

SHAPE OUR SUCCESS

BE OUR PRESIDENT
AND VICE-CHANCELLOR

FOREWORD

Thank you for your interest in the position of President and Vice-Chancellor at the University of Southampton.

Our University is a remarkable institution. Building on a long and distinguished history, today it enjoys a position among the very best in the world: a founding member of the Russell Group; a UK top 20 and a world top 100 university; with recognition of excellence across research, education and enterprise.

Southampton is renowned for the breadth and impact of its world-changing, interdisciplinary research and enterprise, and for the quality of its education. We enable students from the UK and across the globe to develop critical thinking and independent learning skills that are essential for future leaders and decision makers.

As a civic university, Southampton plays a pivotal role in the commercial and cultural life of one of Britain's best-known maritime cities, contributing over £1bn-a-year to the region's economy.

We have embarked on an ambitious long-term transformation strategy built around the four core pillars of quality, sustainability, internationalisation and collegiality, with plans to invest substantially in our campus over the next 10 years. The strategy is already starting to deliver: this year the University was awarded a Silver in the Teaching Excellence Framework (TEF), received the Queen's Anniversary Prize for higher education, improved in every major UK and international league table, and now aims to be in the UK's top 10.

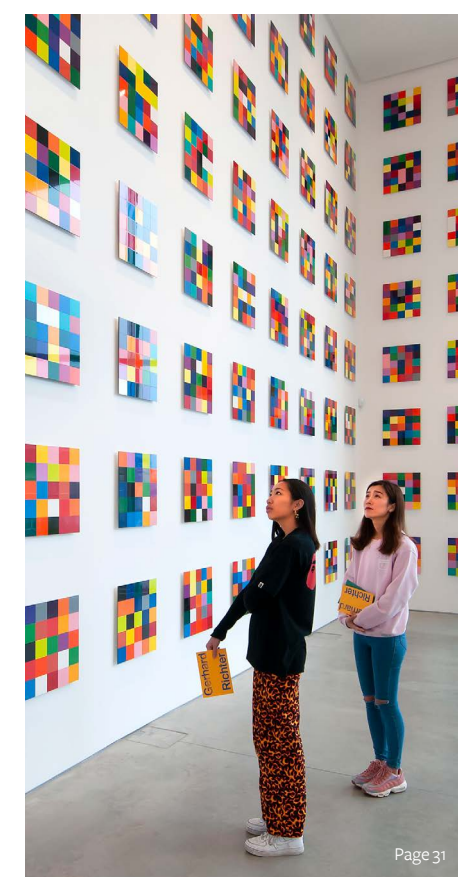
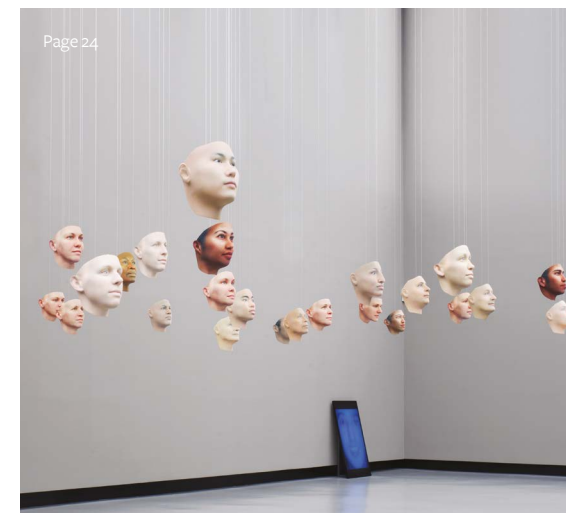
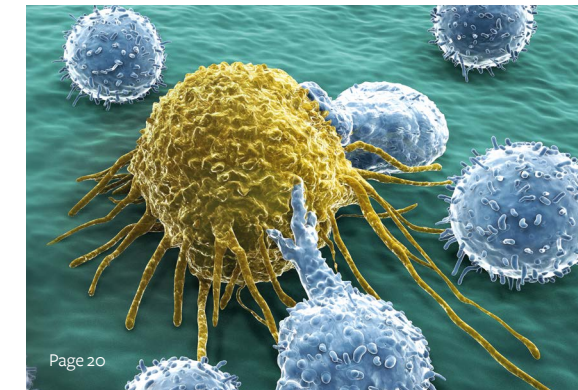
The President and Vice-Chancellor is at the heart of a vibrant community of more than a quarter of a million students, staff and alumni worldwide, uniting and inspiring them in pride and ambition for the University, while always ensuring the University remains true to its core values of inclusivity and collegiality.

At a time of great debate about the role of universities in society, this is an exceptional opportunity to shape our future.

You will have an impressive academic record together with experience in a leadership role uniting an organisation through long-term transformation. Your passion for education and improving the student experience will be equalled by your commitment to furthering our excellent research and enterprise performance. We will expect you to inspire and unite our staff community around a shared ambition for the future. You will be confident and effective in sharing our University's vision and advocating this on a global, national and regional stage; this will be essential for your successful, personal leadership of the University's philanthropic activity.

I hope this document excites your interest in the opportunity at Southampton. If you believe you have the skills, experience, passion and commitment to be our next President and Vice-Chancellor, then I invite you to apply for the post.

Philip Greenish
Chair of Council



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A GLOBAL UNIVERSITY

Connect with Southampton, a global university that changes the world through its research collaborations, education partnerships and business links.



