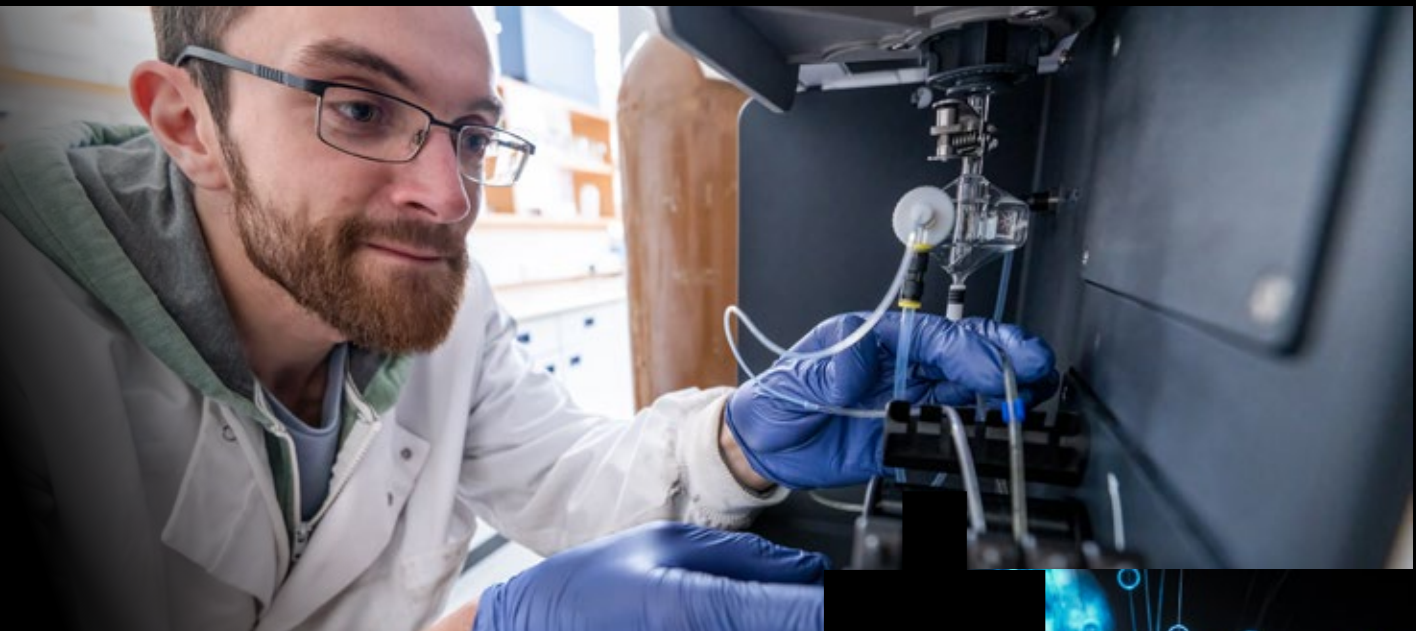


# UHI

Appointment of  
**Deputy Principal Academic and Research**



Saxton Bampfylde

[uhi.ac.uk](http://uhi.ac.uk)

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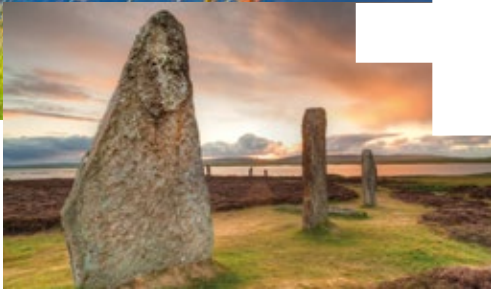
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# Inverness and the Highlands and Islands



The city of Inverness is the capital of the Highlands and Islands and is a hub in the vast and diverse landscape of Northern Scotland. The region is known globally for its unique beauty, character and culture.

The most northerly city in the United Kingdom, Inverness has a population of approximately 47,820 people and is the perfect base for exploring the Highlands and Islands. It has road, rail and air links to many of the major cities in the UK as well as parts of Europe. There are daily flights to London (travel time 1.20 hours), as well as the daily sleeper train service.

The region is diverse with the mountains and wildlife of the Cairngorm National Park, to the stunning beaches with their sandy headlands, to the peat lands of the Western Isles and the landscapes and cultures of the Northern Isles.

