



Pro-Vice-Chancellor and Executive Dean College of Engineering, Mathematics and Physical Sciences

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Introduction from the Provost

Thank you for expressing an interest in the position of Pro-Vice-Chancellor and Executive Dean of the College of Engineering, Mathematics and Physical Sciences (CEMPS).

The University of Exeter is a highly ambitious institution on an exciting journey. Our aim is to establish ourselves firmly as a global 100 and UK top 10 university. We have innovative plans in place to develop our research and teaching excellence as well as investing in our campuses and infrastructure. Underpinning all of our activities are our University values of ambition, challenge, collaboration, community, impact and rigour.

CEMPS attracts exceptional students from the UK and overseas as well as world-leading academics. Our aim is to further this international reach. The College has very strong research income, exceeding £31m in 2017/18. There is excellence across the CEMPS disciplines on both our Streatham and Penryn campuses. Our Astrophysics group is one of the largest in the UK. We are members of the Alan Turing Institute, led through our Institute for Data Science and Artificial Intelligence. Our Cornwall campus provision includes the Camborne School of Mines, a world-class teaching and research department with a rich mining heritage.

Innovation and collaboration are at the heart of the College with many research links, partnerships and collaborations with industry. These include the multi-million pound research partnership with Victrex which is progressing additive manufacturing. Our EPSRC funded VSimulators project is creating a Virtual Reality facility to be used by academics and industry. Educational programmes are just as connected with industry. The College has pioneered highly successful degree apprenticeships in Civil Engineering and Digital & Technology Solutions. College academics play a fundamental role in the ground-breaking Exeter Maths School and also in the recent successful bid to co-found the South West Institute of Technology in Exeter which will specialise in digital, engineering and manufacturing technology education.

The College has a rich and varied portfolio with a strong philanthropic record and excellent industry connections. We are looking forward to building on our successes into the future, particularly targeting international activity. We hope this is a future you will want to be a part of.

Professor Janice Kay CBE
Provost and Senior Deputy Vice-Chancellor
University of Exeter

About the University

The University of Exeter combines world-class research and education with high student satisfaction at our campuses in Exeter and Cornwall. We are known for being one of the fastest rising UK universities over the past decade. We are proud of our achievements but we remain ambitious for the future.

The University received its Royal Charter in 1955 and now has 23,600 students and over 5,000 staff from more than 130 different countries. We are one of the UK's top 10 and global top 150 universities, and have been awarded a Gold rating in the Teaching Excellence Framework. In the most recent National Student Survey, our students also rated teaching quality and learning experience as amongst the highest in the Russell Group.

We seek to challenge, encourage and support our talented researchers, educators, and students to achieve more than they ever thought possible, recruiting the very best people from around the world. We are enabling academics from different disciplines to work together to challenge conventional thinking about the world we want to live in, and change it for the better. As a result, our research impacts on the most fundamental challenges facing the world today, from dementia and diabetes to climate change, pollution by plastics and global security.

Our six academic Colleges are based across our campuses in Devon and Cornwall and our success is built upon strong foundations of leadership, governance and management, and a sector leading partnership with our students. We have University-wide institutes and research groups that are highly cross-disciplinary and all involve multiple Colleges. While we are one community, each campus has its own unique identity.

Streatham Campus in Exeter. This is our largest campus, one of the most beautiful in the country, and home to the majority of our staff and students. It offers a unique environment with lakes, parkland, woodland and gardens as well as modern and historical buildings. It has seen significant capital investment in recent times, including the creation of the Forum at the heart of the campus, which houses the library, student services and the Career Zone.

St Luke's Campus in Exeter. About a mile away from Streatham, St Luke's is home to Sport and Health Sciences, the College of Medicine and Health, and the Graduate School of Education. Students have studied at St Luke's for more than 160 years and the campus has a vibrant, collegiate atmosphere. The nearby Royal Devon and Exeter Hospital is home to our Research, Innovation, Learning and Development building (RILD) where medical research ensures that clinical science is focussed on where it is most needed within healthcare.

Penryn Campus in Cornwall. Penryn is set in 100 acres of countryside close to the waterside town of Falmouth and is consistently ranked highly by our students. Currently supporting around 6,000 students, the campus is shared with the leading specialist arts institution Falmouth University and has an active community of students from science, engineering, humanities and arts backgrounds. Studies of the natural environment and its sustainability underpin much of the ethos of the Penryn Campus and these themes recur throughout our degree programmes.

The Knowledge Spa, Truro in Cornwall. Our Truro site is the base for our College of Medicine and Health students studying our MSc in Environment and Human Health and for a number of Bachelor of Medicine, Bachelor of Surgery students in years three, four and five of their programme. It is also the home of the European Centre for Environment and Human Health, which focuses on researching the interconnections between the environment, human health and wellbeing.



World class, research-intensive universities



Over 23,000 students from more than 130 countries



In touch with 125,000 alumni in 183 countries



5,000 staff from 95 countries



141st Times Higher Education World University Rankings 2019



Teaching Excellence Framework assessment 2017



5 star rating from QS



The UK's fastest growing research university



Ranked 24th in the world in the CWTS Leiden Ranking 2019 for research citations



For the advancement of gender equality

College of Engineering, Mathematics and Physical Sciences

The College of Engineering, Mathematics and Physical Sciences is formed of a closely interrelated set of complementary subjects and is home to some of the most genuinely innovative ideas at Exeter. Based at the University's two largest campuses in Devon and Cornwall, our areas of expertise concern some of the most important and relevant challenges facing society – artificial intelligence and epidemiology, mathematical modelling for healthcare, advanced and responsible manufacturing, climate modelling of the earth (and other extra-solar planets), renewable energy systems, sustainable mining, energy harvesting and the design of metamaterials.

Operating as a single community of scientists and engineers, the College forms a highly-efficient business unit, able to take advantage of the strong synergies which exist between departments to explore research and teaching opportunities that exist on the periphery of traditional disciplines. This is evidenced by our collective successes – we deliver the University's highest research earnings and are sustaining strong growth in international student recruitment. Our teaching is frequently celebrated by Exeter's Students' Guild, which took an unprecedented step in 2019 when it awarded its 'Best Subject' award jointly to both Physics and Renewable Energy.

Within the sector, we endeavour to be a challenging competitor and an innovator, quick to react to changes and opportunities or to embrace new ideas. In recent years we have been behind many of the University's most forward-thinking initiatives, such as launching Exeter's first degree apprenticeship programme and leading the creation of the Institute for Data Science and Artificial Intelligence. Our departments are recognised in both national and international league tables.

We're ambitious and the next five years represent an important period in the College's future. Our vision sees a continuation of recent growth in staff, students and research earnings. To achieve this we'll be renewing and increasing our focus on global and industry partnerships, new programme development, upgrading facilities and establishing new income sources.

Alongside all this, it will be critical that we continue to adapt our research and teaching parallel the dramatic and revolutionary developments taking place in the industries and sectors our work supports.

For further information please visit
<http://emps.exeter.ac.uk/>



Our Commitment to Equality, Diversity and Inclusivity

We are committed to creating an environment where all members of our community can flourish. We want our commitment to equality, diversity and inclusivity to underpin how we operate, how we think about our strategies, how we implement our goals and how we interact and communicate at all levels.

