



Independent Governor and Co-opted Governor

Candidate Brief
Seven roles



Insightful intelligence
on subjects and
situations worldwide,
enabling decision
makers to act with
confidence



Dear candidate,

I am delighted you are considering applying for one of the roles of Independent or Co-opted Governor at the University of Wolverhampton. Our university prides itself on its educational roots, and opportunities for students have been at the heart of our mission for over 190 years.

We are instrumental in enabling social mobility and providing skilled workforces in some of our local economy's key sectors. Through this we enjoy fruitful partnerships across the locality and further afield, and have a well-established international presence in countries such as Sri Lanka, Nepal, Nigeria, India and China.

You would be joining us at a challenging but exciting time. Uncertainties in the external environment arising from the ambiguities in the global economy, the UK Government's policies and direction of travel, together with sector-wide pressures on pay costs and inflation, coupled with the University's transformation programme has significantly changed the arena in which the University operates.

As a consequence of our transformation programme, we successfully delivered an improvement on our budget outcome for the year ending July 2022, and we are on track to achieve a similar outcome for the year to July 2023. This improving performance is underlined by our plan to move into a surplus for 2023/24 with continuing improvement thereafter.

We see real opportunities for the future, and with our ambition and determination to transform our community through inclusive student success and world-class research, we believe we are now well placed to grow and succeed.

The Board of Governors is especially committed to and fully focused on moving the University forward, refreshing our offer for students, improving staff and student experience, celebrating our successes, and strengthening our position with an ambitious view to becoming a leading higher education provider.

The University's current strategy document, *Vision 2030*, was developed during the pandemic. Whilst the key pillars of Inclusive Student Success and Place remain important to the University, it is envisaged the Board will refresh the strategy to reflect the ever-changing environment in which we operate.

I am pleased to announce that appointment of Professor Ebrahim Adia as our new Vice-Chancellor.

We are looking for five exceptional candidates to join our Board as Independent Governors and two to join our Audit & Risk Committee as Co-opted Governor to work with us in achieving our vision. We are seeking candidates with a background in Audit and Risk (qualified accountant), HR, EDI, general finance or medical/clinical and HE.

If you share our ambition, are passionate about inclusive higher education, and have the leadership skills and experience to continue to deliver success for the University of Wolverhampton's students, staff, partners and wider community, we look forward to receiving your application.

Angela Spence
Chair of the Board of Governors

About us

Based in the heart of the Midlands, we are the only higher education institution in the Black Country. With campuses based in Wolverhampton, Walsall and Telford, the University of Wolverhampton has over 24,000 students taught in the UK and abroad, and 2,173 staff. We are proud to be a leading force in and around the city and towns our campuses are based in and as a key employer locally we are aware of our responsibility and impact in the region.

Our central location is reflected in a student body that is almost 70% from the region (West Midlands, Shropshire and Staffordshire), and is more equally balanced than most other comparable institutions in terms of the distribution of younger and mature learners. Through the development of our campus facilities, we are starting to grow our national and international reach to support our growth agenda, whilst increasing the number of 18-year-olds who join us each year. This is helping us establish clear areas of excellence and distinction within a very competitive West Midlands landscape.

We are extremely proud of our staff and the students we serve as an institution. People frequently refer to the warm welcome they receive from us and how the work we do makes such a difference to our communities.

We have a large academic portfolio which has been the subject of significant review to ensure that it is fit for purpose, financially sustainable, well placed to continue to meet the needs of our employers, and addresses the ever-changing regulatory environment we operate in.

Research and applied research are key to the success of any university and in the recent Research Excellence Framework (REF2021) we improved our position on the previous exercise, with more than half of our research judged as internationally excellent or world leading.

