

Thank you for your interest in the role of founding Academic Provost & Associate Vice-President (International) at the University of Southampton Delhi.

Southampton's international strategy positions the University as a 'Gateway to the World', deeply committed to making a positive social impact, transforming lives and enhancing prosperity across the globe. At the heart of this vision is the intention to augment the impact of globally relevant research, education and enterprise through capacity-building, equitable and sustainable partnerships.

Specifically, the international strategy states that we will use Transnational Education to improve the accessibility of a University of Southampton qualification globally, building on the experience of running our Malaysia campus to develop a multi-nodal global footprint.

In the 21st century, no university can claim to be global without engaging with India. We have a strong network of alumni, corporate and non-profit partners, and other supporters continually working to enhance opportunities between India and Southampton.

As a next step in our engagement, we have approval from the University Grants Commission to open India's first comprehensive Foreign Higher Education Institution (FHEI) campus, University of Southampton Delhi, based in Delhi NCR. University of Southampton Delhi will be the highest ranked university, and the only world top 100 university, with a campus in India.*

The Delhi campus will create a long-term presence in India, undertaking education, research, enterprise and engagement. The campus will offer Indian students a unique opportunity to study for a Southampton degree in India, as well as enabling the University to generate knowledge and world-class insights that positively impact India. The campus will also enable the University to build on existing links by amplifying research impact, extending teaching collaboration, creating two-way student and staff mobility and ensuring local community engagement.

The Academic Provost & Associate Vice-President (International) will lead and have oversight of the Delhi campus, and its academic programmes, including: research and enterprise; education via the delivery of University of Southampton courses, which will be across multiple disciplines; student experience; and civic and public engagement.

A. M. Ameron

Professor Andrew Atherton

Vice-President International and Engagement

*Southampton ranks 80th in the world (QS World University Rankings, 2025); top Indian institution is IIT Bombay (ranked 118st in QS World University Rankings, 2025)



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The founding Academic
Provost & Associate VicePresident (International)
will have a critical role
in building the Delhi
campus culture to ensure
staff, students, and
partners embrace the
University's overall vision
of building an inclusive
world, wherever they are
located."

Professor Andrew Atherton

Vice-President International and Engagement









Together we advance

Working collaboratively to make a real impact on society's biggest challenges.

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Our values

Activities underpinned by the values determined by our University community.

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Equality, diversity and inclusion

It matters to us in all that we do.

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Position description and candidate profile.

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Our campuses

Southampton's world-leading facilities.

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The University and India

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OUR VALUES

Our values provide the lens through which we make decisions, guiding our actions, collective behaviours and systems.

They are integral to our purpose of building an inclusive community that makes positive change.

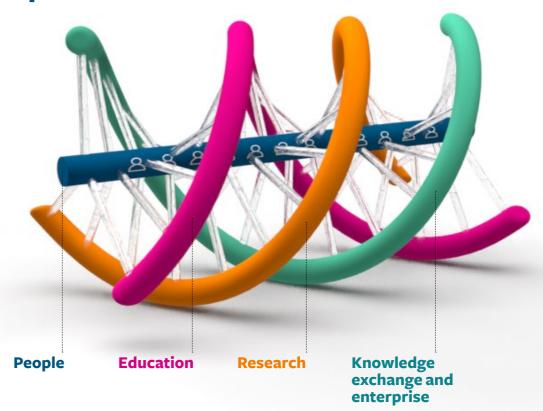
We are ambitious, both personally and institutionally, which requires us to be collaborative and collegial.

As a community of talented individuals, our systems need to enable and empower us. Our community upholds academic freedom and develops through constructive, civil debate.

Ensuring different views are heard allows us to make the best decisions.



People are at the core of our Triple Helix



Our highly-ranked **education**, **research** and **knowledge exchange and enterprise (KEE)** are already distinctively intertwined.

By strengthening and increasing these links, our Triple Helix approach will achieve greater impact and accelerate new ways to tackle the world's most complex problems.

This scaling up is a challenging goal we commit to achieve; its reach and ambition sets us apart.

Our values in action



EQUALITY, DIVERSITY AND INCLUSION

It matters to us in all that we do.

