



**PROVOST**

**– LEARNING AND TEACHING**

Candidate Information Pack

# WELCOME

I am delighted that you are considering applying for this role at the University of Derby.

At Derby we have worked to build a powerful regional university that addresses the needs of our students, the region and beyond, embarking on an ambitious period of growth to take the University forward to its future.

Our 2018-2030 Strategic Framework, launched in June 2018, signalled a new chapter for our University, providing staff and stakeholders with clarity over our direction of travel and raising the bar in terms of our institutional ambitions. Embedding high performance in everything we do has seen a step change in the way we operate, one that is generating strong results and outcomes despite the challenges we have faced during the pandemic.

2025 is a key milestone in the lifecycle of the Strategic Framework, so to assure delivery of our strategic plans and ambitions, we have recently made some changes to the University's Senior Leadership Groups. These now comprise a new University Executive Board (UEB), Vice-Chancellor's Executive (VCE) and Delivery and Operations Leadership Group (DOL).

In addition, these changes are designed in response to the external environment, the need to continuously reflect and improve on performance, and our commitment to ensuring high standards of integrity, transparency and governance. As a result, our new Provost – Learning and Teaching, will be joining us at a time of real momentum and positive change, where we look to build on our teaching excellence, enhance the student experience, continue to grow our innovation and research profile, and ensure Derby has impact and influence regionally, nationally and internationally.

Furthermore, the civic role we play, and the importance of the University as an anchor institution, remains stronger than ever, with our commitment to working in partnership to improve the health, education and wellbeing of our city and county being reaffirmed through the development of a Civic University Agreement.

We are an ambitious university, on an upwards trajectory, and therefore need a Provost – Learning and Teaching, with the knowledge, experience and leadership qualities to drive forward a high performing team, one that puts our students, and the experience they have at Derby, at the heart of everything it does.

**Thank you for your interest and time.**

**Professor Kathryn Mitchell DL**  
Vice-Chancellor and Chief Executive  
Chief Performance Officer



# THE UNIVERSITY

Located in the heart of England, we build on our region’s heritage of innovation to provide industry-relevant, expert teaching at all levels.

The University of Derby is a modern, innovative education provider that achieved its University status in 1992. Teaching at the Derby site actually dates back to 1851, when it was a Diocesan Institution for training teachers, so we have over 160 years of expertise in education.

We have since become a University of first choice for students who want a caring, aspirational environment where they can equip themselves for the career they choose. Our significant investment in world class facilities is building on our reputation for student-focused real-world learning in an increasingly competitive sector.

Rated Gold in the Teaching Excellence and Student Outcomes Framework (TEF), we want everyone to receive the high-quality education they deserve, regardless of age, background or location. We were named University of the Year at the UK Social Mobility Awards 2020 and Higher Education Institution of the Year at the 2020 NEON (National Education Opportunities Network) Awards. And we have won the Guardian University Award 2020 for Social and Community Impact.

During the last ten years we have invested over £200 million in facilities designed to give students the very best possible learning environment. We have more investment planned and continue to develop teaching to be innovative, stimulating and engaging.

**Recent investments include:**

- £12 million STEM Centre including facilities for mechanical testing, robotics and an anechoic chamber
- State-of-the-art £10.8 million Sports Centre
- Immersive Interactive Simulation Suite, the only one of its kind in a University outside London
- Forensic Training Facility with a dedicated crime scene house
- Fashion and textiles facility at Chandos Pole Street
- Industry-standard Bloomberg Financial Markets Lab

**HIGHER EDUCATION INSTITUTION OF THE YEAR**  
National Education Opportunities Network (NEON) Awards 2020

**UNIVERSITY OF THE YEAR FOR SOCIAL MOBILITY**  
UK Social Mobility Awards 2020

**TOP 10 POSTGRADUATE STUDENT EXPERIENCE**  
Postgraduate Taught Experience Survey 2020

**WINNER GUARDIAN UNIVERSITY AWARD 2020**  
for Social and Community Impact

None of our waste is sent to landfill. If it can't be recycled it's turned into energy

