

November 2024



University of
Strathclyde
Glasgow

Appointment of Principal and Vice-Chancellor



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Welcome Statement from Dame Sue Bruce, Convener of Court

Thank you for your interest in the role of Principal & Vice-Chancellor of the University of Strathclyde.

A leading international technological university that is socially progressive, Strathclyde gained its university-status 60 years ago – in 1964 – as the first technological university in the UK. Our roots stretch back to 1796, to the height of the Scottish Enlightenment with the foundation of our forerunner, Anderson's Institution. For more than 225 years, we have been 'a place of useful learning'.

Over this time we have grown to become Scotland's third-largest university with around 30,000 learners, and an annual research income of more than £125M. As a Values-led university, we have built on our founding ethos, our authentic tradition and our deep sense of purpose as a global institution at the forefront of education, research, and innovation.

We are recognised internationally for our commitment to excellence in teaching, our entrepreneurial spirit and for producing ground-breaking research with real-world application and impact.

Strathclyde is widely known and valued for its distinctive and strong partnerships with industry, government, and the community, which place a particular emphasis on transforming new knowledge into practical, societal benefits. The University is also driving economic growth in the regional economy through the development of two Innovation Districts.

We are home to world-class research facilities, and our strategic focus on sustainable technologies, energy, health, and advanced manufacturing positions us as a leader in key sectors of the future. We are a vibrant, dynamic institution that embraces change and innovation while maintaining a deep commitment to the values of openness, diversity, inclusion and social progress.

We continue to put our founding ethos into practice through widening access to higher education, advancing equality and diversity and fostering close links with our student association to provide a first-class student experience in a safe and welcoming campus.

Our vision is bold: to shape tomorrow's world, address the grand challenges of our time, and develop the next generation of global leaders.

The role of Principal & Vice-Chancellor is crucial in guiding us towards this future and maintaining our culture of ambition through excellence and inclusivity.

We are seeking an exceptional individual with a strong vision who can inspire our colleagues to achieve our strategic ambitions and make a difference in the lives of the people and communities we serve, locally and globally.

This is an exciting time to be at Strathclyde. If you want to join us in delivering our mission we would love to hear from you.

Yours sincerely,
Dame Sue Bruce
Convener of Court



About the University of Strathclyde

The University of Strathclyde is a leading international technological university that is socially progressive, based in the centre of Glasgow.

Our highly valued and innovative staff ensure that all of our students benefit from a distinctive curriculum that builds academic excellence and provides opportunities to widen our students' knowledge and experience.

We make significant investments in fundamental research, recognising that this will pave the way for the disruptive discoveries of tomorrow. The quality of our research and our reputation for challenging conventional thinking make us the partner of choice for a growing number of organisations and other universities around the world.

At the same time, our unequalled links with business, industry and the public sector – and our leading role in two innovation districts – empower us to tackle local, national and global problems, respond to the grand challenges of our time, and bring solutions and services to market more quickly.

Through our 1000 academic staff, we are at the forefront of international research across our four faculties – Engineering, Science, Humanities & Social Sciences and our Business School.

We are ranked amongst the top universities in the world for our positive contribution to achieving the United Nation's (UN) Sustainable Development Goals (SDGs)¹.

The excellence of our research is evidenced by the growth in range and scale of our research collaborations and by our performance in the Research Excellence Framework 2021, where almost 90% was rated 'world-leading' or 'internationally excellent'.

Strathclyde's ambitions – laid out in our Strategic Plan, [Strathclyde 2030](#) – and our contribution to excellence in research, innovation and education have been recognised through a series of national awards.

We have been named Times Higher Education UK University of the Year in 2019 and 2012 – the only university to have won the award twice – and the Sunday Times Scottish University of the Year 2020.

We are also a four-times winner of the prestigious Queen's Anniversary Prize for Higher and Further Education, most recently in 2023 in recognition of our strength in Photonics. We are placed 8th in the Daily Mail's UK University Guide and are in the UK top 20 in The Guardian's University League Table and Sunday Times Good University Guide.

¹ The Times Higher Education [Impact Rankings 2024](#) puts Strathclyde at joint 25th in the world out of 1,963 universities included in the overall ranking, and 4th in the UK.