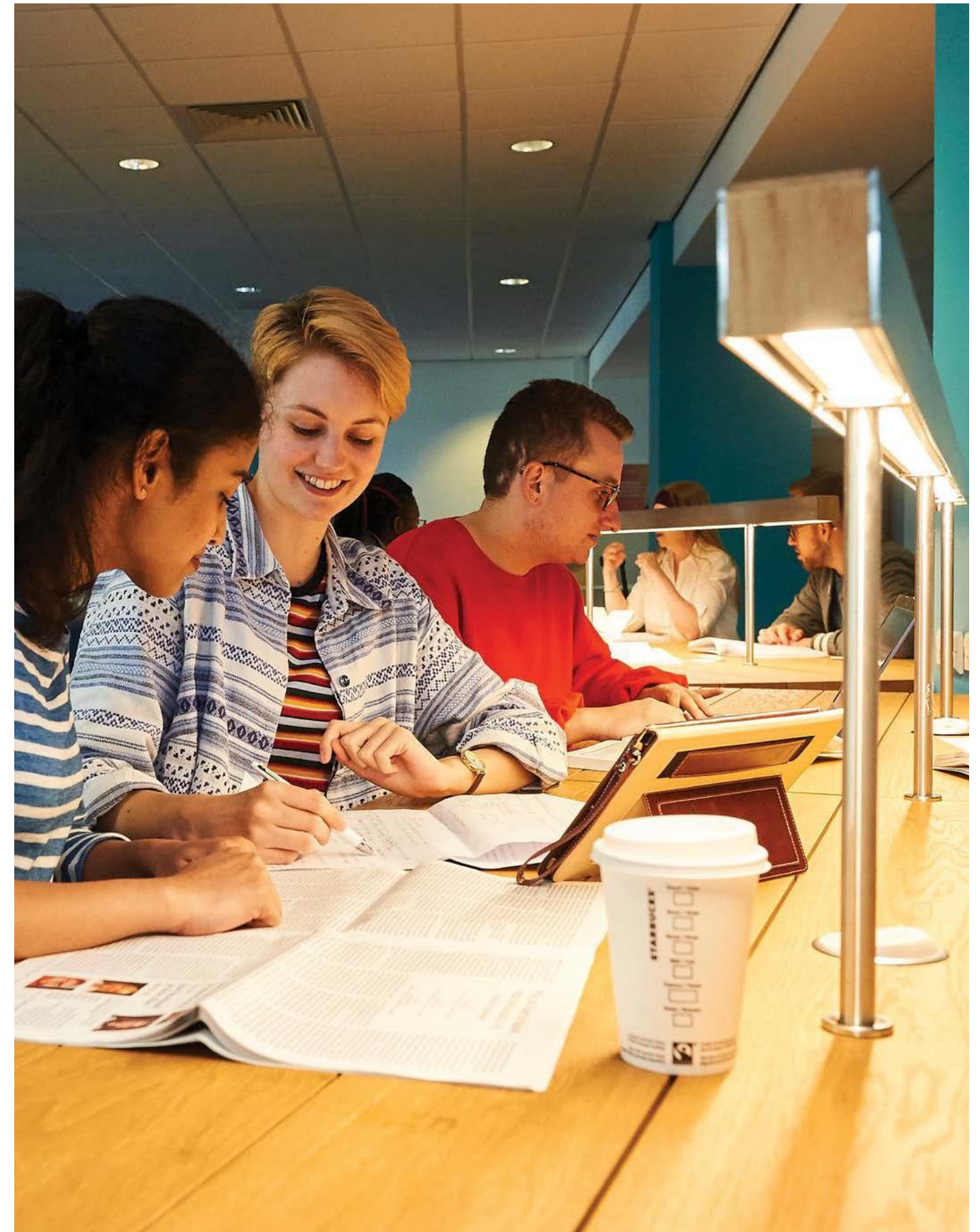
In the Knowledge Exchange Framework (KEF) we are within the top 10% nationally for public and community engagement, as well as in the top 10% for local growth and regeneration.

Internationally the University has long standing partnerships in Europe, as well as China, Sri Lanka and other countries, which have enabled the University to establish a strong foundation of transnational education partners that are mutually beneficial. The number of international students coming to study with us has significantly increased, especially from South Asia and Sub-Saharan Africa, areas where we are increasing and diversifying our geographical reach.

We have been working hard to ensure our digital infrastructure is secure, and we are delighted to have achieved the Cyber Essentials accreditation which provides us with the protection needed across the University in an increasingly digital world. Our research and commitment to cyber-innovation, cyber-crime, and protecting citizens online enabled us to win "Cyber University of the Year" at the National Cyber Awards 2022.

We have three extensive campuses spread across the region which have seen significant investment in recent years and are providing our students and academic communities with access to outstanding facilities. This is complemented by the University of Wolverhampton Science Park which is home to tenant businesses and supports the development of innovative companies.

