



UNIVERSITY OF
PORTSMOUTH

PRO VICE- CHANCELLOR RESEARCH AND INNOVATION

CANDIDATE APPLICATION PACK



NO.1
IN THE UK FOR
BOOSTING GRADUATE
SALARIES
(The Economist 2017)

**TOP
25**
in The Guardian
University Guide 2019



Teaching
Excellence
Framework

97.5%
OF GRADUATES
WORKING
OR IN FURTHER
STUDY
(DLHE 2017)

port.ac.uk

A MESSAGE FROM THE VICE-CHANCELLOR



The University of Portsmouth is proud to be bold, not old. We have embraced change to create a new breed of university, where collaboration and partnership underpin the way in which we work. We want to be judged on our achievements and by what we do to help others achieve. Those achievements have been reflected in the award of TEF Gold, in our REF outcomes and in league table performance, but we are not complacent and our ambition is for continued improvement and excellence.

The University of Portsmouth is a place where both staff and students achieve great things. As Vice-Chancellor, I never cease to be impressed by the ambition and commitment of colleagues towards growing our reputation through inspirational education and excellent research and innovation.

We have grown our global profile, strengthened and broadened our research and innovation, enhanced our students' experience – particularly in preparing them for the world of work, and developed our role within the city and the region, and we are looking for the new PVC to build on these foundations to take us to the next level.

Portsmouth is a bustling and diverse city with a strong maritime tradition and an equally strong sense of place and community. As a place to live, Portsmouth offers a stimulating environment that is perfect for career and lifestyle.

Thank you for your interest in the role of Pro-Vice Chancellor (Research and Innovation) at the University of Portsmouth. As I hope you recognise, the University of Portsmouth is an exciting and exhilarating place to work and study that is well placed to respond to the opportunities of the future. If you share our ambitions and values, then I hope that you will apply to join us.

A handwritten signature in black ink, reading "Graham Galbraith". The signature is fluid and cursive, with a long horizontal stroke at the end.

Professor Graham Galbraith
Vice-Chancellor

RESEARCH AND INNOVATION WITH REAL IMPACT

THE UNIVERSITY OF PORTSMOUTH IS ONE OF THE UK'S MOST SUCCESSFUL UNIVERSITIES, RANKED IN THE TOP 500 UNIVERSITIES IN THE WORLD BY TIMES HIGHER EDUCATION, TEF GOLD AND IN THE TOP 25 UK UNIVERSITIES BY THE GUARDIAN UNIVERSITY GUIDE 2019.

We are a world-class university; one that seeks to make a difference to the world, through transformational education, research and innovation. But to do great things, it takes more than good intentions.

In REF 2014 78% of our research outputs submitted across our 15 Units of Assessment were rated as 'world leading' or internationally excellent. The impact of much of our work was judged 'outstanding' with 'very considerable' reach. We are developing a strong track record in bringing together interdisciplinary teams to address global challenges in five thematic areas: Future and Emerging Technologies; Health and Wellbeing; Security and Risk; Sustainability and the Environment; Democratic Citizenship. In 2017/18 we grew our total research income by 12% (compared to 2016/17), and we grew our total innovation income (including CPD) by 8%.

The University is now looking to appoint a new Pro Vice-Chancellor for Research and Innovation to join the Executive team at an exciting time, when the University is making great progress in national league tables.

The PVC is a senior academic leadership role within the University. A member of the University's Executive Board reporting directly to the Vice-Chancellor, you will be responsible for providing research and innovation leadership within the University, providing clear strategic direction and leading the future development and implementation of the University Research and Innovation Strategy. We will be further developing both our University Strategy (2015-2020) and our R&I Strategy over the next 18 months to cover the period beyond 2020 to reflect our growing profile, new opportunities and the changing external context, and you will be a key contributor to this critical exercise.

Our Research and Innovation profile and impact has increased over recent years and we have strong foundations in place for future growth. Each of our five interdisciplinary themes have newly appointed professorial leads, and you will have the opportunity to shape the direction of these themes to ensure that they are strongly linked together and embedded within the faculty research communities to drive our research performance. Further development of these thematic areas will strengthen the impact and profile of the University's research activity and will require the ability and willingness to work proactively with internal departments, external organisations and funding bodies. You will also continue to develop our international profile in areas of specialist research where we are world leading, such as cosmology, and in emerging areas of global excellence.