Our Values

Strathclyde is a Values-led institution – we are:

- **people-oriented:** committed to our staff and students, providing opportunities and investing in their development
- **bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making
- **innovative:** focused on discovering and applying knowledge with impact, and encouraging creative thinking and new ideas
- **collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way
- **ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners

These values reflect who we are, how we work, what we believe in and what we stand for. Our Values lie at the heart of how we act, make decisions, treat others and, in turn, how we expect to be treated. They are essential parts of what makes Strathclyde distinctive.



Strathclyde Facts & Figures

Around 30,000 students
and **4,500 staff** from more than
140 nations and more than
210,000 alumni across the globe

**Times Higher Education
UK University of the Year
2019 and 2012:** the only
institution to have won the award twice

**4 Queen's
Anniversary Prizes**

**Electrical Power
Engineering** (1996)

Energy Innovation (2019)

Advanced Manufacturing (2021)

Photonics (2023)

**Daily Mail Scottish
University of the Year 2024**

**Total Research Income
growth of over 250%**
since 2010

**Triple E Awards European
Entrepreneurial University
of the Year 2023**

**Nearly 90% of research
rated 'world-leading'
or 'internationally-excellent'**
according to Times Higher Education's
analysis of the 2021 Research
Excellence Framework

**Our annual turnover is in
excess of £410 million
and growing.** Read our most recent
Annual Report and Accounts [here](#).

**Campus investment due to
reach £1 billion by 2025,**
including;

£60 million in the Learning
and Teaching Building

£31 million in the Strathclyde
Sport facility

£75 million in the National
Manufacturing Institute Scotland

£89 million in the Technology
and Innovation Centre

**Total Research Income
growth of over 250%**
since 2010



Our Faculties

Faculty of Engineering

- Architecture
- Biomedical Engineering
- Chemical & Process Engineering
- Civil & Environmental Engineering
- Design, Manufacturing & Engineering Management
- Electronic & Electrical Engineering
- Mechanical & Aerospace Engineering
- Naval Architecture, Ocean & Marine Engineering

Faculty of Humanities & Social Sciences

- Strathclyde Institute of Education
- Government & Public Policy
- Humanities
- Strathclyde Law School
- Psychological Sciences & Health
- Social Work & Social Policy

Faculty of Science

- Computer & Information Sciences
- Mathematics & Statistics
- Physics
- Pure & Applied Chemistry
- Strathclyde Institute of Pharmacy & Biomedical Sciences

Strathclyde Business School

- Accounting & Finance
- Economics
- Hunter Centre for Entrepreneurship, Strategy & Innovation
- Management Science
- Marketing
- MBA & General Management
- Strathclyde Executive Education & Development
- Work, Employment & Organisation



Strathclyde 2030 Strategic Plan

Because of our foundation as a place of useful learning, we take it as our responsibility to research, teach and be of benefit to society – to reach outside the University to make the world better-educated, sustainable, prosperous, healthy, fair and secure.

Central to our strategic plan is our pursuit of excellence in the three key elements of our institutional purpose: education, research, and impact. These core elements form the basis for our goals for delivering:

- **Outstanding Education & Student Experience**
- **World Leading Research**
- **Transformative Innovation & Impact**

Additionally, we have two cross-cutting goals which support and enable the delivery of our purpose:

- **Global Engagement**
- **Operational Excellence**

Achieving our goals will be supported by these key priorities:

- People First
- Social & Environmental Sustainability
- Process, Systems & Digital

Strathclyde 2030 sets out 16 key performance indicators which will inform the success of our strategy.

Over the past 15 years, the Strathclyde community has worked together to create a platform for sustained achievement, building delivery on a clear, values-led, strategy.

Over the next strategic planning period, Strathclyde 2030, the focus on values-led excellence and impact will continue, and we will deliver ongoing success that we all contribute to and can celebrate.

Our digital strategy is about more than technology and software and is rooted in the needs of our people and the effectiveness of our processes. We will work to use digital technology and data to transform processes across our operations to continue to evolve these for a leading international technological university.

We are committed to cutting our carbon emissions and achieving Net Zero by 2040 to play our part in tackling the climate emergency.



People First

In all that we do, Strathclyde is committed to putting our people first – students, staff and partners – and to ensuring that our University is a place of belonging and wellbeing where individual and collective successes are achieved through the support provided for one another.

