Appointment of Vice-Chancellor and Warden

September 2020
Contents

Message from the Chair 4
University Key Numbers 5
About the University 6
Excellence in Research 8
Excellence in Education 12
Student Experience 13
Our Colleges 14
Our commitment to equality, diversity and inclusion 16
Alumni relations and philanthropy 17
The economic and environmental impact of the University 18
Engaging our communities 19
Collaborative partnerships - global Durham 20
County Durham and North East England 21
Vice-Chancellor and Warden 22
How to apply 24
Message from the Chair

Dear Candidate,

Durham University is one of the world’s top universities. We are a globally outstanding centre of teaching and research excellence, a collegiate community of exceptional and committed people, in a unique and historic setting.

In 2017, we embarked upon a new strategy, which has at its core a vision to build on our strengths as well as make bold changes where necessary, all with the overarching goals of delivering world-class research, education and wider student experience. As our new Vice-Chancellor and Warden, you will be at the heart of leading, evolving and driving this ambitious strategy in what is a very different environment from just four years ago.

Durham is one of the most distinctive universities in the world. As well as producing world-leading and world-changing research across all four of our Faculties, our education is challenging, enabling, research-led and transformative. Our wider student experience, delivered through our Colleges, Durham Students’ Union and Experience Durham, is among the best in the UK. Our staff, students, Colleges, departments, estate and traditions all combine to make this a wonderful place to study, work and to live. However, we still have much to do: to ensure we raise our profile across the world; to ensure equality of opportunity for all through our student admissions; and to cultivate a deeper culture of inclusivity in which everyone in our community thrives.

We are looking to appoint an inspiring Vice-Chancellor and Warden who shares our values and sense of purpose. We are seeking someone who not only understands and nurtures our history, distinction and distinctiveness, but who can work with the University community to build on our strengths and achievements. Our new Vice-Chancellor must not be afraid to challenge convention, push boundaries, and foster partnerships across geographies and sectors. They will be a champion and advocate for the positive contribution the University makes to the City of Durham, the North East of England and the wider world. Equally, they will have the ability to foster a diverse, inclusive and respectful University environment and influence and maintain positive relationships with all of our key stakeholders.

I am delighted to have the privilege of leading the search for our new Vice-Chancellor at this challenging and exciting time for the sector and the University.

Yours sincerely,

Joe Docherty
Chair of Council

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University Key Numbers

- **86th in the QS World University Rankings 2021**
- **17 Athena Swan awards**
- **87% of graduates find work or further study within six months of graduating**
- **7th in Complete University Guide 2021**
- **6th in the Times and Sunday Times Good University Guide 2021**
- **4th in The Guardian 2021**
- **Over 19,000 students**
- **£79m in research funding**
- **Nearly £400m income**
- **Over 185,000 alumni**
- **33% non-UK students**
- **Over 4,300 staff members**
About the University

We are a high-performing Russell Group university and believe that inspiring our staff and students to do outstanding things at Durham enables them to do outstanding things in the world.

We conduct boundary-breaking research which improves lives across the world. We challenge our students and value a Wider Student Experience that fosters participation and leadership at Durham and beyond. Our global alumni network - showing leadership in all forms of industry and human endeavour around the world - is deeply committed to the University’s advancement.

As we continue to grow, we attract students and staff from a diversity of geographies and backgrounds to our historic part of the world. We contribute to the success of the proud city, county and community that is Durham itself.

Our core values

We are:

**Inspiring**
By stimulating an instinct to challenge, encouraging innovative thinking and taking our responsibilities seriously, we foster a culture that inspires the extraordinary.

**Challenging**
Always curious, we challenge ourselves and each other to answer the big questions and create a positive impact in the world.

**Innovative**
From creative teaching practices and cutting-edge research to new ways of working, innovation is at the heart of what we do.

**Responsible**
We take our duties as a centre of learning, neighbour and employer seriously, embracing all of our different communities and celebrating the differences that make us stronger together.

**Enabling**
We create the opportunities, support and freedom for everyone at Durham to become the best they can be now, and in the future.

Our purpose

We improve lives and address world challenges to create value for society, the economy and the natural environment through:

- boundary-breaking research;
- providing a challenging education supported by a distinctive College environment and a Wider Student Experience to produce graduates capable of fulfilling their potential;
- being globally networked while rooted in the local area.