You will provide strong leadership for our Innovation activities. We are looking for someone who will work across the University to support the commercialisation of our research and educational expertise, and increase external engagement and partnership working with business and partner institutions. You will also support the further development of our four innovation centres.

A key aspect of your role will be the development of productive and influential relationships with funding and regulatory bodies, other higher education institutions, Government agencies, the business community and industry - at home and globally.

Following a review of the University's Research and Innovation Service, you will lead its reconfiguration so as to develop strong, effective and well-coordinated support for R&I activity across the University. You will also provide leadership to support the continued growth and excellence of the Graduate School.

Your strong track record in personal research and research leadership will equip you to command the respect of our research community. Naturally, you will bring to the role demonstrable expertise and interest in driving the innovation agenda forward, together with an appreciation of the mutually reinforcing relationship that exists between research, teaching and innovation activities.

THE UNIVERSITY OF PORTSMOUTH

WORK AT ONE OF THE TOP 25 UNIVERSITIES IN THE UK*



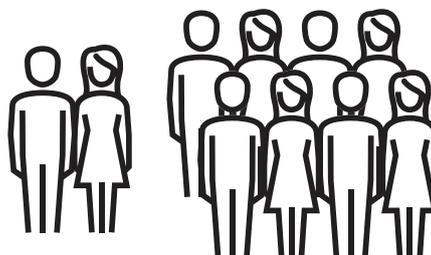
Teaching Excellence Framework



for Teaching, Employability, Internationalisation, Facilities, and Innovation.

(QS Top Universities 2018)

4,000
international and EU students from 150 countries.



2,600
STAFF

24,000
STUDENTS

OUR MISSION AND VALUES

A UNIVERSITY'S PRIMARY PURPOSE IS TO EDUCATE AND TRANSFORM LIVES. TO THIS, WE WOULD ADD THAT IT'S ALSO TO TRANSFORM THE LIVES OF THOSE AROUND US.

Our clarity of purpose is driven by our mission, vision and values.

OUR MISSION:

'To delight in creating, sharing and applying knowledge to make a difference to individuals and society.' In our vision, we are committed to the delivery of transformational education, research and innovation.

WE ARE:

Ambitious

- We pursue bold ideas in an environment where creativity, innovation and success is encouraged and celebrated
- We nurture and value relationships and partnerships that foster a global outlook
- We inspire and support staff and students to achieve their potential and meet the challenges of society
- We never settle for second best

Responsible

- We act with integrity for the greater good
- We insist on upholding the highest academic and professional standards
- We respect and celebrate diversity and equal opportunity through an inclusive culture
- We aim for sustainability across all our activities

Open

- We work consultatively and collaboratively to benefit from new perspectives
- We share ideas and maintain transparency
- We are trustworthy and do what we say we will do
- We listen and respond to the needs of our students and staff

You can read more detail on our plans for shaping the University's future at port.ac.uk/vision.

OUR RESEARCH AND INNOVATION

The last national Research Excellence Framework (REF 2014) validated our research. Over 60 per cent of our submitted research was rated as world leading or internationally excellent. In two units of assessment, Allied Health Professions, Dentistry, Nursing and Pharmacy, and Physics, 90 per cent of all research submitted reached this high standard. The impact of our research was also recognised, and in seven of the 15 units we submitted, the impact was rated as 'outstanding' or 'very considerable' in terms of its reach and significance.

Research and innovation at Portsmouth is flourishing. Our research ranges from the purest sciences, such as investigating the evolution of galaxies, to the most economically relevant and technologically applied such as computer games design. Our researchers have developed and communicated new insights on topics ranging from Charles Dickens to the European Union, and from the challenges of ageing to new methods of fraud prevention.

The research and partnerships that the University engages in deliver societal impact for businesses and individuals on a local and global scale. Our research and innovation is delivered in a highly collaborative environment that often links our researchers with institutions internationally. Locally we are seen as innovators and drivers of economic growth through the trusted delivery of governmental grant schemes and expertise into business.

The University currently has over a thousand doctoral research students, and it is a university priority to continue to grow our community of PhD, Professional Doctorate and related students.

