



BUCKINGHAMSHIRE
NEW UNIVERSITY
EST. 1891



Appointment of Vice-Chancellor

A Message from the Pro-Chancellor and Chair of Council

Dear applicant,

Thank you for your interest in the role of Vice-Chancellor at Buckinghamshire New University.

Our University has been transforming lives for more than 130 years through inspiring and employment- and profession-focused education, enabling people to impact society and their futures in positive ways. We are committed to doing what's right by our learners, staff, partners and local communities.

We ensure that a BNU education works for all, regardless of background or circumstance, and equips our students with skills for life, helping them rise to the global challenges of the 21st century. We are ambitious for our students, building their social capital as well as competences to ensure that they reach their full potential and succeed in their chosen careers and professions.

While at BNU, we aim to give students the best possible experience. Last year's student responses in the National Student Survey led to us being ranked number one in London and the South East (and 4th in the UK) for student positivity, averaged across all questions, and for the experience of our postgraduate research students we were ranked 8th in the UK. Everyone at BNU was also proud to

be awarded Silver in the recent TEF with the panel judging every single feature at BNU to be either very high quality or outstanding.

Our students are the heartbeat of our thriving campuses and we do everything we can to support them. In 2023, BNU scooped a prestigious and coveted Whatuni Student Choice Award in recognition of our work with Bucks Students' Union to support students during the cost-of-living crisis. BNU was also named University of the Year for Student Support in the *Daily Mail's University Guide*. We also featured as a case study of excellence in a HEPI report about how institutions responded to the cost-of-living crisis.

Our Thrive 28 strategy affirms the long-term strategic vision for BNU to become a University that is highly connected, permeable, student- and customer-focused, business-oriented, strategically aligned, impactful and that works effectively with strategic partners.

We are seeking an outstanding Vice-Chancellor who can develop and articulate our mission and drive growth across the University. The successful candidate will inspire our people, have strategic vision, intellectual acuity, innovative thinking and a collaborative approach. We seek a bold leader with a strong track record of delivering success, who can forge strong links externally with our partners and stakeholders. If you think you have the qualities and attributes we seek, please contact our executive search partners Saxton Bampfylde.

Maggie Galliers CBE

Pro-Chancellor and Chair of Council



About BNU



Originally established as a School of Science and Art in 1891, our University has been transforming lives for 130 years. At BNU, we have a distinctive high-quality educational offer coupled with well-developed regional, national and international partnerships.

We're proud to make a difference because of the education we provide, our research, and the positive impact we make to the environment and in our communities. Our students work in and support many key local industries, including the vitally important health and social care sector, and are active contributors to local and regional charities and voluntary groups.

Student satisfaction is at the heart of everything we do. We work hard to provide students with highly interactive, research-informed, quality teaching, in our caring, inclusive and supportive learning community. Our campuses are safe and welcoming places, where everyone can be themselves and know that they belong. We embrace and celebrate diversity in our University community where we all respect and support each other.

The University is the principal funding partner of Bucks Students' Union which was ranked number one in the UK in the 2023 NSS. BNU invests in the Students' Union because we believe that it is important to support their work, not only in supporting and developing BNU's students but in building links between their members and the local community through student volunteering and charity fundraising.

In 2022-2023, the Students' Union received a funding grant of £1.6m from the University. This enables the Students' Union to curate its unique Big Deal initiative on behalf of BNU so that all students – irrespective of their income – can access skills development sessions, sports, societies and recreation for free. We are proud to help remove any financial barriers to our students participating fully in all aspects of university life at BNU. During the cost-of-living crisis, BNU has funded the Union to develop a programme of free breakfasts, lunches and evening meals, targeted to each campus' student profile to maximise the initiative's benefit and impact. The University has also adopted the Real Living Wage for students employed by the University and Students' Union, boosting their earnings from part-time work by £52k in 2022-23.

The future employability of our learners is very important to us. That's why we work tirelessly so that every student is well-prepared and confident to succeed in their chosen careers. We blend academic and hands-on practical learning with work placements to inspire, challenge, and motivate our students to aim high and achieve their career goals. Our lecturers are industry and sector professionals to ensure our graduates are armed with the know-how to hit the ground running in their future careers.