Vision and strategic goals

Our University Strategy 2017-2027 ensures that Durham is better defined thematically and geographically and more visible globally, focused on being world-leading in all of our core areas and developing a stronger and sustainable business model. We aim to be an influential voice in national and international affairs and be widely recognised for our ability to combine innovation and leadership with a strong sense of community and heritage.

Overarching aims

To achieve our vision for 2027, we will do these three things:

- produce world-leading and world-changing research across all core academic units;
- deliver an education that is challenging, enabling, research-led and transformative;
- provide our students with a wider experience that is as good as any in the world, through our Colleges, Durham Students’ Union and Experience Durham.

We are also committed to being an active and positive presence for our community throughout their lives: we work hard to establish connections that bring together past, present and prospective members. We extend these networks of engagement and support across the local communities in Durham, in the process empowering and learning from a wide range of external stakeholders.
Excellence in Research

The goal of the University’s Research and Engagement Strategy is to create and sustain world-leading and world-changing research and engagement across all our academic units.

The large majority of our academic staff are on research and teaching contracts with the expectation that they produce internationally leading research in their field. Developing the impact of research to benefit people, the economy and the environment – regionally, nationally and globally – is encouraged and rewarded through our promotions process.

Durham University is consistently ranked as a top 10 university in national league tables, with Chemistry, Archaeology, Law, Education, English, Classics and Theology ranked in the top five in REF2014, and in the top 100 in the global QS University rankings, with Arts and Humanities research in the top 50.

Our ten Research Institutes bring together staff to work collaboratively, across departments and with external partners, to develop new ways of thinking that contribute positively to societal challenges, such as preparing for natural hazards, developing cleaner energy, enhancing physical and mental well-being, and using artificial intelligence to interpret large datasets.

Two Institutes based in Physics provide a national centre for research in Particle Physics Phenomenology (the IPPP) and a globally leading centre for Computational Cosmology (ICC).

We are proud of our research activities that contribute to delivering the United Nations’ Sustainable Development Goals (SDGs). As examples, our researchers are studying the impact of climate change on animals and plants to help society manage ecosystems; the treatment of neglected tropical diseases through development of new drugs; and the eradication of unacceptable forms of labour through protection of workers’ rights.

Examples of our research

Medical detection dogs and Covid-19

Previous collaborative research between Durham University, the London School of Hygiene & Tropical Medicine and the charity Medical Detection Dogs proved that bio-detection dogs could be trained to sniff out the scent of patients infected with malaria.

The same team are currently working on a research trial to discover if dogs could also be used in the fight against another urgent global health issue, Covid-19. The UK Government have awarded over £500,000 in funding to investigate whether bio-detection dogs could be used as a rapid, non-invasive method for detecting the virus, even in asymptomatic people.

Successful completion of the trial could lead to the use of dogs at entry points across the UK to help identify the virus in those arriving into the country.

More information can be found at durham.ac.uk/research/news

Cosmology and Astronomy

Our Space Science research is truly world-leading – ranked first in the UK, third in Europe and joint fifth globally for highly cited Space Science researchers according to Web of Science’s Highly Cited Researchers 2019. Researchers in the Institute for Computational Cosmology (ICC) - which hosts the national supercomputer DiRAC - create cosmological simulations of the universe to investiagte galaxy formation and the properties of dark matter and dark energy.

Another example of our ground-breaking research includes astronomers confirming the longest-lived heartbeat of a black hole 600 million light-years from Earth. The signal had been blocked by our Sun but was seen again by our experts, working with the Chinese Academy of Sciences, more than ten years after first being discovered. Their finding could tell us more about the size and structure of matter in the space around a black hole from which nothing, including light, can escape.

More information can be found at durham.ac.uk/research/themes

Sleep Lab

Our Infancy & Sleep Centre was awarded the Queen’s Anniversary Prize for Higher Education in 2017 in recognition of the influence of research conducted on parent-infant sleep and the importance of the public information service it provides.

The Centre has been at the forefront of infant sleep research for over 20 years. It has substantially increased parents’ understanding of babies’ sleep, how best to care for babies during the night, and how best to keep them safe when asleep.

Research undertaken at the centre has helped to reduce rates of Sudden Infant Death Syndrome through evidence-based advice for health professionals and parents and has informed new international guidance (2020) on bed-sharing published by the Academy of Breastfeeding Medicine.

