



Loughborough  
University



Appointment of

Pro Vice-Chancellor  
for Research and  
Innovation



# Welcome

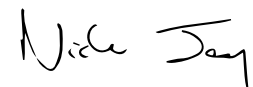
This is an exciting time for Loughborough University. The role of the new Pro Vice-Chancellor Research and Innovation (R&I) will be to work with me, the senior leadership teams and across the whole institution as we move forward to the next stage of the University's development.

Research and innovation are central activities for a world-class university, and they are a key part of my vision for Loughborough. We have a distinctive and enduring heritage, a long and proud tradition of partnering with industry and other key stakeholders to nurture highly skilled graduates for the workforce and, crucially, to provide numerous tangible benefits to government, business and civil society through our interdisciplinary and transdisciplinary research.

As an institution we are already leading the way and breaking new ground in a range of fields and we can do even more with a new strategy that is forward-looking, outward-facing and ambitious. The University has world-leading research groups across the academic spectrum, from Engineering to the Creative Arts, and is ranked number one in the world in Sports-Related subjects. There are numerous examples of our research directly shaping and informing policy, working with government and high-profile organisations to improve the lives of individuals and for the betterment of wider society.

So, with all this in mind, Loughborough is well placed to respond to the emerging challenges posed not just by the global pandemic but other geopolitical and socioeconomic forces that emerge in the years ahead. But if we are to truly achieve our potential we cannot afford to stand still. We must ensure that the right culture and structures are in place for the University and our community to continue to evolve and thrive. We need to be bolder in articulating the value that our research and innovation can bring to build our reputation in the UK and across the globe.

I am committed to leading this work as Vice-Chancellor with the PVC R&I. You will be working with me on developing and delivering on the new strategy, especially around our ambitions on R&I. I look forward to your application and thank you for considering this opportunity.



**Professor Nick Jennings CB FREng**  
Vice-Chancellor and President





# 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 class research and unparalleled sporting success gives rise to something that's truly special and distinctive amongst the UK's universities.

It's not just what we do that makes Loughborough special, it's our focus and our spirit. 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's in our DNA. We value our unique identity and our sector-leading work on diversity and inclusion. 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 in 2021. Today the #LboroFamily comprises over 3,650 colleagues and more than 18,500 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 £327.3m.





# Our people

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

Our students, graduates, staff and campus based partners are at the heart of all that we do.

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.



over

# 30,300

applications were made for around 3,800 undergraduate places in 2021/21



More than

# 18,500

students from over 145 different countries



over

# 2,870

of our students on campus are international

# Our students

Student numbers 2020/21 UK/EU and international

Undergraduate	14,255
Postgraduate taught	2,857
Postgraduate research	1,190
Further education	118
Other (including temporary exchange and staff research)	171

# Our alumni

Loughborough University has a global community of over 192,000 graduates from 169 countries.

Over £6.1 million has been donated by alumni and friends of the University over the last three years.

# Our staff

Staff numbers (Dec 2020)

Administrative, management and specialist staff	1,297
Researching, teaching, enterprise, specialist and supporting academic	1,390
Operational and technical staff	964

We have over 3,900 members of staff. 17% of our employee numbers are represented by international members of staff, covering over 75 different nationalities\*

Our staff to student ratio is one member of academic staff for every 13.5 students.



Awarded seven Queen's Anniversary Prizes



over

# 3,650

staff, Loughborough's biggest employer



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.

# Our collaborations

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

Our strategic collaborations include

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

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)

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)

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.LUSEP.co.uk/sport-park](http://www.LUSEP.co.uk/sport-park)

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



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)

\* Figure based on staff headcount in February 2021

# Our achievements

We successfully combine a 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 2021  
**BEST UNIVERSITY IN THE WORLD FOR SPORTS-RELATED SUBJECTS**

**2<sup>ND</sup>**  
IN ENGLAND FOR OVERALL SATISFACTION  
NATIONAL STUDENT SURVEY 2021



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



**UNIVERSITY OF THE YEAR FOR SPORT**  
THE TIMES AND SUNDAY TIMES GOOD UNIVERSITY GUIDE 2022



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



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



**RANKED 10<sup>TH</sup>**  
IN THE TIMES AND SUNDAY TIMES GOOD UNIVERSITY GUIDE 2022



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



THE COMPLETE UNIVERSITY GUIDE 2022  
**RANKED 7<sup>TH</sup>**

\*Based on English HEIs excluding specialists, FECs and alternative providers





# Our staff networks

The University has a number of [staff networks](#) which enable colleagues to support each other, discuss issues within our community and wider society, and contribute to future strategic developments at the University.

