



Appointment of  
**Vice-Chancellor and President  
of Loughborough University**



**Loughborough  
University**

# Welcome

In a crowded higher education landscape Loughborough University is proud and confident in its distinctiveness. Our combination of world leading research, the country's best student experience, an unmatched global reputation for sport and enterprising can-do impact, is unique. We operate from campuses in the East Midlands and on the Queen Elizabeth Olympic Park in London. I am very pleased that you are potentially interested in leading our institution to the next phase of its success.

Our achievements are many. Your predecessors have led the organisation to deliver outstanding outcomes in rankings, for our students and for the wider world. The challenges however in this next strategic phase are considerable. We must emerge strongly from Covid-19 and clear of focus. We must embrace and embed equality, diversity and inclusion as our guiding lodestar. Our research ambition must develop further. Our global horizon will extend. But we must do this without jeopardising our existing strengths – especially our outstanding student experience – whilst all the time dealing with the turbulence in our operating context.

Our successful candidate needs to be an exceptional leader who will be sympathetic to our organisational culture whilst challenging us to be better. Highly credible in an academic environment, they will be committed to partnership working, and be able to enthuse colleagues and our young people to achieve great things.

As Vice Chancellor you will inherit a strong hand - financially secure, popular with students and with a strong team of colleagues in place - ours are good stable foundations. But you will also find a willingness and recognition of a necessity to embrace change, build on these strengths and go further. You will have my support and the support of my Council in this endeavour. We would be delighted to hear more from you or engage in further discussion, directly or through our retained search agents, Saxton Bampfylde.



Christine Hodgson CBE  
Chair of Council and Senior Pro-Chancellor.



# About Loughborough University

Loughborough is an exceptional university. During uncertain times for higher education, and whilst others scramble for the safety of the pack, we are proud to be different. The combination of our excellent student experience, enterprising outlook, world leading research and unparalleled sporting success gives rise to something that is truly special and distinctive amongst UK universities.

It is not just what we do that makes Loughborough special, but our ethos and our approach. We are deeply competitive but committed to partnership working. We are determined to succeed and to motivate everyone to be the best they can be.

Loughborough's sense of community runs deep: it is in our DNA. We value our unique identity and our work on diversity and inclusion is increasingly important. We are proud of our sector leading aspects of diversity and inclusion, and our ambition to do much more in that sphere. We are hugely successful and unafraid of innovation; a learning organisation that pushes boundaries.

Our origins in 1909, as one of the UK's foremost technical institutes focused on meeting society's needs, set in train an ethos that is still evident today. The #LboroFamily comprises over 3,800 colleagues and more than 18,000 students. We are overwhelmingly proud of them and all they achieve. From our 440-acre campus in the East Midlands and our London campus at the Queen Elizabeth Olympic Park, we operate an endeavour with an annual turnover of £330m.

The University has a long history of international engagement with overseas institutions which has shaped a strong culture of academic exchange. We have numerous links worldwide, from individual academic collaborations to joint educational programmes and we partner with several world-leading institutions including Massachusetts Institute of Technology (MIT), Indian Institute of Technology Delhi (IIT Delhi) and Nanyang Technological University (NTU).

International partnerships are crucial in delivering the University's strategic vision to develop its international capacity and to offer its staff and student communities a truly international education environment.

World leading across a range of areas, our research endeavour has real impact on our world. We may be particularly known for sport and engineering, but across the creative arts, design, humanities science and social sciences we have broad and extensive pedigree.



**RANKED 7<sup>TH</sup>**

IN THE  
GUARDIAN UNIVERSITY  
GUIDE 2021

# Our people

Life at Loughborough has a strong community feel. It is a factor we pride ourselves on. We are our people.

Our students, graduates, staff and campus based partners are the heart of Loughborough.