The region is the only place in Scotland where Gaelic is still regularly used as a community language.

Students have access to the most breath-taking scenery and the most challenging rugged coastlines and mountains.

The area provides an 'outdoor classroom' with access to an extraordinary range of activities such as walking, climbing, biking, kayaking, canoeing, sailing, coasteering, paddleboarding, running and snowsports. Our degree programmes and outdoor adventure courses benefit from having direct access to world renowned locations, including Ben Nevis, the Mamores, the Torridons and Cuillins, Loch Leven, Loch Linnhe, Loch Sunart, Loch Maree and Loch Duich, the isles of Eigg, Rhum, Skye and Raasay, the Knoydart peninsula, and the Summer Isles.

Routes such as the North Coast 500 and the North East 250, provide access to many of the region's iconic places. They highlight the expansive road network, range of businesses and enterprises and the extensive ferry links which connect the isles to mainland Scotland.

Inverness itself, a compact city, offers a variety of things to do, including bars, restaurants and a rapidly growing food scene.

# The opportunity

## Deputy Principal Academic and Research



**The role of Deputy Principal Academic and Research offers a unique opportunity to play a pivotal leadership role in shaping and advancing the institution's strategic academic and research priorities.**

As a vital member of UHI's senior executive team, the Deputy Principal Academic and Research will work closely with the Principal and Vice-Chancellor. This pivotal role encompasses providing leadership and direction across all academic areas, including higher and further education, research, and knowledge exchange. The role also involves promoting interdisciplinary collaboration and ensuring adherence to academic quality and standards.

The Deputy Principal Academic and Research will act as a key liaison between academic partners, faculty, administration, and external stakeholders, contributing to the university's strategic priorities. These include delivering a high-quality, integrated curriculum and enhancing the impact of our research.

# Introduction



**Vicki Nairn**  
UHI Principal and Vice-Chancellor

UHI is a globally recognised tertiary institution providing innovative further and higher education for over 40,000 students across 70 campuses and learning centres spread across the Highlands and Islands, Moray and Perthshire.

UHI offers much more than a traditional university. Its mission is to provide a transformational impact on the people, communities, and economy of the regions we serve through a rich blend of academic programmes from access level to PhD.

Due to the retirement of our current postholder, Professor Neil Simco, we are seeking to recruit an inspirational leader to join us in advancing UHI's evolution. As Deputy Principal Academic and Research, you will be joining the university at a pivotal moment in its history. We have an ambitious 2030 strategy centred on growth, success, and achievement, built around five core themes: teaching; research and innovation impact; enterprise and growth; environmental sustainability; and operational excellence.

As UHI's Principal and Vice-Chancellor, I am incredibly proud to lead an institution that serves as an anchor within our communities, delivering exceptional learning, teaching, and research across our regions. Reporting directly to me and working seamlessly with our senior executive team, senior management team, academic partners, and wider stakeholders, you will provide collaborative, inclusive, and empowering leadership across all academic functions at UHI.

Engaging proactively with academic partners to ensure excellence in academic quality and standards across further education, higher education, and research together with the UHI community, as Deputy Principal Academic and Research, you will work to enhance our national and international reputation, enabling UHI to achieve and surpass the ambitions outlined in our 2030 strategic plan.

You will be a highly collaborative and experienced senior academic leader with a 'can-do' attitude. You will thrive in a fast-paced, partnership-driven setting and excel as part of a high-performing, results-oriented team within a transformative environment.

Evidence of strategic and analytical thinking together with extensive successful senior leadership experience of leading, teaching, learning and research in a university environment is essential for this role. You will have excellent communication and interpersonal skills, together with experience of identifying and building strategic partnerships with stakeholders in a complex and financially sensitive environment.

Thank you for your interest and I look forward to receiving your application.

# Our plans for tomorrow

UHI is a globally recognised tertiary institution and we are proud to celebrate our exceptional partnership of colleges, internationally recognised research institutions and specialist teaching centres. UHI is more than a traditional university and we pride ourselves on delivering further education, higher education and world class research to over 40,000 students per year across 70 campuses and learning and online.

Our philosophy is based on our founding values of creating sustainable education for students of all ages and abilities. This ethos is underpinned by our mission to have a transformational impact on our people, communities and economy. We care passionately about our regions, and we demonstrate our commitment through our excellent student experience and by offering flexible and supported learning from access level to PhD, delivering direct skills and apprenticeship programmes linked to workforce demand, all within the same institution.