Accredited Fairtrade University

**TEF Gold**

# THE CITY

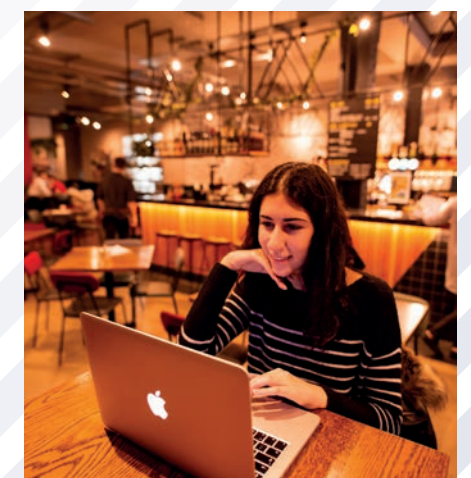
Derby's location makes it a great place for business, offering promising job prospects for our graduates.

Global names such as Rolls-Royce, Toyota and Bombardier are well-established in the city, while new enterprises thrive here too.

It's a friendly and affordable place to live, offering a wealth of amenities in a compact space. Traditional shops and cobbled streets in the historic Cathedral Quarter are complemented by the high street names and leisure facilities of a large indoor shopping centre.

For sport enthusiasts the city offers a Championship football team, county cricket, rugby, and a velodrome among others.

Derby has a wealth of parks and green spaces, ideal for relaxing with family and friends; and close by is the beautiful Peak District National Park with its stunning scenery, historic houses and range of activities for all tastes.



# OUR FUTURE

Our Strategic Framework provides the foundations and direction on which to plan, perform and succeed in a changing and globally dynamic environment between now and 2030. Developed in consultation with staff, students and stakeholders, the Framework has a simple promise at its heart; everything the University does is driven by delivering excellence and opportunities for our students, staff and region.

The Framework is designed to allow us to be flexible and adaptable to the changing environment in which we operate. Producing a long-term strategy during a period of unprecedented change, not only in the sector but politically, socially and economically, creates a challenge but many opportunities. The University is ambitious for our students, staff and region knowing what is right for students today may not be for tomorrow and getting this right is most important for our future success.

The Framework is supported by three 'pillars':

## Game Changers

- Students will set their aspirations high, think beyond the obvious and have the ingenuity, curiosity and enterprise to succeed
- Industry-relevant and research-informed curriculum
- High-quality learning environment
- Modern learning methods
- Range of opportunities

## Positive Impact

- Research, knowledge creation and innovation are focused on making a practical, positive difference to people's lives close to home and around the world
- Raising aspirations / developing skills across the region
- Positioning Derby on the global stage
- Driving the economic, social, cultural, educational and environmental prosperity of their home

## Opening Doors

- A champion of social mobility, firmly believing in the transformational nature of education
- Creating opportunities for all across the region
- Something on offer for whatever stage of life or career
- Pioneer for online, blended and virtual learning
- Global outlook

We have a long-standing reputation for teaching excellence of which we are extremely proud and now is the time to build further on this, through more focused and integrated applied research.

Opportunities are a core element of our academic approach – not only in terms of delivering these, but through a culture of curiosity and drive instilled in students and staff to seek and create their own. We are proud to be the only University in the city and county as this enriches connectivity within the region, but as importantly, we relish the civic responsibilities this brings.

This is an ambitious University with purpose, positivity and confidence in what we are going to accomplish over the next ten years.



# OUR PEOPLE VISION

At Derby, our People Vision is based on the simple belief that if we attract the right people, motivate them and provide development in a supportive, friendly performance-focused environment, then together we will enjoy continuing success. We believe that this is the ultimate people business and we place great emphasis upon engaging with colleagues and stakeholders.

This will be achieved by putting the University's values at the heart of everything we do and by being a 'values-led' organisation. This means that, in striving to realise our strategic ambitions, we place as much value on how we do things as on what we do.

**Our values form the bedrock of our approach:**

- Value People
- Bold
- Future Focused
- Brilliance

The University wants all students, staff and stakeholders to be delighted by their experience, proud of their achievements and become active promoters of the University. Continuing to do this has given us a clear and positive signature and a definite edge in the new HE marketplace. Moreover, we are committed to providing all staff with excellent career and personal development opportunities, together with a total rewards philosophy based on providing competitive, affordable, flexible packages that recognise performance.