Some of our flagship initiatives include:

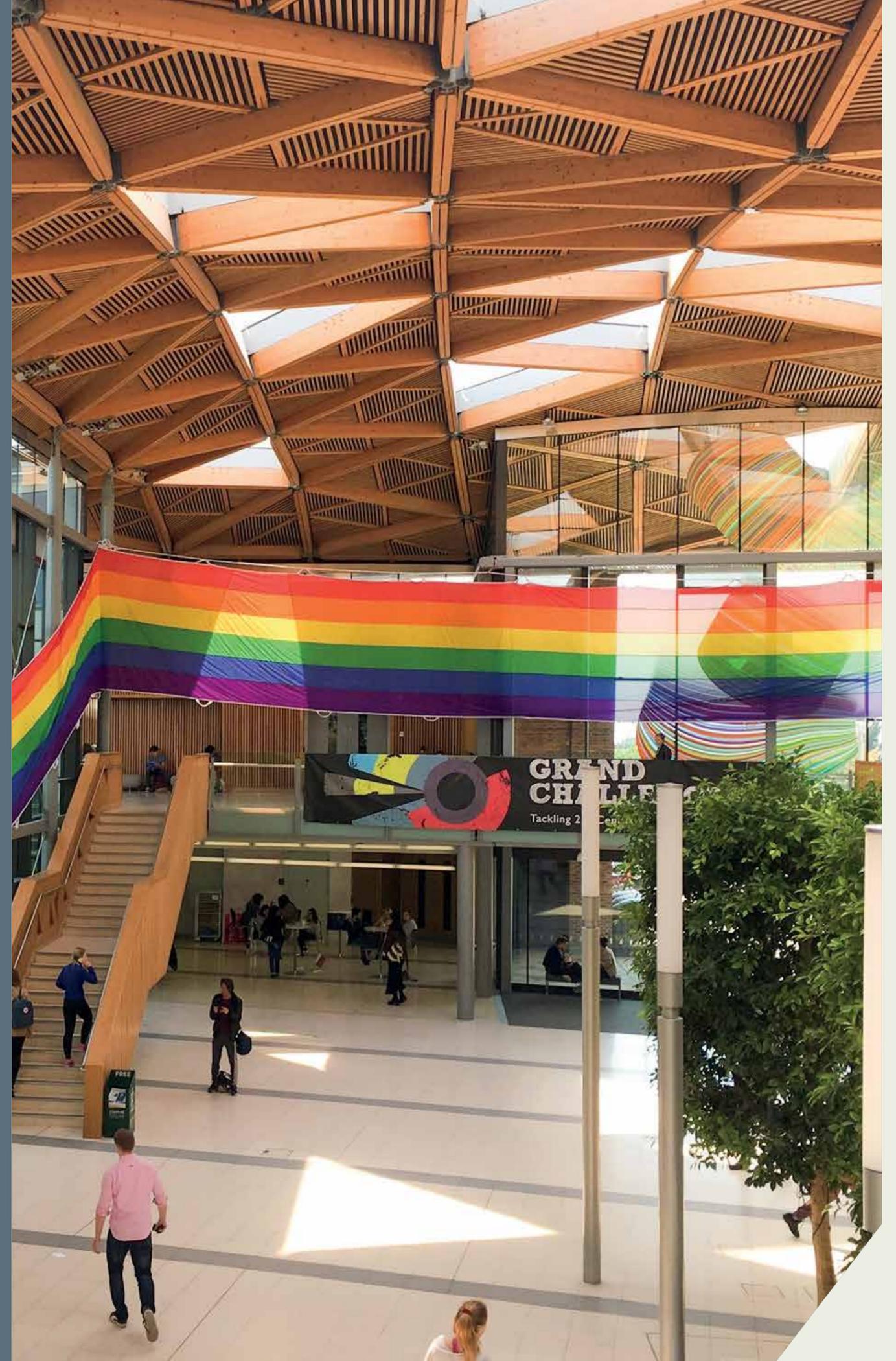
- A Commission comprised of staff and students, established by the Provost, to review our culture and to recommend sector-leading approaches covering key activities such as staff and student induction and training, and monitoring and measuring of our inclusivity.
- Celebrating our diversity and cultural richness through events such as Exeter Respect, annual Diwali celebrations, celebrations of Exeter Pride and bringing influential role models and champions of equality to our campuses through the Individuality Speaker Series.
- University 'Speak Out Guardians' and a network of Dignity and Respect Advisors providing confidential and informal support services.
- Dedicated Inclusivity Groups, helping to shape and take forward our actions and a range of networks which offer supportive environments for all students and staff.
- One of just 17 institutions to hold a Silver Athena Swan award at institutional level. We are also proud that all of our STEM disciplines hold Silver or Bronze awards.
- A commitment to achieving the Race Equality Charter Mark working with our Race Equality Group and BAME Network and wider community to achieve this. Our intention is that the Race Equality Charter Mark will provide a framework for our race equality work and act as a driver for real cultural change at Exeter.
- A sector-leading maternity, adoption and shared parental leave policy, extending the paid leave to 26 weeks from the first day of employment.

A new vision for equality, diversity and inclusion.

We have been on a journey of reflection regarding our culture and how we take our equality, diversity and inclusivity commitments further. This has been informed by our initiatives and by listening to our staff and student community. To take us on the next step in this journey we are developing a new vision with our community, to guide our development over the next five years building from our solid foundation.

Cultural competence. Cultural competence is the ability to communicate and interact effectively with people regardless of difference. Cultural competence applies to individual behaviours but also organisational systems, processes and culture. We are currently exploring with the National Centre of Cultural Competence at the University of Georgetown how at Exeter we might use cultural competence to go further in achieving our goals in equality, diversity and inclusivity.

Gender Pay Gap. We are very pleased to see a 1.2% improvement in our institutional gender pay gap figure, from 17.2% in 2017 to 16% in 2018. This demonstrates our longstanding commitment to improving career opportunities for women and working towards increased gender equality. We have also seen a notable increase in female professors, from 17% in 2012 to 28% in 2018. This shows how we are taking positive steps to increase the representation of women in senior roles and providing greater support through the promotion process.



Our Strategy and Values

We stand by our core mission to 'make the exceptional happen'. Our institutional strategy supports that aim by focusing on building research power, delivering internationally excellent education, creating an impact locally, nationally and globally, supporting our people and making the most of our resources.

Our current institutional strategy has set us on a path to establish ourselves firmly as a UK top 10 and global 100 University. We will surpass our ambition to grow our research power by putting forward at least 1,000 colleagues to the next Research Excellence Framework. We have built up our strong research teams, targeting growth in science, technology, engineering, mathematics and medicine, as well as strengthening our world-class humanities and social sciences, for which we are historically renowned. In synergy with this, we have developed an innovative ecosystem in which our academics are both researchers and educators and our students are both learners and researchers. Our ambition is undimmed and the development of our next institutional strategy will seek to continue our upward trajectory, working in partnership with our staff and students.

We take pride in our ethos of collaboration, and our strategy and underpinning values have been developed with our community. Our structures and ways of working have, at their heart, partnership with staff, students and governors. As a result we have a solid foundation from which to take the next step in our journey

Our Mission

Our Mission is to make the exceptional happen by challenging traditional thinking and defying conventional boundaries.

Our Vision

Our driving ambition is to be a global research leader and create graduates of distinction, within a community of the most talented and creative minds.

Our Values

Ambition: Ambition has driven us to where we are today and will help us to sustain a position within the Global 100.

Collaboration: We work at our best in active collaboration between students, colleagues and external partners.

Challenge: We relish challenge and reach for the previously unachievable.

Community: We support and inspire each other to be the best that we can be.

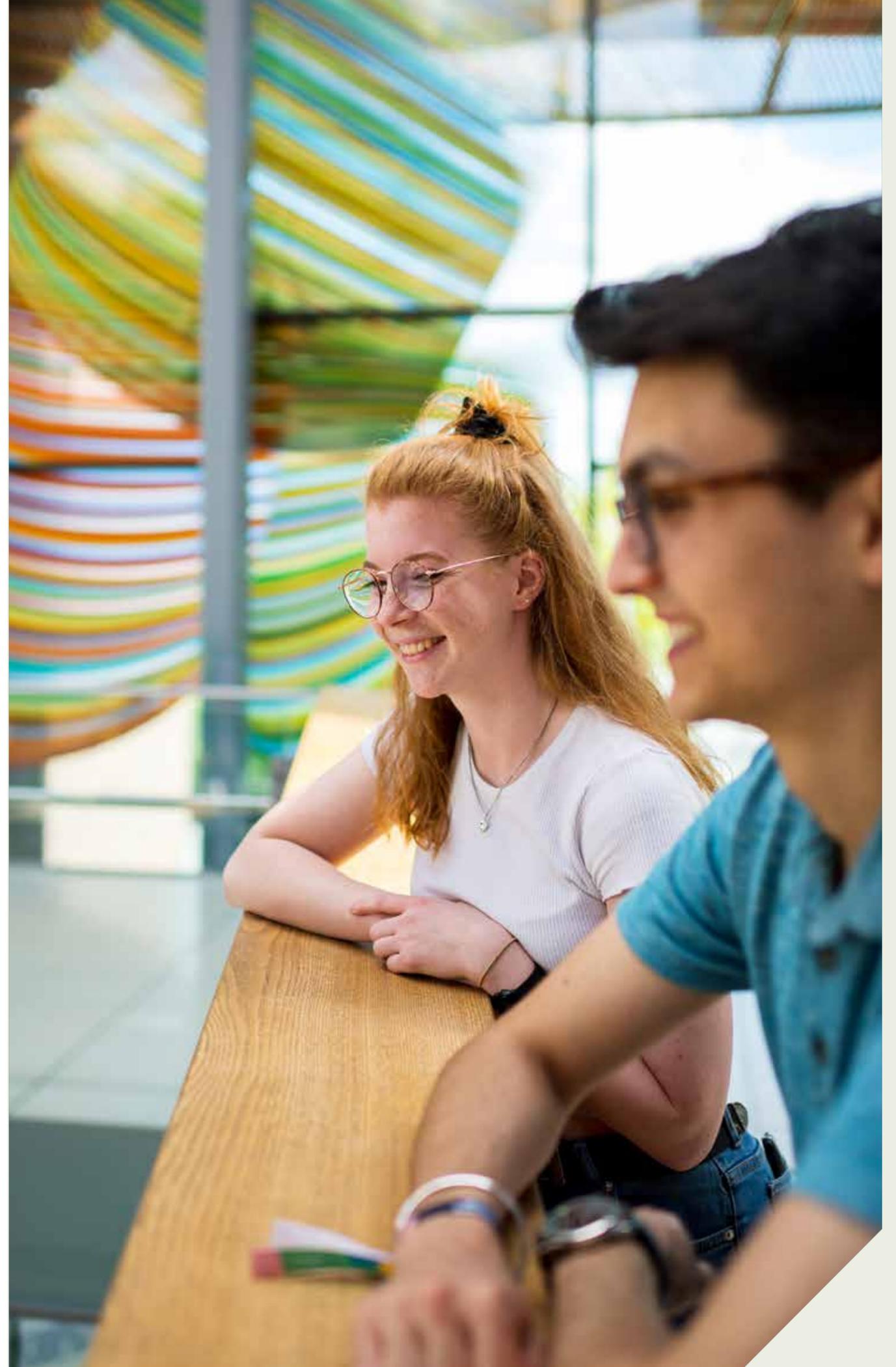
Impact: Making the exceptional happen requires disruptive thinking, fresh ways of working and solutions with impact.