The fundamental part of our mission is to drive co-created education and research, enhanced by our unique landscape, heritage and cultures, ensuring that learning outcomes are second to none. We are also committed to affirming all the languages, dialects and cultures throughout our regions, including Gaelic language and culture. Across the UHI operating area we have centres of excellence and world-class thinking that are pushing the boundaries of academic and applied knowledge where staff, students, industry and communities are collaborating to drive innovation and new ways of thinking.

UHI embraces education and research across a wide range of subjects from arts and humanities, through to the sciences and business. Through our engagement with stakeholders, business and industry we are driving economic growth, using education, knowledge exchange and cutting-edge research to enable our businesses and industry to thrive. The university acts as a catalyst to both support the economy and underpin social change by ensuring a pipeline of skilled entrepreneurial talent through our innovative, future-focused curriculum.

Our 2030 strategy will build on our success to date and take our ambition forward across five key strategic themes: teaching; learning and student support; research and innovation impact; enterprise and growth; environmental sustainability; and operational excellence.



The future world of work will require us all to be constantly learning, so whatever our students' stage of life or current qualification, we will provide everyone with the opportunity to keep their skills relevant and up to date as part of their learning journey.

During the lifetime of this strategy, we will think, plan and act as one institution in delivering our mission and vision, and our strategic themes will be underpinned by significant transformation across our institution to deliver operational excellence and financial sustainability through a more streamlined, efficient and effective organisation.

In realising our ambition, this strategy will be a living document which we will adapt, flex, and change to meet the evolving needs of our students, staff and stakeholders and will be responsive to economic growth and societal change.

Our strategy takes the best of our academic reputation, world-class research, and our proud history of vocational training to join the world of learning to the world of work, integrating with business and industry and underpinned by our university values of collaboration, openness, respect and excellence.

# Our founding principles

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## **Educational opportunities for all**

The lack of educational offering, for those who wished to remain in the region and improve their prospects, was forcing locals to leave the region – leading to a significant and unsustainable loss of talent.

## **Driving economic growth**

The UHI concept was formed primarily to be a catalyst of economic development. If the region was to prosper, it would need to find its own way to modernise, generate new knowledge and support businesses to grow.

## **Co-created education and research**

Curriculum and research were to be designed to link to the region's unique landscape, heritage and culture. To serve the economy and ensure a pipeline of talent, business needs were to be at the core of curriculum and research development.

## **Delivering social change**

UHI was to deliver social change, supporting communities to flourish, by harnessing local knowledge, and working globally with our diaspora to build better futures for those in our region.

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# The role



## Key responsibilities

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As a member of the senior executive team, the role is a pivotal senior leadership role, leading the development and delivery of the institution's strategic academic and research priorities. Working closely with the Principal and Vice-Chancellor, providing leadership and direction to all academic areas, across further education, higher education, research and knowledge exchange, facilitating interdisciplinary collaboration, and ensuring adherence to academic quality and standards.

The Deputy Principal Academic and Research will serve as a key liaison between academic partners, faculty, administration, and external stakeholders, contributing to the university's priorities including delivering a high-quality connected curriculum and enhancing our research impact.



# The role

## Strategic leadership and oversight

- + Reporting to the Principal and Vice-Chancellor, provide visionary leadership and oversight across all academic functions at UHI, including further education, higher education, knowledge exchange, and research.
- + To make an incisive contribution to the determination of the strategic direction and leadership of the university in collaboration with university court and the senior executive team.
- + To work collaboratively with the Principal and Vice-Chancellor, the senior executive team, academic partner principals and other university leaders and managers to model and foster a values-based culture that puts the student at the heart of our decision-making.
- + Lead strategic planning and curriculum design at further and higher education level in collaboration with the Deans of Faculty and academic partner principals.
- + Facilitate the strategic planning of UHI's research and knowledge exchange functions, in collaboration with the Dean of Research and Innovation, and academic partner principals.
- + Ensure equal and clear visibility of each element of the academic profile.
- + Lead the implementation of major national academic and research policy changes throughout UHI in collaboration with Deans, and the Head of Further Education.
- + Chair the UHI Growth Deal approvals board and the inter-university Talent-Ed project board.
- + Chair the academic planning committee on behalf of the Principal and Vice-Chancellor.
- + Chair academic council on behalf of the Principal and Vice-Chancellor as required.
- + To lead the UHI islands strategy and chair the UHI islands forum on behalf of the Principal and Vice-Chancellor.
- + Deputise for the Principal and Vice-Chancellor as appropriate/required, including chair senior executive team meetings, cover for annual leave, and liaise with internal and external stakeholders in the absence of the Principal and Vice-Chancellor.