Global partners include
Xiamen University,
University of California
San Diego, KU Leuven,
Penn State University,
A*STAR and Nanyang
Technical University



Member of the Science
and Engineering South
Consortium, one of the
most influential clusters
of research-intensive
universities in the world



A founding member of the
Russell Group
of 24 major research-
intensive universities in the UK



Our partnership with
Lloyd's Register represents
the largest university-
business collaboration
of its kind in the UK



**Top
20**
in the UK⁸



Silver award
Teaching excellence
framework⁹



Southampton is a global
**top
100**
University¹



Over
55%
of our publications are
internationally co-authored



Engaged in
research with over
700
overseas partners



1st
We are a founding partner
of the highest ranked
university business
incubator globally⁶



**Number
1**
in the UK for
consultancy income³



16
spin out companies
since 2000³



Southampton is
ranked 8th in the
UK for research
intensity⁷



Founding member of
the World Universities
Network



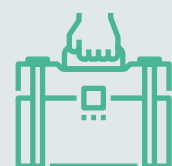
We attract leading academics
from across the globe and
students from around
150
different nations



We have
over
24,000
students⁵



We employ over
6,500
staff



Received
£136m
in research grant and
contracts income
in 2016/17²



Our income
exceeded
£589m
in the 2016/17
financial year²



Engineering and Physical
Sciences Research Council
(EPSRC) grant portfolio
totaling over
£220m⁴



Our contracts
with industry
are worth about
£55m
annually

¹ QS World University Rankings, 2019

² University of Southampton Financial Report, 2016/17

³ Higher Education – Business and Community Interaction
Survey (HE-BCI), 2016/17

⁴ EPSRC Grants on the Web, October 2018

⁵ University of Southampton Student and Academic
Administration database, December 2017

⁶ University Business Incubator (UBI) Index, 2017

⁷ Times Higher Education Research Excellence Framework 2014

⁸ The Complete University Guide 2019, The Sunday Times Good
University Guide 2019

⁹ Teaching Excellence and Student Outcomes (TEF) rating,
2019

Our 230,000 alumni
community spans

186
countries



At any one time we are
working with over
1,500
external organisations
around the globe

STUDENTS AND STAFF AT THE HEART

Talent flows to where it is most valued. Our students and our colleagues can choose where they want to study and work, and inevitably they will choose a positive environment where their needs are met and their contributions are appreciated.

Embedding a student-centred approach

The current backdrop to the individual student experience of higher education is one of considerable and significant change. This makes it even more crucial that our current and future cohorts of students understand and contribute to shaping the future of their University experience. We are committed to maintaining and further enhancing every facet of student life here at Southampton, from independent learning to pastoral care, personal development opportunities, career prospects and more.

We are fostering a culture in which our entire student community recognises that delivering the highest quality student experience possible is a responsibility shared by every member of staff here at the University of Southampton.

Creating a great place to work

Whether working on the front line with our students, at the cutting edge of research or within the network of professional services that supports the University and its academic agenda our colleagues can expect to be treated with honesty and respect; we support colleagues and their careers and provide an environment that nurtures innovation and creative thinking.

Just as we celebrate the successes of our students during their studies and at graduation, it is also important that as a community we recognise and celebrate the contributions of our colleagues. Our large community of over 30,000 staff and students represent a cross-section of global society and all its diversity. We are very proud of our achievements so far in ensuring that we enable and promote equality, diversity and inclusivity.

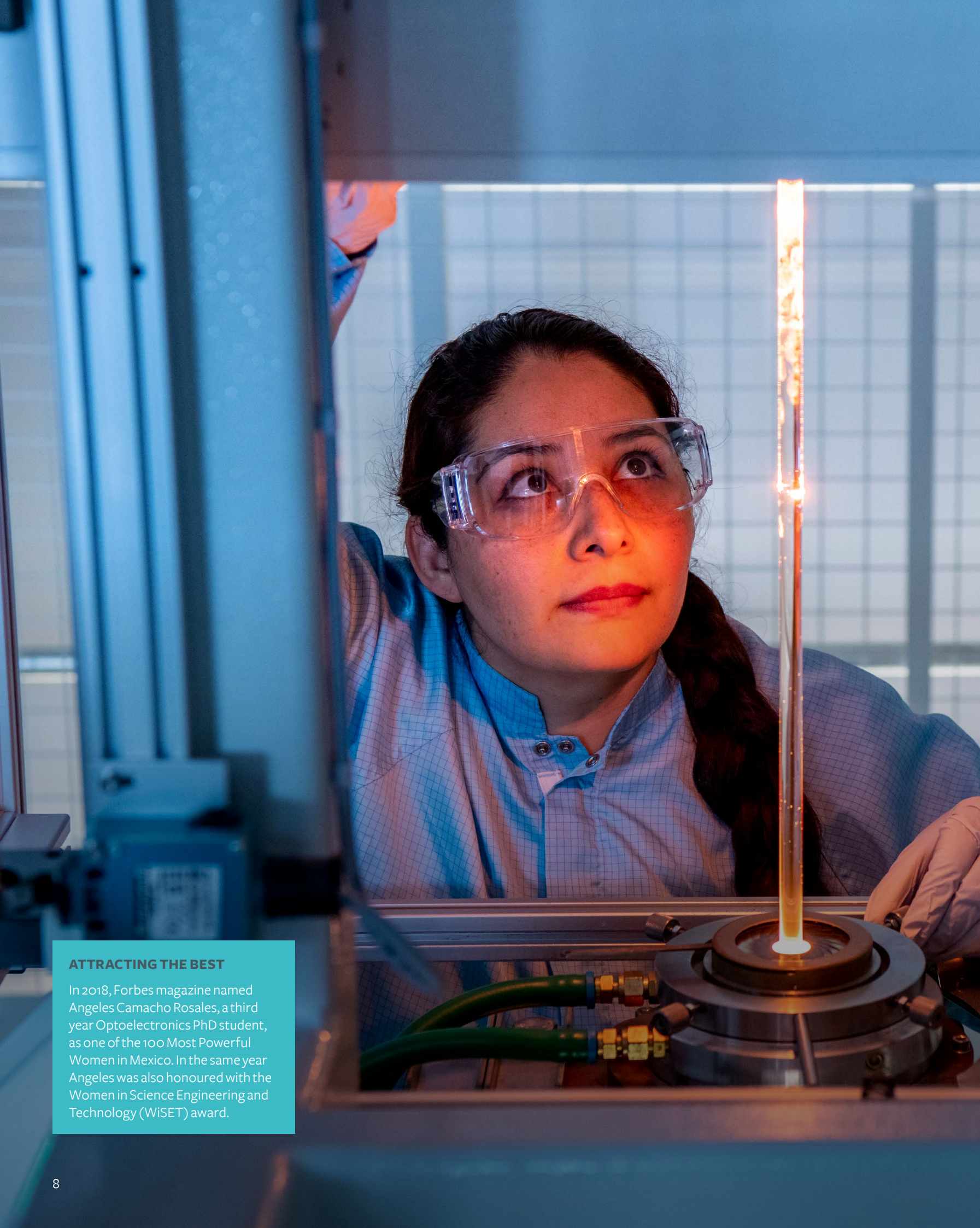
As a member of the 30% Club we believe that gender balance on our boards not only encourages better leadership and governance, but diversity further contributes to better all-round board performance, and ultimately increases the performance of the organisation. Our University Council and University Executive Board each have more than 30 per cent of women as members.