## Age Appreciation Group

Open to staff of any age, the group champions age diversity. The Group is currently seeking a new Chairperson to lead the development of a strategy that promotes the university as a great place to work for all ages.

## Black, Asian and Ethnic Minority (BAME) Network

The group raises awareness of race and cultural issues and is a forum to raise the profile of black and ethnic minority cultures on campus.

## Staff Inclusivity Group

The Staff Inclusivity Group is committed to achieving equality for all those who work across both campuses. We aim to ensure that the University demonstrates a fair and supportive environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of disability, including mental health difficulties and neurodivergent differences.

We are proud to support our diverse community and wish to encourage and celebrate its full contribution to a University life where all colleagues are treated equally and with respect.

## Part-time Staff Group

An informal support network for people who currently work flexibly or on a part time basis, or who would like to do so in the future.

## LGBT+ Staff Network

The LGBT+ Staff Network encompasses staff that identify as LGBT+ and those who are allies. The Network has monthly meetings where staff highlight LGBT+-related issues, organise events and campaigns for awareness and celebration, and offer a space to ensure that LGBT+ staff are represented, supported, valued and have a structure through which they can instigate change. Our current priorities are to: work with colleagues to facilitate a systemic and structured audit of LU structures, processes and experience of LGBT+ staff [Stonewall Workplace Equality Index]; implement recommendations from the audit; and create and publicised proactive policies for trans and non-binary staff.

## Maia

Maia is the Loughborough University Women's Network. Maia unites women staff and Doctoral Researchers, including trans women and non-binary people comfortable in a female-centred community, across Schools, Professional Services and Loughborough Students' Union. Maia seeks to make change happen across the University by providing an inclusive community and networking opportunities, creating meaningful events and initiatives, and delivering and advocating for change to progress gender equity at Loughborough.

## International Staff Group

The network supports the development of a fair and supportive environment that provides equality of opportunity and freedom to international staff.

## Working Parents and Carers' Network

For all staff who have, or who have had, parental or caring responsibilities, this network provides a forum for support, sharing experiences and raising issues relevant to working families. We are an informal group which aims to offer a community for working parents and carers, and which also seeks to influence university policies and practices which impact on our members.

## Armed Forces Network Group

Open to those staff, and their family members, who have served in the Armed Forces. The University is a signatory to the Armed forces Covenant and has pledged to treat with fairness and respect those who serve or who have served in the Armed Forces, and their families. Our Armed Forces Network provides a forum and support group for staff and students who are Military Reservists, Veterans and their family members. The University promotes itself as an armed forces institution with HR policies that support the recruitment of veterans and their families. Our contribution was recognised with a Silver award in the 2021 Defence Employer Recognition Scheme.







## 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 help 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 region 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.

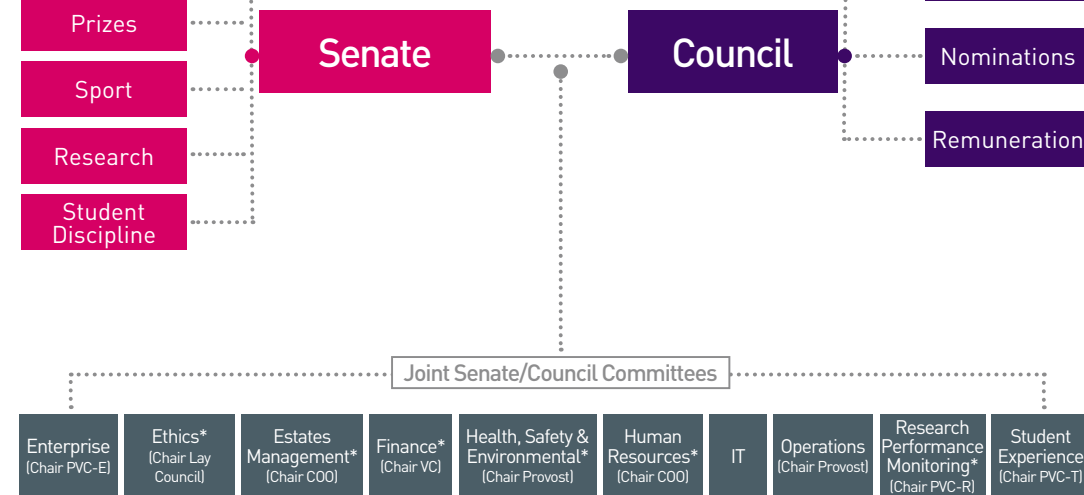
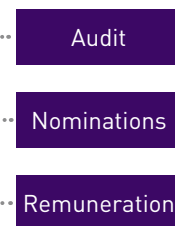
## The University Council