The University of Portsmouth Graduate School supports research degree students and their supervisors across the University and provides training, events and recruitment support, supplementing that provided in Departments and Faculties. Projects being currently led by the Graduate School include the development of e-learning resources, PGR wellbeing and support for Doctoral Training Partnerships.

OUR GLOBAL POSITION

The Times Higher Education (THE) World University Rankings places the University of Portsmouth among the top 500 universities in the world. We are increasingly recognised as a partner of choice for research and innovation. We are an ambitious university and as a result of our sustained growth and development, THE also recognises the University as one of the top 120 universities under 50 years of age. We are proud of our successes and of the outcomes we have achieved. Portsmouth is a global university, connected with communities at a local, regional, national and international level.

SUPPORT FOR RESEARCHERS AND INNOVATORS

The University has ambitious targets, both to build on our existing strengths and activity, and to increase our research and innovation activity. There is support across the University to help our staff develop new ideas, apply for funding, collaborate, network and exchange ideas through CPD, consultancy, sabbaticals, pure and applied research, commercialisation and company projects.



OUR RESEARCH THEMES

Our themes have been developed to support and build upon the University's strong track record of interdisciplinary working. The solutions to global challenges are rarely found in a single discipline; many require academic and non-academic collaborators to work across not only traditional academic boundaries, but across business, public and third sectors, as well as national borders. The chosen themes build upon, and are complemented by, existing structures within the University that have been developed to support interdisciplinary collaboration, including research centres and research networks. In identifying themes which reflect some of the key challenges facing a global society, the University is seeking to catalyse the growth of its interdisciplinary research to tackle these issues and to take an international lead in finding impactful solutions.

Our five theme professors provide University-wide leadership for the groups and individuals working in these themes, focusing on initiatives to raise our external profile, develop academic and non-academic collaborator networks and strengthen our international reputation for research and innovation.

DEMOCRATIC CITIZENSHIP

Through this theme we will develop critical multidisciplinary insights on past, present and potential future conditions, generating a richer and more robust understanding of contemporary global societies.

Our ambition is to create a positive profile for research and innovation activity in the following areas:

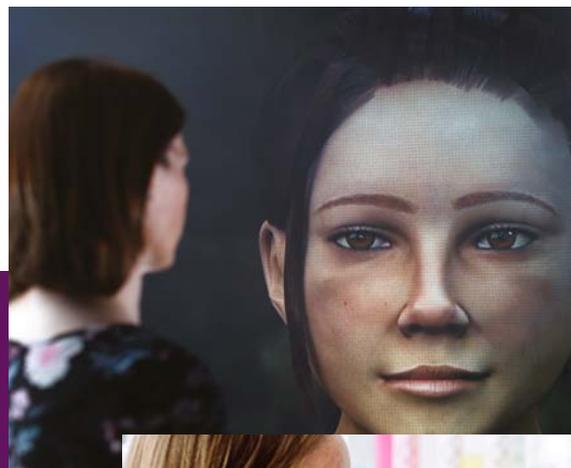
- Communities and Collaboration
- Margin and Centre
- Common Society and Leadership for Good
- Voices and Bodies

FUTURE AND EMERGING TECHNOLOGIES

Working to enhance growth and competitiveness across economic sectors, we will explore and develop multidisciplinary collaborations, inspired by emerging technologies to foster new ways of thinking, designing, evaluating and creating products and services for a sustainable future.

Our ambition is to create a positive profile for research and innovation activity in the following areas:

- Data Science and Analytics
- Synthetic Biology, Regenerative and Bio-inspired Technologies
- Human-Technology Interactions
- Energy and Advanced Materials



HEALTH AND WELLBEING

We will endeavour to develop and test new models and tools for health and social care delivery, disease prevention, treatment and management. We will create more effective interventions and engagements for improved individual and collective wellbeing working at levels from an understanding of the fundamental mechanisms underlying health and disease, to the multiple impacts of social and physical environmental damage.

Our ambition is to create a positive profile for research and innovation activity in the following areas:

- Biomolecular and Biomedical Science
- Digital and Technological Applications
- Human and Social Science
- Environmental and Health Systems

SECURITY AND RISK

Our activities will address the challenges of achieving and safeguarding the physical and electronic security of individuals, organisations and societies, and explore and understand the tensions and conflicts arising in an interconnected world.

