



Appointment of  
Pro Vice-Chancellor for  
Education and Student Experience



Loughborough  
University

# Welcome

Loughborough is an exceptional university and has been ranked Top 10 in the UK for over a decade. Our excellent student experience, acclaimed research, unparalleled sporting achievements, outstanding teaching and learning, and commitment to change, allow us to offer something truly distinctive from that of other Universities.

**Creating Better Futures. Together** is our bold and ambitious strategy guiding the University over the decade. It sets out our purpose, our values and our aims, recognises the impact of our actions on the world around us, and reflects the challenges that face us as a global society.

At Loughborough we think differently; we challenge convention; we solve problems, and we take action. Through our research we make important discoveries and find solutions to the major problems we face as a society and a planet. We know that change is catalysed through our staff, students and partners, and our community is a diverse body of people with different perspectives, values and attitudes that add to our excellence.

We are known for an outstanding student experience, securing Gold Overall, Gold for Student Experience and Gold for Student Outcomes in the 2023 Teaching Excellence Framework and we're consistently in the top 5 in England in the National Student Survey. We continue to innovate to strengthen our sector-leading position for education and student experience and to ensure that our graduates are future-fit for the world of work in which digital skills and new technologies will play a key part.

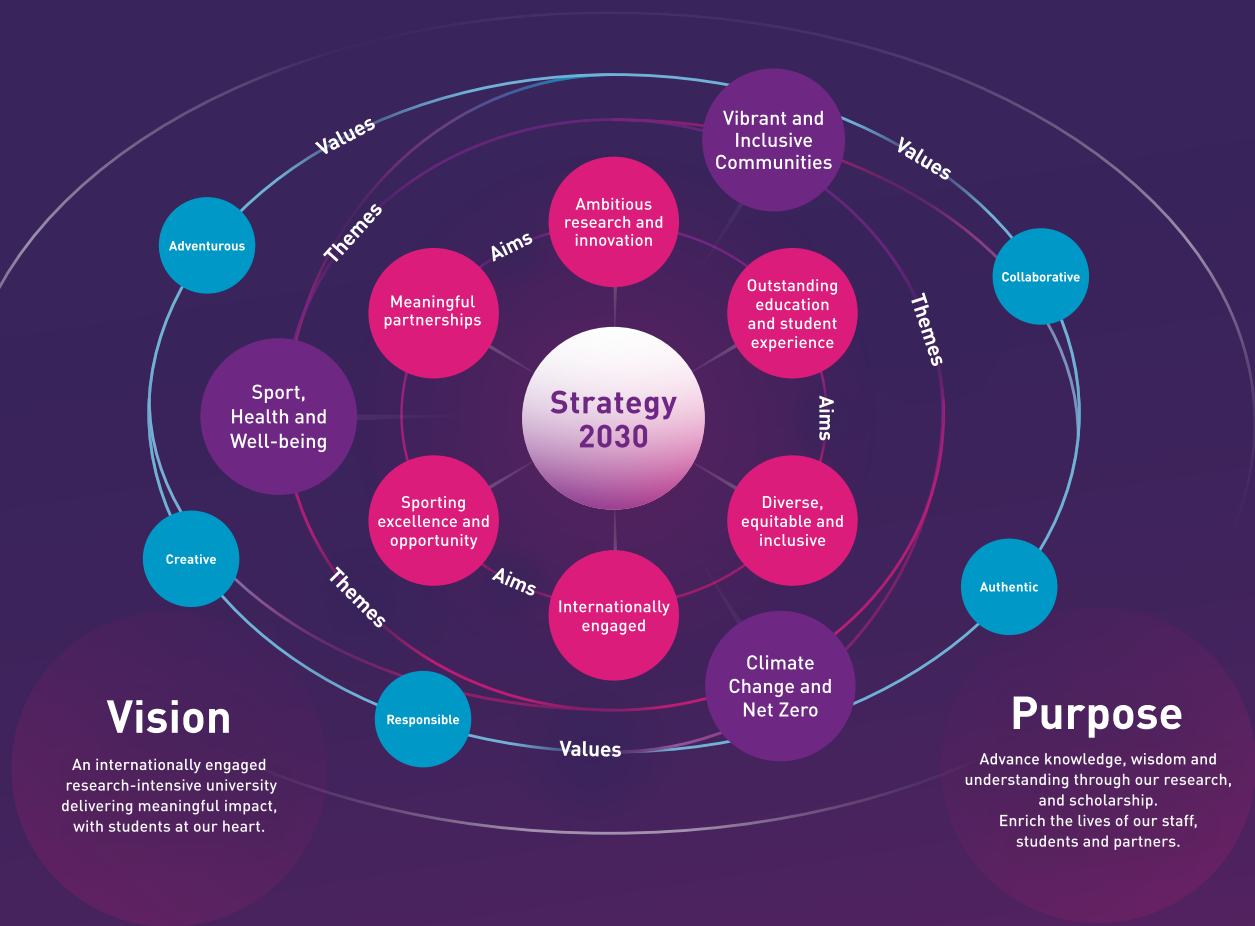
We are seeking an individual with expertise to make a difference and be part of our talented executive team. If you are ambitious, adventurous and share our passion for Creating Better Futures. Together, I encourage you to make an application. We would be delighted to hear more from you or engage in further discussion, directly or through our retained search agents, Perrett Laver.