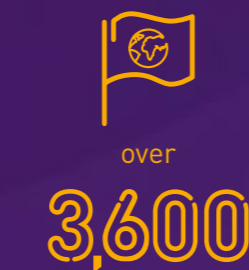
Within this close-knit community, there is a shared atmosphere of determination, community, and a will to succeed. It is an environment that involves and motivates everyone to be the best they can be.



applications were made for a total of around 3,500 undergraduate places in 2019/20



students from over 140 different countries



of our students on campus are international

# Our students

Student numbers 2019/20 UK/EU and international	
Undergraduate	13,521
Postgraduate taught	2,530
Postgraduate research	1,026
Further education	148
Other (including temporary exchange and staff research)	398

# Our alumni

Loughborough University has a global community of over 178,000 graduates from 169 countries.

We have 823 alumni donors worldwide.

# Our staff

Staff numbers (Dec 2019)

Administrative, management and specialist staff	1,312
Researching, teaching, enterprise, specialist and supporting academic	1,358
Operational and technical staff	1,281

We are over 3,900 members of staff. One in five of us has an international background, from over 90 different nations.

Our staff to student ratio is one member of academic staff for every 13.4 students at the University (The Complete University Guide 2020).



International QS Stars scheme  
Awarded 5\* for research



Awarded seven Queen's Anniversary Prizes

# Our partners

The University works with thousands of organisations worldwide, exchanging knowledge to drive innovation, boost performance and meet current and future challenges.

Our collaborative partnerships include:

Advanced Technology Innovation Centre (ATIC)  
[www.lusep.co.uk/innovation-centre](http://www.lusep.co.uk/innovation-centre)

Caterpillar Innovation and Research Centre  
[www.lboro.ac.uk/caterpillar-irc](http://www.lboro.ac.uk/caterpillar-irc)

Energy Research Accelerator  
[www.era.ac.uk](http://www.era.ac.uk)

Energy Technologies Institute  
[www.eti.co.uk](http://www.eti.co.uk)

Midlands Innovation  
[www.midlandsinnovation.org.uk](http://www.midlandsinnovation.org.uk)

UK Collaboratorium for Research in Infrastructures and Cities (UKCRIC)  
[www.ukcric.com](http://www.ukcric.com)

Leicester Biomedical Research Centre  
[www.leicesterbrc.nihr.ac.uk](http://www.leicesterbrc.nihr.ac.uk)

Collaborative partnerships in Doctoral Training  
[www.lboro.ac.uk/doctoral-centres-partnerships](http://www.lboro.ac.uk/doctoral-centres-partnerships)

National Centre for Sport and Exercise Medicine  
[www.ncsem-em.org.uk](http://www.ncsem-em.org.uk)

Rolls-Royce University Technology Centre  
[www.lboro.ac.uk/rolls-royce-utc](http://www.lboro.ac.uk/rolls-royce-utc)

SportPark  
[www.sportpark.org.uk](http://www.sportpark.org.uk)

The Manufacturing Technology Centre (MTC)  
[www.the-mtc.org](http://www.the-mtc.org)



staff, Loughborough's biggest employer



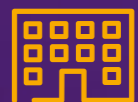
TEACHING EXCELLENCE FRAMEWORK  
**GOLD**



We hold the **Bronze institutional award for Athena Swan**. We are committed to recruiting, retaining and promoting women in Science, Technology, Engineering and Mathematics in higher education.




The University has long-standing collaborative links with many public and private sector organisations



Over 90 tenant partners are based on Loughborough University Science and Enterprise Park (LUSEP)

# Our achievements

We successfully combine world leading research endeavour with arguably the UK's best student experience. We are home to the worlds leading academic lead elite sport ecosystem, as well an outstanding estate and innovative enterprise work.