The University is a founding signatory of the Athena SWAN Charter and holds a silver-level Athena SWAN award. As a signatory, we recognise the specific challenges that affect men and women in academic careers, which leads to fewer women at senior levels of higher education. We are committed to addressing these issues, to maximise the potential of all our people. [Click here](#) to find out more about Athena SWAN at the University.

We are a signatory of the Race Equality Charter (REC), demonstrating our commitment to addressing racial inequalities within the higher education sector. As part of our commitment, we are developing initiatives and solutions to improve race equality across the University.

Supporting students and staff with disabilities to achieve their full potential is a long-term commitment of the University, and one at which we strive to offer the best services available. As part of our wide variety of enabling services, we host the Wessex Needs Assessment Centre and are proud of the level of support we achieve for our students and staff. In 2017, we became the first university to achieve Disability Confident Leader Status.





ATTRACTING THE BEST

In 2018, Forbes magazine named Angeles Camacho Rosales, a third year Optoelectronics PhD student, as one of the 100 Most Powerful Women in Mexico. In the same year Angeles was also honoured with the Women in Science Engineering and Technology (WISSET) award.

IMPACT THROUGH COLLABORATION

Engaging partners across the world to make a real impact on society's biggest challenges.

Our University has established an international reputation as a research and innovation powerhouse. Our impact shapes the world around us; from influencing governments' policies on ageing and the environment, and enriching our culture with music and the arts, to developing a cure for cancer and accelerating the internet. Our research underpins our world-class education, where students can experience cutting-edge research first hand and become critical thinkers who continue to challenge and push the boundaries of knowledge as graduates and alumni.

At our core is a passion and ability to work collaboratively, to deliver an exceptional student experience, to work at the interface of subjects where we can find answers to society's biggest challenges and to create meaningful partnerships with leading universities, businesses and other organisations on every continent. We are home to some of the nation's finest research facilities and we are continuously improving and developing our teaching and learning spaces and our technological infrastructure. Most importantly, our

University is a community of people, a community that is committed to the highest quality in everything we do.

Our mission is to change the world for the better. That is far more than just a strapline, it can mean supporting a single student to reach their full potential, creating the right environment for a member of staff to excel in their work, or facilitating global partnerships to make a brand new discovery. To achieve our mission, we strive to be the best we can, encourage and enable collaborative working, have a local and global outlook and ensure that our actions are financially, socially and environmentally sustainable.

Our way of working together and our successes demonstrate our confidence and pride in ourselves and our University; a pride that extends across our staff and students to our wider, global community of almost a quarter of a million alumni. Our collective advocacy enhances our reputation and attracts even more interest from the best students, staff and partners to join and support our University.

 **Find out more**
The University strategy

INVESTING IN OUR FUTURE

Southampton has an exceptional history of achievement as one of the world's foremost universities for delivering world-class education, research and business engagement that has a real, positive impact on peoples' lives and society as a whole.

We achieve this through our culture of collaboration, by attracting the brightest and most talented people and by striving for the highest quality in everything we do. For this to be sustainable we need to invest in our future.

We have started the most ambitious investment programme in our 155-year history. Over the next decade, we plan to invest £600m in our infrastructure and facilities – £300m of which has already been raised through a highly successful 40-year public bond in April 2017.

Future-proofing our students' experience

Education is at the heart of our University; we have some of the most innovative educators in the world. We understand that students have a range of interests that may sit outside their programme of study. Based on our strength of cross-disciplinary collaboration, we created a suite of interdisciplinary modules that can help our students pursue their intellectual curiosity. As well as having access to great thinking and knowledge, we also want to ensure that our students have the best, most inspirational spaces in which to study and learn.

In October 2018 the topping out ceremony was held on the new Centenary Building, named in celebration of 100 years of the University on the Highfield campus. Responding to shifts in learning patterns and the emergence of new technologies, this new building will provide modern spaces for flexible and collaborative learning and will include new lecture theatres, seminar rooms, a café and independent and group study spaces. It is due to open in autumn 2019.

This will be the first in a strategic framework of projects to transform our student and staff experience across our estate. [**Click here**](#) to find out more about our Centenary Building.

A window on the world

As stakeholder expectations increase it is important that our University has the tools to tell its unique and compelling story to the world. We must also have the infrastructure and services to adapt, to meet and exceed those expectations. All the while ensuring that we focus on the academic mission.