At the University of Southampton, we believe that we can only truly play our part in supporting society if we are reflective of society. We are therefore passionate about creating a working environment in which you are free to bring your whole self to work.

We are proud to support many staff and student networks, and we encourage these groups to get involved in helping us create a forward-thinking and desirable workplace.

To ensure we achieve our goal of amplifying the impact of globally relevant research, education and enterprise through long-term, capacity-building, equitable partnerships, we want to attract people who care about the world and share our passion for creating an innovative and forward-thinking learning and research environment. In the UK, we are proud of our Stonewall Diversity Champion status, Athena SWAN silver award and Race Equality Charter Bronze Award, so we must ensure the Delhi campus fully reflects the University's overall vision of building an inclusive world.





OVERVIEW OF THE ROLE

India is a natural partner for Southampton, given its emergence as a global power and the talent and energy of its students, researchers, citizens and entrepreneurs.

This campus is one of the University's top strategic priorities, and as a result we are seeking a standout candidate with a deep affinity with south Asia to join us on this exciting journey as our founding Academic Provost & Associate Vice-President (International).

The Delhi campus will reflect the University's overall vision of building an inclusive world where knowledge is applied to transform lives. The campus will focus on:

- → Applying real-world benefits of Southampton research to solve fundamental social and environmental challenges on the largest scale, thus enabling India to become the leading light globally on progress with the UN Sustainable Development Goals (SDGs).
- → Building capacity through the provision of transformational enterprise and employment-focused education opportunities to talented, but underserved Indian students, thereby also positively impacting their families and communities.

→ Learning from and alongside Indian thought leaders, entrepreneurs, innovators and academic talent in a rising global superpower, and collaborating to build shared expertise, networks, and insights.

Reporting directly to the Vice-President (International and Engagement) and working closely with the President and Vice-Chancellor, and members of the University Executive Board, the Academic Provost & Associate Vice-President (International) will be responsible for the overall strategic development and academic leadership of the campus.

They will work in close partnership with the operational lead of our delivery partner to ensure excellent resourcing and management of the campus, enabling a positive and

collaborative relationship, resulting in an excellent student and staff experience. They will ensure the achievement of the targets set out in the Delhi campus business plan, including recruitment and retention targets, and in so doing, ensure the campus is the first choice for talented students wishing to stay in India. They will have a keen focus on the student experience, including continually innovating our sector-leading graduate employability proposition.

Finally, they will proactively foster, secure and maintain mutually beneficial relationships with stakeholders and advisers in India and the UK, including UGC, state and national government, strategic employer partners, alumni and the wider community.

How to apply

For a conversation in confidence or details of how to apply, please contact

Mark Holleran southampton@talentedu.co.uk 020 3290 2907

The closing date for receipt of applications is midnight (GMT) on **Sunday 13 October 2024**.

Following a longlist meeting of the Search Committee, successful candidates will be invited to a telephone interview.

Upon completion of all telephone interviews, successful shortlisted candidates will be invited to the UK for two days for an in-person Engagement Day on **Tuesday 5 November 2024**, followed by an Interview Day on **Wednesday 6 November 2024**.

ROLE OF THE ACADEMIC PROVOST & ASSOCIATE VICE-PRESIDENT (INTERNATIONAL)

Job Purpose

The Academic Provost & Associate Vice-President (International) is a key strategic role, providing inspirational leadership for the University of Southampton Delhi in the delivery of the University's International Strategy.

The post-holder will be responsible for the strategic leadership, academic development, culture resourcing, governance and management of the campus, in partnership with our Campus Delivery Partner, who will provide operational leadership and delivery.

The post-holder will ensure the campus has clear strategic direction, aligned with the University's 'Triple Helix' approach. They will work closely with senior academic and professional services colleagues across the University to develop and run a sector-leading, people-focused international campus in India, delivering world-class education, research, and knowledge exchange and enterprise in an environment where students and staff can thrive.

The post-holder will ensure the achievement of targets set out in the University of Southampton Delhi Business Plan, securing its inauguration, success and long-term sustainability. This includes ensuring the highest reputation for the campus, delivering our ambitious recruitment and retention targets, creating a positive and collaborative environment, and maintaining a keen focus on the student experience and student employability.