**OUR LONDON CAMPUS**  
OPENED IN 2015 AND IS HOME TO OVER 1,000 POSTGRADATES



INTERNATIONAL QS STARS SCHEME 2020  
**FIVE STARS PLUS INSTITUTION**  
- ONE OF ONLY 13 WORLDWIDE



QS WORLD UNIVERSITY RANKINGS BY SUBJECT 2020  
**BEST UNIVERSITY IN THE WORLD FOR SPORTS-RELATED SUBJECTS**



TEACHING EXCELLENCE FRAMEWORK  
**GOLD**



2020 WHATUNI STUDENT CHOICE AWARDS  
**UNIVERSITY OF THE YEAR**



BRITISH UNIVERSITY AND COLLEGE SPORT CHAMPIONS  
**40 YEARS IN A ROW**


**TOP 10**  
IN EVERY NATIONAL UNIVERSITY LEAGUE TABLE



**RANKED 7<sup>TH</sup>**  
IN THE TIMES HIGHER EDUCATION 'TABLE OF TABLES' 2021



**£327.3 MILLION**  
THE UNIVERSITY'S ANNUAL INCOME  
(2019/20)




AWARDED SEVEN QUEEN'S ANNIVERSARY PRIZES FOR THE QUALITY OF OUR RESEARCH



**RANKED 7<sup>TH</sup>**  
IN THE TIMES AND SUNDAY TIMES GOOD UNIVERSITY GUIDE 2021



HOME TO LOUGHBOROUGH UNIVERSITY SCIENCE AND ENTERPRISE PARK  
A DYNAMIC INNOVATION COMMUNITY FOR BOTH ESTABLISHED ORGANISATIONS AND START-UPS



THE COMPLETE UNIVERSITY GUIDE 2021  
**RANKED 6<sup>TH</sup>**  
**TOP 10 IN 14 SUBJECT AREAS**





# Our strategy

As incoming Vice-Chancellor and President, you will be able to establish the next phase in the university's strategy planning, and firmly shape the direction. You will do this with the University Council, your leadership team and broader university community. You will be building on the successful tenures of your predecessors.

Full information on the University's current plans and position can be found in the following information.



OUR CURRENT STRATEGY  
[www.lboro.ac.uk/strategy](http://www.lboro.ac.uk/strategy)



FINANCIAL STATEMENTS  
[www.lboro.ac.uk/services/finance/visitors/statements](http://www.lboro.ac.uk/services/finance/visitors/statements)



OUR RESEARCH  
[www.lboro.ac.uk/research](http://www.lboro.ac.uk/research)



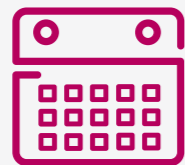
OUR TEACHING EXCELLENCE  
[www.lboro.ac.uk/about/learning](http://www.lboro.ac.uk/about/learning)



OUR SPORTING EXCELLENCE  
[www.lboro.ac.uk/about/sport](http://www.lboro.ac.uk/about/sport)



OUR ENTERPRISE AMBITIONS  
[www.lboro.ac.uk/about/enterprise](http://www.lboro.ac.uk/about/enterprise)



OUR HISTORY  
[www.lboro.ac.uk/about/learning](http://www.lboro.ac.uk/about/learning)



WHO WE ARE  
[www.lboro.ac.uk/about/who-we-are](http://www.lboro.ac.uk/about/who-we-are)



# We have

## **A distinctive international reputation for excellence**

The relevance of our research to real-life issues places us at the forefront internationally, increasing significantly the global visibility and reputation of the University. Our contribution, at the very highest levels, to new knowledge and understanding boosts our links with some of the best universities in the world and expands our breadth of well-established partnerships with leading international companies.

## **A life-shaping student experience**

We provide our students with an exceptional learning environment that offers outstanding, innovative teaching, opportunities to contribute to pioneering research, and options to maximise their business potential, coupled with wide-ranging personal support. We engage with our students to ensure we deliver the best possible academic experience. There is high demand for our programmes and we deliver outstanding levels of student satisfaction.

Working in partnership with Loughborough Students' Union, we offer the best possible all-round experience, providing our students with a wide range of opportunities that enable them to achieve their full potential, professionally and personally as well as academically.

## **Outstanding partnerships to deliver social, economic and cultural prosperity**

We pursue the commercial potential of our research and forge productive, collaborative links with partners across all sectors. We will meet their requirements and our activities helps support economic development and drive innovation and performance locally, nationally and internationally.

We work closely with local partners to enhance the social, cultural and economic wellbeing of the communities and regions in which we reside. We embed sustainability and social responsibility into all of our processes, operations and developments.

