



UNIVERSITY OF
DERBY

derby.ac.uk

ASSOCIATE PROVOST (LEARNING & 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, and an institution which is 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 continuously to reflect and improve on performance, and our commitment to ensuring high standards of integrity, transparency and governance.

As a result, our new Associate Provost, 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 an Associate Provost, 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 Keith McLay
Provost, Learning and Teaching



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 supportive, 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.

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 industry facility at Chandos Pole Street
- Industry-standard Bloomberg Financial Markets Lab



National Education Opportunities Network (NEON) Awards 2020



UK Social Mobility Awards 2020



Postgraduate Taught Experience Survey 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

The City

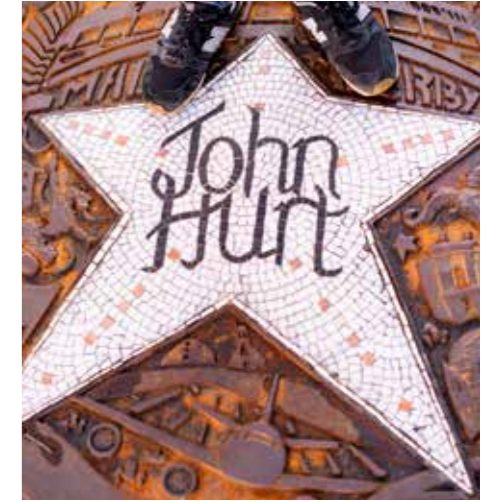
Derby's location makes it a great place for business, offering promising job prospects for our graduates.

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



Associate Provost

Learning and Teaching

The Associate Provost (Learning & Teaching) is a newly established role within the University of Derby's reconfigured Delivery and Operations Group reporting to the Provost (Learning & Teaching). 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 promote innovative, inspirational and applied approaches to teaching, learning and assessment to support positive outcomes for all students, growing networks by connecting communities, and advancing knowledge by delivering impact. We are an inclusive University that is passionate about social mobility and giving all of our students the best possible chance to excel.

The Associate Provost must ensure that we 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. Additionally, the role will provide strategic oversight for the development of an exciting new Academic Partnerships Office, ensuring a high quality-customer service for external academic partnerships both in the UK and abroad.

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 learning, teaching and the student experience to make a significant contribution to an ambitious University.



Job and Person Specification

Job Summary

Job Title Associate Provost (Learning & Teaching)
College/Department Provost (Learning & Teaching)
Location Derby
Job Reference Number HR to add

Salary Level B
Reports To Provost (Learning & Teaching)
Line Management Responsibility Yes

Role Summary

The Associate Provost (Learning & Teaching) role is one of strategic academic leadership, with responsibility for coordinating the delivery of the University learning and teaching strategy. Working closely with College teams, the post holder will ensure innovative, inspirational and applied approaches to teaching, learning and assessment to support positive outcomes for all students.

The role holder will need to draw on their credibility as an academic leader, their comprehensive understanding and data-driven insight into sector developments and their innovative approach to enhancing student experience and attainment.

As an inclusive University that is passionate about social mobility and giving all our students the best possible opportunity to excel, the Associate Provost (Learning & Teaching) must strive for excellence in ensuring we reach all communities and attract students from around the world.

Principal Accountabilities

1. Under the leadership of the Provost (Learning & Teaching) drive the coordination and delivery of the Learning & Teaching strategy. In close collaboration with PVC Deans:
 - a. ensure an inspirational, applied and research led approach to the learning and teaching curriculum, to enable Derby's educational experience to be transformational;
 - b. ensure consistent evaluation of our learning, teaching and assessment practices with a view to make further recommendations about changes to the portfolio or delivery;
 - c. actively promote blended on site and online learning that promote student engagement, belonging, attainment and progression;
 - d. ensure 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 and as global citizens able to think critically about fairness and equality;
 - e. champion multiculturalism and create a thriving learning and teaching environment where students grow in confidence to question social inequalities.
2. Work with the Head of Student Engagement and other relevant stakeholders (for example, Library, Careers and the Union of Students) to:-
 - a. prepare and respond to external and internal surveys relating to the student experience while ensuring that students are positioned as partners in pedagogical and discipline innovation and curriculum development.
3. Lead responsibility for:-
 - a. the co-ordination, preparation and submission of responses to relevant learning and teaching external enquiries, oversight of reports and audits, including in relation to the University's accountability and compliance obligations;
 - b. the provision of all Academic Partnerships;
 - c. policy development and reviews designed to support exemplary performance in teaching, learning and the student experience, including social mobility initiatives.
 - d. ensuring the size/shape of the student population supports and aligns with the University's student income growth strategy;
 - e. the development of pedagogic research and enquiry, maximising opportunities to drive development of externally funded, cutting-edge, learning and teaching research projects.
 - f. delivering the University's agenda as a champion of social mobility, inspiring and creating opportunities for all across our region and beyond, regardless of age, background or location.
4. Work with the Quality team to ensure a strong liaison with Colleges as appropriate ensuring a line of sight through to the University's TEF and REF ambitions.

5. Work closely with the Registry and Strategic Insights & Planning teams to establish, define and deliver against success measures and metrics of student performance.
6. Support the Provost (Learning & Teaching) in delivering and achieving the Institutional Success Measures (ISMs) relevant to the portfolio.
7. Liaise and engage effectively with local, regional and national bodies, and professional networks to ensure currency in Higher Education policy and pedagogical innovation and promote the profile of the University's learning and teaching nationally and internationally.
8. Contribute to relevant teaching within their own discipline area as appropriate (including online programmes).
9. 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, values and corporate objectives.
10. Ensure efficient and effective systems and processes which support a high-performance culture throughout areas of responsibility.
 11. Ensure that diversity and inclusion are integral to the culture and activities in areas of responsibility and across the University.
 12. Contribute flexibility in undertaking any other responsibilities or projects commensurate with the role and as assigned by the Provost (Learning & Teaching).
 13. Deputise or cover for the Provost (Learning & Teaching) as and when required.

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.
- Experience of supporting the development and delivery of social mobility initiatives.
- 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 social mobility / 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.
- Excellent knowledge and understanding of the higher education environment, nationally and internationally, and of the major influences on academic policy.
- A recognised international profile of outstanding personal achievement as a senior academic with a particular focus

on teaching and learning.

- An excellent record of successful leadership and management within higher education.
- Evidence of personal track-record in relevant area of research.

Skills, knowledge & abilities

- n depth knowledge of the regulatory environment and professional body needs.
- Proven people leadership & management skills with the ability to build, inspire, motivate and develop diverse teams to achieve high performance.
- The ability to negotiate, positively influence and build working (and learning) partnerships that effect change and result in effective, inclusive, collaborative and developmentally focussed relationships relevant to HE.
- Exceptional teacher and educator.
- 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.**



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