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

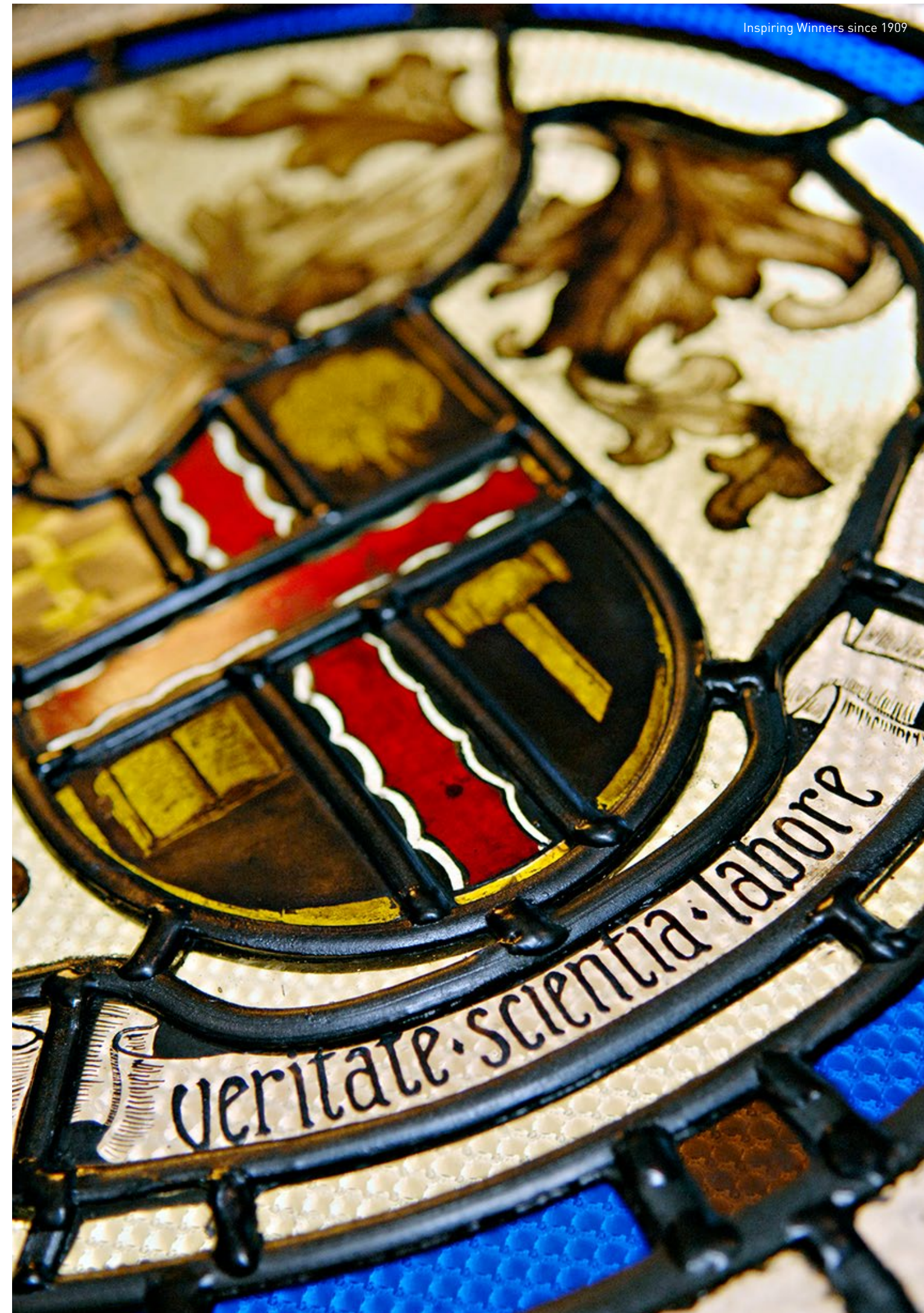
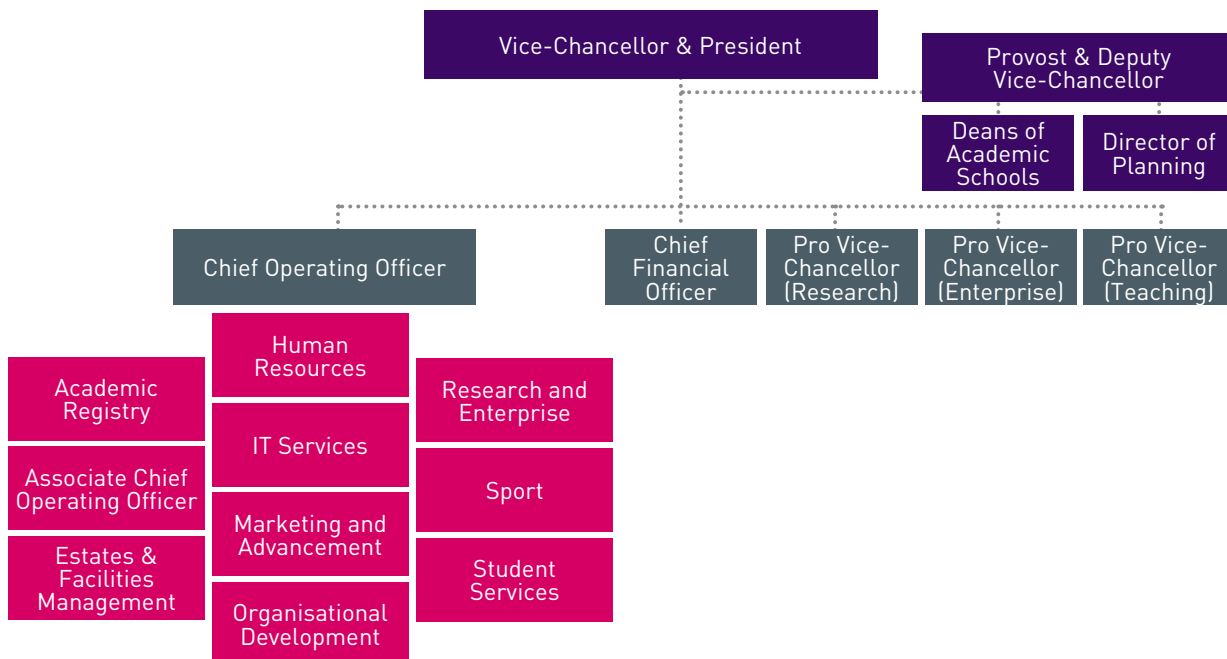