Our students are at the heart of everything we do, ensuring we provide them with the right environment, support, knowledge and opportunities they need. We strive to remove all barriers to ensure our students can achieve their potential and become successful alumni, as well as future leaders and role models for the next generation of University of Wolverhampton students.



Our campuses

Subjects taught at Wolverhampton City, Walsall, and Telford campuses

Subject groupings taught	Students taught on campus		
	Wolverhampton City Campus	Walsall Campus	Telford Campus
Agriculture, food and related studies	✓		
Architecture, building and planning	✓	✓	
Biological and sport sciences	✓	✓	
Business and management	✓	✓	✓
Combined and general studies	✓		
Computing	✓	✓	
Design, and creative and performing arts	✓	✓	
Education and teaching	✓	✓	✓
Engineering and technology	✓	✓	✓
Geography, earth and environmental studies	✓	✓	
Historical, philosophical and religious studies	✓	✓	
Language and area studies	✓	✓	
Law	✓		
Mathematical science	✓	✓	
Media, journalism and communications	✓		
Physical sciences	✓	✓	
Psychology	✓	✓	
Social sciences	✓	✓	✓
Subjects allied to medicine	✓	✓	✓
Total no. of students taught at each campus	11,928	4,300	1,257



Springfield Campus, Wolverhampton



Business School at City Campus



Walsall Campus



Marches Centre of Excellence in Health and Social Care at Telford

Place

We are leading on levelling up

We believe that universities are about transforming society by ensuring the needs of their place, and people are at the heart of what they do. Our place informs the courses we teach, the research we invest in, and the skills we equip our students with.

As a city and institution, we have been at the heart of the Government's levelling up agenda, which has seen the establishment of the first governmental department secondary headquarters outside of London for the Department of Levelling Up, Housing and Communities.



Wolverhampton Science Park

This has seen the University being awarded £17m to establish the National Brownfield Institute which officially opened in September 2022 on our flagship Springfield Campus development. Further funding bids have been submitted by the council to develop the Green Innovation Corridor which will link the Springfield site and the University Science Park, providing further regeneration and funding for the city.

We have an active presence on the Local Enterprise Partnership (LEP) boards, especially the Black Country board which has been extremely supportive. The devolution of the LEP and the move of governance to the West Midlands Combined Authority will provide us with new opportunities and challenges to ensure that the Black Country voice is heard, and that we continue to attract investment into the University and area.

Throughout the region we have active collaborative partnerships with further education colleges delivering our degree courses. This is further supported through the work of the Aspire to HE partnership which the University chairs, working with further education colleges, and as the focus changes to attainment-raising, working more with secondary schools.

Our links to employers within the region are extensive and play an important role in our industrial advisory boards that help shape the curriculum to meet their needs. The work we do with healthcare education is a fantastic example of delivering courses in place to support the needs of the region to become self-sufficient and meet the demands of both our students and employers.





Inclusive Student Success

Our priority is the success of all those who wish to study with us. Building on the progress made in our previous strategic plan in improving outcomes and satisfaction levels for our students, our focus for the next decade is to ensure greater inclusivity and we will provide appropriate, targeted support so our students can extend and fulfil their potential. We will maintain our commitment to widening participation and place greater emphasis on creating a culture of success.

In order to meet ongoing requirements of OfS regulation the University needs to make significant improvements to metrics for continuation, completion and progression into graduate-level employment or further study. At the core of this must be improved first- pass rates at all levels and across all disciplines.

We seek to offer safe, inclusive and accessible learning environments, both on campus and online that enable students to manage their learning to suit their circumstances and preferences. We aim to create more flexible and personalised learning and progression routes into, through and beyond University in a manner which transforms the places we serve.

The engagement of students and empowering them to be co-creators of their educational experiences will be critical to our success and

the culture we will build. We are committed to working in partnership to ensure that our students have a fulfilling experience during their time with us, have a strong sense of belonging, and are empowered to overcome any barriers they might face. Through our alumni networks and our partnerships with regional schools, colleges, businesses and community organisations our students both benefit from and contribute to the part that the University is playing in the post-pandemic recovery of our region.

For every student we want to provide a programme-based, student-centred route-map to becoming a professional or expert in their chosen area. Our programmes offer a practice-based education that develops knowledge, attitudes, skills and habits that are discipline-specific.