Strategic leadership

- → Work effectively as lead academic officer for University of Southampton Delhi, and as a senior member of the University, contributing to the development and implementation of the University strategy at the Delhi campus, and more widely in the University.
- → Lead the academic strategy of University of Southampton Delhi in a transparent, visible and consultative manner

- → Ensure that the University's 'Triple Helix' strategy of excellence in education, research, and knowledge exchange and enterprise, is realised at the campus.
- → Establish and maintain a high-performing, collegiate, inclusive and respected campus senior leadership team.
- → Oversee the management, performance and development of the campus academic, research and technical staff.
- → Work in close partnership with the Campus Delivery Partner (who will deliver operational leadership of the campus).
- → Monitor and manage the relationship with the Campus Delivery Partner to ensure it is positive and collaborative and allows for the best student and staff experience.

Strategic development and resourcing

- → Lead the production of the India Campus Business Plan to be submitted as part of the University's annual planning round, taking part in scrutiny activities such as the Academic Planning Review as appropriate.
- → Develop and implement business plans for excellence in research, education, knowledge exchange and enterprise, to ensure achievement of agreed campus performance targets including tuition fee, research and other income.
- → Ensure delivery of viable student cohorts which meet our goal of 'growth with excellence', working closely with the Campus Delivery Partner to confirm the annual marketing and recruitment plan.
- → Work with the Campus Delivery Partner to review activities and resources; ensure appropriate resource allocation; ensure the operation is efficient, offers the best return on investment and value for money; and ensure excellent communications across the campus.
- → Continually review and refresh operational plans to ensure that they remain focused on the delivery of business plans.
- → Monitor relevant KPIs, budget information, student and staff feedback and other sources of quantitative and qualitative data in support of this goal.

Governance

- → Chair the University of Southampton Delhi Campus Board, ensuring the business of the campus remains strategically aligned to the wider University and focused on the delivery of the campus business plan.
- → Contribute to the work of the Campus Operations Committee (led by the Campus Delivery Partner Chief Operating Officer).
- → Provide high-quality management information to the University Council, University Executive Board, and other governance committees (including Senate and relevant sub-committees), and the University's International Executive Board and Planning & Resources Group, to report on performance and to support decision-making.
- → Ensure that the campus complies with relevant UK legislation, University Regulations and Ordinances, and the University's Quality Management & Enhancement Frameworks.
- → Ensure that the campus complies with relevant Indian legislation, including the regulations as stipulated by the University Grants Commission
- → Ensure that staff are aware of, and comply with, relevant legislation, and take responsibility for understanding and implementing the University's policies and procedures including those governing health and safety, equal opportunities, copyright, data protection, freedom of information, and disability, across the whole of the area.

Stakeholder engagement

- → Proactively foster, secure and maintain mutually beneficial relationships with stakeholders and advisers in India and the UK.
- → Manage relations with the regulating body (the University Grants Commission in India), as well as state and national governments.
- → Maintain deep engagement with employers, alumni and the wider community.
- → Represent the University of Southampton Delhi nationally and internationally at the highest levels, raising profile, identifying and delivering partnership/business opportunities and advising senior management accordingly.

- → Work in partnership with faculties to ensure that the activities of the University of Southampton Delhi support and enhance the work of the wider University.
- → Work within the agreed core administration structure to organise and manage the campus to achieve its academic and performance goals.
- → Maintain and grow the connections between all Schools to ensure a cohesive campus operation.
- → Work with the Director of Learning and Teaching (Delhi), and in partnership with the faculties of the University, to ensure delivery of the University's portfolio of taught programmes in line with expected standards, ensuring complete comparability of awards and an excellent education and student experience.
- → Work with the Director of Research and Innovation (Delhi), and in partnership with the faculties of the University, to develop a local research and knowledge exchange plan, developing a culture of high-quality research at the campus.

People management and innovation

- → Ensure that effective recruitment, induction, support, development, and training provisions are in place to enable campus staff to fulfil their potential and meet best practice.
- → Conduct and oversee the appraisal and performance management of directly and indirectly managed staff, ensuring that all staff understand their contribution to the campus, and to the University Strategy, so that they can develop their skills and improve performance.
- → Promote and support continuous innovation and enhancement in the delivery of education, ensuring excellence in educational outcomes and experience for all students.
- → Promote and support the production of excellent research and innovation across the campus, identifying and exploiting opportunities for working with industry, public bodies and other external stakeholders, maximising impact and securing growth in external research and enterprise income.