*Nick Jennings*

Professor Nick Jennings CB FREng FRS  
Vice-Chancellor and President



# Creating Better Futures. Together



# Our University



## **WE ARE A RESEARCH-INTENSIVE INSTITUTION**

Over 90% of our research is regarded as 'world-leading' or 'internationally-excellent' (REF 2021)



## **WE OFFER ONE OF THE BEST STUDENT EXPERIENCES IN THE COUNTRY**

with Loughborough Students' Union (LSU)



## **INNOVATION IS AT THE HEART OF OUR ACTIVITIES**

enhancing the student experience, creating impact from research, and driving regional prosperity



## **HOME TO LOUGHBOROUGH UNIVERSITY SCIENCE AND ENTERPRISE PARK**

one of the largest science parks in the UK with over 90 start-ups, growing businesses, global brands and sports organisations



## **WE ARE COMMITTED TO BEING A SUSTAINABLE AND SOCIALLY RESPONSIBLE ORGANISATION**

that maximises our positive impact on society



## **OUR BIODIVERSE CAMPUSES ARE GREEN FLAG ACCREDITED**

and home to countless species, plants and trees



**WE HAVE  
OVER 19,000  
STUDENTS AND  
3,400 STAFF**



**WE ARE THE  
WORLD'S LEADING  
UNIVERSITY FOR SPORT**  
with opportunities for  
all to participate



**OUR FOCUS  
IS GLOBAL**  
We have global ambition and  
will continue to develop the  
influence we have



**WE HAVE TWO  
INSPIRING CAMPUSES**  
Our East Midlands campus  
and our postgraduate campus,  
Loughborough University London



**WE ARE A  
DIVERSE, EQUITABLE,  
RESPECTFUL AND  
INCLUSIVE COMMUNITY**  
in which all can feel valued



**WE DEVELOP AND  
NURTURE MEANINGFUL  
PARTNERSHIPS**  
locally, regionally, nationally  
and internationally



**Matt Padley**  
Senior Research Fellow  
Associate Director - Centre for Research in Social Policy  
(CRSP)  
Loughborough University

**Creating Better Futures.  
Together**

 Loughborough  
University

# Our Strategy

Creating Better Futures. Together is our bold and ambitious strategy. It sets out our purpose, values and aims; articulates our strategic priorities; recognises the importance of our external influence and our actions on the world around us; and emphasises the need to work in partnership.

## Our vision

We will be an internationally engaged research-intensive university that delivers meaningful impact and keeps students at our heart. Together we will use our distinctive strengths to support, inspire and empower people to achieve extraordinary things.

## Our values

We will be:

- **Creative:** Working imaginatively, innovatively and smartly to find solutions.
- **Adventurous:** Setting progressive and ambitious goals.
- **Responsible:** Being accountable for our actions, taking care of ourselves, others and our environment.
- **Authentic:** Being honest, trustworthy and open, respecting one another and building confidence across our community.
- **Collaborative:** Creating a strong sense of community by working together with colleagues, students, alumni and partners.

## Strategic aims

The strategy has six aims:

- Be more ambitious in our research and innovation endeavour
- Strengthen our sector-leading position for education and student experience
- Be more diverse, equitable and inclusive
- Intensify and extend the reach of our international engagement and impact
- Excel in sport and use our pre-eminence to create new opportunities
- Develop meaningful partnerships locally, regionally, nationally and internationally

## Strategic themes

The strategy also has three institutional-level themes which we will use to amplify the impact of our most significant strengths.