## Academic excellence and quality assurance

- + Ensure programmes of study across further and higher education are of the highest quality and conform to academic standards and sector good practice in collaboration with the Dean of Learning and Teaching.
- + Serve as the accountable academic officer for all matters related to quality and standards on behalf of the Principal and Vice-Chancellor.
- + Chair external partnerships steering committee on behalf of the Principal and Vice-Chancellor.
- + Optimise the student experience and levels of student satisfaction in collaboration with the Dean of Student Experience.

# The role

## Collaboration and engagement

- + Foster deep collaboration and effective communication with academic 'partner' principals and appropriate UHI colleagues to ensure a cohesive approach to further and higher education, knowledge exchange and research across the regions UHI serves.
- + Represent the university in external stakeholder forums as agreed with the Principal and Vice-Chancellor including those involving Universities Scotland, Scottish Funding Council, Highlands and Islands Enterprise and Bòrd na Gàidhlig.
- + Jointly chair the international recruitment advisory group.
- + Act as an observer on both Scottish Association for Marine Science board of trustees, and the related research committee.

## Strategic planning and advocacy

- + Lead the UHI islands strategy and chair the UHI islands forum on behalf of the Principal and Vice-Chancellor.
- + Lead the UHI Gaelic language plan and advocate for Gaelic culture in collaboration with academic partners, particularly Sabhal Mòr Ostaig.
- + Prepare and present papers for university court pertaining to the core academic business of the university.
- + Serve as a trustee for Ionad Chalum Chille Ìle on Islay, representing UHI in accordance with their constitution.

## General responsibilities

- + Identify, manage, and report on risks associated with the role.
- + Participate in the university's performance and development review procedure.
- + Take due care of yourself and others in respect of health and safety.
- + Attend training courses that may be identified as necessary by your line manager.
- + Such other duties temporarily or continuingly, as may reasonably be required which are commensurate with your grade.
- + Contribute to UHI's climate, biodiversity, and sustainability goals, including net-zero by 2040.
- + Knowledge of, or interest in, Gaelic language and culture.

# Person specifications

## Qualifications

- + PhD.
- + Current professorial title.
- + Evidence of professional leadership development/ relevant senior leadership and management training and/ or qualification.
- + Teaching qualification or higher education academy accreditation at senior or principal fellow level or equivalent.

## Experience

- + Significant experience of working in close harmony within a small senior leadership team demonstrating a collaborative, inclusive and values driven approach.
- + Extensive senior academic leadership experience, at least at executive level with effective resource and matrix management skills appropriate to leading within a complex university or institution.
- + Demonstrable experience of deeply collaborative leadership involving other academic leaders internally and externally.
- + Comprehensive, collaborative, successful and diverse experience of academic leadership across all domains including further and higher education, curriculum design and leadership, student experience, research and knowledge exchange.
- + Substantial experience in external engagement and collaboration, exemplified by developing collaborative research projects and leading sector-wide initiatives.
- + Substantial experience of leading and managing academic and professional services staff, including performance management and results-focused leadership.
- + Significant experience of budgetary control, management and monitoring at an organisational level.
- + Extensive experience in commercially focused academic and research delivery, with a track record of seeking and securing opportunities that enhance reputation and commercial success.
- + Experience of developing academic strategy within a teaching and research environment.
- + Significant experience at identifying and building strategic partnerships with internal and external stakeholders in a complex environment.
- + Experience of embedding equality, diversity, and inclusion considerations into organisational strategy.
- + Experience of working in international contexts.
- + Substantial experience of external engagement and collaboration. For example, in developing collaborative research projects, or sector wide initiatives.

## Skills and knowledge

- + Highly developed knowledge of strategic, policy, and financial issues affecting further education, higher education, knowledge exchange, and research in Scotland, the wider UK, and internationally.
- + Highly developed and detailed expertise in at least two areas among further education, higher education, knowledge exchange and research. This includes in-depth knowledge of curriculum design, quality assurance and enhancement, innovative pedagogical approaches, and the Research Excellence Framework (REF).
- + An innovative thinker, adept at securing effective and balanced solutions that consider long-term implications.