Our ambition is to create a positive profile for research and innovation activity in the following areas:

- Global Security and Development
- National Security
- Organisational and Community Resilience
- Individual Security

SUSTAINABILITY AND THE ENVIRONMENT

We will play a significant role in promoting environmental awareness, and in developing techniques for evaluating and improving existing and potential damage to land and marine ecosystems. We will deploy a range of approaches to developing innovative solutions to protect resources and overcome the challenges of sustainability for landscapes, buildings and communities.

Our ambition is to create a positive profile for research and innovation activity in the following areas:

- Solid Earth
- Sustainable Cities
- Living Planet
- Materials and Resources



INNOVATION AND PARTNERSHIPS

NO TWO PARTNERSHIPS ARE EVER THE SAME, AND WE WORK TIRELESSLY TO EXPLORE AND DEVELOP THEIR POTENTIAL.

We are developing strong relationships by partnering with business and industry through research programmes, innovation and knowledge transfer partnerships, undergraduate job placements, and graduate employment schemes. We also help businesses with analysis, recruitment and attracting grants and funding. Some examples of current innovation programmes and partnerships include:

EXTREME ENVIRONMENTAL MEDICINE AND SCIENCE

Our Extreme Environments Laboratory, housed in the Department of Sport and Exercise Science, is one of the most internationally respected laboratories of its kind. Recent work has included drowning prevention, survival (hot and cold) and surveillance research for the Royal National Lifeboat Institution, oil industry, Ministry of Defence and Her Majesty's Coastguard. The laboratory has also been used to explore heat acclimatisation for studies for the English Institute of Sport. Our expert team is engaged in a wide range of fundamental and applied projects including: maintaining elite performance in heat and at altitude; the evaluation of new immersion suits and emergency breathing systems; the influence of gender on thermoregulation; the estimation of survival time in cold water; and the pathophysiology and assessment of cold injury. It is world leading research that saves lives.

IMPROVING INFORMATION MANAGEMENT IN THE GLOBAL SUPPLY CHAIN

Our partnership with Entec International was awarded 'outstanding' - the highest possible grade - by Innovate UK in 2017. Business, operations research and maths academics from the University worked with Entec to produce an industry-first 'toolset' to calculate and present complex inventory data in a simplified graphic format. Entec has now generated revenues of £2.4 million and won five new contracts, and has since opened an office in Portsmouth to continue our collaborative relationship.



DEVELOPING DIGITAL TECHNOLOGIES FOR SOCIAL INCLUSION

Our research experts are collaborating with PONToon (Partnership Opportunities using New Technologies fostering social and economic inclusion), which will up-skill women furthest from the labour market, supporting their economic inclusion via a fusion of new technologies. These include games development, 3D/virtual reality technology, social media and web/mobile apps. Our Faculty of Creative and Cultural Industries (CCI) is the lead partner in this three-and-a-half-year project with 11 UK and French partners, and a total budget of €5.8 million.

LINKS WITH THE EUROPEAN SPACE AGENCY

One of our newest partnerships is with the European Space Agency (ESA). In 2016, the University acquired ASTA Technology UK Ltd, a school accredited by the ESA that trains and qualifies technicians from around the world to build electronic components vital to space mission success. Portsmouth is one of just seven schools worldwide and the only university in the UK to offer ESA-accredited courses.

HOSTING A NEW SATELLITE DATA CENTRE

We have partnered with the Satellite Applications Catapult and the UK Space Agency to create a new centre of excellence in satellite data. This will allow the south coast business community to use satellite technology to improve their products and services. Robot submarines, for example, will be able to use live satellite data to inform their route through the ocean.

INNOVATION SPACES

Our objective is to deliver innovative solutions to our partners in industry, the public sector and the wider community. We do this through spaces where industry and members of the University can collaborate to drive the economy. We have centres that each focus on different areas to support businesses from start-up, through establishment and growth, and onto our open innovation centre at the heart of the University campus. An industry sector focused centre is also available for those setting up business in the digital creative industries.

PARTNERING WITH THE FORENSIC INNOVATION CENTRE (FIC)

Our partnership with Hampshire Constabulary sees, for the first time in the UK, operational police staff located on a university campus. The Constabulary's scientific staff work closely with academics and students to drive forensic research and offer work experience to our students.