These themes will guide what we prioritise and how we operate and behave. They will influence our curricula, research, strategic partners, operations, and culture.

At school level, we will continue to be a broad-based institution, producing high-quality research and innovation, and educating a diverse range of students across the academic spectrum.



**Sport,  
health and  
wellbeing**



**Climate  
change and  
net zero**



**Vibrant and  
inclusive  
communities**

## Putting the strategy into action

The strategy is being delivered through six core institutional plans that will guide the University's operations.

University Council is responsible for monitoring the University's performance in delivering the *Creating Better Futures. Together* strategy. Council will consider key performance indicators (KPIs) aligned to the ambitions set out above, together with an overarching measure of financial sustainability and an overall assessment of institutional performance.

# Our People

Loughborough University is a place for risk-takers. For those with the imagination and creative zeal to face and overcome challenge. The determination to work hard in pursuit of critical, incremental advances. It's a mindset that endures long past graduation, and nurtures a worldwide community united by the understanding that better isn't born, it's earned.



48,000

applications were made for around 6,000 undergraduate and postgraduate taught places in 2023/24.



3,400

staff, Loughborough's biggest employer.



19,400

students from 130 different countries.



3,500

of our students on campus are international.



90

**TENANT PARTNERS** are based on Loughborough University Science and Enterprise Park (LUSEP).



We have received the **RACE EQUALITY CHARTER BRONZE AWARD** that recognises we are beginning our journey to advance race equality.

## OUR STAFF

### Staff numbers (December 2025)

Administrative, management and specialist staff	1,500
Researching, teaching, enterprise, specialist and supporting academic staff	1,400
Operational and technical staff	1,000

## OUR STUDENTS

### Student numbers 2025/26 UK/EU and international

Undergraduate	15,400
Postgraduate taught	1,300
Postgraduate research	1,000

## OUR ALUMNI

Loughborough University has a global community of over 250,000 graduates.

Over £6 million has been donated by alumni and friends of the University over the last three years.

## OUR COLLABORATIONS

The University works with organisations worldwide, exchanging knowledge to drive innovation, boost performance and meet current and future challenges. Loughborough's strategic partners include:

**adidas**  
[volume.lboro.ac.uk/](https://volume.lboro.ac.uk/)  
[winning-its-all-about-teamwork](https://winning-its-all-about-teamwork.com/)

**Joseph Rowntree Foundation**  
[lboro.ac.uk/research/crsp](https://lboro.ac.uk/research/crsp)

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

**Leicester Biomedical Research Centre**  
[leicesterbrc.nihr.ac.uk](https://leicesterbrc.nihr.ac.uk)

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

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

**SportPark**  
[LUSEP.co.uk/sport-park](https://LUSEP.co.uk/sport-park)

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

**National Football League Academy**  
[nflacademy.com](https://nflacademy.com)

**West Ham United Women**  
[whufc.com](https://whufc.com)





Our Achievements

**TRIPLE  
GOLD**

Teaching Excellence  
Framework 2023

<b>TEF</b> 2023	Overall: <b>Gold</b>
	Student experience: <b>Gold</b>
	Student outcomes: <b>Gold</b>
Teaching Excellence Framework	



# Our education and student experience

We are proud of our hard-earned reputation for education and student experience at Loughborough. We were awarded Gold overall, Gold for student experience and Gold for student outcomes in the 2023 Teaching Excellence Framework (TEF), plus Gold in TEF (2017). We have been the top mainstream English University in the National Student Survey in three of the last seven years, and consistently in the top five.

Our success comes from rigorous self-evaluation, continuous innovation, an uncompromising approach to quality and standards and responsiveness to changes in the external environment. We benefit hugely from a deep and constructive partnership at all levels between our students and our staff.

We aim to 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 also aim to offer the best all-round student experience, providing our students with a wide range of opportunities that enable them to achieve their full potential, professionally, personally, as well as academically.

## Our vision for Education and Student Experience

- We will deliver a distinctive, high quality academic experience grounded in applied, real-world learning, supporting and inspiring our students and staff to achieve their full potential.
- We will create a high expectation, supportive environment where every student can access opportunities to develop the skills, confidence and resilience for future success.
- We will foster a vibrant student community built on togetherness, wellbeing and shared ambition, where all students can thrive and realise their potential.
- We will be rooted in our campus experience and global in outlook, bringing learning, collaboration and personal development to life in an environment designed for participation and growth.

Together, these elements will create a distinctive Loughborough experience - what we describe as Loughboroughness.