Rigour: We strive to reach the highest standards of scholarship and service.

Our commitment to inclusivity, tolerance and respect lies at the heart of everything we do.

www.exeter.ac.uk/about/vision

Underpinning our institutional strategy are our three 'sovereign strategies' – Education, Research & Impact, and Global.



Our Education Strategy

Our successive Education Strategies have driven some of the most innovative developments in education and the student experience in the sector. In partnership with our students, who are agents in their own learning, we deliver education that is international and interwoven with our research expertise. We foster an interdisciplinary approach that ensures that our students have the opportunity to explore the relevance of different disciplines to today's global challenges and in which there are positive outcomes for all.

Innovation has been a cornerstone of our strategy, and we have developed a reputation for excellence in a number of areas including being pioneers in the Russell Group for delivering degree apprenticeship programmes, widening participation, and supporting student wellbeing. In widening participation, for example, we have introduced an innovative new programme to support and nurture high-achieving pupils from disadvantaged backgrounds. The 'Exeter Scholars' scheme strengthens our commitment to fair access and provides five different pathways, while participants can choose from 32 subject activity strands run by the University's leading academics and PhD students. Supporting the health and wellbeing of our student community is one of our guiding principles, and we have not only significantly increased wellbeing funding, but also co-funded three NHS Senior Mental Health Practitioners in order to provide direct support to students through an innovative collaborative approach.

We are in the process of developing our new Education Strategy to take us into the 2020s, building on our successes and retaining our focus on pushing boundaries to deliver the world-class education our students expect and deserve. We have been consulting with staff and students in every department and across professional services to co-create our new strategy and this process has included over 30 volunteers actively engaged as leaders, as well as workshops and online consultation open to our whole community. The consultation was structured around a number of key themes, as well as a focus upon the potential of the Digital Transformation for Education at Exeter: Success for All Our Students; Valuing Educators; Global 21st Century Education; Learning Reimagined; Digital Transformation of Education; Graduates of Distinction.

The outcome of this process will be a strategy that aims to establish a shared vision for Education at Exeter, creating a distinctive model that we will be known for.

Centre for Social Mobility

Our flagship Centre for Social Mobility is designed to help students realise their potential through higher education. It aims to bring researchers and practitioners together to promote evidence-based practice, nurture new ideas and support a whole institution approach to social mobility. The Centre recently appointed one of Britain's foremost experts on social mobility, Professor Lee Elliot Major, to carry out cutting-edge research into the impact of Britain's declining social mobility in recent decades.

The Exeter Education Incubator

Our innovative Education Incubator is designed to cultivate educational creativity and collaboration. The Incubator supports academics from across the University to participate in networks of interested peers, providing access to expertise and examples of inspirational education practice. It creates spaces in which they can explore and develop academic ideas, while also championing and supporting effective partnerships with our students.

Grand Challenges Programme

Our optional Grand Challenges programme is a project week in June, and involves around 400 students across year groups, disciplines and campuses coming together to collaborate on innovative ways to tackle global issues such as climate change, global security, food sustainability, gender inequality and mental health. Students are invited to think creatively about big issues beyond their academic studies and in an interdisciplinary way, and to gain skills and experience such as teamwork, project planning and presentation skills that equip them to pursue their ambitions after graduation.



Our Research and Impact Strategy

At the heart of our Research and Impact Strategy is the enthusiasm, commitment and energy of our exceptional community of scholars and researchers. At Exeter, we generate new knowledge within a highly interdisciplinary research culture and we work with businesses and partnership organisations globally in order to deliver productive, sustainable research that addresses some of the most fundamental challenges that face the world today. We believe the future of research lies in breaking down traditional barriers between academic disciplines to enable the biggest problems of the 21st Century to be considered from multiple perspectives. For instance, the University of Exeter has a global reputation for interdisciplinary climate change research and is home to many of the world's leading climate and life scientists. We had more lead authors on the Intergovernmental Panel on Climate Change 5th Assessment Report than any other university in the world and together with the Met Office, Exeter had more authors involved with the report than any other city in the world.

In order to promote this culture, we have invested heavily to create some of the world's most inspiring and innovative research facilities and institutes. These include the Living Systems Institute at our Streatham Campus, revolutionising the understanding, diagnosis and treatment of diseases; the Environment and Sustainability Institute at our Penryn Campus, creating solutions to environmental change; the Institute for Data Science and Artificial Intelligence, investigating new means of interrogating and understanding data and to innovate and applying cutting-edge data analytical methodologies to diverse questions; and the Global Systems Institute, predicting global changes through understanding the interactions between the climate, natural ecosystems, human, social and economic systems, and the built environment. In addition to this, we are set to launch a new cross-disciplinary institute for the humanities in the coming year.

Fundamental to our future success is continuing to build our research power. Our international aspirations as a global university of the highest quality are dependent on enhancing our global reputation, impact and the scale of our research base. The last Research Excellence Framework (REF) 2014 confirmed our status as a leading research intensive university, achieving one of the three largest increases in funding across the UK.

We have the breadth of research expertise you would expect from a Russell Group university and are building a strong reputation in key areas, including: Healthy Ageing; Nutrition and Wellbeing; Security and Conflict; Governance, Policy and Regulation; Heritage; Climate Change, Environmental Intelligence and Ecology; Clean Growth; Leadership, Finance and Economics; and Advanced Engineering and Materials.

It is almost five years since we published our last strategy and we are now starting a process of reflection and consultation leading to the development of a new strategy to be launched in the near future. The purpose of the new strategy will be to address how we prepare for the future and provide the supportive research environment that will maximise the excellence, significance and reach of our research activities at Exeter. Two examples of our impactful research are given here.



Eradicating Microplastics

The tide of plastics in the ocean is rising rapidly creating damage to marine ecosystems, people's livelihoods and wider socio-ecological damage.

Exeter academics are at the forefront of finding solutions to this global challenge.

Professor Tamara Galloway has been researching the effects of microplastics on marine wildlife and how ingestion of these objects by some of the smallest creatures in the ocean can have implications for the rest of the food chain. Professor's research was supported by collaboration with Physics Professor Julian Moger, who used novel microscopy techniques developed by the Moger Group provided unequivocal evidence of the ingestion and accumulation of microplastics in marine organisms. The visual impact of these images played a key role in influencing government policy changes to ban the use of microplastics in cosmetics and personal care products in the UK, Europe, North America, US and Canada and UN global.



Tackling global air pollution

Tackling global air pollution and its burden on human health is a critical challenge for Governments, Industry and Inter-Governmental bodies around the world. Development and implementation of policy interventions and technology solutions requires monitoring of pollutants including micro-particulates. Historically this has been achieved primarily through ground monitoring stations; however, these stations are only able to provide point-location data and there is no availability in many regions of the world.