THE ROLE

THE PRO VICE-CHANCELLOR IS RESPONSIBLE FOR PROMOTING A STRONG RESEARCH AND ENTERPRISE CULTURE TO ENSURE THE UNIVERSITY MEETS ITS CORPORATE GOALS. WE WILL EXPECT YOU TO INSPIRE CONTINUOUS IMPROVEMENT IN THE VOLUME, QUALITY AND IMPACT OF THE UNIVERSITY'S RESEARCH, INNOVATION AND ENTERPRISE OUTPUTS.

One of your most important immediate responsibilities will be to prepare the University for REF 2021. Managing and overseeing the process, you will enjoy a significant influence on our REF submission- outputs, impact and environment. Our REF rating has a significant impact on everything from our league table placements and reputation, through to our ability to attract the best staff and bid for certain funding streams. A strong submission is of paramount importance to the University.

You will be directly accountable for developing and championing the vision and strategic direction of research and innovation within the University, maintaining and enhancing quality, capacity and capability to deliver research, innovation and enterprise outputs. We will look to you to play an integral role in growing and developing our community of researchers, fostering an effective research culture across all areas. Research integrity will be a strong focus, and you will chair the University's ethics committee.

You will have overall responsibility for securing, maintaining and growing research partnerships and funding from a range of public and commercial sources including the research councils, EU and the NHS.

You will line manage the Directors of the Research and Innovation Services and the Graduate School, and provide dotted line support to Associate Deans Research and Innovation.

KEY RESPONSIBILITIES

- To work collaboratively as a member of the University's Executive Board, playing a leading role in the development and implementation of the University's Strategic Plan
- To develop and implement coherent strategies and policies that will ensure the excellence and relevance of research and innovation across the University
- To ensure that the University meets appropriate key performance indicators in relation to Research and Innovation
- To engage with leading research funders both in the UK and internationally and respond to funding opportunities that lead to growth in research income
- To work collaboratively with senior colleagues to maximise the knowledge services income obtained through strategic partnership and collaborative programme teaching
- To chair a number of Research and Innovation related Committees as appropriate
- To ensure that the University's research outputs meet the highest standards of international and world leading excellence
- To oversee the growth and enhancement of doctoral and postdoctoral training to advance the next generation of researchers
- To raise the reputational profile of the University through the development of strong networks and appropriate partnerships at regional, national and international levels to maximize the University's global research presence with business, government agencies and other organisations
- To ensure the effective exploitation and commercialisation of the University's intellectual property
- To work with senior colleagues to ensure that the University's commitment to research-engaged education maximises the benefit to student learning
- To ensure that the infrastructure and resources provided to support research are fit for purpose and support the maintenance and enhancement of research quality
- To work in partnership with the Director of Human Resources to ensure that the University attracts, develops, rewards and retains staff who can deliver research and innovation activities of the highest quality
- To ensure the quality of both research and enterprise activity through professional development and accreditation, evaluation and feedback for all staff involved
- To promote the University's mission, vision and values and raise the profile, reputation and influence of the University, both nationally and internationally
- Be responsible for assessing and managing risk, in line with the University's Risk Management Policy and to escalate matters where necessary
- To be accountable and responsible for health and safety within their area, as defined in the University's Health and Safety Policy
- To undertake any other duties as may be reasonably assigned by the Vice-Chancellor or his nominee.

PERSON SPECIFICATION

SPECIFIC KNOWLEDGE AND EXPERIENCE

- Evidence of achievement and effectiveness as a visionary and energetic role model, innovator and team leader in areas of teaching, research and innovation activities
- Experience in successfully leading and managing teams and individuals, including familiarity with appraisal and performance issues, setting objectives and evaluating outcomes
- Experience of developing a REF submission or equivalent, in a collaborative way
- Experience of generating and managing external income to deliver internal surpluses
- Experience of initiating and developing mutually beneficial external relationships and partnerships, with a variety of private and public sector stakeholders
- Knowledge and understanding of the key national issues in Higher Education and the ability to communicate these issues
- Knowledge and understanding of the major strategic drivers for H.E. at national, regional and local levels.

