



<b>Job title</b>	Interim Chief Strategy Officer	<b>Job family and level</b>	Administrative, Professional and Managerial Level 7
<b>School/ Department</b>	Executive Office	<b>Location</b>	University Park Campus

## Purpose of role

The Interim Chief Strategy Officer (CSO) provide strategic leadership of External Relations, the Campaign and Alumni Office and Planning, Performance and Strategic Change to ensure the successful delivery of wider University's goals. They will drive the connectivity between the University's strategic goals, to enable the University Executive to deliver.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<p><b>Strategic Leadership</b></p> <ul style="list-style-type: none"> <li>▪ Serve as a member of the University's Executive Board</li> <li>▪ Provide senior managers with insights and advice on strategy to enhance their areas of responsibility.</li> <li>▪ Ensure financial resilience through strategic planning</li> <li>▪ Stay informed about national and international higher education policies, adapting strategy and delivery as needed.</li> <li>▪ Providing regular updates to the university leadership and governing bodies on progress towards strategic goals and initiatives</li> <li>▪ Working closely with other senior leaders to ensure that tactical actions align with the overall strategy</li> </ul>	
2	<p><b>Performance Monitoring &amp; Alignment</b></p> <ul style="list-style-type: none"> <li>▪ Monitoring metrics, including University-wide KPIs, to assess the effectiveness of strategic initiatives and ensure alignment with institutional goals</li> <li>▪ Working closely with other senior leaders to ensure that tactical actions align with the overall strategy</li> <li>▪ Drive high performance across the portfolio, fostering collaboration and accountability while building wider institution capability and confidence in the future direction of travel.</li> </ul>	
3	<p><b>People Leadership &amp; Inclusion</b></p> <ul style="list-style-type: none"> <li>▪ Development and leadership of teams and colleagues to deliver high performance and meet University objectives and KPIs.</li> </ul>	

	<ul style="list-style-type: none"><li data-bbox="339 226 1241 293">▪ Embedding equality, diversity and inclusion principles, in line with expectations set by the University.</li></ul>	
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## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ Ability to communicate effectively, with the capability of engaging diverse audiences, including faculty, students, stakeholders, and the wider community</li> <li>▪ Ability to build relationships and maintain effective partnerships.</li> <li>▪ Sensitivity to and understanding issues related to diversity, equity, and inclusion; committed to promoting an equitable environment for all stakeholders</li> <li>▪ Resilience and flexibility to navigate a dynamic and evolving higher education environment</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>▪ Previous experience of working in a leadership role in a complex organisation, with a proven experience of success in strategy development and implementation.</li> <li>▪ Demonstrated success in overseeing a multi-faceted professional services portfolio.</li> <li>▪ Understanding of strategic planning principles and their application in the higher education sector, including knowledge of current trends, challenges, and opportunities</li> <li>▪ Experience leading a diverse change portfolio and managing organisational change in response to evolving landscapes</li> <li>▪ Strong financial knowledge and experience in budgeting and resource allocation to ensure financial resilience</li> </ul>	
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>▪ Educated to a relevant degree level (or relevant equivalent experience)</li> </ul>	

## 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