Our People Strategy places staff at the heart of our plans, recognising that their collective talents, efforts and commitment will deliver our vision for the future. This ‘people-first’ outlook is at the heart of all our decision making and is reflected in the focus we have placed on the health and wellbeing of our University community.

Together, we create an exceptional, Values-based work environment where colleagues feel deeply connected with the University’s strategic plan and have the skills, motivation and reward for delivering it.

We are socially progressive – and have been since our foundation – helping people to achieve their potential regardless of their socio-economic circumstances. In the academic year 2023/24, almost 21% of our Scottish domiciled entrants came from the 20% most-challenged communities – exceeding the Scottish Government target for 2030. We do this while retaining some of the highest entry standards in the UK.

We value the diversity of our student and staff communities and seek to create a culture where everyone is welcome and thrives within our institution. We are committed to achieving and promoting equality of opportunity in our learning, teaching, research and working environments, and to ensuring these environments support positive relations between people, and a culture of respect.

Building on our commitment to equity, diversity, inclusion and participation, we are dedicated to being an anti-racist institution; one that actively opposes racism.

We are equally determined to incorporating safety in every area of University life through our tailored safeguarding framework – Safe360°.



Local and Global Impact

As an institution rooted in Glasgow we are invested in helping our community, city and country to prosper.

Innovation Districts

We play a leading role in two innovation districts: Glasgow City Innovation District and the Advanced Manufacturing Innovation District Scotland in Renfrewshire.

Glasgow City Innovation District is a hub for entrepreneurship and collaboration and is supporting companies who locate here to accelerate growth, improve productivity, and access Strathclyde's world-class talent and research in areas including 5G communications, health tech, quantum, industrial informatics, FinTech and Space.

GCID is home to over 1,600 businesses and forms a key part of the city's and region's thriving tech ecosystem – one of the fastest growing – hosting more than 950 startups and scale ups with a collective enterprise value of £4.1 billion.

The University of Strathclyde also operates the National Manufacturing Institute Scotland (NMIS), a flagship facility at the heart of the Advanced Manufacturing Innovation District Scotland adjacent to Glasgow International Airport.

A magnet for innovation in advanced manufacturing, the NMIS group of specialist research and developments centres, supports manufacturing, engineering and associated tech businesses of all sizes, to thrive domestically and internationally through accelerating productivity, embracing new digital technologies and achieving net-zero targets.

Global Strathclyde

Strathclyde is at the heart of an international innovation network with leading universities around the world, including Stanford, NYU, MIT, Caltech, Tsinghua, Nanyang Technological University, and National University of Singapore, to name a few.

We have expanded our offering in the Middle East when, in partnership with the world's largest female University, we became the first UK university to establish a presence in Saudi Arabia, to deliver teaching in technology, engineering, science, business and humanities, as part of a movement in the country to expand the role of women in the fields of STEM, business and in wider society.

In Bahrain, where we have been delivering MBA teaching since 1995, we recently opened a hub with our strategic learning and teaching partners, S Eleven Educational, offering a range of programmes across Engineering, Science and Business.

Strathclyde is a member of CESAER – the Conference of European Schools for Advanced Engineering Education and Research – an association of more than 50 leading universities of science and technology in Europe.

Our approach to collaboration is accelerating the development of new technologies, helping companies compete internationally, and informing public policy. Our education, research and innovation all reach around the world, transforming lives through their positive impact. Our international outlook permeates everything we do and is a core part of our activity and decision-making.



Living and Working in Glasgow

Our campus is based right in the very heart of Glasgow – Scotland’s largest city – and is renowned for its vibrant culture, rich history, and dynamic business environment making it a great place to live and work. As a global hub for innovation, Glasgow blends its industrial heritage with cutting-edge advancements in sectors such as technology, healthcare, and education.

The city’s world-class universities, like the University of Strathclyde, foster a spirit of creativity and collaboration, making it a magnet for talent from across the globe.

Glasgow’s charm lies in its people – known for their warmth, friendliness, and resilience. National Geographic named Glasgow as one of its ‘Best of the World’ destinations, while Rough Guide readers voted Glasgow the world’s friendliest city.

The city’s famous hospitality is matched only by its energy, with a thriving arts scene, and an impressive culinary and nightlife offering. Whether it’s enjoying the stunning architecture, exploring the nearby Scottish

Highlands, or immersing oneself in the city’s festivals and cultural events, life in Glasgow offers a unique and fulfilling experience.