SKILLS AND ABILITIES

- Substantial senior management experience in higher education
- Knowledge and understanding of modes of communication and barriers to that communication
- Ability to communicate University policy and strategy to staff at all levels
- Ability to lead and motivate staff at all levels
- Ability to facilitate the implementation of policy and strategy
- Ability to lead strategic change at a senior level
- Highly developed communication skills with the ability to set clear direction and priorities
- Ability to plan and manage significant budgets within a large and complex organisation
- Effective decision-making skills, able to delegate and to empower colleagues with an open and consultative style of management
- Excellent communication skills including the ability to negotiate and persuade
- The ability to deliver a corporate approach with an inclusive leadership style.

QUALIFICATIONS, EDUCATION AND TRAINING

- Educated to postgraduate level, with doctorate or equivalent in a relevant field
- Commitment to and understanding of a culture of equality, diversity and inclusion.

OTHER REQUIREMENTS

- High personal, professional and academic standing with proven academic leadership experience at professorial level along with research credibility at an international level.

TERMS AND CONDITIONS

This is a senior post appointed by the Board and the salary and benefits will be commensurate with the scope and responsibilities of the post and the experience of the successful candidate

Annual leave entitlement is 35 working days in a full leave year.

It is a condition of the appointment for the proper performance of the duties of the post that you will take up residence at a location to enable you to fulfil the full range of your contractual

duties. This residential requirement will be expected to be fulfilled within 12 months of taking up the appointment.

The University has a scheme of financial assistance towards the cost of relocation, details of which can be found on the University website.

You will be entitled to join the Teachers' Pension Scheme and to be covered by health insurance including annual medical checks.

RECRUITMENT PROCESS

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

You should apply for this role through our website at www.saxbam.com/appointments, using code **KACZC**.

Click on the 'apply' button and follow the instructions. Your application should comprise a covering letter and full CV detailing your experience and relevant achievements, particularly addressing the requirements of the role and person specification.

We value diversity at the University of Portsmouth and welcome applications from all sections of the community.

The closing date for applications is noon on **31 October 2018**.

Final panel interviews will take place on **10 and 11 January 2019**. Psychometric assessments for short-listed candidates will likely be undertaken prior to these dates.

**The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*



THE UNIVERSITY AND THE CITY: A BREATH OF FRESH AIR

LIVELY, VIBRANT AND STEEPED IN HERITAGE, THE WATERFRONT CITY OF PORTSMOUTH HAS LONG BEEN A GATEWAY - A PORT OPEN TO NEW AND GAME-CHANGING PEOPLE AND IDEAS.

A place of commerce and exploration, Portsmouth has innovation running through its veins.

Campus buildings are dotted throughout the 'University Quarter' in the city centre. We are part of the bustle of city life, and many of our staff live in Portsmouth while students often settle here after graduation, further enriching our city's boundless creativity and vitality.

AN ISLAND CITY

The UK's only island city, Portsmouth offers a wonderful quality of life. Easy to get around with a terrific sense of community, highlights include four miles of beach fronting the Solent, where you can enjoy sailing, windsurfing and other watersports. Foodies and culture vultures love Southsea's thriving independent scene and, like any great city, Portsmouth has a fantastic range of bars, restaurants and cafés. For shopping, you have Gunwharf Quays, home to the 170m iconic Emirates Spinnaker Tower.

A MARITIME HISTORY AND FUTURE

Home to the Royal Navy, the Historic Dockyard attractions include HMS *Victory* and the award-winning Mary Rose Museum. Millions of visitors flock here from around the world. The city is also home to Ben Ainslie Racing and, in 2016, hosted the Louis Vuitton America's Cup World Series.

SPORT

The University is the proud main sponsor of Portsmouth Football Club. This strong partnership will play a huge role in the city, to help increase participation rates in higher education for the benefit of local communities. Every year, Southsea hosts the Great South Run, which has come to represent the passion for health and wellbeing in this waterfront city.

ROAD, RAIL, SEA AND AIR

We are just over an hour from London by rail, and Southampton Airport can be reached within 30 minutes. The International Ferry Port offers regular trips to Europe. The New Forest, the South Downs National Park and the Isle of Wight are within easy reach, as are the historic cities of Winchester and Chichester. Visit visitportsmouth.co.uk for more information.