→ Manage risks in line with University policies, and through embedding and monitoring risk management in decision making.

Culture and inclusion

- → Promote a culture of equality, diversity, inclusion and respect throughout the campus.
- → Work with colleagues to embed EDI initiatives and follow best practice.
- → Ensure the proper conduct of the campus in accordance with the University's rules, regulations, policies and procedures, particularly those in relation to equality, diversity and inclusion, and health and safety, recognising and adapting to relevant legislation and regulations in India, while upholding and promoting the University's values.

Internal and External Relationships

Intern

All colleagues at the University of Southampton Delhi, vice-presidents of the University, including specifically those with the portfolio for education and research, members of Council, senior executives of the University, other senior office holders of the University, directors of professional services and the Vice-Chancellor's Office, deans and heads of schools, members of staff and students within the campus.

Externa

Key stakeholders, including the business community, government, funding and relevant professional bodies and societies, the University's Campus Delivery Partner, equivalent post-holders in other universities, nationally and internationally, including active participation in relevant bodies for leads of overseas campuses, or similar roles, local, national and international government bodies and public organisations, as applicable, related commercial organisations, as applicable, and alumni and donors.

Special Requirements

The person appointed, if not already a member of the academic staff at the University, will be conferred with an academic title commensurate with their academic standing and discipline.

It is expected that the person appointed will continue with and develop their own research, ensuring academic standing and prestige within area of specialism continues.

Based in Delhi, India, this role will require visits to the UK and travel through Asia as and when required

Willingness to work out of hours where necessary.

Cultural and cross-cultural sensitivity and understanding.

Ability to represent the University of Southampton at senior level nationally and internationally.

CANDIDATE PROFILE

Qualifications, knowledge and experience

- → A higher degree, PhD, or professional doctorate in a relevant academic area.
- → A proven track record of outstanding academic achievement, of international standing, in a field of expertise relevant to the University, potentially recognised by membership of a relevant prestigious society or organisation.
- → Experience in a senior academic leadership role with detailed knowledge of drivers and trends in international higher education, especially in India.
- → A proven track record of providing strategic and visionary direction and maximising performance in a complex organisation, with an understanding of how to bring together multiple disciplines.
- → Proven experience of managing significant organisational change.

Expected behaviours

→ Apply and actively promote equality, diversity and inclusion principles to the responsibilities of the role.

Planning and organisation

- → Proven ability to develop business and operational plans with financial and reputational impact.
- → Proven ability to lead outreach activities and programme development.

Problem-solving and initiative

- → Able to make judgements on significant new problems where precedent may not apply.
- → Able to develop innovative solutions and practical implementations for strategic change.

Management and teamwork

- → Proven ability to lead by example and instil a strong team ethos.
- → Ability to manage a range of crossdisciplinary academic, technical, and professional services colleagues.
- → Ability to manage the relationship with delivery partners, holding to account while building collaboration.
- → Able to implement successful change management initiatives and formulate strategic plans that reflect and support the priority needs of the University.
- → Able to recognise and deal with obstacles and difficulties so that teams can deliver.
- → Able to demonstrate leadership and to raise performance standards throughout own work areas.

Communicating and influencing

- → Able to establish and build major relationships with key stakeholders, funders and policymakers.
- \rightarrow Able to use influence to develop positions or strategies.
- → Demonstrable networking skills and ability to develop and nurture partnerships and alliances contributing to the University's
- → Generate a culture of enthusiasm and passion for continuous improvement and excitement regarding leading-edge developments.
- → Able to inspire and motivate employees at all levels.
- → Excellent written and oral communication skills, including crafting and delivering complex messages for a diverse range of stakeholders.