More information can be found at durham.ac.uk/disc

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Arts and Humanities
The University is home to outstanding archival collections of national and international importance, ranging from the seventeenth century Bishop Cosin’s Library to the Sudan archive. In 2017, as part of our ongoing collaboration between the Department of Archaeology and China’s Palace Museum, we were the first Western university to excavate within the walls of the Forbidden City in Beijing. Our key area of research collaboration focusses on the medieval trade and movement of Chinese ceramics. To this end, we are working on material from southern China, the Indian Ocean and Europe, in part to explore the role that China played in the development of the global medieval economy.

Our involvement in the Zurbarán Centre for Spanish and Latin American Art brings together academics and experts from around the world, working on projects such as the first UK show on Jusepe de Ribera (at the Dulwich Picture Gallery) and co-curating an exhibit exploring artistic exchange between Rome and Mexico at the Museo Nacional de San Carlos in Mexico City. More information can be found at durham.ac.uk/research/themes
Excellence in Education

We believe in education that is student-centred, challenges boundaries, is research-led and transformative, and takes advantage of the latest digital technologies. We welcome students from all backgrounds and offer a broad range of courses in the UK.

Through our courses, we explore the big questions at the heart of the discipline and keep students up to date with the latest developments. We continue to innovate within existing programmes and develop new and different options.

We hold a TEF Gold Award, a UK assessment of teaching quality, with reviewers commenting on our consistently outstanding teaching, learning and outcomes for our students. Our students and teachers benefit from state-of-the-art facilities such as our Teaching and Learning Centre (opened in 2019), which boasts a wide range of learning environments and technologies including an education laboratory where we develop new teaching and training methods.

Student Experience

Wider Student Experience

The Wider Student Experience at Durham is as important as the Academic Experience, both of these forming overlapping components of an overarching Integrated Student Experience. We have invested in our Wider Student Experience, an environment of enriching extra-curricular activities and high-quality student support. We aim to develop in our graduates four high-level outcomes of broader intellectual perspectives, enhanced personal effectiveness, enhanced wellbeing, and a sense of belonging and responsibility.

Our student support is provided by dedicated specialist teams across Counselling, Disability Support, Student Wellbeing and Community Engagement, and Student Conduct, alongside high-quality first-line support in Colleges and Departments. We are proud of our high retention rates, which are one of the best in the UK. Our student enrichment takes place across seven domains: Intellectual Enquiry; Active Citizenship; Wider Community Engagement; Sport and Wellbeing; Arts and Culture; Enterprise and Employment; and Building Communities. Overall, 89% of our students take part in extracurricular activity.

We have been the UK’s top university for team sport for seven consecutive years, and have the country’s largest sport participation programme. We have over 700 student theatre members across 27 active companies, producing around 90 productions every year. We have over 80 student-led music societies and present over 80 concerts every year, involving 1,200 student musicians. Over 2,000 students undertake volunteering, giving a total of almost 40,000 hours of their time each year; this year we received the Queen’s Award for Voluntary Service, the highest award for community volunteering in the UK.

We also offer the Durham Inspired Award personal enrichment programme, providing students with opportunities to develop their broader skills; gain recognition for their contribution to student and community life through sport, the arts or volunteering; and understand better their strengths and responsibilities as global citizens.
Durham currently has 17 Colleges, including South College, our first new College in 14 years, which opened this September.

No two Colleges are alike, with each celebrating the distinct achievements, strengths, values and architectural setting of its own community. Student initiative and leadership within College communities is perhaps the greatest asset possessed by Durham’s Wider Student Experience, with hundreds of College-based student societies providing thousands of opportunities for participation and positions of responsibility. Crucial to this success is the way in which Colleges combine students from all parts of the University in a shared living environment, and enable the transmission of positive values through vibrant and proud institutional cultures.

Student leaders in the Colleges are guided and mentored by College staff, led by their Principals, who are typically senior academics. College staff strive to ensure that their communities’ cultures and values are positive and inclusive, as well as providing first-line student support, driving alumni engagement, and overseeing enrichment activity.

