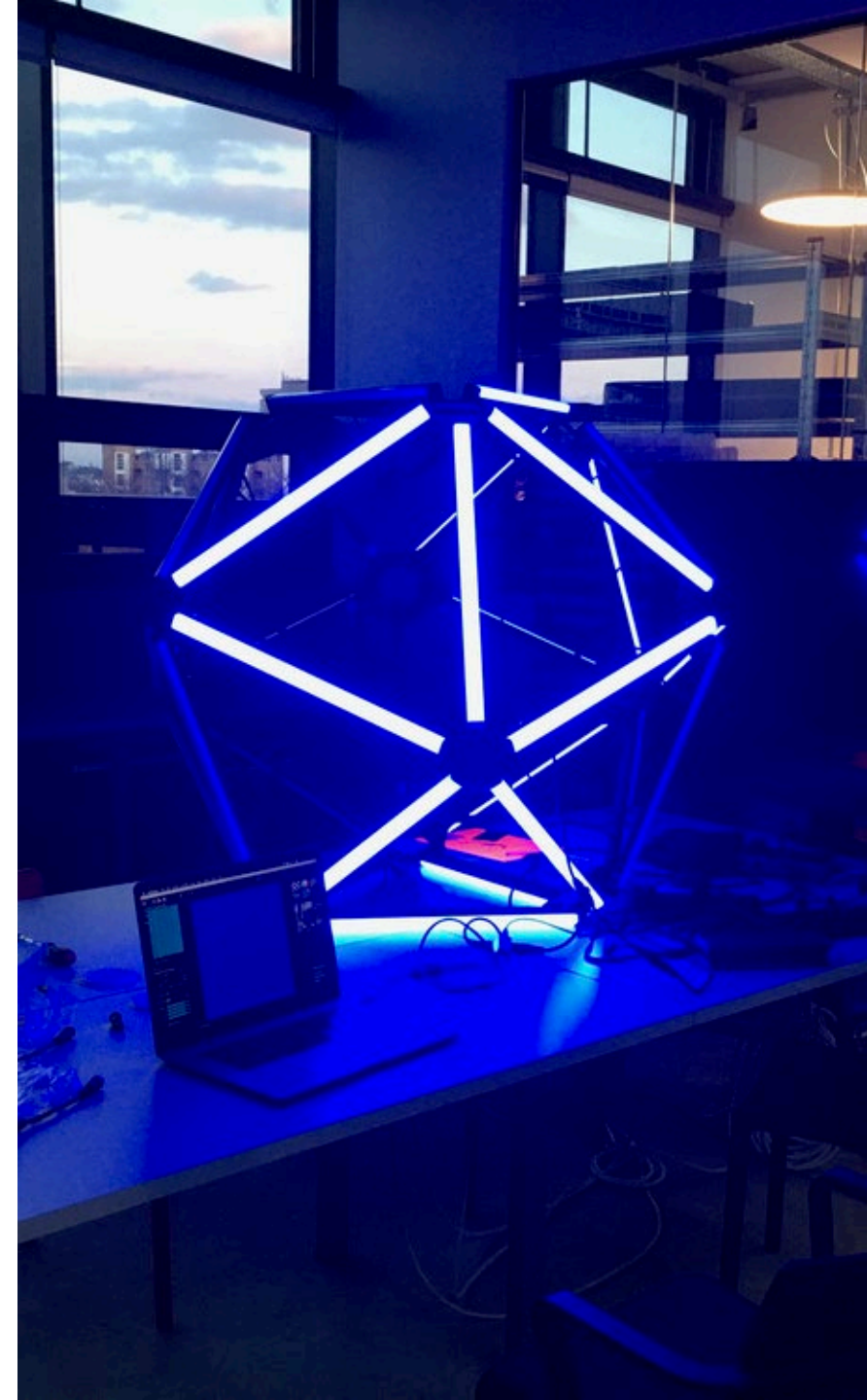
Research and knowledge are central to UAL's transformative approach to addressing global challenges and driving positive change. UAL aims to enhance teaching methods, tackle pressing issues like climate change and social injustice, and foster growth in the creative sector and economy by pushing the boundaries of knowledge and creative practice.