## Key themes within the Education and Student Experience strategy

- To create a sector-leading and innovative academic experience at Loughborough.
- To create an equitable, inclusive student experience which ensures all students (from all backgrounds, at all levels) feel they belong at Loughborough.
- To create a future-fit learning and living environment which enhances the student experience.
- To deliver a life-long learning offer which aligns with Loughborough's strengths and engages students/learners beyond our usual reach.

## Graduate Outcomes

We take pride in our graduate outcomes and outstanding rates of successful progression into employment. Placements are a key part of Loughborough's undergraduate education offer, with typically 50% of our students undertaking a year-long placement or study exchange. Students are supported by our Careers Network, part of our award-winning Student Services, and our Student Success Academy.

## Future Value Projects and Investments

We also offer postgraduate education on our campus in Stratford, East London on the Queen Elizabeth Olympic Park, with key opportunities for future development. We are also one of 4 education partners in the East Midlands Institute of Technology which launched in 2024.

We are recognised for sector-leading campus facilities, including our award-winning STEMLab – a shared, multidisciplinary environment that has redefined how we teach science and engineering.

Our recent £6m investment in DigiLabs creates a distinctive, future-focused ecosystem spanning Extended Reality, 3D data capture and visualisation, robotics, and simulation, modelling and artificial intelligence. DigiLabs is not simply a collection of facilities: it is transforming our pedagogic model. It enables immersive, applied and interdisciplinary learning at scale, equipping students to work confidently with emerging technologies and to tackle complex, real-world challenges. In doing so, it powerfully advances our digital education strategy and ensures our graduates are not only technically fluent, but creative, adaptable and future-ready.

# Our achievements

We successfully combine a world leading research endeavour with arguably the UK's best student experience. We are home to the world's leading academic-led sporting ecosystem, with an outstanding estate and facilities, and a well-established supportive and thriving network for innovation and enterprise.

8<sup>TH</sup>

THE COMPLETE  
UNIVERSITY GUIDE  
2027

**RANKED 8<sup>TH</sup>**  
OUT OF 130 UK  
UNIVERSITIES



TEACHING EXCELLENCE  
FRAMEWORK 2023  
**AWARDED GOLD  
OVERALL,  
GOLD FOR STUDENT  
EXPERIENCE AND  
GOLD FOR STUDENT  
OUTCOMES**