To achieve this, we need to offer a seamless experience across learning and teaching, academic and pastoral support that enables each student to map their own journey to success, accessing opportunities and support in ways that meet their individual needs. We are developing our approach guided by social models of outcome, adapting the way we work to suit individual needs, adding value to their experience and ensuring they become successful ambassadors for the University of Wolverhampton.

Key areas of academic strength

The University has 3 faculties and 15 schools, and the following provides an overview of some of our key areas of strength.



Health and Social Care

We are the key provider of health education in the region, training thousands of nurses and healthcare professionals every year to enter the workplace to provide vital support and care in our communities. Our health courses are well-respected, accredited and endorsed by awarding bodies including: the Chartered Society of Physiotherapy; the College of Occupational Therapists; the College of Podiatry; the Health and Care Professions Council; the Nursing and Midwifery Council; and Social Work England.

We are proud to offer nursing degrees not just in Wolverhampton, but also from our Walsall Campus, and Telford Campus. Key to our success has been providing our students with access to the latest technology, with the introduction of simulating learning and virtual reality interactive facilities and laboratories on all three of our campuses.

Our most recent investment has been the Marches Centre of Excellence for Health and Social Care at our Telford Campus which proactively addresses shortfalls in health professionals across the Marches area and places an emphasis on local people and students who will become key workers within the area. This complements the other investments in new facilities for our healthcare, nursing, and paramedic students based at Walsall Campus and Wolverhampton City Campus.





Digital and Cyber

We won Cyber University of the Year 2022, and are incredibly proud of the impact our academics and students are making in the digital and cyber sector. We have a growing reputation for impactful research and high-quality graduates, both nationally and internationally, with Computer Science courses accredited by BCS, The Chartered Institute for IT.

Our teaching is supported by outstanding facilities on our Wolverhampton City Campus. The Midlands Centre for Cyber Security provides significant resources for research and development across three cyber laboratories, advanced training facilities, and business space for up to 16 cyber companies as well as for our students.

Our researchers are collaborating with industrial and governmental organisations on all aspects of security and privacy, helping to tackle threats in cyberspace and remain committed to cyber innovation, cyber-crime reduction, and protecting citizens online.

Built Environment and Sustainable Construction

Our determination to lead the region is magnificently demonstrated in one of our most elaborate projects to date: Springfield Campus. The £120 million development is acting as the catalyst for economic and social regeneration, tailored to creating jobs and delivering the technical and professional experts required by the industry.



Since its purchase in 2014, the derelict site has been rejuvenated into a centre of excellence for construction and the built environment, delivering an unbeatable skills pathway for construction education and training for students from the age of 14 to senior professionals. The Campus is the new home of the University's School of Architecture and Built Environment (SoABE), the Thomas Telford University Technical College, Elite Centre for Manufacturing Skills, and the National Brownfield Institute. It is central to our vision of enhancing the student experience and supporting business growth.

As well as providing a unique learning environment for our students, it is also acting as the key place to go for the sector, which provides greater opportunities for our students, academics, and researchers to interact with industry to tackle key challenges.

The opening of the National Brownfield Institute is further enhancing the work of SoABE, providing the opportunity to commercialise the expertise the school has to offer, whilst being a key driver to develop policy and support the regeneration of brownfield sites, both regionally and nationally.