Our partnership with Bucks Students' Union provides our students with many different opportunities to try new things, develop additional skills and make friendships for life. We make a significant financial investment in the Students' Union to ensure that almost all their activities are free of charge. It's part of our ethos that there should be no barriers to embracing all that life at our University offers.

We continue to be open to new ideas and innovative ways of doing things. From inspiring teaching to our tireless efforts to do the right thing by our students, staff, to the environment and as a good community neighbour.

Our main campuses are in High Wycombe, Aylesbury and Uxbridge. The Missenden Abbey International Hotel and Hospitality School sits on a 10-acres site in the Chiltern Hills and we have a teaching base at Pinewood Studios.

Further information can be found at: www.bnu.ac.uk



Our proud history

1891

The University's roots begin with the founding of the School of Science and Art in High Wycombe in Frogmoor Gardens

1920

Tuition was given to ex-soldiers and sailors of the First World War. It was then known as Chepping Wycombe Technical Institute and School of Art.

1963

After the Second World War, increased demand for technical education led to the College of Further Education being opened on a new site in Queen Alexandra Road.

1975

High Wycombe College of Art and Technology merged with Newland Park College of Education to form Buckinghamshire College of Further Education.

1989

The college became one of the UK's new independent Higher Education Corporations.

1995

Missenden Abbey, a former Augustinian monastery founded in 1133, is acquired

1999

We are awarded University College status by the Government, in recognition of our high standards of teaching, training and research, and become Buckinghamshire Chilterns University College.

2007

We are granted University title and change our name to Buckinghamshire New University.

2009

An additional site is established in Uxbridge, west London, to support nursing training in North London.

2010

The Gateway Building wins a prestigious RIBA award

2011

Buckinghamshire UTC is given the go-ahead by the Government. The UTC is jointly led by Aylesbury College and Buckinghamshire New University. (Now part of the Merchant Taylor Multi-Academy Trust.)

2015

The Aylesbury Campus is opened to support education in the north of Buckinghamshire

2016

The University celebrates its 125th anniversary

2020

The University opens its facilities at Pinewood Studios

2023

Jay Blades MBE invested as the University's inaugural Chancellor and state-of-the-art campus development named after Dame Frances Dove unveiled at High Wycombe.





What we stand for



Our University strategy, [Thrive 28](#), outlines how important it is to us to be a responsible organisation. Doing the right thing is central to our ethos, and we focus on four key areas:

- Delivering against our mission as a civic University by engaging with communities in Buckinghamshire and elsewhere.
- Ensuring [Equality, Diversity and Inclusion](#) is at the heart of everything that we do.
- [Sharing our knowledge](#) and engaging effectively with business, actively contributing to the local and national industrial strategies and to economic growth within the region.
- Minimising the environmental impact of our estate by [setting new targets](#) to meet the highest standards around energy, waste and travel.

The most direct beneficiaries of our positive impact are our highly diverse community of undergraduate and postgraduate students. They choose our University for a sector-leading and life-changing education which is designed to deliver excellent employment outcomes.

We support tens of thousands of regional jobs with significant beneficial impact to the region, reflecting the economic activity of our students, staff, and alumni. Our students also work in and support many key local industries, including the vitally important health and social care sector.

We're committed to fairness in our policies, practices and procedures. We act responsibly in our approach to the environment, social responsibilities and on sustainable development. We take seriously our duties as a centre of learning, community neighbour, partner and employer.

[The BNU Being You Network](#) we've created is a place to amplify the voices and intersectional experiences particularly those from underrepresented and under-resourced groups in Higher Education. It is a supportive space to network, collaborate and most importantly, learn about the intersectional and diverse experiences and needs of underrepresented and under-resourced staff in Higher Education.



A quality teaching experience



Throughout our 130-year history, Buckinghamshire New University has developed a high-quality, high-intensity approach to teaching which focuses on real-world, practical learning and produces high levels of student engagement.