## **A culture of delivering excellence in all that we do**

Through the integration of influential research, a vibrant enterprising culture and outstanding learning opportunities, we enhance our ability to drive forward solutions to contemporary global challenges.

We support staff to attain the highest standards, and our international profile attracts the very best in their fields.

We have cemented our position as the UK's premier university for sport and are recognised globally for our unique ability to shape sport and exercise policy and practice both nationally and internationally.

## **One outstanding university: two vibrant campuses**

Our distinctive ability to integrate research, teaching and enterprise has strengthened the activities in which we excel and created new capacity in areas of excellence.

Our international ambitions are being enhanced through a thriving postgraduate campus on the Queen Elizabeth Olympic Park in London, complementing our outstanding green-field campus in Loughborough and creating distinct campus communities, that share a common ethos, purpose and values.

# University governance

## The University Senate

The University Senate is responsible for the academic work of the University, including programmes, examinations, teaching and research quality.

Its membership is drawn from the University.

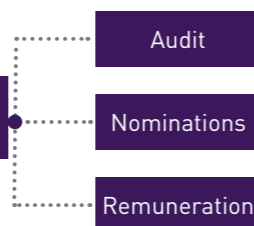
## The University Council

The University Council is the governing body, responsible for the University's finances, buildings and land. It is the official employer of all staff and meets several times a year. Its Chair is the Senior Pro Chancellor, Christine Hodgson CBE.