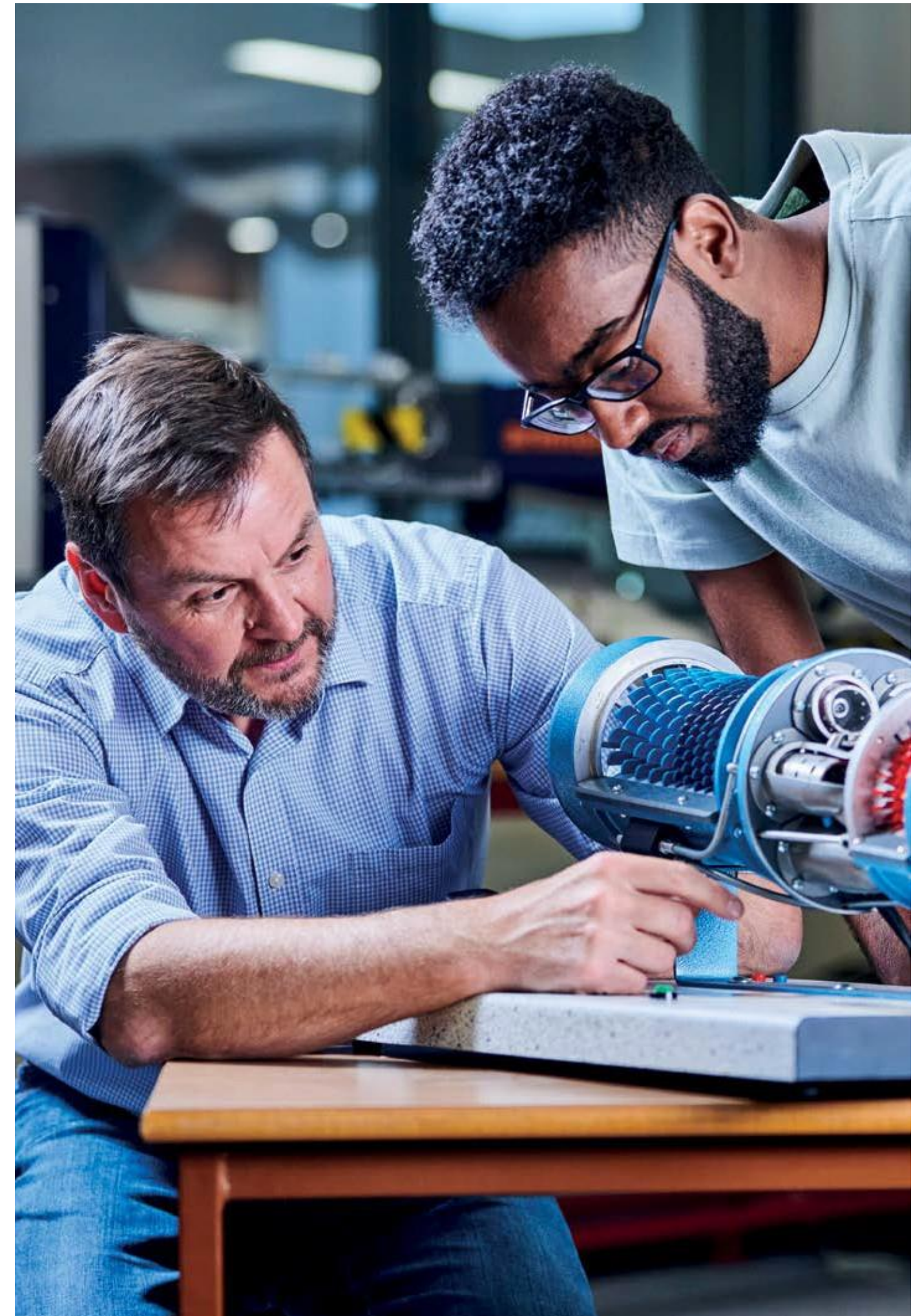
Teaching and Education

Another sector we provide a vital contribution to is the education and teaching sector, particularly in providing highly qualified and capable graduates to work in our schools, colleges, universities and other educational organisations. We work in partnership with over 450 schools, colleges and private providers for placement opportunities, bespoke continuous professional development (CPD), and accredited courses for our students. This makes us one of the biggest providers of qualified teachers in the region.

Our extensive school partnerships provide valuable placements, and the ability to develop our students into effective and highly reflective practitioners. Most recently, our teacher training provision for early years' settings was rated Good by Ofsted in September 2022.

Our School of Education, based at Walsall Campus, has been awarded partner provider status for our National Award for Special Educational Needs Co-ordinators (NASENCo) by Leading Learning for SEND Community Interest Company (LLSEND CiC). It has been awarded a sector endorsement for the foundation degree in Early Years Services by SEFDEY: the Sector-Endorsed Foundation Degrees in Early Years Professional Association.

Our researchers collaborate with many partners contributing to countless projects, such as a recent NCFE webinar, or digital learning for disadvantaged communities policy, all of which feeds back into our teaching.





Creative Industries

Ideas, talent and creativity are at the heart of what we provide in our offering to the creative industries sector. We combine a great respect for established traditions with challenging new approaches, offering a range of outstanding courses across creative arts and design, and media. With a heritage dating back to the 1850s, our offer and approach has changed to meet the needs of industry and wider sectors.