### Council Committees



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

## Leadership team structure





# Research and impact

Examples of our world leading research include:

## The Minimum Income Standard

Since 2009, researchers in the Centre for Research in Social Policy have annually recalculated and updated the Minimum Income Standard (MIS), consulting with the public to determine the weekly budgets needed by different households to maintain an acceptable standard of living that supports participation in society.

The MIS now informs efforts to tackle low income in the UK. For example, it demonstrated that the National Minimum Wage is too low for many households to reach a minimum acceptable standard of living – encouraging employers to adopt instead the Real Living Wage. Now the MIS is being piloted and adopted worldwide – in France, Ireland, Japan, Mexico, Portugal, Singapore, South Africa and Thailand. [Minimum Income Standard impact](#)

## Closing the loop

Plastic waste is one of the most damaging and polluting by-products of human activity; 91% of plastics are not recycled. Loughborough's collaboration with Plastic Energy is safely recycling plastics to create a range of useful materials.

Plastic Energy's patented and proven technology – Plastic2Plastic – converts end-of-life plastic waste into an optimal feedstock (TACOIL) for making clean recycled plastics. Since April 2020, all TACOIL has been used to create new plastics, which benefits the circular economy. Plastic Energy is a partner in the National Interdisciplinary Centre for the Circular Chemical Economy which the University leads and in 2022 it will open a specialist facility on the Science and Enterprise Park LUSEP, to continue to push the boundaries of chemical recycling. [Plastic Energy impact](#)

## Creating more opportunities in Parasport

The International Paralympic Committee (IPC) requires sports included in the Paralympic Games to have an evidence-based classification system. Working with international partners, Loughborough's Peter Harrison Centre (PHC) for Disability Sport research informed the basis for the new classification system for Paracanoe – the first of its kind – resulting in Va'a Paracanoe's debut in Tokyo, where ParalympicsGB's women won Gold and Bronze.

The PHC has also played a key role in supporting in many other Parasports including paratriathlon, wheelchair basketball, rugby and tennis. Most recently it has provided physiological support to wheelchair rugby in its Tokyo quest, where ParalympicsGB returned with Gold – the first-ever wheelchair rugby Paralympic medal achieved by any European team. [Parasport impact](#)

## A revolutionary 3D printing process

High Speed Sintering (HSS) – invented at and patented by Loughborough University – is the original 3D-printing process to enable low-cost, high-volume, mass manufacture of complex and customisable parts that competes economically with injection moulding.

Since 2016, the global rollout of the HSS processes, under license to multiple companies, has revolutionised the mass manufacture of polymer parts and is accelerating the shift towards digital manufacturing. Many sectors have adopted HSS in their end-product supply chains – including aerospace, automotive, consumer goods, healthcare and medical. [High Speed Sintering impact](#)

## Empowering the Global South to lead the sustainable energy shift

At COP26 we launched the £80m Centre for Sustainable Transitions: Energy, Environment and Resilience (STEER), which will give vulnerable populations in the Global South a voice, helping them to shape and benefit from the transition to sustainable energy.

STEER brings together two major programmes funded by the Government's Foreign, Commonwealth and Development Office – Modern Energy Cooking Services and Climate Compatible Growth – as well as innovative research and capacity building on community energy resilience and inclusive energy planning. [STEER website](#)

## Transforming understanding of children's mathematics learning

Loughborough is establishing a Centre for Early Mathematics Learning (CEML), which will transform understanding of children's mathematics learning during the early years and design effective educational activities to improve skills and knowledge.

The CEML will look at the ways in which cognitive, emotional, social and environmental factors influence the development of children's maths skills, providing, for the first time, a detailed perspective on mathematical learning. In partnership with teachers and early years practitioners, we will develop and evaluate resources to bring about findings that will have positive impact in education settings. [CEML news announcement](#)





# Impact through innovation

Innovation is at the heart of the University's activities, enhancing the student experience, creating impact through economic development partnerships and LUSEP, our Science and Enterprise Park, which is home to more than 90 companies including early-stage start ups, high-growth SMEs, R&D divisions of global brands and national sports organisations.

The University, as a regional anchor institution, engages with its local areas in the East Midlands and East London, to drive growth and regeneration.

## LUSEP's recent developments include

- Land acquisition that increases the total site to 97 hectares, with the potential to triple in size by 2040 to accommodate businesses employing 6,000 people.
- 109,000 sq ft office headquarters for leading business management software provider The Access Group.
- The National Centre for Combustion and Aerothermal Technology (NCCAT) – a global open-access centre of excellence for low emission aerospace engineering, funded by BEIS, the Aerospace Technology Institute and Innovate UK.
- 25% expansion to SportPark, to further anchor the region as an internationally important Sports Innovation Hub.
- LU Inc. the University's business incubator for academic, graduate and local pre and early-stage startups, offering bespoke support and seamless transition to grow on space at LUSEP.

## Loughborough University London

As the lead academic partner on the Queen Elizabeth Olympic Park, we worked closely with HereEast, the London Legacy Development Corporation, the Mayor's Office and surrounding Boroughs to help build the economic and cultural legacy of the 2012 Olympics.