Our key tool for explaining what differentiates us from our competitors and for engaging with our markets and audiences is our website. In 2019, we will launch a sector-leading, transformational project – OneWeb – that will place the user needs at the heart of our web content and user experience.

This will start a journey of reviewing, streamlining and investing in the University's information architecture to enable a more agile and intuitive IT environment for our staff and students.



The annual Design Show exhibits the ambitious design proposals of our engineering undergraduates

Supporting international research capability

Southampton plays a key role in contributing to the nation's infrastructure and economic future. The UK Collaboratorium for Research in Infrastructure and Cities network (UKCRIC) is building a new £36m National Infrastructure Laboratory based at the University's Boldrewood Innovation Campus. The Campus is also home to Lloyd's Register's Global Technology Centre, alongside some of our other major facilities including a 138-metre towing tank and advanced fluid dynamics experimental facilities.

The Laboratory will house state-of-the-art teaching and research facilities which will be used to develop new understandings of the behaviour of large structures and structural components, with an emphasis on infrastructure, rail and maritime engineering. The final phase of this project is due to complete in spring 2019. [Click here](#) to find out more about our Boldrewood Innovation Campus.

Enabling our strategy through philanthropy

It all started with a local eccentric – Henry Robinson Hartley. His philanthropic legacy to the Corporation of Southampton, to promote the study and advancement of science and learning, led to the opening of the Hartley Institution by Lord Palmerston on 15 October 1862. By the 20th century we had gained an impressive reputation for growth and innovation and became the University of Southampton after HM The Queen granted us a Royal Charter in 1952.

Continuing with this heritage of philanthropy and innovation, this year we opened the first dedicated Centre for Cancer Immunology in the UK. Located next to our Faculty of Medicine on the University Hospital Southampton NHS Foundation Trust site, this state of the art facility was funded by £25m in gifts from our generous supporters. [Click here](#) to find out more about our Campaign for the Centre for Cancer Immunology.

We are currently in the planning stage of our first comprehensive campaign, to raise £100m for the University; our most ambitious campaign to date.

A city with a global outlook

As the second biggest employer in the region, and home to more than 24,000 students from around 150 countries, the University touches every area of Southampton city's life – including working with business partners and incubating city entrepreneurs, enriching the city's arts and culture offerings, providing employment opportunities to more than 6,000 people, funding a core element of the city's public transport infrastructure (unilink), and playing a key education and research role in the city's health and healthcare.

As a global powerhouse of knowledge and discovery, the University provides a portal to the world, opportunities for investment, and generates £0.9bn gross value added to one of the UK's most famous maritime cities. The far-reaching impact of the University of Southampton on the city's commercial, cultural and civic life is a key element of Southampton's continuing rise in the PwC Good Growth Index – placed third in 2018.

The fast-growing and vibrant city of which we are such a driving force provides an attractive proposition for a large number of our students following graduation. Many of our alumni remain in the region providing a skilled workforce and contributing professionally to the city, region and country. [Click here](#) to watch a short video of the city.

A unique cultural offering

The University is proud to host three Arts Council England National Portfolio Organisations – John Hansard Gallery, Turner Sims Southampton, and Nuffield Southampton Theatres (NST) – providing a concentration of artistic and cultural activity at the University, which is unique in the UK.

In May 2018 the John Hansard Gallery officially opened in its new purpose-built home at Studio 144 in Southampton's city centre. The move is a sea change for John Hansard Gallery, tripling its size and enabling the University to realise its public-facing, community engagement and artist-focused ambitions.

The University of Southampton has a long and distinctive history as a supporter and provider of world-class arts and culture for the benefit of all. We have this extraordinary opportunity to play an even greater role in Southampton's cultural life from this new home in the city's Cultural Quarter. Studio 144 is a high-profile addition to the city's burgeoning arts scene and a keystone in its cultural offer, positioning the Gallery, the University and Southampton, as dynamic and inspiring arts destinations in the UK.

The University of Southampton and Arts Council England (ACE) recently signed the first memorandum of understanding between a Russell Group university and ACE. Chief Executive of Arts Council England, Darren Henley said it was “an endorsement of the University's commitment to arts and culture – and is one step further in recognising Southampton as a future cultural hotspot.”



Giant Snails by international artistic movement Cracking Art were displayed for the first time in the UK at Southampton's Westquay

COMMITTING TO TEACHING EXCELLENCE

We have an innovative approach to education. With a focus on interdisciplinarity and collaboration, our academics are transforming the learning experience at the University, using inventive and creative methods to inspire the next generation.

Our students are taught by academics and researchers at the cutting edge of their disciplines, learning about our world-changing research directly from the people who are creating it.

Throughout their degrees and academic careers, our students work alongside experts who are changing the world for the better. This collaborative environment provides our students with the critical thinking and independent learning skills that are essential for becoming future leaders and decision makers.

We have seven National Teaching Fellows at Southampton, all of whom have been recognised for their outstanding impact on quality education and teaching at Southampton and beyond. Each Fellow has transformed the learning experience of our students, while inspiring others to follow in their footsteps.

James Wilson, Lecturer in Mental Health at Southampton, is one of three Southampton academics who was awarded National Teaching Fellow status in 2017. James works to produce interactive reproductions of provocative clinical scenarios in theatrical form to teach his students, a method which has been expanded and developed.

He says: "It is a great honour to be able to contribute to the shaping of our students who have chosen healthcare as a profession. I see it as an opportunity to spark curiosity about the potential of their extraordinary role."

"As an experienced registered mental health nurse, I am passionate about delivering impactful teaching experiences that enhance the delivery of care that our graduates will provide for people with mental illness."