### Senate Committees

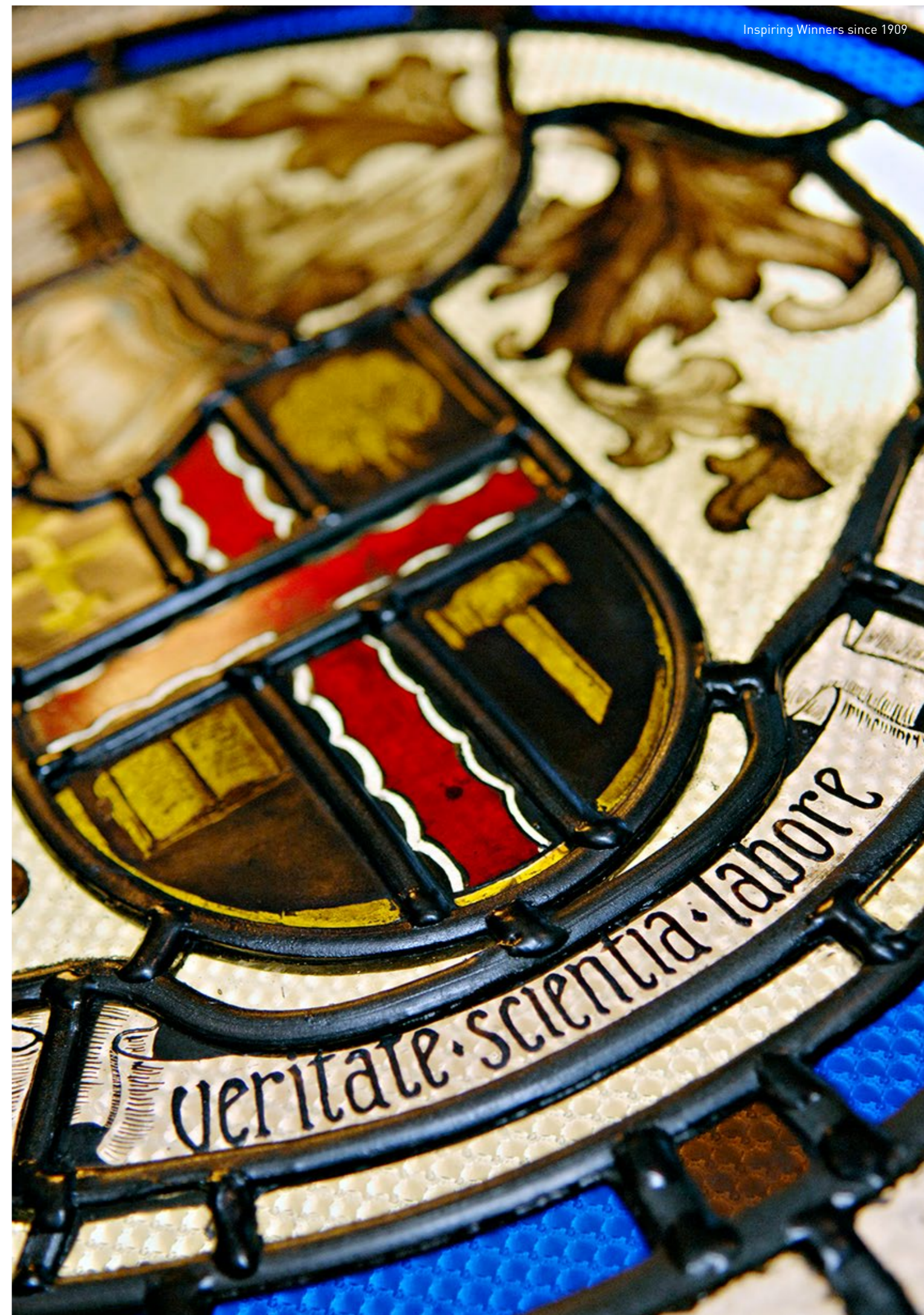
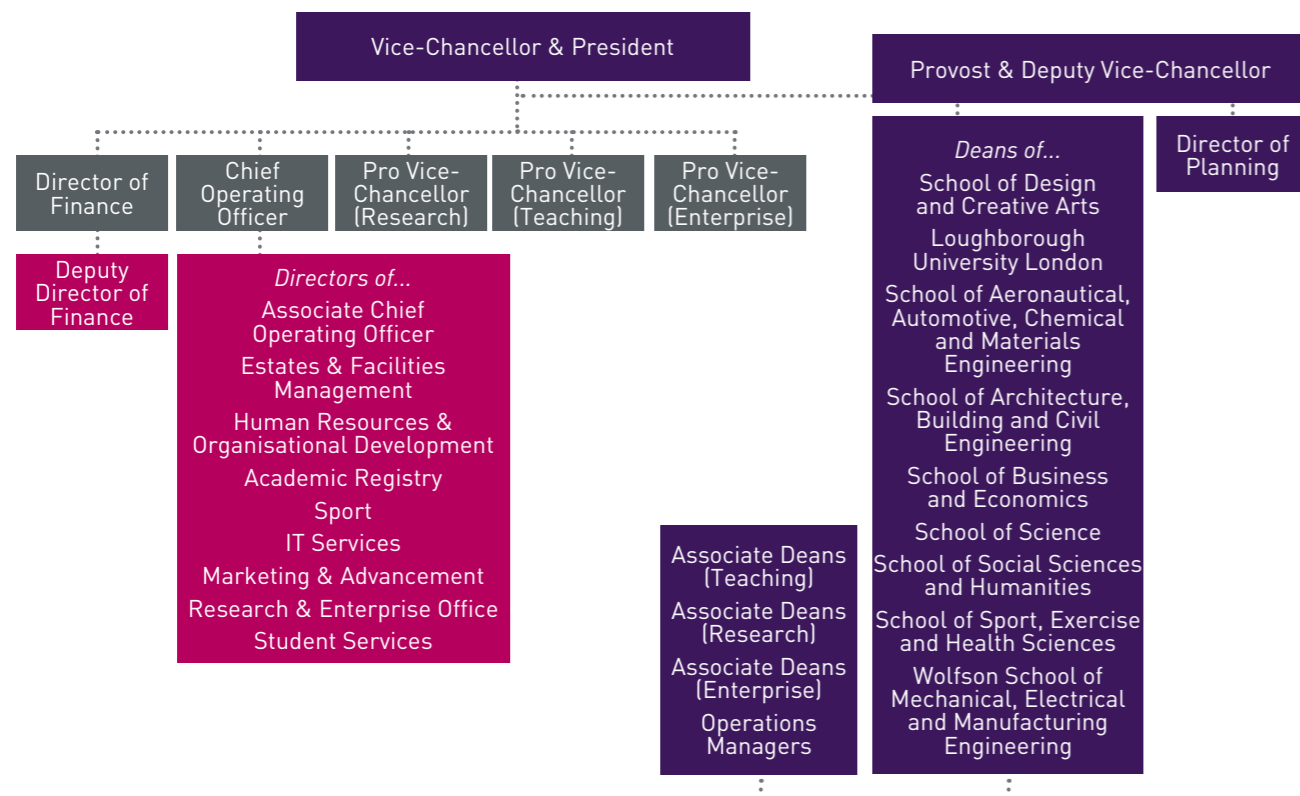