Our Colleges also support research activities through the provision of accommodation for visiting fellows and by welcoming both them and Durham’s own academic staff into their Senior Common Rooms.
Our commitment to equality, diversity and inclusion

We are proud to be an inclusive environment which attracts staff and students from all over the world and from a diverse range of backgrounds. However, we recognise that we have further work to do to succeed in our commitment to create a culture in which everyone in our community is able to achieve their full potential.

We want our workforce to reflect the diversity of our staff and students from the regional, national, and international communities that we serve.

Supporting people

Equality is central to all aspects of employment practice including recruitment, terms and conditions, learning, development and promotion. We provide flexible and inclusive working environments that are designed to support both people and business needs.

Our aim is to make full use of people’s talents and skills by creating an open and inclusive workplace culture where people from all backgrounds can work together and engage in wider activities. To maximise the benefit of our diverse community, we have a variety of staff networks, which provide peer support, social activities and a space for dialogue.

Commitment

The University holds a bronze Athena SWAN award in recognition of our good employment practices for the advancement of gender equality and we are currently working to achieve the silver award. To help ensure that our people policies and working practices are bias free and fit well with our strategic aims, we are also Disability Confident employers, Stonewall Diversity Champions and Investors in People accredited. In 2019, Durham joined the Race Equality Charter (REC), which aims to improve the representation, progression and success of minority ethnic staff and students within the University. We are in the process of developing an ambitious action plan to progress race equality in our institution and to facilitate the attainment of a REC bronze award in 2021.

The Respect Commission Report

We recently published the final report of the Durham Commission on Respect, Values and Behaviour, which we set up in October 2018 to understand people’s experiences of working and studying at the University and what can be done to create positive change.

The Commission, led by an independent chair, has made 20 recommendations which have been designed to be actionable and impactful, delivering a blend of operational, strategic, and cultural changes which will seek to ensure that respect is at the heart of the University’s values and community. All have been endorsed by our governing body and we are now working towards implementation.

The report can be found at durham.ac.uk/respect

Alumni relations and philanthropy

Durham University is proud to have one of the most committed and vibrant global alumni communities of any UK institution.

Over 185,000 alumni reside in over 175 countries around the world, with major alumni cohorts and chapters currently across the UK, Europe, Asia-Pacific, and North America. Many are leaders in their industries, from sports and creative arts, through global markets and politics, to academia, healthcare, military service and civic leadership.

We have over 3,000 alumni engaged in some level of volunteering and/or support for the University around the world. This includes supporting our international student recruitment, providing internship and careers opportunities, and mentoring current students via Departments and Colleges.

Durham Inspired: Supporting the Next Generation of Leadership and Inspiration

Philanthropy has, since our foundation, been central to Durham University’s advancement.

At this key moment in the University’s history, we are committed to creating a lifelong culture of partnership and giving within our global community of alumni and supporters; one which can maximise the impact of our strategic investments and support our ambitions.

Our generous community of donors – which includes individuals, charitable trusts and foundations, and corporate partners – enables us to attract exceptional staff and students and produce world-changing academic research.

Since 2017, we have been in the initial phase of an exciting and transformational campaign, Durham Inspired, which aims to ensure that Durham University is at the forefront of learning, research, and leadership for the generations to come.

Against a Phase I campaign target of £50m, we have raised circa £40m to date with substantial further pledges continuing to be committed. In 2019, the University secured a record amount of over £22m – an increase of more than 200% on levels achieved in previous years.

Most importantly, through philanthropy, we are able to change lives and provide opportunities. As we move into the second, more public phase of the campaign, we will build on our successful volunteering programmes, encouraging involvement from alumni and friends on levels – both financial and non-financial.
The economic and environmental impact of the University

We take our duties as a centre of learning, neighbour and employer seriously, embracing all of our different communities and celebrating the differences that make us stronger together.

We contribute over £1b to the UK economy and support nearly 14,000 jobs, two-thirds of which accrues to the North East of England. For every £1 that we receive in funding, we generate £3.21.

We are working to make Durham one of the most environmentally sustainable universities in the UK. Alongside major investments in our built environment and our teaching and research activities, we have introduced strong environmental policies and procedures. We are working to reduce our carbon emissions and promote increased awareness of environmental issues. We have a dedicated environment team, Greenspace, which promotes our environmental policies, plans and procedures, and coordinates environmental activities working with staff and students across the University.

We have strengthened our Energy and Sustainability Team so that we can achieve more in this area, and we are working with friends, neighbours and partners to improve the environment we share across our campus and City.