James is joined by Professor David Read, Professorial Fellow in Chemical Education and Head of Education in Chemistry, and Dr Judith Holloway, Associate Professor in Medicine, who have both used their passion and personal experiences to motivate and engage students to the next level. Judith has used her experiences as a lifelong sufferer of allergies to add depth to her education, seeking to provide her students with the skills to improve the lives of others who live with allergies. In Chemistry, David has adopted technology in his teaching, and is currently developing a cutting-edge 'laboratory response system', Labdog.

"I bring chemistry to life through imaginative use of technology, empowering students to take responsibility and to set high expectations. I greatly value the opportunity to impact positively on the next generation of teaching-focused academics and hope to continue this work for many years to come."

David Read
National Teaching Fellow 2017;
Professorial Fellow in Chemical Education;
Head of Education in Chemistry



NURTURING ENTERPRISE

We have a strong culture of enterprise, with over 40 per cent of our research projects involving one or more business partners. Our high-profile partners include IBM, BAE Systems, Airbus, Microsoft and Google.

We are the number one university in the UK for consultancy income and are engaged in research with over 700 overseas partners. As well as working with multi-national companies we also support small- and medium-sized enterprises (SMEs).

Southampton has developed significant expertise relating to start-ups and entrepreneurship. Future Worlds is the University's start-up accelerator that successfully provides entrepreneurs with access to one-to-one support, mentors and investors. Since September 2015, it has helped the formation of over 40 new companies and in autumn 2018 doubled its on-campus Accelerator Space and its capacity to support more new ideas.

Our University of Southampton Science Park is home to almost 100 companies and is one of the largest university science parks and innovation centres in the UK. We are a founding member of the SETsquared Partnership, the world's leading business incubator which grows high-tech start-ups and develops the next generation of UK tech entrepreneurs. SETsquared has contributed over £5bn to the UK economy.

We also enable our students to become the socially responsible business leaders of the future. Our Enactus Southampton team won the UK national competition in 2011, 2012, 2013 and 2015, going on to represent the country at the Enactus World Cup each year and becoming the first UK team to win the World Cup in 2015. Enactus is a not-for-profit global organisation that works to mobilise university students to make a difference while developing their skills to become socially responsible in business.

Our students are also involved in entrepreneurial activity through workshops, societies, course modules and programmes, including the Social Impact Lab, Spark India, and our Collaborative Entrepreneur Summer School. We support our students in developing entrepreneurial solutions and learning to build businesses effectively.

“One of our projects, in Kenya, helps local entrepreneurs to sell water at a rate almost 10 times cheaper than water purchased from the council, and revenue from the fish and water sales provides them with a sustainable income, while tackling the need for clean water in their communities.”

Stephanie Kirk
Enactus Southampton
Communications Officer, 2017



HARNESSING THE IMMUNE SYSTEM TO FIGHT CANCER

“Seeing the sort of results that are coming through our trials now is incredibly energising: I can’t wait to see what the next few years will bring. We are on the cusp of some very exciting discoveries.”

Peter Johnson, CBE
Professor of Oncology;
Director of the Crick Cancer Research Network

According to the World Health Organization, around 14 million people were diagnosed with cancer in 2012. This number is expected to rise by around 70 per cent over the next 20 years. Our innovative, multidisciplinary approach to cancer research supports patients at all stages of their condition.

For 40 years, we have been at the forefront of cancer immunology research – harnessing the immune system to recognise and kill cancer cells. Our scientists have been instrumental in the development of life-changing treatments using this approach, particularly monoclonal antibodies targeting the cell surface in non-Hodgkin lymphoma, which have been a major factor in the global decline in deaths from this illness.

Our new Centre for Cancer Immunology will bring together world-leading specialists from a range of disciplines to harness the power of the immune system in the fight against cancer. The first of its kind in the UK, the new Centre will enable us to double the number of people working on cancer immunology and save many more lives.

Our students also benefit directly from the immunology work carried out at Southampton, with courses and modules engaging with current research. Through this direct experience, they develop the skills to progress our discoveries even further.

“It’s not just about down the line – it’s the here and now. People can make a difference and feel proud of what we are doing right here in Southampton. Our research and our clinical trials are saving lives,” says Dr Edd James, Associate Professor in Cancer Immunology.

We are also supporting the growing number of people living with cancer: one example is an innovative digital platform we are developing to help older men with prostate cancer manage their anxiety.

PUTTING VULNERABLE PEOPLE ON THE MAP

Millions of vulnerable people in the world's low- and middle-income countries are unmapped in terms of population numbers and distribution. This leaves governments unable to develop fundamental plans for the future and respond effectively to emergencies.

Without accurate information, people can be left isolated in the aftermath of natural disasters, or remain unprotected against the spread of a killer disease.

Research being pioneered at the University of Southampton is leading the way in using cutting-edge spatial data to put these people on the map. This work is enabling governments to strengthen their capacity for delivering effective aid following an earthquake, carry out targeted vaccination programmes to eliminate diseases such as malaria, and develop better infrastructure, healthcare and housing.

The WorldPop programme, in partnership with non-profit organisation Flowminder Foundation, is using an array of data sets, such as mobile phone records, satellite imagery and ground surveys, to ensure these communities are counted and cared for.

The research, led by Professor Andrew Tatem, has helped establish Southampton's reputation as one of the first places that governments and aid agencies turn to in the event of a natural disaster, ensuring the displacement of populations is accurately mapped and aid is delivered to those who need it.

Andrew and his team were able to produce displacement estimates for aid agencies

within five days of the earthquake in Nepal in 2015.

Andrew's research has received substantial funding from the Bill and Melinda Gates Foundation and the UK's Department For International Development, and is a core partner in a new initiative – Geo-Referenced Infrastructure and Demographic Data for Development (GRID3) – which was recently launched at United Nations (UN) headquarters and aims to create a world where data analytics puts everyone on the map, ensuring that even the most vulnerable count.