The strategy identifies 4 objectives:

- Nurturing a world-leading research environment
- Demonstrating the value of creativity to society
- Using our strengths to tackle societal challenges
- Enhancing the quality of our teaching through research

In addition to outlining these objectives, the strategy provides an overview of UAL's current status, its vision, and the specific policies required to achieve the stated goals.

You can read the complete Research Strategy [here](#) and our Knowledge Exchange Strategy [here](#).



Our Distinctive Approach to Knowledge Exchange

Creative and transformative

Our underpinning values and mission place creativity at the heart of positive social change, achieved through transformative education and creative enquiry. The issues society faces are increasingly complex and require creative innovation and experimentation to generate and prototype new solutions.

Critical and participatory

Successful knowledge sharing through creative disciplines occurs by critiquing and creating together. This is an inherently practical and collaborative process, which is why UAL excels at KE, and recognises KE as a distinct form of academic practice, which uses participatory learning and creative processes to work with others to build our collective capacity and capability for positive change.

Ethical and values-driven

Our goal is to build resilient ethical partnerships at every scale from local communities to industry and government. Creative methodologies are used to empower all stakeholders to express their ideas and perspectives, and to co-create new values-driven solutions to the opportunities, challenges or issues identified.

Transferable and context-specific

Our methodologies for problem-solving and generating creative solutions are transferable across industries, sectors, communities and geographies. However, the same methodologies are also underpinned by human-centred and context-specific principles, enabling us to work across diverse settings and stakeholders, to arrive at highly tailored and culturally resonant solutions.



The Role

We are seeking to appoint a Pro-Vice-Chancellor Research, Knowledge Exchange & Enterprise (PVC RKEE). This is an executive level position and will report to the Deputy Vice-Chancellor Academic.

Purpose of Role

- The Pro-Vice-Chancellor (PVC RKEE) plays a central role in the academic leadership of the University, overseeing the strategies relevant to this portfolio. The PVC RKEE fosters an environment where opportunities to build research, ke and enterprise capacity are grasped and research strengths are optimised.
- The purpose of the role is to provide the academic and strategic leadership in order to develop and implement UAL's research, knowledge exchange and enterprise strategies, ensuring synergy between the strategies and confirming UAL's position as a world-leading institution.
- To continue the development of a broad and ambitious academic vision for research, knowledge exchange and enterprise, which drives new areas of activity, develops new income streams, embraces new partnerships, engages with industrial strategy and addresses global challenges as part of our commitment to be a social purpose university.
- The PVC RKEE, alongside the PVC Education & Students, provides support to the DVC Academic in the development and delivery of the academic vision & strategy. The PVC RKEE and PVC Education & Students will work together and with the PVCs/Head of College to ensure we connect these portfolios and achieve integrative strategy development. The PVC RKEE will deputise, when required for the DVC Academic in any areas linked to Research, Knowledge Exchange or Enterprise.

Duties and Responsibilities

- To deliver all aspects of the University's research, ke and enterprise strategies.
- To lead the University's submission to REF ensuring that the submission maximises the success in achieving an optimal REF performance.
- To develop strategic plans regarding the University's future REF submissions.
- To provide first-class research and ke leadership to all staff and students engaged in research and ke creating a nurturing and collegiate environment, including the conditions for a diverse and inclusive pipeline of research practitioners.
- To promote a culture of success and champion a step change in the quality, volume and impact of our research and ke.
- To develop and champion academic enterprise such that it provides complementary services and business opportunities.
- To support the academic community with grant capture, attracting the resources needed to undertake ground-breaking research.
- To respond pro-actively to opportunities in relation to Knowledge Exchange, Business Engagement and the government's Industrial Strategy – seeking to maximise the impact of the University's research.
- To build a greater international profile and reputation for UAL, increasing the number of international research collaborations, partnerships and co-authorships.