Glasgow’s city centre offers a vibrant atmosphere with a wide range of shopping, dining, and entertainment options as well as world-class museums and galleries, excellent theatres and music venues.

The city’s diverse neighbourhoods each have their own unique character, providing something for everyone. Glasgow is also a diverse place with people from multiple nationalities and religions, adding to its rich cultural tapestry.

For families, the Glasgow area is an ideal location, boasting some of the top schools in Scotland. The city’s educational institutions are renowned for their high standards, ensuring that children receive a high-quality education. The city is well-served with sports clubs, music groups, and a full range of youth organisations, ensuring that everyone can find activities they enjoy.

The city is surrounded by beautiful landscapes, including the nearby Loch Lomond and The Trossachs National Park, perfect for trekking, hiking, and exploring. Glasgow’s numerous parks and green spaces, such as the Botanic Gardens and Pollok Country Park, provide a peaceful retreat from the urban environment, making it easy to enjoy a superb quality of life in a very safe and scenic setting.

With Glasgow as a base, you are only a short journey from exploring everything Scotland has to offer including breathtaking views, historic castles and beautiful coastlines. Find out more at www.visitscotland.com.

A well-connected city, Glasgow offers excellent transport links to the rest of the UK and beyond, with direct flights to major international destinations. Its affordability and high quality of life makes Glasgow an attractive home for professionals and their families alike. As a city with ambition and heart, Glasgow is a place where innovation meets opportunity, making it the perfect location for those seeking to make a real impact in their field.



Our Campus

The University of Strathclyde, located in the heart of Glasgow, is transforming its campus, with investment set to reach **£1 billion**. We're creating a first-class working and learning environment for our students and staff.

More than two hundred years after its foundation in 1796, our city centre campus has continued to evolve from its historic roots in the Royal College. We're embracing a dynamic and diverse future with sustainability at its heart, through the setting of ambitious and challenging milestones.

Our commitment to delivering the highest quality teaching and learning is reflected in our £60 million teaching and learning hub – Strathclyde's single biggest investment in a building project to date. The Learning and Teaching Building brings together facilities in the heart of the campus to deliver flexible learning and teaching spaces and co-locate the University's student support services and those of Strath Union.

Our £31 million sports centre, Strathclyde Sport, brings state of the art training, fitness and wellbeing facilities to the heart of the University's campus.

Our £89 million Technology and Innovation Centre is the cornerstone of Glasgow City Innovation District and has become a beacon for innovation, attracting innovative global businesses and SMEs to our city. The landmark centre houses shared and flexible facilities, where 700 world-class researchers work side-by-side with our industrial partners.

We attract forward-thinking companies and organisations, including: the UK's first Fraunhofer Centre and the Fraunhofer UK-HQ – Europe's largest contract research organisation; the Rolls-Royce University Technology Centre; Entrepreneurial Scotland; the Scottish Centre of Excellence for Satellite Applications; the Weir Advanced Research Centre; the Offshore Renewable Energy Catapult; DHI – the Digital Health and Care Institute; the Industrial Biotechnology Innovation Centre (IBioIC); and the UK

National Facility for pharmaceutical manufacturing alongside our hub for Continuous Manufacturing and Crystallisation (CMAC).

We have forged many historic links with industry, locally and globally to help develop solutions that have an impact. Further along the River Clyde, a specialist centre within the National Manufacturing Institute Scotland (NMIS), our Advanced Forming Research Centre has been at the heart of Scottish manufacturing research for over 15 years and is a globally recognised centre of excellence in innovative manufacturing technologies. Through our operation of NMIS, Strathclyde is supporting the development of Scotland's second innovation district, the Advanced Manufacturing Innovation District Scotland (AMIDS).



Role Descriptor & Person Specification

Summary

The role of Principal and Vice Chancellor was established under the University's Charter as the principal academic and administrative officer of the University. As the University's Chief Executive and Senior Accountable Officer, they are accountable to the University Court (our Board of Governors) for the successful leadership and management of the University. The Principal and Vice Chancellor is responsible for the development and delivery of strategy and the success and sustainability of the institution, ensuring Strathclyde continues to have a distinct and impactful influence regionally, nationally and globally. The individual will continue the University's successful delivery of its vision as a leading international technological university which is socially progressive and delivering outstanding education, world-leading research and transformative innovation with impact. The Principal and Vice Chancellor ensures the University lives its values of being people oriented, innovative, collaborative, ambitious and bold and leads the delivery of a sector leading staff and student experience.