Research led by Prof Gavin Shaddick has resulted in development of a robust, high-spatial-resolution data set and exposure model that has been adopted by World Health Organisation as the key mechanism for generating information that has been used by international policy makers, campaigners and underpins the official United Nations Indicator for Sustainable Development Goal.

Our Global Strategy

This year we launched our new Global Strategy, setting out how we will move from being a top UK university to a truly global institution. To be the kind of university we aspire to be and achieve our aim of becoming a sustainable global top 100 institution, we need to extend our global presence, reach and impact. We know that global challenges cannot be solved in isolation and that collaborative research between nations has the greatest impact. Working together with the best researchers and partners across the world in academia, business and the public sector will open up new funding opportunities and enhance the excellence, impact and influence of our research.

Building our international reputation is key to achieving our education and research goals, and to attracting the most talented staff and students from around the world. We aim to achieve this through international excellence in research; a world-leading student experience; offering international opportunities to all students and colleagues, which equips our graduates for success in the future global workplace; and by developing a global culture across our campuses.

Being a global university will not only enhance the international opportunities available to our staff and students, but also increase our reputation and resilience – enabling the University to continue to flourish in the increasingly competitive global higher education sector.

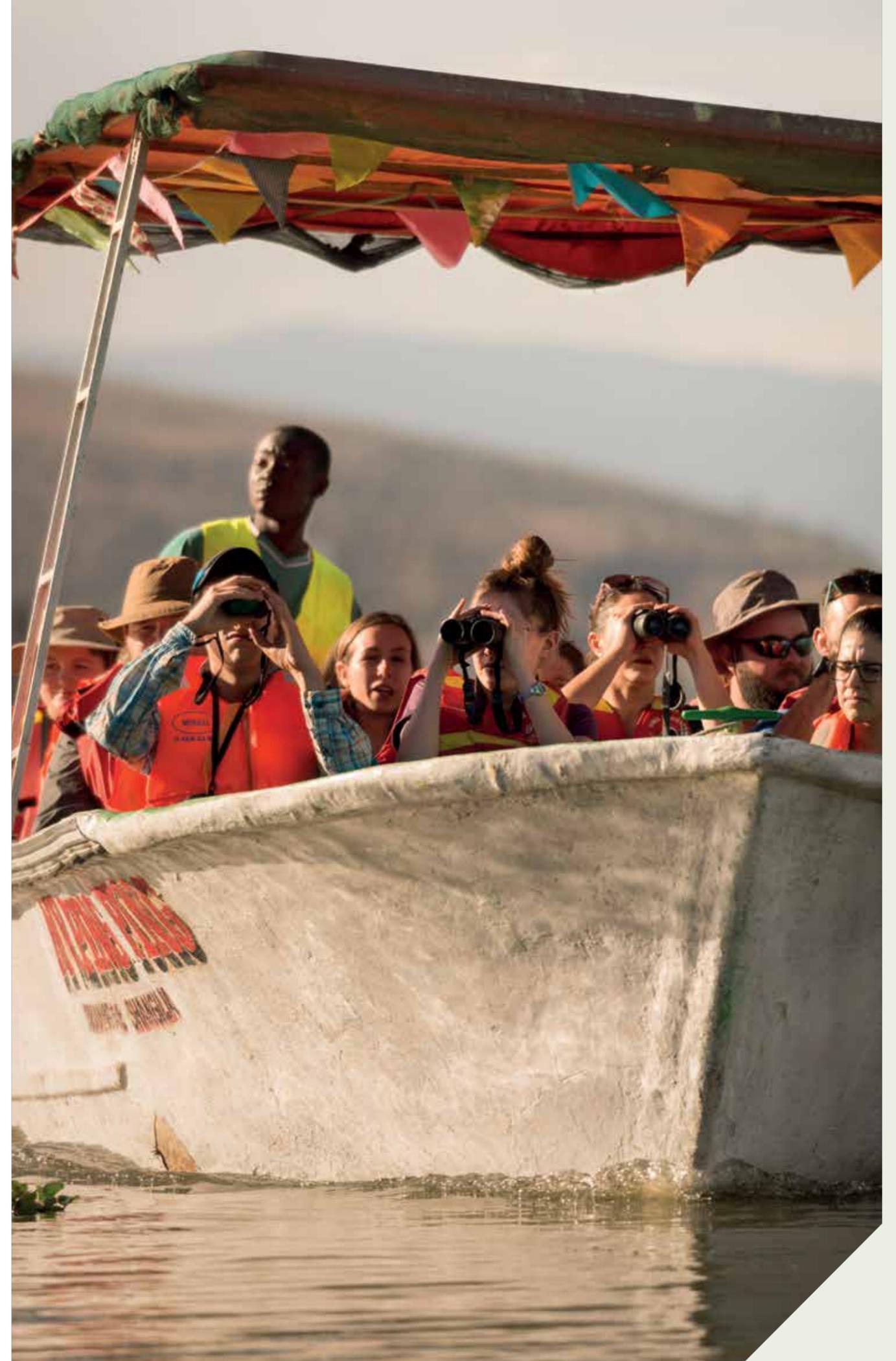
A significant element of our strategy is developing our international partnerships, building on our existing relationships and forging new links in regions we have identified as priorities. Our current strategic partnerships, including those with the University of Queensland, The Chinese University of Hong Kong (CUHK) and Fudan University, are already generating innovative new research collaborations and providing exciting opportunities for our colleagues and PhD students.

QUEX Institute

In partnership with The University of Queensland, we have established the QUEX Institute: a pioneering, multi-million pound partnership that aims to increase our joint global research impact through addressing major world challenges. QUEX focusses on Global Sustainability and Wellbeing, aligned with three interdisciplinary themes: Healthy Ageing; Physical Activity and Nutrition; and Environmental Sustainability. This strengthens our commitment to co-production of world-leading research, co-supervision of the next generation of researchers, joint collaboration with industry, production of influential policy reports and shared learning between professional services.

ENSURE

In 2018, the University of Exeter and CUHK launched the £1.9 million CUHK – University of Exeter Joint Centre for Environmental Sustainability and Resilience (ENSURE). The first of its kind in Hong Kong, this joint endeavour has initiated large, impactful interdisciplinary collaborations to tackle emerging issues related to the changing environment and human health and wellbeing. ENSURE serves as a platform for international academic exchange, promoting policy-related work, and nurturing the next generation of researchers to address sustainable development challenges.



Our Students

We are exceptionally proud of our talented students and believe that collaborating with them to co-create solutions delivers the best experiences and outcomes. Our students are partners in their learning but also in our research, institutional decision-making and in making a difference locally, nationally and globally. We could not achieve this without our partnership with our two students' unions, the Students' Guild in Exeter Students' Union in Cornwall, both of which are deeply integrated into our planning and strategy development.

Co-creation is a feature of student life throughout the University and in every discipline, working with the students' unions to ensure that academic representation is student-led. Exeter has pioneered the Students as Change Agents (SACA) concept and our SACA programme empowers students to develop and lead research projects to effect change in their programmes and at the institution. As a result, we are proud to have one of the highest rates of student engagement in the UK, as measured by participation in union sabbatical elections.

Student life at our University is enriched by the diverse selection of student societies available on our campuses in both Devon and Cornwall. Overseen by the unions, our students enjoy activities from the niche to the mainstream. Sport is important for many and our student teams' excellent performance means the University is consistently placed in the top 10 of the annual British Universities and Colleges Sport (BUCS) league table. This year, for the second successive year, the University's Women's Rugby team secured the coveted BUCS Championship title at Twickenham.

Our students are also passionate advocates for change in the local community and for a society that gives something back. Our levels of student volunteering have long been some of the highest in the UK, benefitting our local communities both in Devon and Cornwall. In 2018, our students donated around 34,000 volunteering hours.

Through our supportive and encouraging learning environment, Exeter students experience outstanding student outcomes. Recent studies show more than 95 per cent of our graduates are in either further study or work within six months of graduating, while earning more than the sector average in the majority of cases.