Our new multi-million-pound Screen School opened in 2021 to nurture talent for the creative careers of tomorrow. State-of-the-art facilities and industry-standard equipment support an exciting range of courses including journalism, film and TV production, computer games design, and animation, to address the shortage of graduate skills in the creative industries both locally and nationally.

Our place as a centre for the creative industries continues to grow and was showcased when the school was selected to host the British Art Show 9 in January 2022, bringing thousands of people across the region and country to the University.

Business and Professional Services

The University of Wolverhampton Business School has a distinguished history of supporting businesses in the area. Housed in the purpose-built Lord Swraj Paul Building, named after our chancellor, the school has been offering employer-relevant academic programmes and tailored business services for over 80 years.

We have the Midlands' largest and most successful Chartered Institute of Personnel and Development centre, are an approved centre for the Institute of Leadership Management and hold membership of the Chartered Association of Business Schools.

Our law students benefit from our unique partnership with the global legal business DWF LLP to receive careers advice and mentoring, in addition to gaining experience through our legal companions scheme, and at our Legal Advice Centre in the centre of Wolverhampton.





Sport

Our Walsall Campus has been the base for many successful sporting collaborations and successes in recent years in this increasingly important sector. We have excellent professional links and partnerships with sport associations, sports clubs and professional bodies, including Wolverhampton Wanderers, Walsall and West Bromwich Albion football clubs, and British Judo.

We are delighted our Walsall Campus is home to the British Judo Association, and our partnership has been extended to 2032. The facilities include the Judo Centre of Excellence and new world-class facilities supporting Olympic and Paralympic athletes. The partnership provides opportunities for our students to work alongside elite athletes during their studies.

Our sports courses are accredited and endorsed by organisations that include the Chartered Institute for the Management of Sport and Physical Activity; the British Association of Sport and Exercise Sciences; and the Society of Sports Therapists. In addition, we have recently applied for an Office for Students (OfS) capital grant to renovate and expand our facilities for the benefit of growing student numbers in this area.



UWR Racing Team

University of Wolverhampton Racing (UWR) is a motorsport team giving professional practice opportunities to students undertaking a variety of degrees including Motorsport, Automotive, Aerospace, Manufacturing, Mechanical and Chemical Engineering in the Department of Engineering at the Telford Innovation Campus.

It is part of the University's commitment to producing graduates who can apply both theory and practice in the industry, offering them hands-on experience to equip them with real-world skills to boost their employability.

After a successful year of racing in 2021 that saw UWR crowned Formula 3 Cup Class champions, the team now competes in the Praga Cup, where they earned the title of Rookies of the Year in 2022.

UWR also takes part in the annual IMechE Formula Student competition and is the factory development team for the Morgan Motor Company, where students are developing two Morgan Plus Fours for racing on behalf of the historic car manufacturer.

UWR alumni have gone on to perform at the highest levels of industry, including Formula One teams, GT teams, Bentley, Jaguar Land Rover, Morgan and throughout the supply chain.

Job description



Independent Governor

The Board of Governors has responsibility for ensuring that measures are in place for the effective management of the University of Wolverhampton.

Governors are not managers of University business; this is the remit of the Vice-Chancellor. Governors operate at a strategic level, determining the University's mission and ensuring this is undertaken in a financially prudent way, to drive the University forward.

Under the Articles of Government, the Board of Governors has responsibility for:

- The determination of the educational character and mission of the University and for oversight of its activities, including the exercise of degree-awarding powers
- The effective and efficient use of resources, the solvency of the University of Wolverhampton and the Corporation and for safeguarding their assets
- Approving annual estimates of income and expenditure
- The appointment, grading, appraisal, suspension, dismissal and determination of the pay and conditions of service of the Vice-Chancellor, the Clerk and the holders of such other senior posts as the Board of Governors may determine
- Setting a framework for the pay and conditions of service of all other staff

Standards

- Members have a responsibility for ensuring that Board conducts itself in accordance with accepted standards of behaviour in public life, embracing selflessness, integrity, objectivity, accountability, openness, honesty and leadership. They must at all times regulate their personal conduct as members of the Board in accordance with these standards.
- Members must make a full and timely disclosure of personal interests to the University Secretary in accordance with the procedures approved by the Board. They must as soon as practicable disclose any interest which they have in any matter under discussion and accept the ruling of the Chair in relation to the management of that situation, in order that the integrity of the business of the Board and its Committees is seen to be maintained.
- The University is an exempt Charity; therefore, members have a responsibility for ensuring that Board exercises efficient and effective use of the resources of the University for the furtherance of its charitable purposes, maintains its long-term financial viability, and safeguards its assets, and that proper mechanisms exist to ensure financial control and for the prevention of fraud.