Other skills and behaviours

- → Experience of operating in multi- and intercultural contexts, with the ability to lead a complex organisation within the specific context of India.
- → Ability to lead and manage change through an organisation.
- → Financial acumen with the ability to increase or develop additional sources of income through education, research, knowledge exchange and enterprise activities.
- \rightarrow Demonstrates cultural and cross-cultural sensitivity and understanding.
- → Able to represent the University of Southampton at senior level nationally and internationally.
- → Able to build connections with relevant sector networks.
- \rightarrow Able to demonstrate alignment with the University's core values in all areas of work, and champion our behaviours.



in the world

Southampton is ranked

£122.5m in research grant and contracts income in 2022/23²



of our research has been classed as world leading or internationally excellent³

Annual awardwinning 'Spark India' student social impact fellowship experience, running since

2010



We attract highquality students from over 130 countries



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



Highest proportion of India-UK collaborative

indexed publications of any Russell Group university over the last decade (adjusted for total institutional scholarly outputs)

We have 140

Indian staff on campus and

670 current India students

£4.14bn

of economic impact across the UK in 2020/216



Our 285,000 alumni community spans over





- 1 QS World University Rankings, 2025
- 2 University of Southampton Financial Report, 2022/23
- 3 Research Excellence Framework, 2021
- 4 The Complete University Guide, 2025
- 5 Performing at or above the cluster average across
- 6 The economic and social impact of the University of Southampton, London Economics, 2022



We employ over 6,500 staff

Very strong

performance in the first KEF exercise⁵



Our income was

£730m in the 2022/23



The University creates and underpins employment in other organisations, amounting to over

16,000 jobs across the UK6



At any one time we are working with over

external organisations around the globe

OUR CAMPUSES

We have seven campuses in the UK and one in the state of Johor, south Malaysia. Like all our established campuses, our new campus in Delhi, India will have its own personality, world-leading facilities and specialisms.

Highfield Campus

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.

University Hospital Campus

Based at University Hospital Southampton NHS Foundation Trust, our hospital campus is the main site for the study of medicine and healthcare. It hosts a purpose-built research hub, and is also home to the University's dedicated Centre for Cancer Immunology – the first of its kind in the UK. This site will soon see the development of a new medical health research building.

Boldrewood Innovation Campus

Boldrewood is the base for engineering studies and research. Facilities include laboratories for studying unmanned aerial vehicles (UAVs), fluid dynamics and high-performance sports, a driving simulator, flight simulators, design studios, a 138m towing tank and our £48m National Infrastructure Laboratory (NIL). The NIL houses five new engineering laboratories, including a 30m x 15m large structures testing laboratory and a cutting-edge geotechnical centrifuge.

Waterfront Campus

Our unique waterfront campus, based at the National Oceanography Centre Southampton (NOCS), is one of the world's leading research centres for the study of ocean and Earth science, with facilities including the Coral Reef Laboratory, a multi-use research aquarium, our 19.75m purpose-built catamaran and the National Oceanographic Library.

Avenue Campus

Just a few minutes' walk from Highfield, and on the edge of Southampton Common, Avenue Campus is the base for our humanities subjects. Avenue has its own lecture theatres and catering facilities, plus a purpose-built £3m archaeology building and a new interactive digital humanities hub.

City Centre Campus

In the heart of the Cultural Quarter in the city centre, our Sir James Matthews Building offers updated teaching and learning spaces alongside facilities for meeting local and regional civic partners. The Building also includes a student enterprise zone and an artisan cafe.