**108,000  
HOURS LOGGED  
OVER 900 VOLUNTEERS**  
COACHING & VOLUNTEER  
ACADEMY 2024/25



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



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



GREEN FLAG AWARDS  
SINCE 2018  
**ONE OF THE  
NATION'S BEST  
GREEN SPACES**



QS WORLD  
UNIVERSITY RANKINGS  
BY SUBJECT 2026

**BEST UNIVERSITY  
IN THE WORLD FOR  
SPORTS RELATED  
SUBJECTS**



INTERNATIONAL  
QS STARS SCHEME  
**FIVE STARS PLUS  
INSTITUTION**

ONE OF ONLY  
20 WORLDWIDE



OVER  
**£20M**

**RAISED THROUGH  
LOUGHBOROUGH  
STUDENTS' UNION  
RAG**



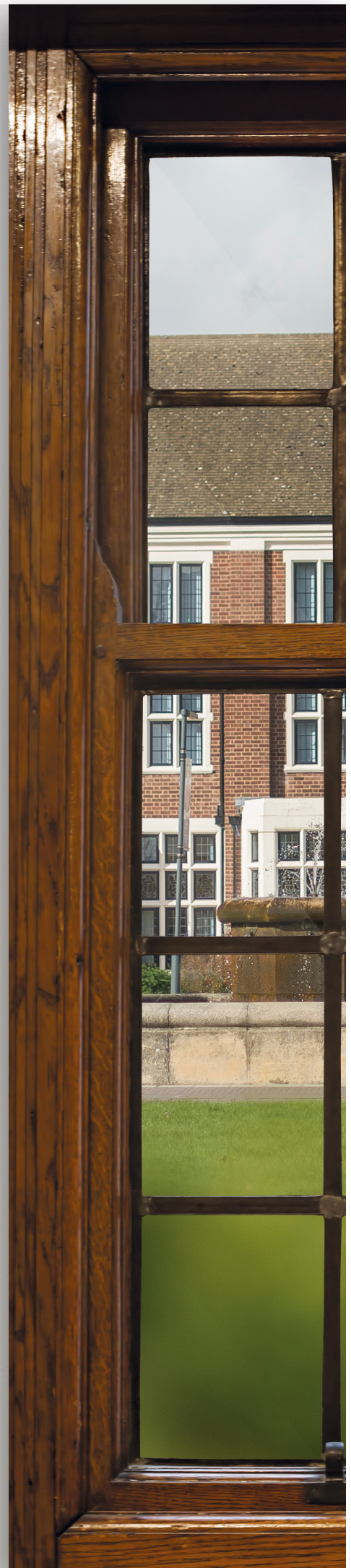
**OUR LONDON  
CAMPUS**

OPENED IN 2015  
AND IS HOME TO OVER  
800 POSTGRADATES



WHATUNI STUDENT  
CHOICE AWARDS 2026

**1<sup>ST</sup> FOR  
UNIVERSITY  
FACILITIES**



# Our strategic aims

## Ambitious research and innovation

At Loughborough we think differently: we challenge convention, solve problems and take action. Through our research and innovation we are finding answers, discovering the things that matter and adding to knowledge, creating positive change across society.

## Sector leading education and 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. Working 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.

## A history of sporting excellence

We are proud of our hard-earned global reputation for sport. From elite-level athletes to trying to keep fit, we ensure that everyone at the University can enjoy sport and physical activity regardless of ability or interest. Through world-leading coaching, outstanding student experiences, state of the art facilities and superb events, we create an inclusive, positive and life-shaping sporting experience for all.

## International engagement and impact

We are establishing a compelling international profile and reputation, built on our distinctive strengths. We are valued for the relevance and impact of our research and for our important contribution as an international partner. Coupled with our sporting expertise, outstanding education and vibrant student experience, this engagement is helping us to build a community of committed alumni and advocates across the world.

## An equitable, diverse and inclusive environment

Our campuses are home to a diverse body of people with different perspectives, values and attitudes. We are working to create an inclusive environment where such differences are shared and valued; where all individuals can reach their full potential regardless of their background.

## Extensive global partnerships

Strong partnerships and collaborations are central to everything we do. We work with organisations around the world to drive innovation, boost performance and meet current and future challenges.



# University governance

## The University Senate

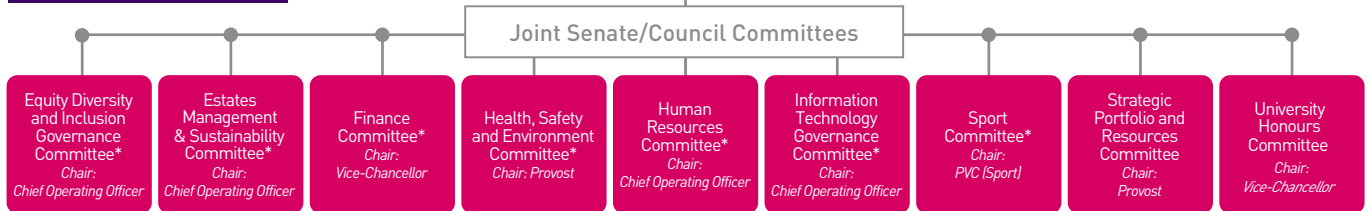
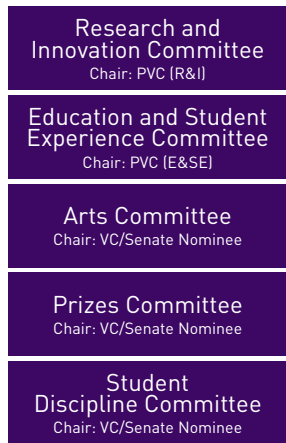
The University Senate is responsible for the academic work of the University, including programmes, examinations, teaching and research quality. Its membership is drawn from the University.