- Provide direction and support for RKE within the Colleges via the PVCs/Heads of College and will support delivery through the network of College Deans of RKE including strategies for the recruitment of world-class researchers to deliver the University's medium and longer term research priorities and aspirations.
- To work with the Pro-Vice-Chancellor Education & Students to promote research and ke in education, with measurable and positive impacts on learning and graduate outcomes.
- To develop meaningful partnerships with research institutes, universities, organisations and companies in ways supportive of the research and enterprise strategies.
- To provide line management to the team of Directors and Deans that fall within the Directorate.
- Provide leadership to ensure students have an inspiring educational experience at UAL, so they can reach their potential, with successful careers and fulfilling lives.
- To provide academic leadership for, and manage, the University's submissions to the Knowledge Exchange Framework (KEF).
- Supporting the DVC Academic in the delivery of alignment and complementarity between the University's REF, KEF and TEF submissions.
- Lead on partnerships that support educational goals, working in partnership with the Director of Global Engagement.
- Drive an agenda of continuous improvement across the University in relation to academic endeavour.

Governance responsibilities

- Chair Research committee
- Chair Knowledge Exchange committee
- Attend University Ethics committee
- Attend college level committees in relation to Research and Knowledge Exchange
- Be a member of the Academic Board
- Create network with Deans and Associate Deans with responsibility for Research and Knowledge Exchange

Key Relationships

The post holder will work collaboratively with stakeholders across UAL, partner institutions and suppliers on the development of research, KE and enterprise.

- President & Vice-Chancellor
- DVC Academic
- PVC (Education & Students)
- All members of the Executive Board
- College Deans RKE
- Members of the University Steering Group (USG)
- Networks - regional, national and international
- Trade Unions
- Student Union
- Governors



Person Specification

Specialist Knowledge/ Qualifications

- A track record of innovative leadership within the areas of Research and Knowledge Exchange.
- Extensive and current knowledge of UK Research and Innovation, and other major research funds and income streams.
- Sophisticated understanding of Higher Education Research and KE policy environment.

Relevant Experience

- Experience of leading RKE strategy in a mature RKE environment with demonstrable performance improvement.
- Has comprehensive experience of leading REF strategy and submission (essential).
- A proven track record in promoting diversity within an academic environment.
- Experience of working with significant industry, society, community partners and facilitating collaboration with and between academics.
- Experience of managing large and impactful Research and Knowledge Exchange projects.

- Evidence of significant income generation, through the development and delivery of large-scale multi-partner projects.

Communication Skills

- Outstanding interpersonal, presentation, communication and ambassadorial skills.
- Ability to engage people at all levels in a vision for the University's Research and Knowledge Exchange.

Leadership and Management

- Proven excellence in strategic leadership and organisational change management, ideally gained in a complex institution.
- Experience of motivating and leading effectively, setting the direction of one or more function.
- Experience of promoting collaboration and partnership working across formal boundaries, both within and outside the University setting.
- Ability to build and develop high performing teams.

How to Apply

The PVC RKEE will be appointed by a Selection Panel chaired by the Deputy Vice-Chancellor Academic, Professor Roni Brown. An executive search exercise is being undertaken by Saxton Bampfylde, who will support the Selection Panel in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role and to identify the widest possible field of qualified candidates.

Application is by submission of a full curriculum vitae and a covering letter of application, addressing the job description and person specification and including suitable daytime and evening telephone contact details.

UAL aims to be an equal opportunities employer embracing diversity in all areas of activity and positively welcomes applications from black and minority ethnic and female applicants who are currently underrepresented at this level.

- Completed applications should be uploaded at www.saxbam.com/appointments using code IASZD
- Click on the 'apply' button and follow the instructions to upload a CV and a cover letter and complete the online equal opportunities monitoring* form.
- * The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.
- The closing date for applications is noon 8th January 2024.
- The longlist meeting is taking place w/c 15th January 2024.
- For informal inquiries please contact +44 (0)20 7227 0880 (during office hours).

UAL is committed to creating diverse and inclusive environments for all staff and students to work and learn – a university where we can be ourselves and reach our full potential. We offer a range of family friendly, inclusive employment policies, flexible working arrangements and Staff Support Networks. We welcome applicants from diverse backgrounds, including race, disability, age, sex, gender identity, sexual orientation, religion and belief, marriage and civil partnership, pregnancy and maternity, and caring responsibility.