Winchester Campus

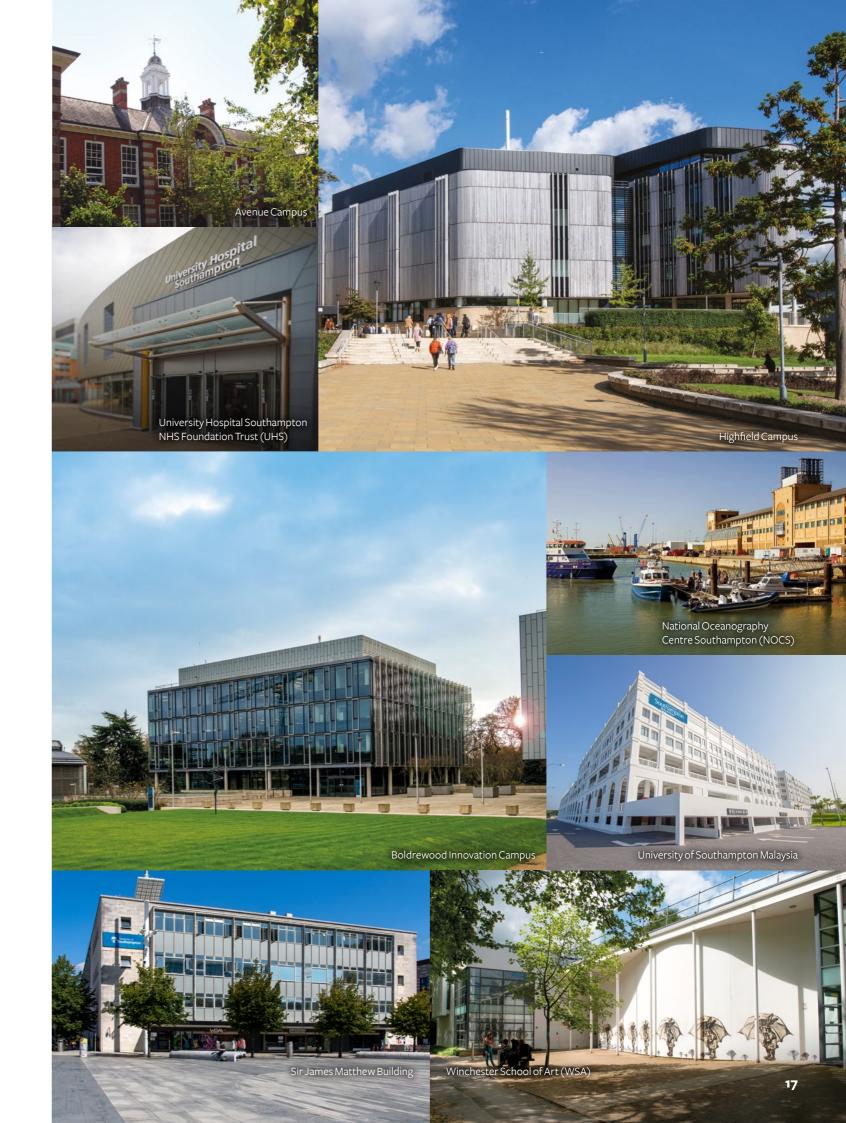
Based in the historic city of Winchester, our specialist arts campus is home to a vibrant community of over 1,300 art and design students. With creative ambition at its core, Winchester School of Art (WSA) offers cutting-edge resources and facilities including specialist computer suites, photography studios, laser cutting, 3D printing and more.

Johor Campus, Malaysia

The Malaysia campus is located in a brand-new state-of-the-art building, with spacious laboratories, teaching and social spaces. The building is adjacent to luxury student accommodation, a large shopping mall, and all the facilities of EduCity, and is just an hour's drive from Changi Airport, Singapore.

Delhi NCR Campus, India

The campus is located in a vibrant commercial district, with a high number of blue-chip companies and start-ups to connect students and graduates to. It is close to transportation, with accommodation, food and beverages, and shops also nearby.



COMPREHENSIVE RELATIONSHIPS

Our long-established connections with government, business and education partners open doors to future opportunities and provide credibility by association for our graduates.



With government and policymakers, such as:

- → Niti Aayog
- → Union and State Government Ministries
- → Office of the Principal Scientific Adviser, Government of India
- → Invest India
- → The Bar Council of India
- → University Grants Commission



With research and education partners, such as:

- → IITs (Bhubaneswar, Delhi, Kanpur, Kharagpur, Madras and Roorkee)
- → IIT-B, Bangalore
- → TISS and IIPS, Mumbai
- → O.P. Jindal Global University, Sonipat
- → Pearl Academy, Delhi
- → JNU, Delhi



With enterprise and non-profit partners, such as:

- → FICCI
- \rightarrow CII
- → Navjyoti Foundation, Haryana
- → Mijwan Welfare Society, Uttar Pradesh
- → Sneha India, Maharashtra
- → Population Council, Delhi

Education

the University of Southampton itself in 1952.

The first recorded Indian student is Mr

graduate, who was awarded a PGCE by

University College Southampton in 1938.