“Our research has already been able to help combat the spread of malaria, assist in disaster relief planning following earthquakes in Nepal and Haiti, and assess the potential spread of Ebola in West Africa.”

Professor Andrew Tatem
Director of WorldPop and Flowminder
Foundation
www.worldpop.org

Archaeology is the discovery and study of human nature and activity through the analysis of culture; but it's not exclusive to physically digging up artefacts on a site. Exploring our past through media and technology can also help us understand past, present and even future society. Researchers at the University of Southampton are leading in this new and exciting field of interest.

The Archaeologies of Media and Technology (AMT) research group, based at our Winchester School of Art (WSA), is an internationally unique research group focusing on media archaeology, cultural theory and critical practices. This unique source of expertise brings together art, science and technology, advising and influencing policy and projects within the cultural heritage sector.

Media Archaeology explores issues in new media and digital culture through their histories and through experimental practices. Looking at the past in these areas can inform future decisions in the same field, and can be used in industry and the public and private sectors, as well as prompting public discussion.

AMT has carried out research in areas such as the interaction between art, science and technology, the changing form of the library, and media in the Cold War. Currently, the research group is also exploring the Archaeology of Fashion Film in a collaboration with Central Saint

Martins, part of University of the Arts London, funded by the Arts and Humanities Research Council (AHRC).

Their work crosses borders as well as disciplines, spanning countries and continents. AMT is a key partner of Transmediale, a world-leading global festival that has attracted art professionals, artists, students and activists from all over the world for over 30 years.

This Berlin-based celebration of the connections between art, culture and technology promotes an understanding of politics and contemporary culture through media and technology. AMT's partnership with Transmediale ensures that the group is at the global forefront of this field.

At last year's festival event, AMT created Transmediale's first reader, collecting world-leading media and art theorists, as well as artists and creative pieces, in one book to explore the 'postdigital culture'. This reader also explored the dark side of the internet such as surveillance and various forms of data-enabled manipulation.

Jussi Parikka, Professor in Technological Culture and Aesthetics, and Ryan Bishop, Professor of Global Arts and Politics, are joint Directors of AMT. Ryan explains that the partnership has been beneficial to all parties and successful enough for it to expand: "WSA has begun this year to lead the artistic direction of a new media arts festival in China called Digital Suzhou, using the model of our partnership with Transmediale," he says.

"In fact, we had the Transmediale artistic director, Kristoffer Gansing, as a participant in the first iteration of Digital Suzhou, and we hope to build further the partnerships across both festivals in collaborative and innovative ways."

UNCOVERING OUR FUTURE FROM DIGITAL CULTURE

"Transmediale is an ideal partner for us as many of their interests link closely with our research. We have been in an ideal position to directly influence and convert our research expertise into public impact through our collaboration with cultural organisers and curators."

Professor Jussi Parikka
Joint Director of AMT

A Becoming Resemblance by Chelsea Manning and Heather Dewey-Haborg
Image credit: Luca Girardini, transmediale, CC BY-SA 4.0

MAKING THE INTERNET FASTER

The University is leading a project to revolutionise fibre optics to provide the UK with a world-leading position in this technology.

Professor David Richardson, Deputy Director of the Optoelectronics Research Centre (ORC) explains: “After 50 years of solid-core silica fibre dominance, we aim to translate new Hollow Core Fibre (HCF) technology from the research lab to a deployable fibre technology, unleashing innovative applications across a broad range of science and engineering fields.”

Funded by the Engineering and Physical Sciences Research Council (EPSRC), the AirGuide Photonics project will see the world-class expertise of the ORC working closely with industrial partners to provide practical solutions to real-world problems in areas ranging from telecommunications and datacomms, to laser power delivery, sensing, metrology and quantum technology.

Southampton’s research connects the planet; our inventions navigate airliners,

cut steel, manufacture life-saving medical devices and power the internet.

The ORC is one of the world’s leading institutes for photonics research. From medicine and aviation to entertainment and computing, photonics is essential for everyday life. The Zepler Institute, part of the ORC, is home to over 350 researchers, who have uncovered a number of world firsts in the field of photonics and who have secured £60m in research funding.

In 2017 the University was awarded a Queen’s Anniversary Prize for Higher and Further Education, recognising the many decades of innovation and cutting-edge research undertaken by the ORC. The Queen’s Anniversary Prizes are the UK’s most prestigious form of recognition for a UK academic or vocational institution, with approval directly from HM The Queen and Parliament.

“The low-loss optical fibres we develop here at Southampton form the basis of the global internet. Whenever you use a mobile phone, you are using amplifier technology we invented.”

Professor Sir David Payne
Director of the Optoelectronics Research Centre



ROLE OF PRESIDENT AND VICE-CHANCELLOR

The President and Vice-Chancellor is the University’s chief executive officer. In this capacity, they hold overall responsibility for both academic and administrative leadership within the University, and representing and promoting the University externally.

Priorities for the next Vice-Chancellor

- Deliver the University’s 10-Year Plan, maintaining current momentum and upward trajectory, unifying the University around a vision with purpose and ambition.
- Create and sustain a cohesive and inclusive community, fostering an environment in which world-class research feeds into high-quality innovative teaching.
- Deliver a world-class student experience, actively engaging with the student body to ensure the provision of outstanding education and support services.
- Define strategic direction, investment priorities and financial targets, ensuring decisive decision-making, accountability and engage stakeholders in the delivery of objectives.
- Be a role model of the University’s values, inspire and motivate all members of the community, nurturing the University’s collegiate ethos.
- Promote Southampton’s unique character as an innovative, entrepreneurial and international University and build on the excellent record of world-class research and enterprise.
- Further the distinctive reputation and culture of interdisciplinary collaboration.
- Develop and embed a sustainable leadership culture across the University that is defined by being agile, inclusive, transparent and accountable.
- Represent, safeguard and further the University’s interests and values with all stakeholders, sustaining meaningful relationships with strategic partners, donors, and alumni.
- Deliver financial sustainability and maximise the efficient use of resources, taking advantage of opportunities to grow income whilst managing risk effectively.
- Enhance the University’s global reputation, communicating its vision and purpose to relevant international and national stakeholders, including policy-makers and funding bodies.
- Ensure the University is responsive to the changing role of technology in education and research.
- Lead the public commitment to equality, diversity and inclusion.

