



Job title	University Lead for Academic Performance and Deputy PVC	Job family and level	Research and Teaching Level 7
School/ Department	DVC Office	Location	University Park Campus

Purpose of role

The University Lead for Academic Performance and Deputy PVC, will develop and support delivery of a strategy to enhance our performance and improve our standing in external rankings and reputation surveys across all areas of our work. The role holder will be responsible for the development and delivery of a programme of high-profile strategic projects to enhance the performance and reputation and thereby the profile and influence of the University of Nottingham. They will also be responsible for leading the University of Nottingham’s approach to all rankings, international and domestic, which is an institutionally critical measure of reputation. They will review and enhance the University’s submission to the QS World ranking and THE Impact Ranking amongst others. This is a critical area for the University and the role-holder will drive real change and innovation. This role involves collaborating with senior leaders, the academic community and professional service directorates. Ultimately, the role-holder will optimise how the University performs in core academic areas and then presents itself in world and UK rankings, with a primary focus on QS, but also considering the THE, Complete University Guide, Sunday Times and the Guardian.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Leading contributions to improving performance in core academic activities which will enhance our standing in world rankings, particularly the QS world ranking, and domestic league tables. They will entail developing and leading the implementation of a programme of work in conjunction with the PVCs ESE and RKE and FPVCs to enhance performance measurably in education, research activity, and global reputation.	20%
2	Chairing a new working group on Enhancing Academic Performance which will have the following remit: <ul style="list-style-type: none"> To identify underlying drag factors impacting our performance, and to recommend / instigate activities that will enhance outcomes long-term and recommending these activities to the PVCs with portfolio responsibility to ensure delivery. To propose, agree and implement our tactical approach to league table returns and submission, including focus on particular areas or subjects that are likely to have the greatest impact on league table positions. 	10%

	<p>The group will provide oversight over delivery groups including the League Tables Working Group. It will report biannually to UEB/PRC through the Provost and Deputy</p> <p>Vice-Chancellor on plans and progress (reporting to PRC will enable alignment with performance monitoring and business planning). The membership is designed to ensure clear academic leadership, alignment with ESE and RKE delivery streams and that appropriate professional service focus can be applied to support activity.</p>	
3	<p>Chairing a new working group on Enhancing Academic Performance which will have the following remit:</p> <p>to identify underlying drag factors impacting our performance, and to recommend / instigate activities that will enhance outcomes long-term and recommending these activities to the PVCs with portfolio responsibility to ensure delivery.</p> <p>to propose, agree and implement our tactical approach to league table returns and submission, including focus on particular areas or subjects that are likely to have the greatest impact on league tables positions.</p> <p>The group will provide oversight over delivery groups including the League Tables Working Group. It will report biannually to UEB/PRC through the Provost and Deputy Vice-Chancellor on plans and progress (reporting to PRC will enable alignment with performance monitoring and business planning). The membership is designed to ensure clear academic leadership, alignment with ESE and RKE delivery streams and that appropriate professional service focus can be applied to support activity.</p>	10%
4	<p>Working via the new Enhancing Academic Performance group, the role holder will gather insight and propose strategies to increase the institutions performance in key rankings (initially with a QS focus). Working with UEB and relevant portfolio committees the role holder will then plan and implement the programmes.</p>	20%
5	<p>Working with the Internal Communications Team they will develop and implement a programme of internal communications and engagement about activities in support of improving education and research performance and the linkage to league table positions and academic reputation. They will provide leadership to other stakeholders in support of making the necessary step change to improve academic performance and thereby rankings and reputation.</p>	10%
6	<p>Analysis of evidence and data that develops compelling submissions that reflects the University's strengths in all areas including sustainability and broader development goals.</p>	10%
7	<p>Audit and benchmark the activities of other competitor universities and make suggestions for how the University develops sector leading initiatives.</p>	10%
8	<p>Support assessments of the benefits and disadvantages of separate submissions into the rankings for the University's three global campuses as required. Including assessing how changes in league table methodology, to include a single cross-campus submission, could be optimised.</p>	5%

9	Advising the University about the relative effects of its longer-term strategies on ranking position, including relationships with our international campuses.	5%
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Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent data analytic and interpretation skills ▪ Ability to lead and work in a team ▪ Ability to communicate with and influence an array of stakeholders 	<ul style="list-style-type: none"> ▪ Extensive experience of the HE sector
Knowledge and experience	<ul style="list-style-type: none"> ▪ Previous experience of a senior leadership role (Faculty or Portfolio) ▪ Influencing and leading strategic activities and change 	<ul style="list-style-type: none"> ▪ Understanding of league table methodology
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ Senior Academic Role within the University of Nottingham ▪ Understanding of excellence in the context of ESE and RKE ▪ Evidence of successful delivery of ESE and RKE activities to a high standard 	



Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Role models the highest ethical standards to cultivate a collaborative workplace that develops talent and enhances wellbeing, whilst also balancing the needs of the various stakeholders.
- Taking ownership** Translates the vision into a strategy for own area, enabling people to take the right action for the wider organisation. Can resolve complex problems, balancing the needs of varied stakeholders.
- Forward thinking** Always has the overall strategic goal in mind, manages to stimulate agile and forward thinking in others, motivating them and giving them the confidence to drive for continuous improvement.
- Professional pride** Goal is to be best in class; ensuring this can be achieved in line with long term strategy regardless of short term challenges. Supports people to do what is best for both the organisation and the department.
- Always inclusive** Promotes how collaboration and positive partnerships are essential to success, constantly looking ahead to explore how to involve other potential stakeholders.

Key relationships with others