Co-opted Governor

A Co-Opted governor is a person appointed by the governing body and who, in the opinion of the governing body, has the skills required to contribute to the effective governance and success of the university. We are seeking two experienced professionals to join our Audit & Risk Committee.

Person Specification

Governor & Chair of Audit & Risk Committee

Candidates will ideally have experience as a CFO or Audit Partner at a large, complex organisation. They could have experience in either the private or public sectors but will have sat on finance and audit committees. A UK recognised accountancy qualification is essential.

Governor Higher Education

The successful candidate will have knowledge of the Higher Education environment from having worked in the sector at a senior level. Alternatively, they could have provided advice or consultancy or held senior positions in HE sector.

Governor Human Resources

The successful candidate will bring extensive knowledge and experience of human resources and workforce development at a strategic level. They will likely have served as an HR Director or Director of People at a comparably complex organisation. The University is open as to the applicant's sector background, but they will appreciate the central importance of nurturing and developing human resources.

Governor EDI

The successful candidate will have a passion for, and knowledge of, equality, diversity and inclusion matters. They will be committed to promoting the wellbeing of all staff and students and will have a track record of collaboration and influence at a senior level. They will help to ensure that there are appropriate EDI policies and procedures in place within the University and to champion best practice. The successful applicant may have professional experience in the EDI field, or may have a background in HR, academia, or EDI law. Candidates from all professional backgrounds are welcome to apply.

Governor Generalist

The successful candidate may have a general finance, clinical/medical or research background. They will have operated at an executive or non-executive level in a large complex organisation.

Co-opted Governor

We are seeking two experienced professionals to join our Audit & Risk Committee. You will be a qualified accountant or qualified by experience and will have operated at an executive or non-executive level in a large complex organisation.

For all roles the successful candidates will be passionate about Higher Education, and the University's mission to maximise opportunity across the UK and globally through knowledge generation, innovation and enterprise.

Applications are encouraged from candidates with experience outside of the HE sector.

How to apply

The University of Wolverhampton has engaged the services of Hays Executive, to whom applications should be sent by midnight Monday 21st August 2023.

In order to apply, please submit a comprehensive CV along with a covering letter setting out your interest in the role and how you match the required criteria. Please include in a separate document, the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at: [Independent Governor Hays Working for your tomorrow](#). All applications will receive an automated response.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process. This will assist the University in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

Timeline

Closing Date for applications is **midnight, Monday, 21st August 2023**

Final stage interviews at the University will take place in mid-September 2023 (date tbc)

Queries

For a confidential conversation about this opportunity, please contact:

Laurence Wolahan, Lead, Education Practice
+44 (0)7764 902 591 | laurence.wolahan@hays.com

Andrew Timlin, Director Hays Executive
+44 (0) 7887 777 735 | andrew.timlin@hays.com

Terms of appointment

Time commitment

Independent Governors - The Board meets six times a year (four Board meetings and 1 / 2 strategy days) and each member will also serve on one of the Board's committees. It is expected that Board of Governor meetings would be in person, but any other committee meetings would be via Teams. On average a commitment of six hours each month is required.

Click on the following link to view the dates and times of Board of Governor and committee meetings for academic year 2022/23 [Governance-Committee-meeting-dates-2022-2023---4-weeks-V12.pdf \(wlv.ac.uk\)](#)

Additionally, candidates will be expected to attend university events such as graduations and open days. The appointment is for a three-year term, which can be renewed, with a maximum of nine years' service in total.

Co-opted Governors – Sit on one or possibly two committees. In the academic year 2022/23 the Audit & Risk Committee met virtually for five two-hour meetings. The appointment is for a three-year term, which can be renewed, with a maximum of nine years' service in total.

Each appointment is unremunerated but reasonable, pre-agreed expenses will be reimbursed.