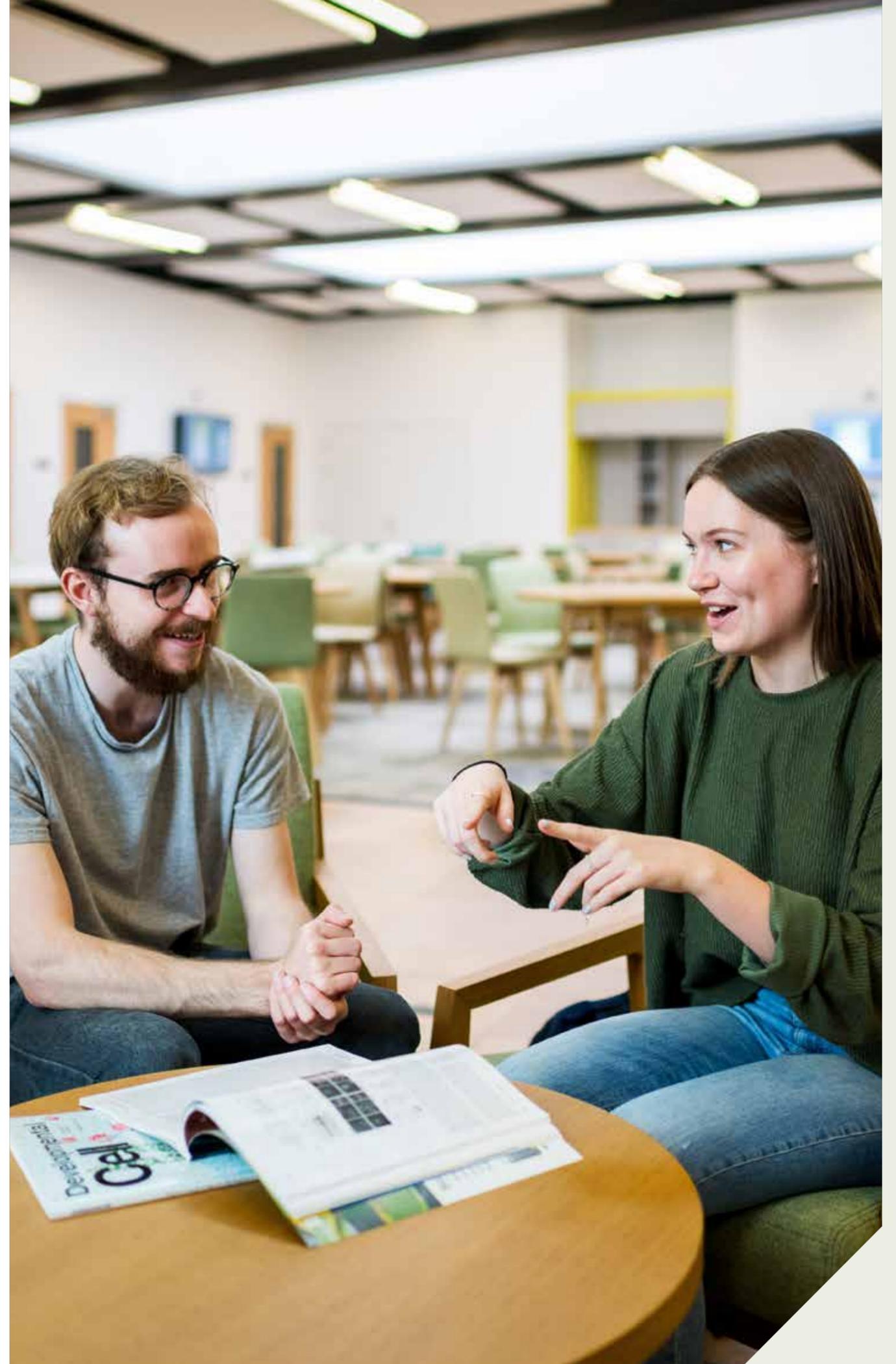
As a 'forever institution' our connection with our students does not end at graduation. We are in touch with more than 125,000 of our alumni in 183 countries across the world. Our alumni and friends have helped Exeter become the University it is today, supporting us in many different ways. Some volunteer their time helping current students, some donate to support our students, research, or facilities. Some are 'country contacts', organising alumni networks and events in cities around the world. Others simply inspire us with their incredible achievements.

Exeter Care Homes Reading Project

The Exeter Care Homes Reading Project is about strengthening the connections between young and old in the local community, and making a difference in the daily lives of those living in residential care, and especially residents with dementia. Our student volunteers are trained and sent out to a large number of care homes across Exeter. They visit residents regularly, reading poetry, plays, and short stories, and simply spend time chatting. In addition to the benefits to the care home residents, many of our student volunteers report that the project has helped them rediscover their love of literature and reading

International Genetically Engineered Machine Competition (iGEM)

Our students have secured a gold medal in five successive iGEM competitions, which sees interdisciplinary teams from across the world work on projects to build genetically engineered systems using standard biological parts, called BioBricks, to solve real-world challenges. Recent medals have been awarded for projects to clean wastewater from mines, or to extract oxygen from Martian rocks.



Our Staff

We have a strong and vibrant community of passionate and dedicated academic and professional services staff. Our people are fundamental to our success and we work hard to create a diverse and inclusive workplace.

Our People Strategy aims to help everyone fulfil their potential, rewarding them fairly and providing a positive working environment in which people can thrive and enjoy their work. We provide opportunities for those looking to build their careers but also recognise that colleagues have lives outside the University and so offer flexible working to help achieve the right work/life balance.

Development

We strive to make Exeter a place where people can fulfil their potential and ambitions, and one where learning is at the heart of our organisational development. We have embraced the most up-to-date approaches including blended techniques, informal learning, just-in-time opportunities and digital technologies.

Our award-winning Exeter Academic programme describes what it takes to be an academic here, presenting and curating an extensive development catalogue that supports the Exeter Academic promotion and progression criteria. We nurture early career academics through our AdvanceHE-accredited ASPIRE programme and highly regarded Researcher Development provision.

Professional Services colleagues benefit from access to professional development frameworks that are designed to provide learning and development opportunities that meet an individual's personal and professional needs. We also offer a range of apprenticeship opportunities, including sponsoring a cohort of professional services staff to participate in our Level 7 Senior Leader Masters level Degree Apprenticeship accredited by the Chartered Manager Institute.

A Positive Working Environment

We want the University to continue to be a great place to work, where staff are healthy, productive and enjoy working. Our Positive Working Environment programme is in place to listen to colleagues and respond with meaningful action. One of the ways we do this is through the biennial Employee Engagement Survey which drives the development of local and institutional action-planning, based on direct feedback from staff.

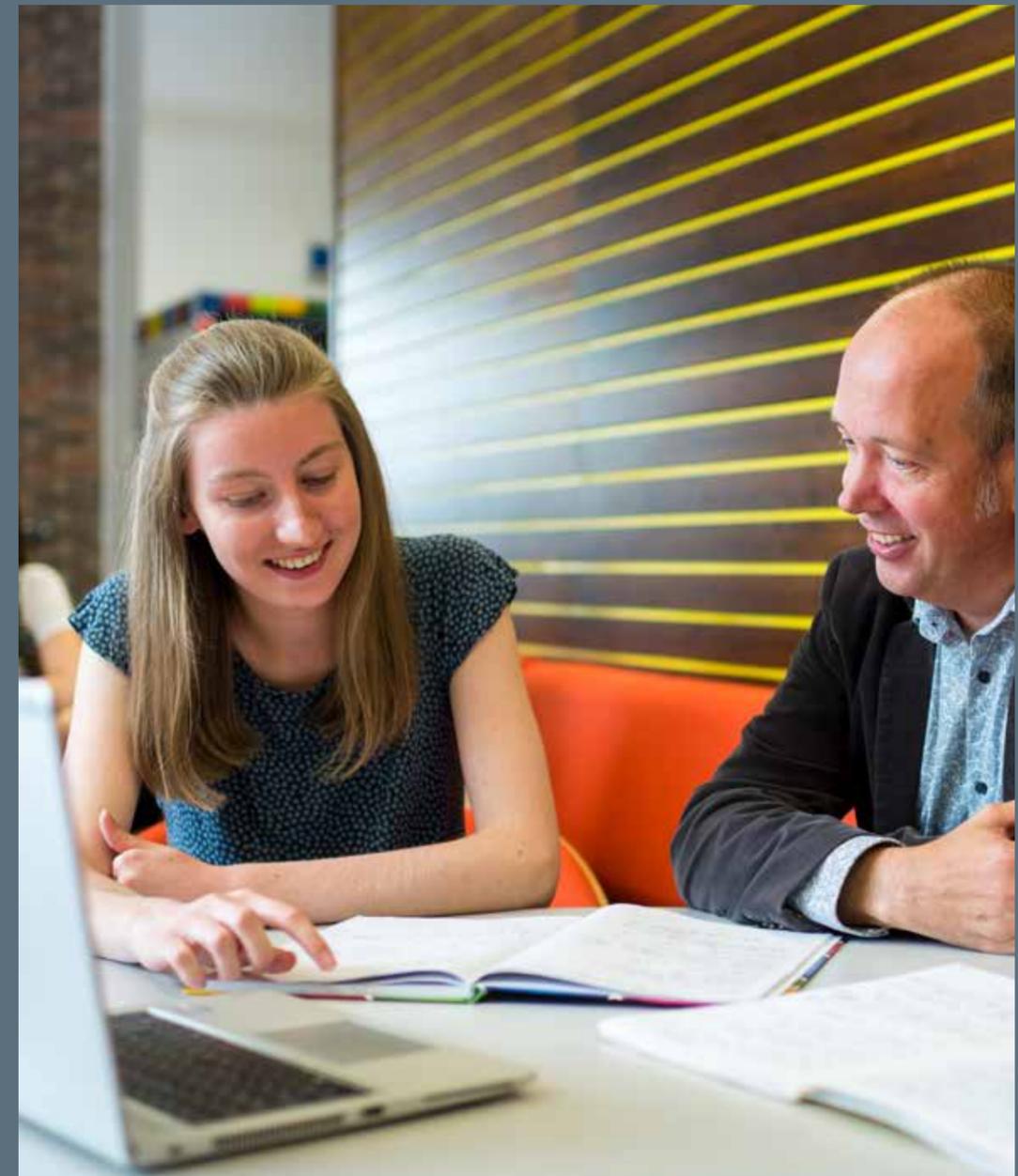
We have developed a range of flexible and family-friendly working policies, enabling our managers to build flexible teams whilst creating a supportive environment in which all our staff can succeed. Our Staff Life scheme offers multiple benefits, events, and wellbeing opportunities to support colleagues at work and beyond.