## 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 & Council structure

#### Senate Committees



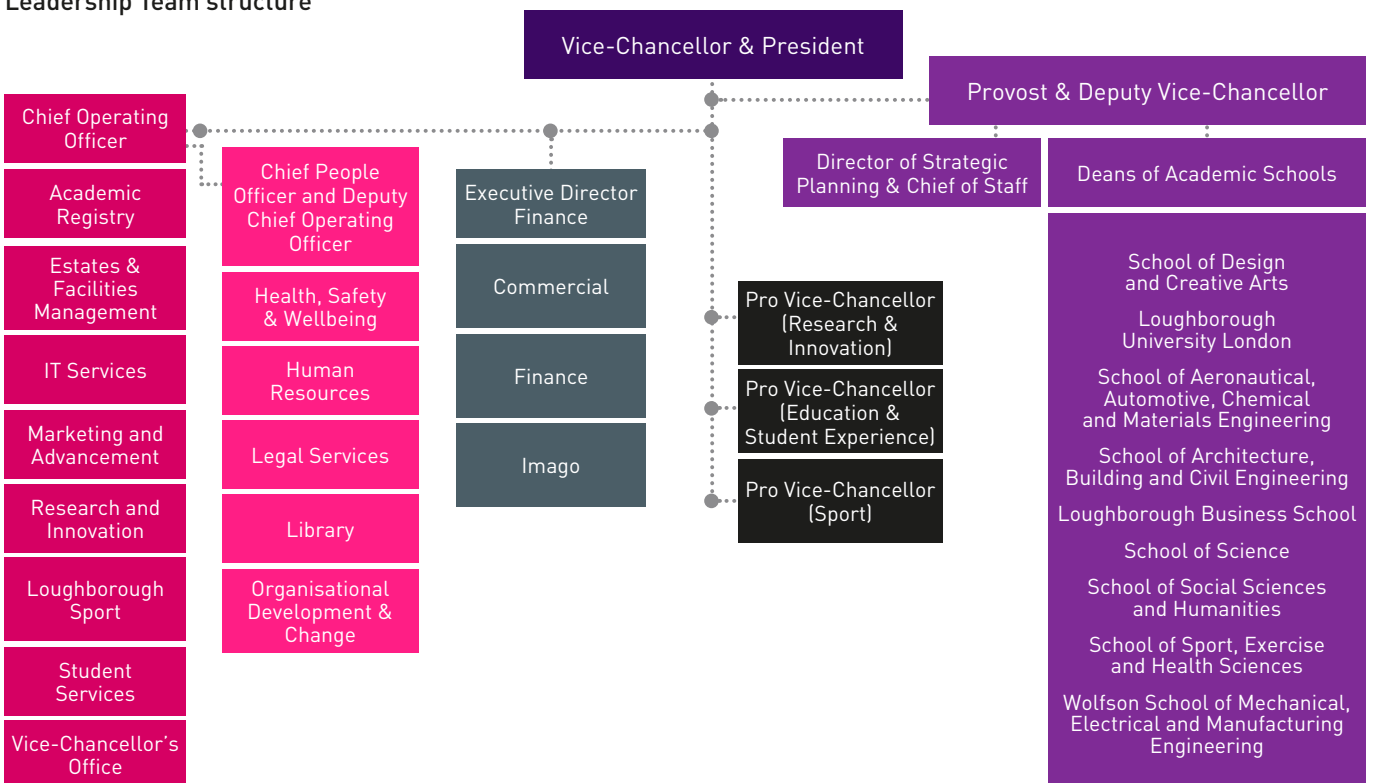
Sub-committees not included

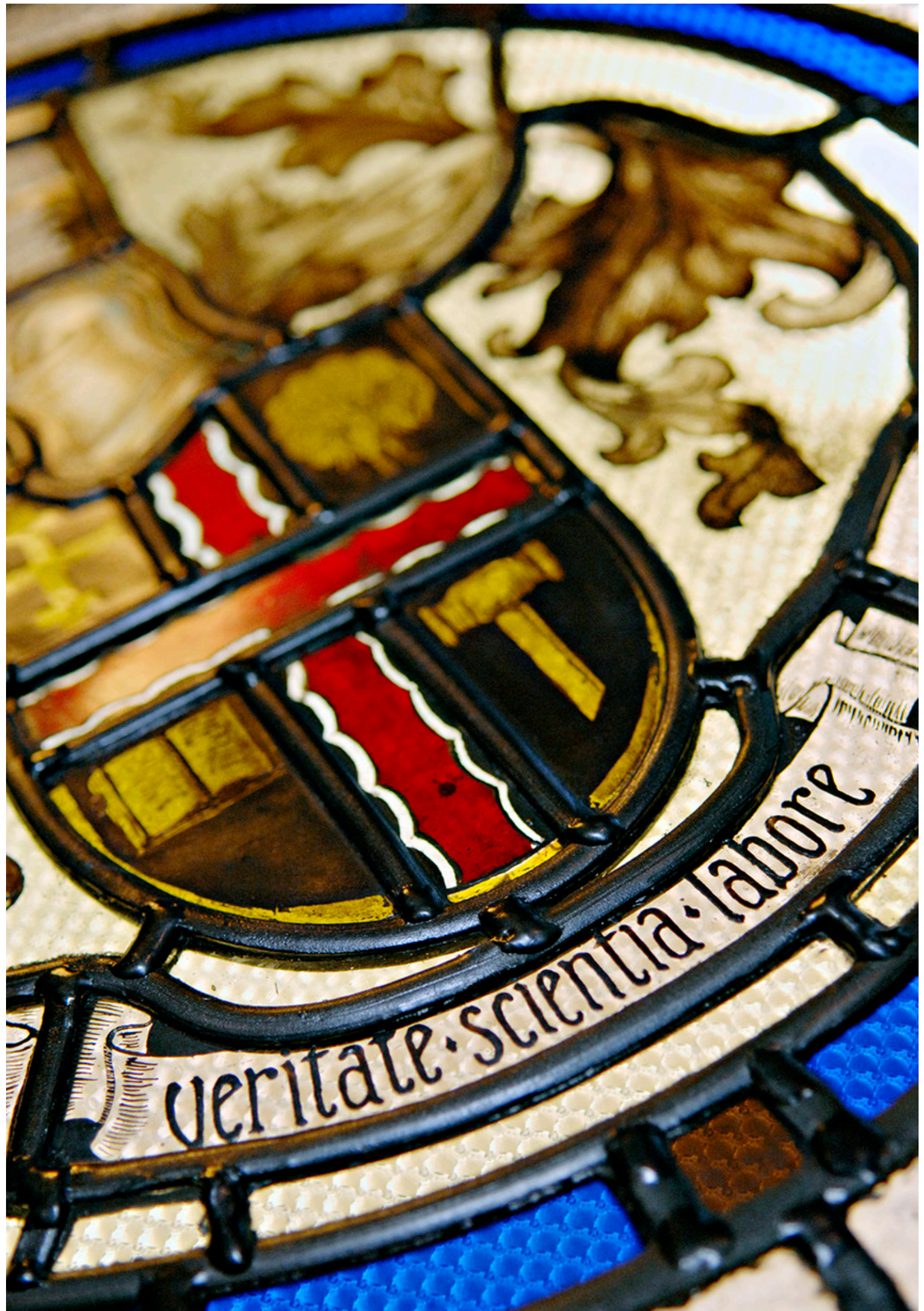
\*includes lay members of Council

#### Council Committees



### Leadership Team structure





veritate · scientia · labore

# The role

## Core 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.
- Represent and advise the Vice-Chancellor, 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 and Associate Deans of Schools and the Directors of Professional Services, to contribute to the wider leadership and management of the University as a member of the University Executive Board, University Leadership Group, Strategic Planning and Resources Committee, and Senate, as well as attending Council.
- Create and sustain relevant and appropriate external partnerships and represent the University in national and international contexts.
- Chair appropriate University committees and groups.
- Report and advise, as required, to Senate, Council and other University committees.
- Work together 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 disciplinarys, grievances and appeals, as appropriate, for staff or students.
- Undertake other duties as may be reasonably requested by the Vice-Chancellor.

## Education and Student Experience Portfolio Duties

- Provide strategic leadership on matters relating to learning, teaching and the wider student experience across the University.
- Lead the Education and Student Experience Core Plan.
- Maintain widening access policies and activities aligned to Government objectives and consistent with the University's wider strategic objectives.
- Ensure that Schools are engaged in the revision of programmes and the development of new ones, in order to realise opportunities and to meet demand.
- Ensure that the University maintains the highest standards of teaching quality and of innovation in learning and teaching and that this is recognised in external assessments.
- Foster a thriving environment for student enterprise, working with others to create an entrepreneurial culture within the student community.
- Lead University submissions for national external schemes including, but not limited to, the Teaching Excellent Framework.
- Provide strategic leadership in relation to the University's collaborative teaching provision, short courses and professional education.
- Lead strategic oversight and continuous improvement of National Student Survey (NSS) performance, setting evidence-based priorities and working with schools and services to drive progress, ensure ethical student engagement, and alignment with regulatory and institutional education strategies for sustained outcomes.