## Professional qualities

- + Strategic and analytical thinker, highly respected within the academic community.
- + An excellent communicator and influencer who leads by example, inspiring trust and confidence at all levels of interaction.
- + Credible and open, with a welcoming approach to feedback, demonstrating high levels of integrity and professional values.
- + Flexible, with the ability to lead and work effectively in a team, fostering collaborative and effective engagement.
- + Forward-thinking, with the ability to constructively challenge and propose innovative solutions.
- + Self-assured and resilient, able to handle conflict and lead difficult conversations with resourcefulness and diplomacy to achieve end results.
- + A collaborative approach to professional practice, enabling colleagues to contribute and promoting a culture of accountability and empowerment.
- + An appetite for transformation and the personal resilience to drive change at pace.
- + The ability to engage and support organisational development initiatives aligned with the university's culture and values, including management of change, employee engagement and wellbeing, talent management, and leadership development capability.

## Other circumstances

- + Committed to equality and diversity.
- + Committed to health and safety policies and procedures.
- + Current driving licence and ability to travel across the Highlands and Islands region and nationally as part of the role.
- + Flexible approach to working hours.
- + Knowledge of, and interest in, Gaelic language and culture, or proficiency in the Gaelic language.

# Summary of contract / terms and conditions

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## Salary

Salary for the role is competitive and is reviewed annually by the remuneration committee.

## Contract

The role is a permanent, full-time opportunity.

The role is based at UHI House in Inverness.

The first 12 months of the appointment shall be a probationary period.

## Relocation

Relocation for the opportunity shall be supported with up to a maximum of £3,000 in respect of cost incurred in relocating to accommodation within a reasonable daily travelling distance to Inverness. Further detail on eligible relocation expenses is contained within the university's relocation policy, a copy of which can be provided.

## Annual leave

Our holiday year runs from 1 August to 31 July. Holiday entitlement is 39 days' paid annual leave in each holiday year, which includes seven days office closure over Christmas and New Year.

## Pension

You are eligible to be enrolled into the Universities Superannuation Scheme (USS) pension scheme. Further details of the pension scheme are available from the [USS pension website](#).

**Principal and  
Vice-Chancellor**  
Vicki Nairn

Denotes members of  
senior executive team (SET)

**Vice Principal Strategy  
and Chief Operating Officer**  
Lorna Walker

**Deputy Principal Academic  
and Research**  
Vacant

**Chief Financial Officer**  
Mike Baxter

**Director of Economic  
Development and  
Advancement**  
Alison Wilson

**Director of Transformation  
and Projects**  
Max Brown

**University Secretary**  
Sheena Stewart

Marketing and  
communications

Faculties: science, health and  
environment; and arts, humanities,  
business and education

Finance:  
regional strategic body,  
and university

Economic development,  
commercialisation and enterprise

Project management office

Legal services

Strategy, planning and  
performance

Research, innovation,  
knowledge exchange and REF

Advancement and  
alumni engagement

Transformation  
(including Growth Deals)

Corporate governance and  
records management

HR, organisational design  
and development,  
equality, diversity and inclusion

Student experience and  
graduate school

Health and safety

Student recruitment and  
admissions

Teaching, learning, academic  
quality and standards

Sustainability

IT, digital infrastructure, facilities  
and estates, student residences  
and procurement