## Recent initiatives include

- Partnership in The Global Disability Innovation Hub, a £50m organisation working to improve the lives of the 1bn disabled people worldwide, in which we lead several large-scale programmes such as Para Sport Against Stigma.
- Digital Skills programme in partnership with the Greater London Authority to build capability in SMEs.

## Enduring, strategic collaborations

Dating back to the 1960s, our partnership with Rolls-Royce launched the Rolls-Royce University Technology Centre in Combustion System Aerothermal Processes which generates a significant annual research income and has led to the launch of NCCAT.

Through the Caterpillar Innovation and Research Centre, we deliver research that addresses root questions, discovering and developing new engineering processes and components applied worldwide by Caterpillar and its global supply chain.

## Research commercialisation

Having built a strong IP portfolio, our recent prioritisation of research commercialisation is reflected in the achievements of the University's recent spinouts, all of which have attracted significant external investment.

## Recent examples include

- Insurtech Previsico, which launched in 2019 and has raised over £2.7m investment to accelerate the impact of its next-generation global flood-warning solution. Increasing traction in the insurance market through partnerships with Zurich and BT, Previsico looks to raise up to £10m Series A funding in 2022, in order to increase its workforce to 70 by 2025 to extend global reach.
- Nanotechnology spinout Figura Analytics, launched in 2021, has raised £250k seed funding to develop a rapid testing technology platform to improve quality in the drinks manufacturing industry.

## Licensing opportunities include

- High Speed Sintering, which has created more than £1bn in new revenues for licensees and supply chain partners as well as thousands of high-value jobs.

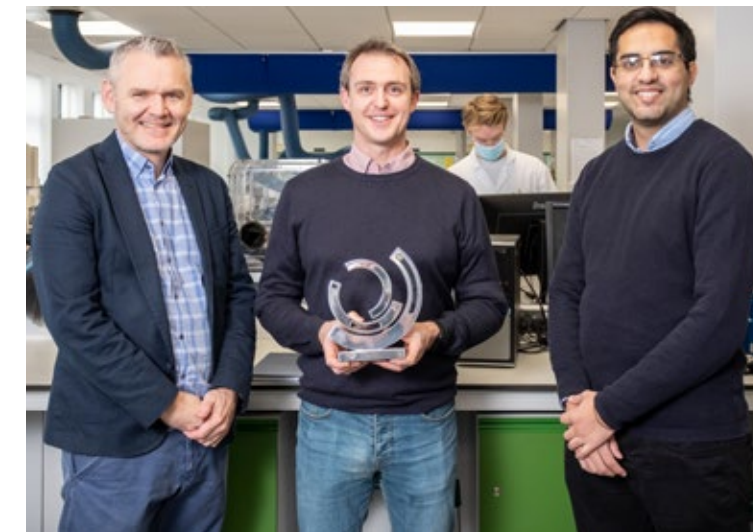
## Graduate enterprise

The Loughborough Enterprise Network supports students and graduates at every stage of their enterprise journey. We provide skills training, funding and workspaces to get their businesses started.

His grandfather's dementia diagnosis in 2015 spurred engineering student Alex Nash's innovation to address a gap in the social care system caused by the absence of smart technology, to support caregivers to take pre-emptive care action faster, and help meet the desire for people to live independently for longer. Alex founded Alcuris on LUSEP, creating 16 jobs and raising over £3m. [Alcuris became part of The Access Group in 2021.](#)

ACT Medical, a new graduate startup, has been awarded the inaugural International James Dyson Award for a [device to reduce blood loss from knife wounds.](#)

Joseph Bentley invented the device as part of his Product Design and Technology degree. The prestigious award injects a further £30,000 into Joseph's project and he has recently joined LU Inc. the University's incubator, on LUSEP.





# The role

## Core Job Duties of all Pro Vice-Chancellors

- Lead, with the Vice-Chancellor and other members of the Senior Leadership Team, the implementation of the University Strategy across our two campuses.
- Represent and advise the Vice-Chancellor, where appropriate, on matters including but not limited to the post holder's portfolio.
- Demonstrate, through personal example, (academic or professional) excellence and commitment to institutional values.
- Work collaboratively with other senior staff, in particular the Deans of School and Associate Deans, and Directors of Professional Services, and to contribute to the wider leadership and management of the University as a member of the Academic Leadership Team, Operations Committee and Senate.
- Create and sustain relevant and appropriate external partnerships and represent the University in national and international contexts.
- Chair appropriate central committees and groups.
- Report and advise, as required, to Senate and Council and to other University committees.
- Liaise as and when appropriate with Loughborough Students' Union, fostering the positive working relationship that exists between the University and the Union.