## Skills, Experience and Personal Characteristics

- Evidence of strategic leadership and management within a complex organisation.
- Excellent understanding of the UK HE learning and teaching landscape, including drivers for the Teaching Excellence Framework and associated metrics.
- Emotionally intelligent, inspirational leader with strong people management skills and a proven ability to lead high-calibre academic and Professional Services colleagues.
- Commitment to regional collaboration on skills improvement and effective representation of Loughborough across education and student experience at regional, national, and international levels.
- Enthusiasm and a commitment to both the student and staff experience.
- A credible leader with a track record of organisational change and a strong commitment to innovation and continuous improvement.
- Demonstrable ability to articulate vision and create delivery momentum with all stakeholders.
- A strong commitment to widening participation, in line with the principles promoted through Access and Participation, to make the university fairer and more inclusive for students from underrepresented or disadvantaged backgrounds, and with the ability to build trust and confidence across diverse communities and stakeholder groups.
- Ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression.

## Working at Loughborough

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Support and contribute to the University's commitment to principles of equity, diversity and inclusion (EDI) while carrying out all duties, behaving in a manner that treats others with dignity and respect and upholds every person's right to lawful freedom of expression, freedom of speech and academic freedom. Further information about EDI at Loughborough and our strategic aims is available on our website.

The University is committed to enabling staff to maintain a healthy work-home balance. While this role is primarily campus-based, we support [flexible working](#) and [dynamic working](#) where operationally possible.

We also offer [support for you and your family](#), including an on-campus nursery with subsidised places, a number of family leave policies, subsidised places at local holiday clubs and a childcare voucher scheme.

## Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous, Collaborative, Creative, Authentic and Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique.

If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique.

Read more about our [vision and values](#).

# Conditions of service

The position is full time. The term of office as Pro Vice-Chancellor is for a period of five years, at which time the position will be reviewed and may be extended for a further term. For an academic appointment, the postholder will also hold the role of Professor which will be open-ended.

A competitive salary will be confirmed on offer of appointment. An honorarium is payable in addition to the postholder's salary for the duration of the term of office as Pro Vice-Chancellor.

The University offers a [substantial benefits package](#), including a pension scheme.

The appointment will be subject to the [University's normal Terms and Conditions of Employment for Academic and Related staff](#).

# Application and interview

Perrett Laver is acting as an employment agency advisor to Loughborough University on this appointment.

If you would like to discuss this opportunity further or have any questions about the role, please contact Research Associate, May Charrat at the following email address: [May.Charrat@perrettlaver.com](mailto:May.Charrat@perrettlaver.com)

For details of the appointment, including further information about the job description, person specification and how to apply, please visit: <https://PLusPortal.PerrettLaver.com> quoting reference 8503.

The deadline for the receipt of applications is **11:59pm (BST) on Monday 10th August 2026**.

## Interviews

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role. Longlisted candidates will be invited to interview with colleagues from Perrett Laver and Loughborough University online during the weeks commencing 31st August and 7th September. The Selection Panel will subsequently meet to decide upon a final shortlist for the post in mid-September, following which a visit day with Loughborough will take place on Friday 2nd October and a formal panel interview day on Tuesday 13th October, both in Loughborough.

The university welcomes people from diverse and underrepresented communities who can help the university to achieve its mission. We do this through taking positive action and are encouraging applications from all backgrounds and communities.

## Accessibility Statement

Loughborough are proud to be a Disability Confident Scheme member and are committed to building disability confidence and support within our staff and student community.

If you require adjustments to this application process and or these documents in an alternative format, please contact Principal Project Manager Simon Epsley [simon.epsley@perrettlaver.com](mailto:simon.epsley@perrettlaver.com).

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via [accessibility@perrettlaver.com](mailto:accessibility@perrettlaver.com).

## Data Protection and Privacy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: [www.perrettlaver.com/information/privacy](http://www.perrettlaver.com/information/privacy)

Please visit the following link in order to find more information about the use of personal information provided by candidates to the University: [www.lboro.ac.uk/data-privacy/iwantto/gdpr](http://www.lboro.ac.uk/data-privacy/iwantto/gdpr)

# Our Accreditations



We strive to create a culture that supports equity 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 career.



We are proud to be a Race Equality Charter Member. The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared a disability, provided that the essential criteria for the role are met. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.



We are proud supporters of the City of Sanctuary movement and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics, and students, who together work to make Higher Education institutions places of safety, solidarity and empowerment for people seeking sanctuary.

This publication is available in other formats. Please email [Visual.Identity@lboro.ac.uk](mailto:Visual.Identity@lboro.ac.uk) and quote reference 89820 to request a copy suitable for your needs.

# TOP TEN UK UNIVERSITY FOR OVER A DECADE

[www.lboro.ac.uk/jobs](http://www.lboro.ac.uk/jobs)