Further education and  
regional skills planning

# UHI

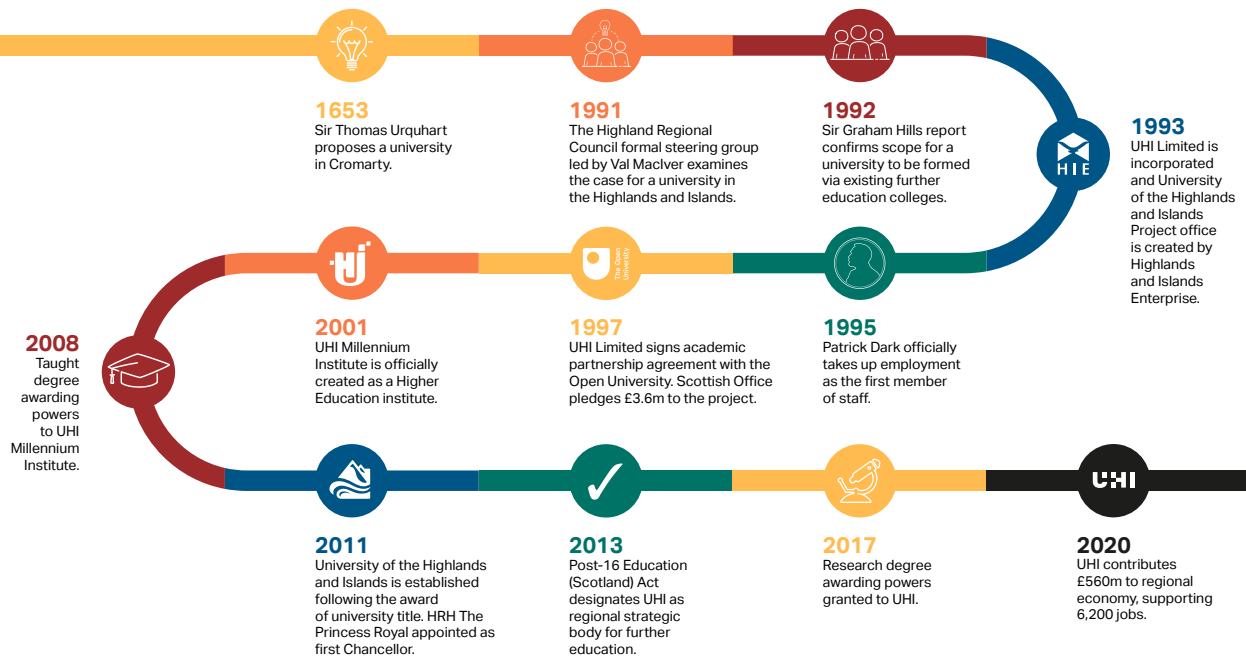
Our distinctive partnership of independent colleges and research institutions is locally based and rooted in communities, but with national and international reach, as part of a regional university structure.

- + **UHI is a tertiary institution, the only one in Scotland and one of only a few in Europe, encompassing both further and higher education.**
- + **We offer flexible and supported learning from access level to PhD, upskilling and cross skilling.**
- + **Ten partners, with over 70 campuses and learning centres, across the Highlands and Islands, Moray and Perthshire.**
- + **We are proud of our unique place and connections with our communities and industry which makes our teaching and research more connected to their needs.**



**UHI exists to have a transformational impact on the people, communities and economy of our regions.**

## UHI historic timeline



# How to apply

**Saxton Bampfylde Ltd is acting as an employment agency advisor to UHI on this appointment.**

Candidates should apply for this role through our website at [www.saxbam.com/appointment/university-of-the-highlands-and-islands-3](http://www.saxbam.com/appointment/university-of-the-highlands-and-islands-3) using code **WURD**.

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 **Monday 14th October 2024**.

\* 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.