Important dates

Following a long list meeting of the Selection Committee, successful candidates will be invited to attend preliminary interviews with Odgers Berndtson in January and early February 2019. Interviews at the University are currently scheduled to take place on Thursday 14 and Friday 15 March 2019. Candidates will be offered the opportunity to visit the University prior to final interviews and will also be required to undertake psychometric profiling. Candidates are requested to make a note of these dates.

Terms of appointment

Competitive remuneration, commensurate with the responsibilities of the role and the context in which the University operates.

CANDIDATE PROFILE

Experience, knowledge and skills

- Strong academic credibility.
- Successful leader in a large scale, internationally recognised and knowledge-led organisation.
- Successfully pursued and enhanced the student experience or equivalent.
- Ability to handle complexity, respond to uncertain circumstances and initiate and implement strategic change.
- Record of inclusive leadership, developing diverse teams, inspiring collaboration and cross-disciplinary working and managing through influence as well as through executive authority.
- Ability to lead significant fundraising initiatives, maximising income streams from philanthropic and corporate sources.
- Established national and international networks in research funding circles, industry, government and higher education.
- Sophisticated understanding of current and emerging global trends in higher education.
- Demonstrable financial and commercial acumen.
- Collaboration – actively encourages multidisciplinary and cross-functional working to achieve shared goals.
- Public service – clear record of serving the public good and advocating the values of university education and research as a force for positive societal change.
- Driving results – defines ambitious goals and priorities, develops robust operational plans, delegates appropriately and holds people to account.
- Analytical thinking – deploys analytical and creative thinking to solve complex strategic and organisational problems to maximise opportunities.

Personal characteristics

- Intellectual capacity and agility to deal with a broad span of duties, to gain the respect of a wide range of people and to balance internal and external priorities and demands.
- Resilience, equilibrium and personal presence to project and inspire confidence at all levels, fostering a community in which students, staff, alumni and partners feel engaged and motivated to participate.
- High level of emotional intelligence with excellent judgement.
- Adaptable and clear-minded, accepting of differing views whilst achieving results.
- Instinctive understanding of what constitutes excellence and what it takes to achieve and sustain it, with a determination to constantly seek improvement.
- Commitment to the University of Southampton, its mission, values and future.

Leadership qualities

- Team leadership – inspires a culture of trust that shares credit for success and failure, rewards initiative, encourages risk-taking and values accountability and shared decision-making.
- Engagement and communication – conveys a compelling vision for the University, building support and alignment for key strategies and initiatives internally and externally.
- Internal awareness – organisationally sensitive; valuing people at all levels and with a deep understanding of a research-intensive academic environment.

How to apply

The University of Southampton has engaged the services of Odgers Berndtson to whom applications should be sent by the closing date of Friday 11 January 2019. Applications should consist of a full curriculum vitae along with a covering letter setting out your interest in the role and details of how you match the selection criteria.

Please include current salary details and the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

Online: The preferred method of application is online at www.odgers.com/69340

Email: If you are unable to apply online please email your application to 69340@odgersberndtson.com All applications will receive an automated response.

Post: Any postal applications should be sent to: Natasha Wood, 20 Cannon Street, London, EC4M 6XD

Telephone: For a confidential conversation please call:

Kimberly Tiley – 020 7529 6346
Ellie Beveridge – 020 7529 1054
Alex Acland – 020 7529 3982

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process. This will assist the University in monitoring selection decisions to assess whether equality of opportunity is being achieved. Information collated from Equal Opportunities Monitoring will not be used as part of the selection process and will be treated as strictly confidential.

THE UNIVERSITY AND THE REGION

The University of Southampton has five campuses in Southampton, one in Winchester and one in Malaysia. Each of our campuses has its own community and personality, world-leading facilities, and specialisms.



Valley Gardens is a tranquil, accessible and biodiverse landscape on Highfield Campus



Left: Winchester Cathedral is one of the largest cathedrals in Europe.



Nuffield Southampton Theatres has developed a reputation innovation and quality credit: The Shadow Factory, A Nuffield Southampton Theatres production. Image Credit Manuel Harlan February 2018 (2)

Our main campus, Highfield, is the largest of our campuses, and the heart of the University. It is home to many of our state-of-the-art research and teaching facilities, and combines a lively and exciting atmosphere with calm, green surroundings.