Earlier in 2020, we were named as one of the world’s top universities for our contribution to a number of the United Nations’ Sustainable Development Goals (SDGs). The new Times Higher Education Impact Rankings place us in the top 50 contributors in four SDGs: Sustainable Cities and Communities; Responsible Consumption and Production; Life on Land; and Peace, Justice and Strong Institutions.

We also appear in the world top 100 in a further seven SDGs: Reduced Inequalities; No Poverty; Life Below Water; Decent Work and Economic Growth; Climate Action; Industry, Innovation and Infrastructure; and Zero Hunger.

Durham University is rooted in its local communities and we are proud of the positive economic, social and cultural contribution that we make to Durham City, County Durham and North East England.

We believe that Durham University has something to offer all of our community, whether it’s access for local and regional students to a world-class University on their doorstep, use of our excellent sports and cultural facilities and outreach programmes, or our extensive student and staff volunteering programme benefiting a wide range of local causes and organisations.

We manage, with Durham Cathedral, the UNESCO World Heritage Site covering the area surrounding the Cathedral and the Castle (one of our student Colleges). Our other attractions include the Palace Green Library, the Museum of Archaeology, the Botanic Garden and the Oriental Museum.

We are committed to fostering a positive environment for all who live, work and study in Durham and we value and engage in open dialogue with partners, residents and others on how best to achieve this, together. We have established a Community Engagement Task Force to enable the University and partners to work together more effectively and contribute to local and regional service partnerships including the Durham City Safety Group, Durham Business Improvement District, Durham Area Action Partnership and the North East Local Enterprise Partnership.

Durham University is a major partner in city events during 2019/20, including the Lumiere light festival, the Durham Book Festival, the Summer in the City arts festival and Durham City Run Festival.

Engaging our communities
We value international collaboration as central to enhancing global knowledge and developing global citizenship. Our staff and students come from over 130 countries, creating an outward-looking, globally-minded and inclusive scholarly community.

International partnerships are a core part of our vibrant research and learning communities. They help us make a difference and ensure our research makes changes to the way we live, solve complex industry challenges, and help our graduates begin and progress their careers.

As well as strategic partnerships with global companies such as IBM and Procter and Gamble, we also work closely with those based in the North East of England, including Durham County Council, Northumbrian Water, Stanley Black & Decker, and Atom Bank.

Guided by our Global Strategy, we are working to increase engagement with high-quality international peers, increase the proportion of high-quality international students studying at Durham and expand our study abroad and exchange offer.

We have established strategic partnerships with peer institutions across the globe. These include the Palace Museum in Beijing and the Chinese Academy of Sciences, Uppsala and Tubingen universities in Europe and Dartmouth College in the USA. We continue to develop our offer for our global alumni network, so that they see Durham as a source of continuing professional development and opportunities throughout their career and beyond.

We have established office bases in London, Delhi, Beijing and Shanghai and are planning to establish further offices in New York, Hong Kong and Brussels.

Collaborative partnerships – Global Durham

County Durham and North East England

Durham sits in one of the most beautiful parts of the UK.

Located just a three-hour train journey north of London, and an hour and a half south of Edinburgh, and well-served by the nearby Newcastle International Airport, County Durham is rich in history and natural beauty. North East England’s landmarks span millennia, from historical Roman and Norman World Heritage Sites such as Hadrian’s Wall and Durham Cathedral and Castle to award-winning contemporary icons such as Antony Gormley’s Angel of the North. There are 15 National Nature Reserves in the region and over 250 Sites of Special Scientific Interest. There are more castles of distinction open to the public than in any other English region and numerous splendid country houses and gardens.