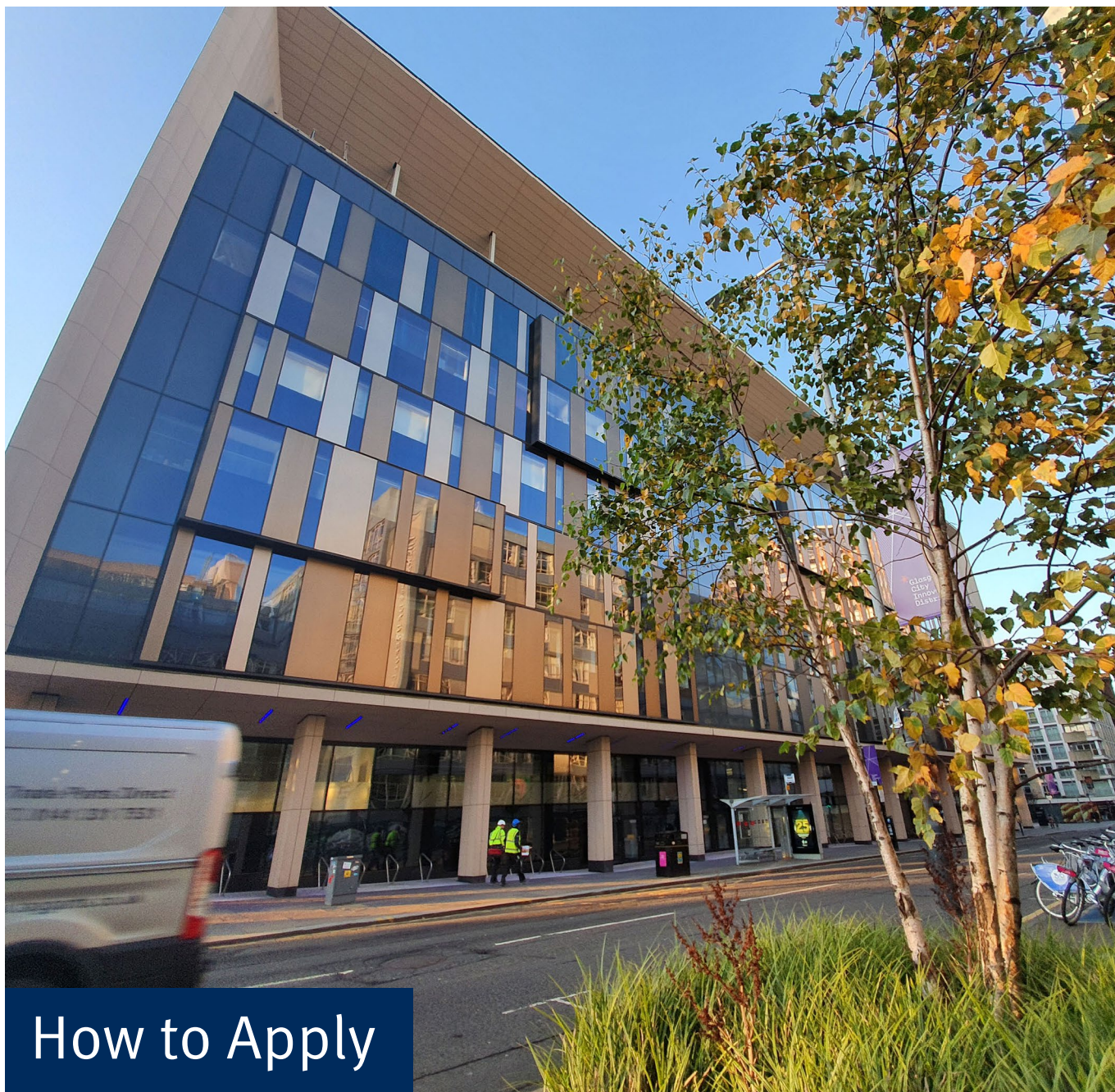
Key Responsibilities

- Lead the strategic development of the University, ensuring the delivery of Strathclyde 2030 and the generation and implementation of future strategic plans.
- Ensure the financial sustainability and the resilience of the University, diversifying income streams and maintaining our ability to invest in our staff, our student experience and our estate.
- Ensure the continued delivery of the academic mission of the University, chairing University Senate and reporting to Court on its work.
- Lead the development of an outstanding student experience which embraces learning innovation and puts the student at the heart of decision making.
- Further develop the institution's culture to be people oriented, diverse and inclusive, ensuring the voice of the whole University community is heard and acted upon and delivering an environment where all colleagues can thrive and achieve their full potential.
- Passionately pursue the University's net zero agenda and ensure sustainability is built into the University's strategic planning and operational delivery.
- Ensure the University continues to deliver world leading research to address local, national and global challenges.
- Ensure the continuation and growth of the University's leading role in knowledge exchange and innovation, successfully partnering with business and industry and supporting the growth and regeneration of our city and our nation.
- Build the University's international profile, further developing fruitful international partnerships which enhance our reputation as a leading technological University.
- Act as the University's Accountable Officer and work in partnership with Court and Senate to ensure the highest standards of corporate integrity and governance.
- Represent the University locally, nationally and globally, being a highly visible advocate for its achievements with a wide range of external stakeholders and influencers including industry and government.
- Build effective and impactful relationships with the University's global alumni community, as well as nurturing philanthropic relationships with a range of supporters.
- Champion equality, diversity and inclusion, embodying the values of the University and ensuring it continues to be an environment where all are respected and supported.



Person Requirements

- An exceptional track record of dynamic, strategic leadership gained at a senior level in a complex and multi-faceted academic environment, or in a similarly large and complex environment that is transferable to higher education.
- A compelling commitment to the University's Vision, Strategy and Values and ability to drive Strategy as an ambitious leader who has a clear, distinctive and inspiring mission for the University and a plan to deliver it through an inclusive approach, a common vision and clear goals.
- An established track record of, or an understanding of, how to lead internationally significant research and teaching.