Reward and recognition

In 2013 the University committed to paying the Living Wage to all contracted staff and we remain committed to providing pay, conditions of employment and a working environment which will maintain our position as an attractive employer, locally, nationally and internationally.

Our Above and Beyond employee recognition scheme celebrates the contribution our employees make to the success of the University, recognising and rewarding great performance that drives the University strategy forward. Introduced in 2015, the scheme enables timely and meaningful recognition to occur for work that is significantly above and beyond expectations, allowing staff to nominate colleagues for rewards or simply to send an appreciative 'thank you' card.

Each year we celebrate the successes of our colleagues through the Professional Services Recognition Awards and the Students' Guild and FXU Teaching Awards.



Apprenticeships

Our apprenticeship scheme has seen exponential growth since last year, with a 200% increase on last year's new starters. Between 1 April 2017 and 31 March 2019, there were 113 apprentices working for the University. The University is now a member of The 5% Club, joining around 300 other employers who are demonstrating their commitment to investing in apprentices by raising numbers on formal programmes to 5 per cent of our total workforce within five years.

Fundraising

Our fundraising campaign, 'Making the Exceptional Happen', is the University's most ambitious ever, aiming to raise £60 million and 60,000 volunteering hours by 2020. We have already exceeded £50 million of philanthropic donations which is more than twice the amount raised during the previous fundraising campaign. This increase reflects a record growth in donor numbers over the past five years. Last year nearly 3,300 alumni and supporters made financial donations, up from 1,775 five years ago.

Our target for volunteering has already been exceeded and so far our alumni have donated more than 71,000 hours of their time, helping us to enhance the student experience and improve career prospects, bringing industry expertise and insights to the curriculum, supporting the alumni community, and providing valuable strategic advice and guidance to University staff.

The Campaign aims to grow research in four key areas: Health, Living Systems, Sustainable Futures, and Society and Culture, as well as supporting students to achieve their potential. Donations to Exeter have already transformed lives, helping students from less advantaged backgrounds to study with us through scholarships and bursaries, as well as supporting societies, sports and employability activities across all campuses. In addition, philanthropy has funded vital medical research, supported global conservation projects and advanced important engineering developments. Many of our alumni choose to give regular smaller amounts and these combine to have a transformative effect on student experiences. Their ongoing support ensures that Exeter will continue to transform lives into the future.

Our College of Medicine and Health has recently received significant philanthropic support including the University's largest-ever single gift – £10 million donated by the Dennis and Mireille Gillings Foundation – for developments that will include a state-of-the-art neuroimaging centre, currently under construction at the Royal Devon and Exeter Hospital.

www.exeter.ac.uk/exceptional



Connecting with Business

The University's Business Engagement Strategy sets out our approach to connecting with businesses, government and third sector organisations in the UK and globally, to drive a step change in income and impact. Central to this strategy is the development of exceptional partnerships in key sectors, focusing on activities under three pillars: collaborative research and development services; highly-skilled people; and regional innovation. Working with a range of corporate partners has enabled rapid growth in our business-related income. This increased by 11 per cent last year, taking our total to over £60.1 m and placing us 22nd overall in the UK in the Higher Education Business and Community Interaction Survey (which includes collaborative and contract research, consultancy, IP, regeneration, CPD and facilities income).

Connecting with the University's research expertise, facilities and people helps businesses to innovate, grow and gain competitive advantages. Our professional staff build relationships between our academics and businesses, helping to identify the most suitable solutions for our partners and identifying funding sources, for example through the UK's Industrial Strategy. We have continued to grow our portfolio of Knowledge Transfer Partnerships and have now reached the top 10 in the country.

Our regional innovation programmes were boosted by £5.2 million of new awards last year and we are leading a £30 million bid to the Industrial Strategy Strength in Places Fund, one of 24 to be shortlisted across the UK. We have established a range of sector-based research, development and innovation hubs across the South West region, enabling businesses to access specialist expertise and funding. These include, for example, the Exeter Science Park and the South West Satellite Applications Regional Centre for Excellence in Cornwall.

Degree Apprenticeships

Exeter has pioneered the development of innovative Degree Apprenticeship programmes to train the next generation of industry-focused graduates, creating a £1.2 m portfolio. Programmes are shaped in collaboration with employers including JP Morgan, IBM and Laing O'Rourke so are designed to meet their needs, helping them to attract and retain high-calibre employees. We also offer executive education, such as the Exeter MBA, and a variety of short courses to meet companies' continuing professional development needs. Through our Professional Pathways Programme, our students have opportunities for placements with businesses in the UK and internationally in addition to their courses.

SETsquared

The University supports business innovation through the SETsquared Exeter Business Acceleration Programme, part of the SETsquared global number one university/business incubator partnership. Last year we set up three new spin-out companies, bringing our total to 17 with a total estimated shareholding value of £44 m. We also license our intellectual property, providing easy access to new inventions, processes, software and designs developed by our researchers. Student entrepreneurship activity is encouraged through our 'Think, Try, Do' programme, which supports students interested in launching their own start-up company and gaining new skills. A total of 1046 students participated last year.



Our Role in the Region

The University is an anchor institution in our region with a commitment to be a truly civic university that is embedded in our communities and is constantly looking for opportunities to make a positive contribution. We are proud to contribute locally through our research, arts and culture, partnerships with local schools, organisations and businesses, economic impact, and community volunteering.

An important part of our work is to enrich education in our region by raising the achievements and aspirations of young people locally, to ensure that as many as possible progress into higher education and to improve the life chances of students who are under-represented in higher education. We work with many of the region's schools to help young people make informed choices about their future and give them the confidence to apply to higher education, and we help improve the achievements of school pupils, particularly through our formal involvement in the Ted Wragg Multi-Academy Trust, Exeter Mathematics School and South Devon University Technical College, working with a range of local partners including very closely with Exeter College and other FE Colleges across Devon and Cornwall. We also provide Ofsted Outstanding teacher training and continuous professional development opportunities and other resources for local teachers, through our Teaching Training Partnership of 300 schools across the South West.

We inject more than £1.17 bn into the economy annually, and generate almost 11,000 jobs in the South West. As one of Devon and Cornwall's biggest employers, we help support local growth and build on the region's strengths and potential. The South West's internationally-recognised strengths in Environmental Science and Digital Innovation help to attract global businesses to the region.

The University works closely with the Met Office, which is based in Exeter. Its new £97 m Supercomputer is sited alongside a growing number of science, technology and digital companies within the high-tech setting of Exeter's Science Park. The Science Park is also home to the Big Data and Environmental Impact Lab, a joint venture between the University and the Met Office to bring big data solutions to small businesses.