- Represent the University and its interests on external bodies and at ceremonial and other occasions.
- Chair formal hearings such as disciplinaries, grievances and appeals, as appropriate, for staff or students.
- Work with other key colleagues, including Deans and Directors of Professional Services, to realise aspirations across all our activities including research and innovation, education, student experience, and Equity, Diversity and Inclusion.
- Undertake other duties as may be reasonably requested by the Vice-Chancellor.

## Additional Duties

- Provide strategic leadership on all matters relating to research and innovation across the University.
- Drive the development of research and innovation activity, with attention to culture, quality, visibility, knowledge exchange, impact, commercialisation, funding and integrity.
- Working with the APVC (Doctoral College), ensure high standards in doctoral research programmes and in the doctoral researcher experience at all stages from recruitment to submission and completion.
- Ensure effective mechanisms are in place to monitor and advance research and innovation performance, in pursuit of excellence as judged against international norms.
- Lead our submissions to national exercises including the Research Excellence and Knowledge Exchange Frameworks.

# Person profile

## Skills, Experience and Personal Characteristics

- Evidence of strategic leadership and management within a complex organisation.
- Emotionally intelligent leader with ability to lead high-calibre academic and Professional Services colleagues.
- 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 equity, diversity and inclusion, and widening participation agendas.
- Personal presence, standing out from the crowd, and representing Loughborough regionally, nationally, and internationally.
- Enthusiasm and a commitment to the student and staff experience.
- Values-led individual with a high degree of probity, and the ability to inspire trust and confidence across the two Loughborough campuses and beyond.
- Being credible and being able to demonstrate organisational change.
- 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.
- Strong energy, drive, enthusiasm, patience, diplomacy and innovation.

## Other

Staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

Staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available [HERE](#)

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available [HERE](#)) In addition, the University is supportive, where operational needs allow, of flexible working arrangements.

We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN: [HERE](#)



The first Passivhaus development on the University campus, SportPark Pavilion 4 on LUSEP will provide the capacity to welcome yet more mission-driven organisations to the University, and to further anchor the region as an internationally important Sports Innovation Hub.

© David Morley Architects



# Conditions of service

The position is full time and open ended. Salary will be on the University Grade 9 scale, and a competitive salary will be confirmed on offer of appointment. The University offers a substantial benefits package, including a pension scheme. More information can be found at:

[www.lboro.ac.uk/services/hr/jobs/employee-benefits](http://www.lboro.ac.uk/services/hr/jobs/employee-benefits)

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found by visiting:

[www.lboro.ac.uk/services/hr/a-z/conditions-of-service.html](http://www.lboro.ac.uk/services/hr/a-z/conditions-of-service.html)

# Application and interview

## Application

Please find more information online at: [www.lboro.ac.uk/join-us/pvc-research-innovation](http://www.lboro.ac.uk/join-us/pvc-research-innovation)

**The closing date for applications is 1st February 2022.**

To apply please click on [www.lboro.ac.uk/join-us/pvc-research-innovation](http://www.lboro.ac.uk/join-us/pvc-research-innovation) which will take you to the application page.

For an informal and confidential conversation before applying, call **Ally McDonald Alonso on 01509 223464** or email **A.McdonaldAlonso@lboro.ac.uk**

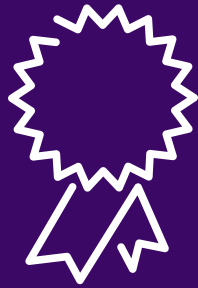
## Interview

Initial meetings will take place during February and we will offer all candidates the chance to take part in an informal visit day, to meet key senior staff and tour the campus.

**We will be holding formal interviews in March and April.**







TOP 10 IN EVERY NATIONAL  
UNIVERSITY LEAGUE TABLE