## **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.

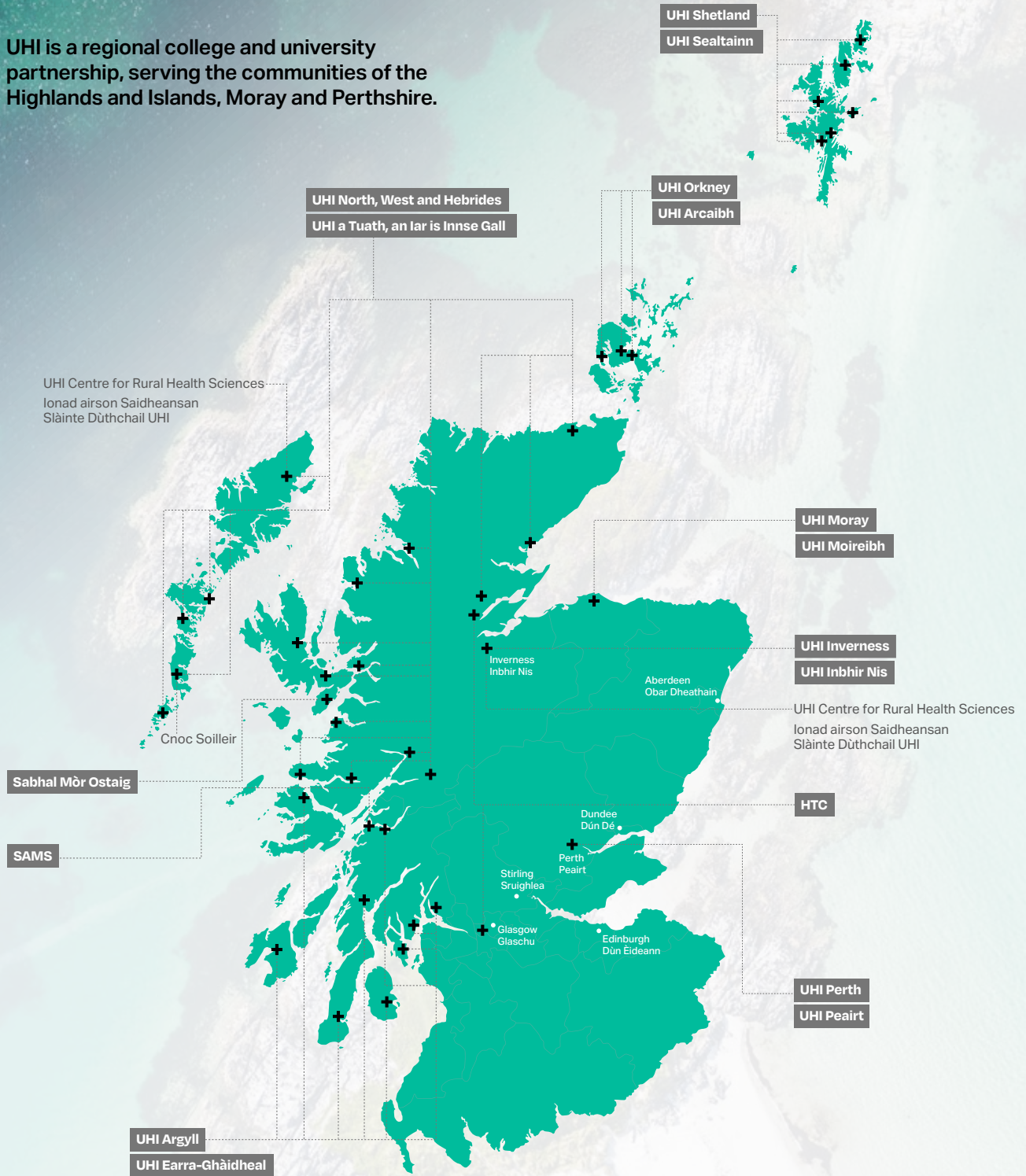
## **Due diligence**

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

The logo for Saxton Bampfylde, featuring the company name in a green serif font with a decorative green swoosh underneath.

# UHI

UHI is a regional college and university partnership, serving the communities of the Highlands and Islands, Moray and Perthshire.



We are currently updating the map illustration, and this will be made available once approved. The map above is intended for illustrative purposes, serving as a visual representation of our various locations.



# UHI

## UHI partnership

UHI Earra-Ghàidheal

UHI Inbhir Nis

UHI Moireibh

UHI a Tuath, an Iar is Innse Gall

UHI Arcaibh

UHI Peairt

UHI Sealtainn

HTC

Sabhal Mòr Ostaig

Comann Saidheans Mara na h-Alba

UHI Argyll

UHI Inverness

UHI Moray

UHI North, West and Hebrides

UHI Orkney

UHI Perth

UHI Shetland

HTC

Sabhal Mòr Ostaig

Scottish Association for Marine Science

Far a bheil ionnsachadh  
a' ciallachadh barrachd

Where learning  
means more

Taigh UHI, Seann Rathad Pheairt, Inbhir Nis, Alba IV2 3JH  
UHI House, Old Perth Road, Inverness, Scotland IV2 3JH

Companaidh earranta clàraichte ann an Alba Àir. 148203 | Àireamh  
Charthannais Albannaich Chlàraichte SC148203 | Oifis chlàraichte Taigh  
UHI, Seann Rathad Pheairt, Inbhir Nis, Alba IV2 3JH.

A limited company registered in Scotland No. 14820. A limited company  
registered in Scotland No. 148203 | Registered Scottish Charity No.  
SC148203 | Registered office: UHI House, Old Perth Road, Inverness,  
Scotland IV2 3JH

Saxton Bampfylde