All BNU's graduates make a difference in the real world through their significant contributions to sectors and industries including nursing, midwifery and healthcare; social work; allied health; art, design and performance; business and law; aviation and security; engineering and the built environment; sport; hospitality and the digital creative industries.

BNU provides a high-quality learning experience for all its students with BNU retaining its top 10 position for teaching quality among non-specialist providers in the Sunday Times Good University Guide 2024.

Applying knowledge in authentic work-related scenarios is a hallmark of every course at BNU. From day one, the University encourages its students to focus on their future career and to take advantage of the many opportunities to bolster their job prospects while they study. The University is a proud placement-focused provider and, working in partnership with Bucks Students' Union, does everything it can to ensure its students stand out in the highly competitive job market when they graduate.



Civic Engagement

As a civic university, BNU prides itself on making a difference to the social and economic wellbeing of its communities, through teaching, research, engagement, events and activities. The University works closely with several key partners to improve the health, social inclusion and sustainability of groups who are facing disadvantage.

In May 2024, BNU unveiled its first Public and Community Engagement strategy. Informed by the United Nations' Sustainable Development Goals, the strategy is centred on four main priorities: better health and wellbeing, advancing social inclusion, delivering economic prosperity, and promoting environmental sustainability. Each priority is underpinned by several goals, providing a clear roadmap for the University's civic engagement activities over the next five years.

The strategy will enable the University to support its students to achieve experiential outcomes while helping our local communities to thrive; develop connections between our educational programmes and the needs of our communities; conduct research which illuminates and helps address community needs; encourage community contributions towards a more sustainable environment; and work with communities to make them more equitable and inclusive.

Research commissioned by the University in the summer of 2023 showed that BNU is valued and recognised for the following aspects of its work:

- People's individual and personal development
- Jobs, careers, skills and the economy
- Education, innovation and research
- Improving health and wellbeing
- Enhancing the quality of life in our local areas

The Public and Community Engagement Strategy can be read [here](#).



BNU's valued strategic partnerships

Our partnerships are a vital part of BNU's success. As a university, we have excellent links with industry, associations and governing bodies. Our partnerships help to enhance the way our students gain knowledge, skills and engage in activities at BNU. The benefits our students bring to our partner businesses has also proved to be invaluable.

Our University was the first in England, to offer a degree apprenticeship in registered nursing for NHS trusts and we have been working with employers, in the private and public sectors, since the Government introduced the levy. We help employers to meet their employment and training needs by delivering both Higher and Degree Apprenticeships. Our employers include NHS Trusts, Thames Valley Police, Spire Healthcare, British Airways and Sky. Higher and degree apprentices spend most of their time in their job role alongside a mix of University teaching and work-based training with their employer in the workplace.

BNU is represented on the Strategic Board for the Buckinghamshire Health and Social Care Academy. This innovative partnership brings together Buckinghamshire New University, Buckinghamshire Healthcare NHS Trust, Buckinghamshire Council, Buckinghamshire College Group, Buckinghamshire LEP, Fed Bucks (the GPs' Federation), NHS England, and the University of Bedfordshire. The Academy's purpose is to optimise the health and social care workforce's education, training and skills development through partnership working across systems, ensuring the best possible delivery of care to the population of Buckinghamshire.

The University has also created an Institute for Health and Social Care to provide strategic oversight for all health and social care activities across the University. We have very strong links with NHS Trusts and social care providers in the region. The Institute supports the University's commitment to help shape and support the health and social care agenda in the region and across the UK strengthening existing and forging new relationships with our NHS Trust partners and FE colleges to co-create and deliver, relevant work-based training programmes.

BNU is part of the Oxford-Cambridge Arc Universities Group, a network of universities between Oxford and Cambridge, formed to foster collaboration, research, skills and innovation to support the economic growth of the Oxford - Cambridge Arc region. The universities work together alongside business and government to support growth, inclusivity and resilience across the Oxford-Cambridge Arc.