Durham County Durham and North East England
Vice-Chancellor and Warden

Role description
The Vice-Chancellor and Warden is the Chief Executive Officer of the University, and Accountable Officer, with general responsibility to the Council and Senate for ensuring that the University is well led and managed, for promoting its efficiency, and for ensuring it is sustainable financially.
Specifically, the Vice-Chancellor and Warden is responsible for:
• developing the strategic vision and the broad future agenda for the University;
• putting in place and delivering the strategic objectives that will lead to the successful achievement of the University’s vision and strategy;
• positioning the institution appropriately and to good effect in the highly competitive national and international Higher Education contexts;
• providing exceptional academic and administrative leadership across the institution and ensuring excellence in the University’s research, education and innovation and enterprise activities;
• ensuring that the University is well-managed in a transparent, fair and collegiate manner;
• creating a University environment in which diversity is welcome, every context is inclusive, and everyone is able to succeed;
• managing the significant financial, human and physical resources of the institution in an effective and insightful manner to ensure the University’s future sustainability;
• ensuring that the executive leadership and the Council of the University work well together to uphold the highest standards of corporate governance;
• developing the strategic vision and the broad future agenda for the University;
• providing exceptional academic and administrative leadership across the institution and ensuring excellence in the University’s research, education and innovation and enterprise activities.

Person specification
The role of Vice-Chancellor and Warden for Durham University requires an outstanding individual who is able to:
• lead, develop, motivate and inspire staff, students and the alumni communities; lead and manage the University in achieving its vision to be globally visible and world-leading in all its core areas; and lead positive change in the profile and outcomes relating to equality, diversity and inclusion within the institution and beyond.
The ideal person will be able to demonstrate the following:

Academic and/or intellectual credibility
• strong academic or intellectual credibility, curiosity and alignment with the values and culture of the University;
• commitment to excellence in research, education and innovation and enterprise activities.

Leadership
• outstanding and inspiring leadership with strong interpersonal and influencing skills in a complex organisation;
• ability to inspire and motivate a strong sense of vision and purpose for the University as a whole and to frame strategies for its development that command broad support and are designed to ensure its continued eminence;
• enthusiasm and respect for the academic environment embodied in Durham, along with a personal commitment to the values of fairness, transparency, equality, diversity and inclusion;
• the ability to communicate honestly and openly with staff, students, alumni and partners with an inclusive and consultative approach;

Management
• ability to lead and run a large, highly complex organisation and have a sound grasp of how to manage a University for success, including significant financial physical and human resource;
• demonstrable financial acumen and ability to identify diverse income streams;
• ability to respond proactively to external market forces and conditions;
• ability to ensure that the University works and operates as an organisation of integrity and has an ethos of trust in all that it does.

Governance
• understanding the importance of the Durham governance structure and ability to operate effectively within this structure;
• ability to build effective relationships with UEC, with Council and with Senate;
• understanding of the importance of the Colleges and their core role in the student experience.

Student education and experience
• passionate commitment to improving the student experience within an enriching and supportive collegiate environment;
• evidence of positive engagement with students and an ability to build a progressive and inclusive interaction with student organisations.

Sector knowledge
• understanding of the UK political and funding environment;
• the capacity to undertake a leading and informing role in national and international policymaking in higher education.

Equality, diversity and inclusion
• demonstrable commitment to equality, diversity and inclusion and the positive promotion of this across a complex organisation in recent leadership roles;
• understanding of all aspects of EDI and how to build an inclusive organisation;
• ability to integrate EDI into the full fabric of University life.

External relations and philanthropy
• understanding of Durham and ‘place’ and the University’s role in the City and region;
• appetite to enhance and promote the University’s profile regionally, nationally internationally and build effective relationships;
• a flair for, and substantial experience of, fundraising and development activities, including internationally;
• ability and presence to promote the University to a diverse set of audiences.
How to apply

The appointment of the Vice-Chancellor and Warden will be determined by a Selection Panel. A search exercise is being undertaken by Perrett Laver who will support the Selection Panel to identify the widest possible field of qualified candidates and to assist in their assessment. Perrett Laver may be contacted for a confidential discussion of the role on 020 7340 6200.

The University would welcome applications from suitable candidates with the qualifications and experience to undertake this role. We are committed to being a fully inclusive and diverse community. We will actively seek and encourage applications for this role from the broadest range of society, including all under-represented groups.

Applications should consist of a covering letter, full CV detailing academic and professional qualifications, employment history, latest remuneration and relevant achievements.

Candidates who have particular requirements if invited to interview should make them clear in their applications.

Applications can be uploaded at https://candidates.perrettlaver.com/vacancies/

Please quote reference 4762

The closing date for applications is midday GMT on Friday 30th October 2020.

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.

For more information about Perrett Laver and Durham’s approach to Data Protection and Privacy, please visit our websites: www.perrettlaver.com/information/privacy/ and www.dur.ac.uk/ig/dp/