For more information on the Corporate Plan and Values please see: [derby.ac.uk/about/strategic-framework](http://derby.ac.uk/about/strategic-framework)



# LEARNING AND TEACHING

The Provost - Learning and Teaching is a newly-established role within the University of Derby's reconfigured Vice-Chancellor's Executive. The successful candidate will join the University at a transformational time for Learning and Teaching, and will play a leading role in the development of our strategy and underpinning policies relating to learning and teaching. The role will help to build and develop student careers by creating opportunities; growing networks by connecting communities; and advancing knowledge by delivering impact.

We are an inclusive University that is passionate about widening access and giving all of our students the best possible chance to excel. The Provost - Learning and Teaching must ensure that we aim to achieve this in everything we do, are constantly striving for excellence and opportunities for students, and that we reach all communities and attract students from around the world. The role therefore entails a significant level of cross-institutional responsibility and the post holder will be required to work collaboratively with our Pro Vice-Chancellor Deans to ensure a sustainable yet evolving suite of academic provision. This will include online/off-campus delivery, as well as maximising the potential of more traditional learning and teaching.

This is an exciting opportunity for an experienced and influential individual with comprehensive understanding and data-driven insight into sector developments and an innovative approach to enhancing student experience to make a significant contribution to a developing and ambitious University.



## JOB DESCRIPTION

# PROVOST

## – LEARNING AND TEACHING

### Principal Accountabilities

1. Lead the overall development and delivery of a dynamic, exciting and ambitious Learning & Teaching strategy across the whole University provision (HE, FE, Apprenticeships and Online), aligning it with the overarching University Strategy, with particular reference to:
  - a) enabling the University to build on its long-standing reputation for teaching excellence and ensuring the development of sector-leading flexible, integrated learning that aligns to the needs of learners, not just now but in the future.
  - b) embedding strategies so as to ensure that the teaching modes and curriculum enable Derby's educational experience to be transformational.
  - c) ensuring that our education at all levels is research stimulated.
  - d) being seen as sector leading in internationalising the student experience.
  - e) embedding employability into the curriculum, ensuring our students are adequately prepared for professional working life.
  - f) ensuring the curriculum appropriately represents our diverse student community, with particular emphasis of developing critical and resilient thinkers.
  - g) ensuring our academic staff role model positive attitudes that challenge inappropriate behaviours, language and prejudiced views, empowering our students to act as agents for change in their own professional practice.
  - h) cultivating global citizenship within the student population using curriculum design and leadership style in order to influence others to think deeply and critically about fairness and equality.
  - i) championing multiculturalism and create a thriving learning and teaching environment where students grow confidence to question social inequalities.

2. To ensure a sustainable yet evolving suite of academic provision; to include on-line/off-campus delivery, as well maximising the potential of more traditional learning and teaching.
3. Lead on the continued development and enhancement of the University's outstanding academic student experience across a diverse student population, ensuring the delivery of associated performance metrics such as NSS and TEF.
4. Oversee the University's response to the Teaching Excellence Framework and other regulatory requirements as needed. Ensure that academic staff are supported in developing pedagogic innovation, including with external stakeholders. Develop communities of practice across the institution to promote good practice, stimulate innovation and help promote implementation of strategies.
5. To work closely with the Registry and Strategic Insights and Planning teams to establish, define and deliver against success measures and metrics of student performance.
6. Working closely with the PVC-Deans, the Provost (Innovation & Research) and through a strong personal research profile ensure that Learning & Teaching strategy and practice reflect the fundamental pillar of research-informed teaching, pedagogic research and a breadth of research skills and experience.
7. Enhance the provision of flexible learning through enabling technologies and considers the impact on Derby on new educational paradigms.
8. Develop a clear framework for the management, governance and quality of educational performance of Derby to ensure our performance in this area is as expected for a top 50 university.
9. Lead on policy formulation concerning teaching, learning and assessment.
10. Utilising appropriate data, proactively oversee the whole academic portfolio to ensure the size/shape of the student population supports and aligns with the University's student income growth strategy.
11. Work collaboratively with external educational networks to influence policy and secure opportunities for innovation in teaching, learning and research. This includes building on and extending partnerships and collaborations with other higher education institutions, research institutions, Government and industry partners, as agreed with the Vice-Chancellor.
12. To lead on the development of the University's academic activities and profile; environmentally scanning for development opportunities and enabling, where appropriate, for these to be realised to the benefit of the University and its communities.
13. To undertake feasibility studies concerning major projects of strategic importance, including academic investments e.g. new subject areas or alternative delivery locations and academic or commercial collaborations, resulting in recommendations to the Board of Governors / Executive.
14. Take lead responsibility for the University's employability agenda, working with relevant internal and external stakeholders to ensure the delivery of industry-relevant learning and teaching. Ensure strategies are embedded that will ensure students graduate with skills, knowledge, experience and attributes to fulfil their ambitions and chosen career path.
15. Take lead responsibility for delivering the University's agenda as a champion of social mobility and widening participation, inspiring and creating opportunities for all across our region and beyond, regardless of age, background or location.
16. Be a key source of up to date sector knowledge and insight for the VC's Executive.
17. Provide motivational leadership, line management and development for staff in areas of responsibility, ensuring that local strategic and operational plans are aligned to the University's strategic framework and corporate objectives.
18. Ensure efficient and effective systems and processes which support a high performance culture operate throughout areas of responsibility. Ensure that objectives and outcomes can be measured and monitored, emphasising direct links to the University's success measures.
19. Ensure that diversity and inclusion are integral to the culture and activities in areas of responsibility and across the University.
20. Contribute flexibility in undertaking any other responsibilities or projects commensurate with the role and as assigned by the Vice-Chancellor from time to time.
21. Deputise or cover for the Vice-Chancellor if and when needed.