Since then, the University's departments

and faculty have built extensive research and

higher education sector, from IITs founded in

the same era as Southampton, to emerging and

We have 150 Indian staff; over 2,200 alumni in

India and a further 800 Indian alumni in the UK.

We are the only university outside India to be

playing a close scientific role in India's flagship

AstroSat space mission, the first astronomy-

education collaborations across the Indian

disruptor institutions.

dedicated space mission.

Samarendra Nath Das, a University of Calcutta

The University's strategic approach in India is to secure and curate a number of highly prized education partnerships which align with Southampton's mission, vision, and objectives. As a double top 100 university, these are best in class institutions where innovation and quality are integral to the partnership.

THE UNIVERSITY AND INDIA

The University's institutional links with India pre-date the formal establishment of

Research

Southampton has had the highest proportion of India-UK collaborations in the indexed publications of any Russell Group university in the last decade (when adjusted for total institutional scholarly outputs). Furthermore, Southampton's annual increase in publication volume between India and the UK is one of the fastest growing in the Russell Group.

The India Centre

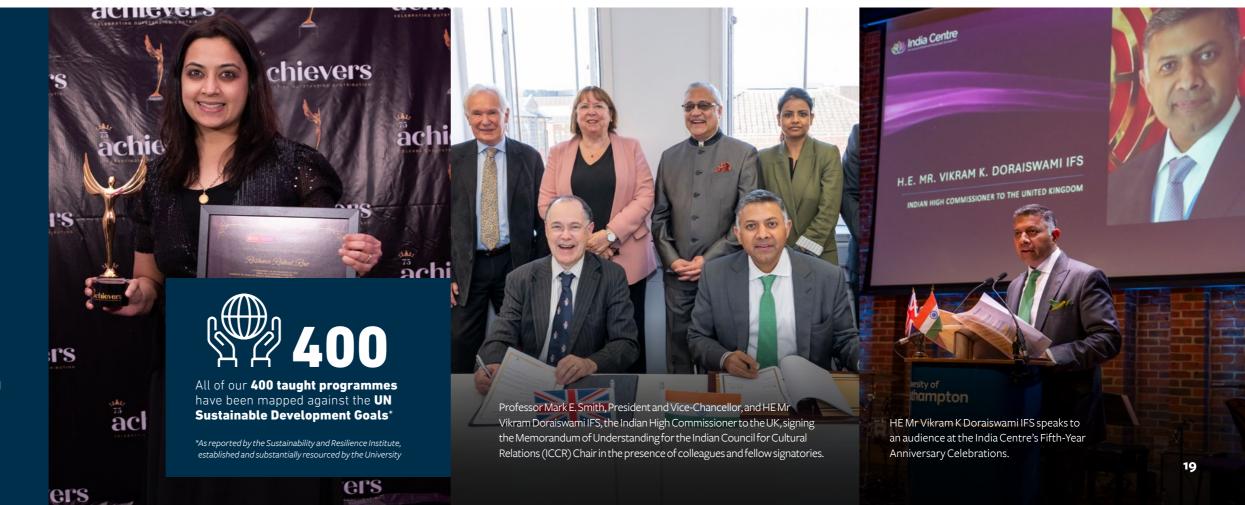
As a result of our history and academic collaborations in and with India, the University established the India Centre for Inclusive Growth and Sustainable Development in 2019 to bring together all India-centred academic activity under one roof. In this way, one of the largest and most rapidly emerging countries in terms of dynamic economic growth, tertiary education enrolment, and scientific and entrepreneurial endeavour has become a key partner for the University of Southampton, across the Triple Helix of education, research, and knowledge exchange.

My engineering degree forced me to think in more creative ways.

The lecturers would bring the big component of their research into the lectures, and their open-ended questions helped me transition from a 'this is what we know' to 'this is what we don't know' mindset, which is really exciting"

Dr Reshma Rao

MEng Mechanical Engineering 2010-2014 Recipient of the India UK Achievers honours award – recognising 75 young Indian alumni who have made substantial contributions to their fields – and the Asian Women of Achievement award (2023).





Find out moreContact Mark Holleran southampton@talentedu.co.uk 020 3290 2907