A cultural hub

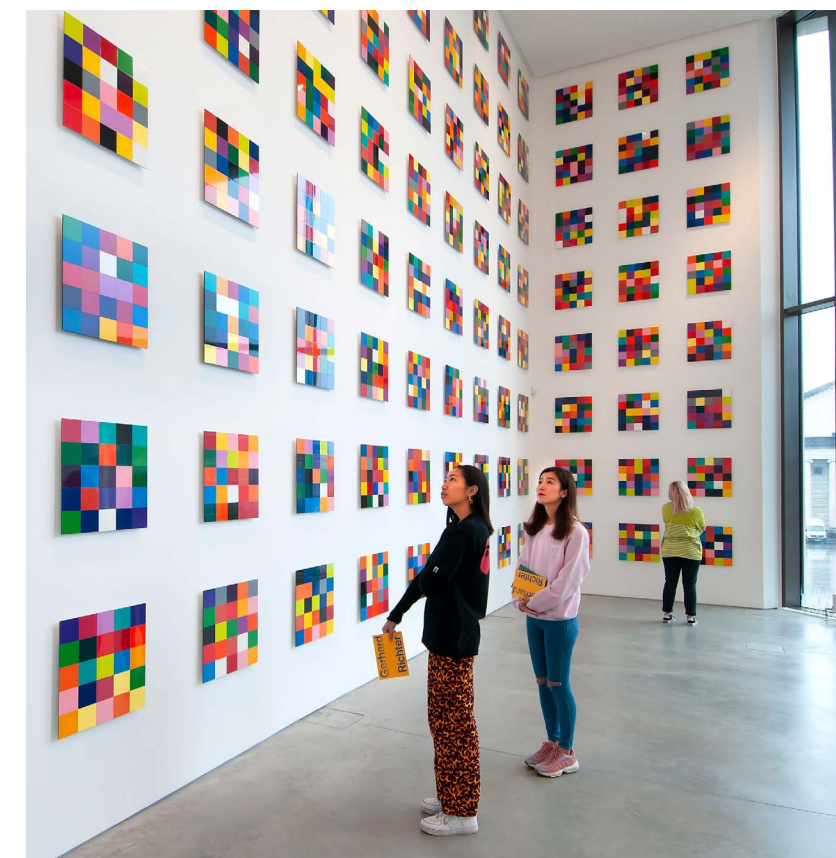
Our campuses are hubs of culture. They boast on-site sculptures from international artists including Dame Barbara Hepworth, and are home to nationally-renowned arts organisations and venues.

The award-winning venues, Nuffield Southampton Theatres' (NST) Campus and Turner Sims Southampton can both be found on Highfield Campus.

Turner Sims is one of the UK's leading music venues, hosting over 70 performances a year from New York jazz to African gospel choirs, virtuoso classical artists and folk music. NST has developed a profile and reputation for innovation and quality theatre in Southampton and beyond, taking work to London and on tour nationally and internationally.

Our arts experiences extend beyond campus. Our venues span into Southampton's city centre, alongside a range of galleries, museums and venues.

John Hansard Gallery, located in Studio 144 alongside NST's City venue, is the University's world-leading centre for contemporary art. The Gallery is one of Britain's leading public galleries of contemporary art, hosting international exhibitions, creative events, and learning opportunities.



Above: John Hansard Gallery is the University's world-leading centre for contemporary art, credit: Gerhard Richter, '4900 Colours' Photo credit: Steve Shrimpton May 2018 (2)

A vibrant city

With an award-winning unilink bus service connecting all Southampton campuses, halls of residence, the city, the airport and railway stations to the rest of the UK and Europe, you are never too far from Southampton.

One of the top three places to live and work in the UK,* Southampton is the city that evolves with you. With a growing cosmopolitan city centre, diverse cultural community and international connections, Southampton offers opportunity and exciting experiences.

Southampton is one of the most vibrant and lively cities in the south of England and home to around 250,000 people. Just a short bus ride or cycle away from our Highfield Campus, the city centre has everything you need, including an impressive range of independent food and drink outlets, popular shopping centres, arts venues, and sports and leisure facilities.

You can watch the latest West End shows at Mayflower Theatre – the third-largest theatre outside London and the city has welcomed international live acts such as The Rolling Stones and Little Mix, and continuously supports independent artists and local music venues. Common People festival brings an exciting weekend of entertainment to the city every year, and the Cultural Quarter offers a modern space for visual artists and creatives alike.



Above: The Ageas Bowl, home of Hampshire Cricket also hosts international matches and live music, credit: agent b



Ocean Village Marina

Everyone is welcome at the many events hosted by our diverse, multicultural communities throughout the year, including the Southampton Mela, international food festivals and our annual Pride event.

Just 12 miles north of Southampton, the ancient city of Winchester offers a wide variety of museums, theatres and galleries. Spectacular architecture lives beside bustling, fashionable shopping streets, making Winchester the ideal home for the University’s Winchester School of Art.

Our city is well known for its energetic sporting scene. St Mary’s Stadium is home to Southampton’s Premier League Football Club, and nearby Ageas Bowl boasts national and international cricket.

As one of the top 10 safest city to live in the UK,** Southampton is also one of the UK’s greenest cities with several large parks situated in its centre, and is close to beautiful natural spaces such as the New Forest National Park and beaches at nearby Bournemouth and Poole resorts.

A growing city

The city is benefiting from substantial, ongoing investment with £2.9bn already transforming the city’s urban landscape. The next significant development for Southampton will be the Central Business District, in the heart of the city centre with the potential to attract around £3bn of inward investment.

The University is worth over £1bn-a-year to the regional economy and is a key part in ensuring Southampton continues to thrive.

A coastal location

Southampton has one of the biggest commercial ports in Europe, and the city is known across the world as the home of the prestigious cruise liners, *Queen Elizabeth*, *Queen Mary 2* and *Queen Victoria*. Our proximity to the sea makes us the ideal location for water sports sailing and ocean racing; Cowes Week, one of the UK’s oldest sporting events, takes place just over the water on the Isle of Wight.

*Good Growth for Cities Index, 2017, DEMOS-PwC
**Provident Personal Credit Unbroken Britain community survey, May 2018



Above: Southampton pride is one of many events hosted in the city every year



Above: Our annual Christmas lights switch on offers staff and students the chance to come together and enjoy the seasonal atmosphere.

See for yourself what the University and surrounding area has to offer:

 View our virtual tour



Find out more

69340@odgersberndtson.com