### Council Committees



\*includes lay members of Council sub-committees not included

## Leadership team structure





# The role

Reporting to the Senior Pro Chancellor and Chair of Council, the key challenges and expected skills, experience and personal characteristics for our new Vice-Chancellor are:

## Key Challenges:

- To provide inclusive leadership, developing an organisational culture in which all colleagues and students feel engaged and can thrive and which ensures that the University continues to excel in research, teaching, enterprise and sport.
- To champion the student experience in the post-Covid era, ensuring that the University is in tune with undergraduate and postgraduate needs and expectations, and continues to provide the best possible student experience, academically, socially and in terms of employability.
- To consolidate the University's position as a leading UK institution and to develop its international reputation and profile ensuring the University is positioned at the highest possible level globally.
- To enable the good governance and effective organisation of the University, in line with sector standards and by acting as the Accountable Officer to the Office for Students.
- To navigate the challenges presented by demographic and societal change, ensuring that Loughborough is a plural and diverse community.

- To ensure the organisation's financial sustainability (in particular, influencing change with the sector's Pension Schemes).
- To enhance the University's reputation for enterprise and commercial partnerships, regionally, nationally and internationally.
- To articulate the distinctiveness and future strategic direction of the University, building upon strategy work currently underway.
- To be a successful ambassador for the University and its values within and outside the institution.
- To enhance the University's reputation locally, regionally, nationally and internationally.
- Move the University's research endeavour to the next stage in its ambitious journey.
- representing Loughborough regionally, nationally, and internationally.
- Enthusiasm and a commitment to the student and staff experiences.
- Ability to make bold and potentially unpopular decisions if necessary in the best interests of the University.
- Values-led individual with high degree of probity, and the ability to inspire trust and confidence across the two Loughborough campuses and beyond.
- High intellect, with the ability to be credible when providing academic leadership in a research intensive institution.
- Proven influencing capability with policy makers at sector and government level leadership.
- Evidenced relationship building and fundraising expertise.
- Politically astute and emotionally intelligent relationship-building skills.
- An understanding of inclusivity with accomplishments in embracing difference and influencing societal change.
- Internationalist in outlook, and an ability to engage with stakeholders across the globe.
- Demonstrable ability to articulate vision and create delivery momentum with all stakeholders.
- A robust understanding of the challenges facing Higher Education in the UK and internationally.
- Financially astute with an imaginative and proactive approach to fundraising.
- Strong energy, drive, enthusiasm, patience, diplomacy and innovation.

## Skills, Experience and Personal Characteristics:

- Evidence of strategic leadership and management within a complex organisation.
- Emotionally intelligent leader with ability to lead a high-calibre academic and Professional Services colleagues.
- Ability to provide clear and strong leadership whilst being comfortable to delegate operational management where appropriate.
- Inspirational and persuasive leadership combined with outstanding people management skills.
- Affinity with and ability to enthuse young people, and a demonstrable commitment to progress on equality, diversity and inclusion, and widening participation agendas.
- Personal presence, standing out from the crowd, and

# How to apply

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

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **WOG**

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 8 February 2021

\* 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.



This publication is available in large print. Please contact +44 (0)1509 222190 and quote reference 78936 to request a copy



TOP 10 IN EVERY NATIONAL  
UNIVERSITY LEAGUE TABLE