- An unstinting commitment to creating a people oriented, diverse and inclusive staff and student experience, championing equality, diversity and inclusion.
- Ability to be socially progressive, committed to our Values whilst delivering exceptional outcomes and remaining commercially focussed.
- An understanding of how to develop a culture of excellence, delivering ambitious plans and producing excellent academic and research outcomes.
- Financial acumen, commercial awareness and experience of overseeing major budgets and delivering financial targets, control and accountability.
- Ability to drive transformational change and realise opportunities with an appropriate risk appetite, balancing risk and innovation.
- Operating within a robust risk management and governance system in a large and complex institution.
- Ability to network nationally and internationally with impact, promoting long-lasting partnership and collaboration and achieving exceptional outcomes by working with others within and outside of Strathclyde.
- Politically astute with the ability to influence at local, national, and international levels.
- Ability to lead major philanthropic fundraising activity.
- Experience of successful approaches to supporting and delivering environmental sustainability with the ability to develop a bold and ambitious net zero agenda.
- Empathetic, engaging and inspiring, confident and visible with exceptional personal impact.
- Authentic, emotionally intelligent, leading with integrity and is consistent and trustworthy.
- Highly resilient, taking difficult decisions and remaining optimistic in adversity.
- Able to expertly connect with others at all levels, hearing and responding to the voice of the whole University community whilst leading on key decision making.



How to Apply

Perrett Laver, the appointed adviser of the University of Strathclyde, is conducting an executive search exercise alongside the public advertisement for this role. Perrett Laver will support the Appointment Committee in the discharge of its duties.

Applications should consist of a full curriculum vitae detailing career and achievements, as well as a covering letter addressing the role description and person specification. Applications should be uploaded via the website [here](#) quoting reference **7595**.

The closing date for applications is **9:00 am (BST) on Friday 13th December 2024**.

Perrett Laver will conduct preliminary interviews with long-listed candidates in mid-January 2025, following which the Committee will meet to decide upon a shortlist of candidates.

These individuals will be invited to assessments and informal interactions in February and March 2025. Subsequently, final selection will take place on Tuesday 25th March 2025.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website [here](#).

University of Strathclyde Privacy Notices can be found [here](#).



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