## Person Specification

### Essential criteria

#### Qualifications

- Professorial or equivalent standing, with an academic profile and teaching/research/pedagogic track record commensurate with a senior academic leadership post.
- PhD/Professional Doctorate or equivalent expertise/standing in professional practice.
- Evidence of relevant continuous professional development and active memberships or affiliations with relevant external associations or networks.

#### Experience

- Demonstrable success in delivering measurable advancement of excellence in learning, teaching and student experience.
- Demonstrable experience of successfully operating in a senior academic leadership role and delivering through others.
- Experience of leading policy developments and operationalising them into tangible actions.
- Experience of supporting the development and delivery of widening participation initiatives.
- Experience of initiating and successfully managing cross-institutional change.
- Highly regarded academic leader, with the breadth and depth of HE experience necessary to deputise for the VC on a wide variety of matters.
- Excellent track record in strategic business planning and of positioning a division or institution for future success.
- Demonstrable success in leading institutional advancement of excellence in learning and teaching, the student experience and widening participation/social inclusion agendas.
- Track record of facilitating the highest quality learning and teaching, research, administrative and service outcomes through the active recruitment, development and management of people and financial resources.

#### Skills, knowledge and abilities

- Comprehensive understanding of the current issues and future developments facing the sector and influencing policy around learning, teaching and student experience, with good insight into their drivers.
- In depth knowledge of the regulatory environment and professional body needs.
- Good understanding of how this role can help to enhance the University's widening participation, equal opportunities and social inclusion agendas.
- Proven people leadership and management skills with the ability to build, inspire, motivate and develop diverse teams to achieve high performance.
- Strong collaboration and team working skills that support the successful delivery of a cross-University role; with the ability to make decisions that are in the best interests of the University as a whole in a complex environment, often with competing objectives and priorities.
- Proven ability of developing data driven, evidence-based recommendations.
- Excellent written and verbal communication skills, with the proven ability to develop high quality, audience appropriate written papers and strategies.
- Excellent networking and influencing skills, with the credibility to engage with and influence senior academic staff and other diverse range of internal and external stakeholders.
- Agility and resilience necessary to deal with demanding workloads and deadlines.

#### Business requirements

- Highly flexible and able to travel on a national and international basis when required.



## Benefits

As well as competitive pay scales, we offer generous holiday entitlement. We also offer opportunities for further salary progression based on performance, and the opportunity to join a contributory pension scheme.

The University of Derby is committed to promoting equality, diversity and inclusion. However, you identify, we actively celebrate the knowledge, experience and talents each person brings

**For more information on the benefits of working at the University of Derby go to the Benefit pages of our website.**



UNIVERSITY OF  
**DERBY**

University of Derby  
Kedleston Road  
Derby  
DE22 1GB

T: +44 (0)1332 591044  
E: [marketing@derby.ac.uk](mailto:marketing@derby.ac.uk)  
W: [derby.ac.uk](http://derby.ac.uk)

**[derby.ac.uk](http://derby.ac.uk)**