New South West Institute of Technology

The University is the lead for the 12 partners in the South West Institute of Technology; one of 12 institutes across the country. The Institute will help to put our region at the forefront of digital technology learning across the UK. It will bridge skills gaps in the economy by providing the knowledge and training that employers need, and will cater for up to 1,549 students from post A-level to degree apprenticeship level. Other partners include regional higher and further education institutions and companies from the digital, engineering and manufacturing sectors.

Cornwall Student Community Wardens

Our first Student Community Wardens in Cornwall are now working within the community around Falmouth, acting as a vital link between local residents and other students. Their aim is to support students living off campus and to help foster good community relations and neighbourly behaviour. The scheme has already been extremely successful.



The Role

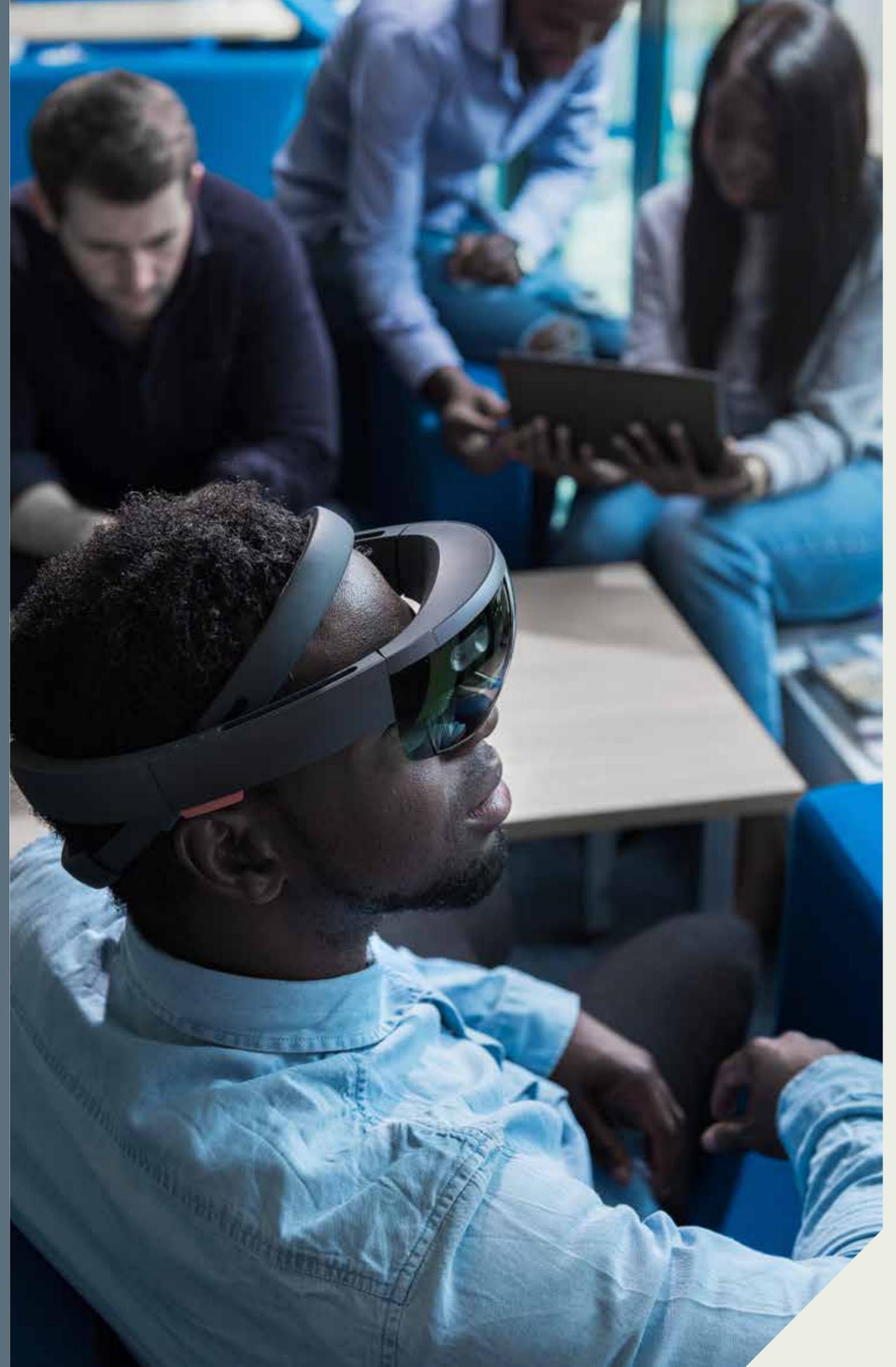
Post title: Pro-Vice-Chancellor and Executive Dean for the College of Engineering, Mathematics and Physical Sciences
Responsible to: Provost

Main purpose of post

This is a rare and exciting opportunity to lead a successful college that is part of an ambitious and rapidly rising University. Reporting to the Provost the role has full responsibility to lead and deliver College academic and business plans, including financial contributions, and to deliver corporately the University's strategic objectives. Pro-Vice-Chancellors (PVCs) are Executive Deans of the constituent Colleges of the University and full members of the Vice-Chancellor's Executive Group.

In this role the post holder will lead an outstanding College of Engineering, Mathematics and Physical Sciences and enable it to further its global ambitions. A corporate focus on delivering the University's key strategies as part of Global 100 through strong strategic and operational leadership of the College is required. As a member of VCEG the PVC has executive accountability for the execution of key university strategies such as Education, Research and Impact, Employability and Internationalisation within their College. In doing so they provide clear priorities with which the Professional Services can align. They ensure that the College fully contributes to key objectives of the University to be a leading Russell Group institution, sustainably among the top 10 UK universities and aspiring to be a top 100 international university.

Pro-Vice-Chancellors have accountability for ensuring that Colleges achieve their academic and financial objectives.



The Person

Main duties and accountabilities

- As part of the University's executive group, the PVC shares collective responsibility and accountability for the performance of the University and delivery of University strategies.
 - Reporting to the Provost, the PVC carries full responsibility and accountability for all aspects of the performance of their Colleges
 - The PVC ensures that the College fully supports and delivers the University's strategies through effective leadership of the College.
 - The PVC works collaboratively with all parts of the University, and particularly other PVCs to promote and deliver interdisciplinary academic excellence.
 - To lead the University in areas of responsibility, including taking a visible corporate leadership role on issues delegated and agreed by the Vice-Chancellor and the Vice-Chancellor's Executive Group.
 - To ensure communication within the College is managed well; and that it is honest, genuine, accurate and informative.
 - To manage change with clarity, vision and a commitment to staff wellbeing
 - To promote a sense of collegiality, ambition and drive, encouraging productivity and creativity and ensuring that the College delivers its agreed academic and business plans.
 - To provide strategic vision and academic leadership for the College, redistributing and redeploying resource to maximise academic excellence.
 - To actively engage with their Director of College Operations, the Chief College Operations Officer and Professional Services Directors in the planning, review and prioritisation of resources.
 - The PVC secures the financial stability of the College by diversifying income and earnings and ensures that the College remains responsive to changes in the external environment.
- Working through the Associate Dean of Education, the PVC promotes excellence in learning and teaching, assuring and enhancing the quality of education, supervision and training received by undergraduate and postgraduate students. The PVC also ensures the maintenance of a wide range of external accreditations with external professional institutions.
 - Working through the Associate Dean of Research and Impact, the PVC leads excellence in research ensuring that the College's research strategy fully reflects changes to the national system of research assessment and changes to the funding environment.
 - Working through the Associate Dean of International and Development, the PVC leads on the establishment and maintenance of a wide range of international partnerships and relationships in line with the University's Global strategy. The PVC maximises the impact of the College's activities through their effective promotion regionally, nationally and internationally. They foster the development of appropriate academic partnerships, Professional Services and alliances and forge productive links with the business community, identifying and cultivating opportunities for income generation.
 - The PVC is accountable for health and safety within the College and ensuring the well-being of staff in the College.
 - The PVC has a direct responsibility for equality, diversity and inclusivity, including compliance and delivery of the University's equality, diversity and inclusivity objectives and external accreditation standards; and for encouraging a culture of equality and inclusivity throughout the College.

This job description summarises the main duties and accountabilities of the post and is not comprehensive; the post-holder may be required to undertake other duties of similar level and responsibility.