The University is also represented on the development board of Buckinghamshire Culture, a cultural development partnership to meet the need to better connect, celebrate and enhance the creative and cultural organisations in Buckinghamshire. It runs projects to drive the Buckinghamshire Cultural Strategy and works with our students to develop links across cultural communities.

The Role



Role Description

Key responsibilities

Leadership

- Shape and communicate a strong sense of vision, purpose and identity for the university that continues to place delivering a transformational experience for students at its heart
- Provide visible, inspirational and effective strategic leadership across the university
- Instil and develop a culture of continuous improvement to enable BNU to respond with agility to changes in the external environment as well as seize opportunities to enhance our offer and maximise income generation
- Promote a culture of shared values and behaviours that engenders high levels of motivation and collegiality and builds trust, innovation and engagement
- Develop outstanding relationships with staff and students across the university
- Champion equality, diversity and inclusiveness, and ensure that they remain fundamental drivers of the university's strategy and culture
- Act as an ambassador for the university, representing the university within the sector and key stakeholders, as well as nationally and internationally as appropriate

Strategic management

- Define the strategic direction, priorities and targets, in collaboration with the University Council and Executive Team
- Deliver organisational performance in line with strategic objectives and key performance indicators and targets
- Lead the university's Executive Team in promoting a culture of co-operation and high performance against agreed targets across all areas of the institution
- Ensure the highest standards of teaching, learning and research and monitor the provision of an outstanding educational experience for our students
- Horizon-scan, anticipate and respond decisively to developments, in a dynamic higher education and political environment to continually evolve and adapt the university's response to drivers for change
- Promote BNU's profile and brand in the UK and internationally
- Maximise the potential for generating additional commercial and other income streams
- Deliver exceptional performance seeking continuous improvement in student feedback, TEF, REF and KEF awards, financial performance and staff engagement

Governance

- Ensure that the university fulfils the various statutory and other requirements of the funding councils and other Government agencies
- Act as Accountable Officer for the university, to ensure timely and accurate preparation of regular reports to the University Council
- Ensure that the university's governance remains compliant within the appropriate legal, statutory and regulatory frameworks

Partnerships

- Work in partnership with students, in the spirit of co-creation to strengthen the university's commitment to the student teaching and learning experience
- Enhance and build relationships with local, regional, national and international partners to deliver the university's mission and strategic objectives
- Support engagement with and development of the university's global alumni community
- Develop and maintain a network of relationships with key organisations and individuals that enables the university to enhance its influence, reputation and market position



Person Specification





Requirements

EXPERIENCE

- A proven track record of success as a senior leader in an executive capacity in a university or relevant organisation
- Track record of empowering teams to deliver excellent services and achieve high performance
- Managing substantial budgets and resources
- Developing coherent and aligned strategic goals and objectives and defining meaningful measures
- Innovation and entrepreneurship, including diversifying income streams
- Leading transformational change programmes, including cultural change
- Track record of optimising the profile and brand of an organisation

KNOWLEDGE, SKILLS AND APPROACH

- An engaging, innovative and insightful leader who is able to lead transformation and bring staff and others on the journey

- Ability to identify opportunities for partnership/collaboration and cultivate relationships to explore and develop them for educational, research and/or commercial gain
- Ability to take bold decisions using a robust risk-based approach
- Ability to develop and maintain research culture amongst academic staff
- Outstanding communicator with a high degree of emotional intelligence
- Passion for equality, diversity and inclusion, widening participation and social justice
- High levels of personal and professional integrity
- Strong grasp on effective governance processes and ability to develop and maintain productive working relationships with the Chair and Council
- Understanding of university finance and the complexity of contemporary funding and commercial financing arrangements

ADDITIONAL REQUIREMENTS

- A strong intellect and a track record of achievement that will command respect within the University's academic community
- Ability to act as a compelling ambassador for BNU both locally, nationally and internationally
- Politically astute with ability to influence and shape perception
- Proactive visibility across the university and externally

QUALIFICATIONS AND TRAINING

- Doctoral level qualification or equivalent standing
- Evidence of continuing professional development

How to Apply

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Buckinghamshire New University on this appointment.

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

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 15th July**.

* 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.