Strategy

- Understanding of the international market for research and global partnerships and the challenges which STEM faces in the international education marketplace.
- The ability and experience to devise and implement ambitious strategic plans for the College's development in this highly-competitive market.
- The ability and commitment to promote a culture of academic excellence, including the development of world-leading and internationally-excellent research and the continuing enhancement of the student academic and general experience.

Leadership

- Substantial leadership, management and financial skills and experience to lead the College's educational, research and externally facing activities, to deliver institutional and individual performance objectives.
- The ability to inspire, motivate and challenge colleagues, work in collaborative teams, negotiate, communicate ideas effectively, bring about potentially unpopular change and maintain progress in achieving agreed goals.
- Able to lead change by championing the vision and supporting the people involved. Planning and putting in place the necessary resources and supporting systems, including monitoring and communications.



Life in the South West

The South West region is one of the most beautiful places in England and has the largest-growing population in the UK, with around two-thirds of those moving to the region of working age. With stunning scenery, outstanding quality of life, and increasingly excellent economic prospects, the South West has cemented its reputation as one of the very best places to live, work, and study in the UK.

Exeter, in the heart of the beautiful Devon countryside, is the administrative and commercial centre of Devon. With a population of 130,000, and nearly half a million people within a 45 minute catchment area, Exeter is a young, student-friendly city with 17 per cent of people aged 18-24. A quarter of Exeter's population study or work at the University, making the city a welcoming environment for students and staff alike. With direct flights from Exeter to London, the city is better connected and more accessible than ever. Over recent years a number of big-name companies and organisations have seen the potential of the South West's capital city, from the Met Office to the John Lewis Partnership.

In Cornwall, our Penryn campus sits at the head of the Penryn river estuary, on the northern edge of the coastal town of Falmouth. One of the South West's leading cultural destinations, Falmouth also offers a thriving business environment. The rollout of the most advanced broadband network in Europe provides connectivity across an area that has become home to a thriving cluster of creative enterprise and sustainable innovation. The city of Truro is Cornwall's county town and home to the University's College of Medicine and Health in Cornwall. Truro's impressive cathedral is the site of our Cornwall graduation ceremonies.



Academic Colleges, Professional Services and Leadership Team

Our Academic Colleges

Our academic activity takes place within six Colleges, each led by a Pro-Vice-Chancellor and Executive Dean, who reports to the Provost.

Our Colleges:

- The Business School
- College of Engineering, Mathematics and Physical Sciences
- College of Humanities
- College of Life and Environmental Sciences
- College of Medicine and Health
- College of Social Sciences and International Studies

The University does not have subject-based faculties, but has a Taught Programmes Faculty and a Graduate Research Faculty, both led by a Dean.

www.exeter.ac.uk/departments

Our Professional Services

The Registrar and Secretary is responsible for the Professional Services, which provide central services and facilities to students, staff and other clients to support the operation of the University. Directors of Professional Services report to the Registrar and Secretary.

www.exeter.ac.uk/professionalservices/whatwedo

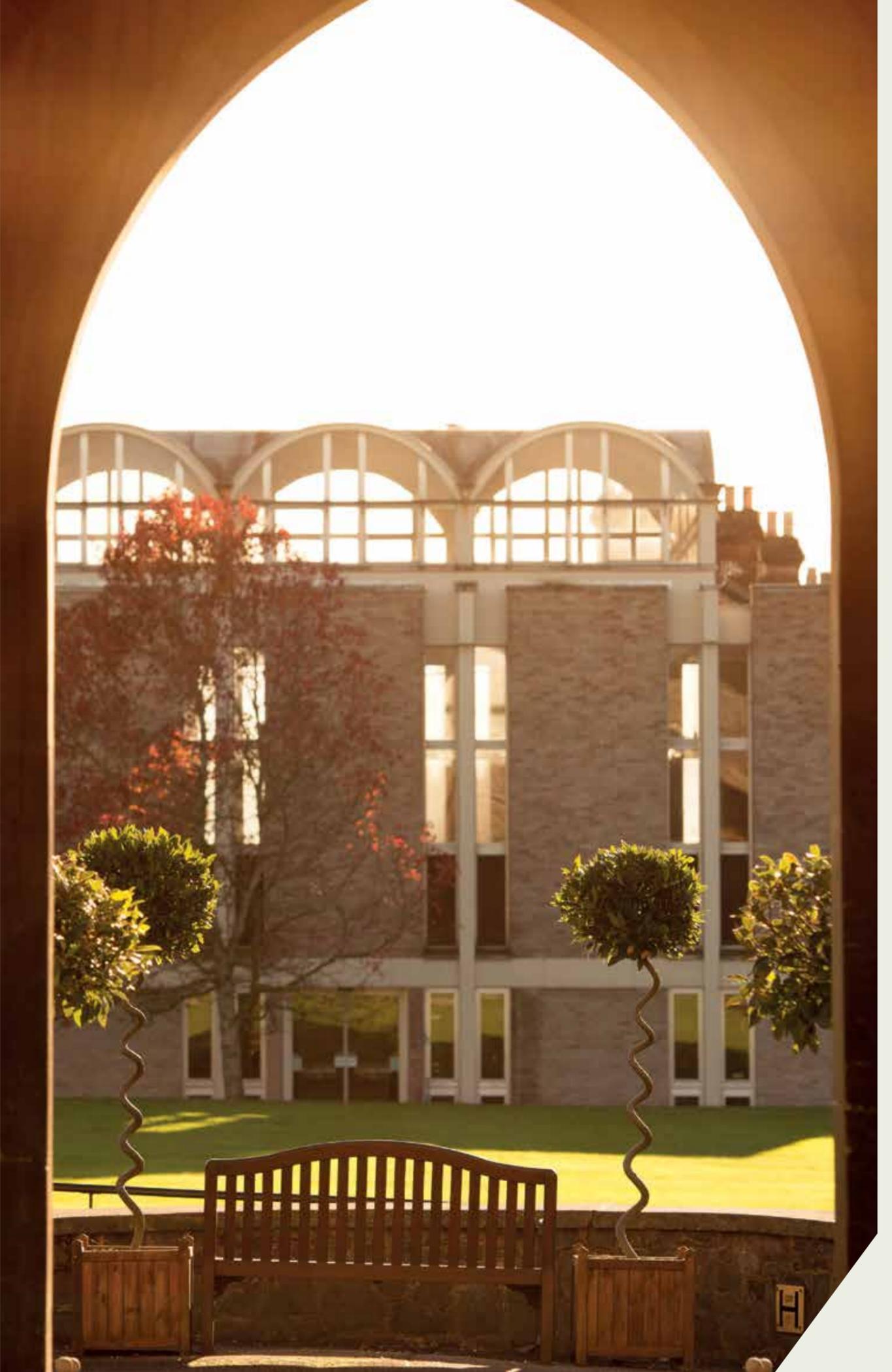
Our Leadership Team

Our leadership structure is designed to allow the Vice-Chancellor to lead and influence all key aspects of the University's external and internal activities, working alongside an outstanding team of experienced senior leaders.

Vice-Chancellor's Executive Group

Chaired by the Vice-Chancellor, the Vice-Chancellor's Executive Group (VCEG) is responsible for developing and delivering the strategic plans of the University and for the effective management of the University, and meets weekly during term time. It advises and supports the Vice-Chancellor in the performance of their broad range of duties and activities and is made up of the Provost, Registrar and Secretary, three Deputy Vice-Chancellors, six Pro-Vice-Chancellors, Chief Financial Officer, Chief College Operations Officer, and Professional Services Directors for Human Resources, Communication and Corporate Affairs, and Campus Infrastructure and Operational Support Services.

www.exeter.ac.uk/about/organisation/management/executive



How to Apply

The University of Exeter has engaged the services of Perrett Laver, to whom applications should be sent by the closing date of **18 October 2019**.

In order to apply, please submit a comprehensive curriculum vitae (CV) along with a covering letter setting out your interest in the role and details of how you match the required criteria. Please include in a separate document the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

In line with GDPR, we ask that you do NOT send us any information that can identify children/family members or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious, or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information.

The preferred method of application is online at <https://candidates.perrettlaver.com/vacancies> quoting reference number 4284.

If you are unable to apply online, please email your application to Alice Hayler at Alice.Hayler@perrettlaver.com

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process.

This will assist the University in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

Following a longlist meeting of the selection panel, successful candidates will be invited to attend first stage interviews at Perrett Laver in November 2019.

Final-stage interviews at the University will take place in late January / early February 2020.

For a detailed conversation about this opportunity, please contact Alice Hayler on Alice.Hayler@perrettlaver.com





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Exeter EX4 4QJ