



Sheffield Hallam University

Appointment of

Deputy Vice-Chancellor

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Introduction from Vice-Chancellor Professor Liz Mossop



Sheffield Hallam University

Sheffield Hallam University is one of the UK's largest and most diverse universities: a community of around 32,000 students, 4,000 staff and 330,000 alumni around the globe.

We are a university of purpose: we transform lives.

We are passionate about driving meaningful change: making a positive impact on our students, our staff, our place and the diverse communities we serve.

As one of the UK's largest and most progressive universities, our teaching, research and partnerships focus on real world impact - addressing the health, economic and social challenges facing society today.

We support our students to ensure they thrive, achieve excellent outcomes and fulfil their potential, whatever their background and from wherever their Hallam journey begins.

We are driven by our ambition to be a world-leading applied university, built on a culture of collaboration, inclusion and sustainability.

University Strategy 2030

Our University Strategy 2030 sets out the University's purpose, ambition, values and priorities for the future. It demonstrates our commitment to using the power of our teaching, our research and our people to transform lives and create knowledge that can change the world for the better.

In developing our strategy in consultation with staff and students, some key themes emerged. One of these was about the importance of being purpose-led, which marks a key difference from previous strategies. Other feedback has helped to focus outcomes that make an impact in three areas: enabling healthier lives, building stronger communities and driving future economies. This strategy will focus our work on achieving impact in these areas, which relate strongly to our purpose, our research strengths and the professions our students go into.

Firmly rooted in our region yet reaching out across the world, Sheffield Hallam will continue to make a positive impact, at a time when universities are more important to the future of society than ever before.

Benefits

We value the commitment, passion and determination of all our colleagues, and we offer some great [benefits](#)

We empower students from all backgrounds to build fulfilling careers.



The City

This is a fantastic place to live and work. Sheffield is the UK's sixth largest city. It is a dynamic, changing economy, with more than 20,000 businesses.

The Great Outdoors, Next Door

What makes Sheffield unique is the combination of a bustling city centre with the vast open countryside of the Peak District. Many people choose to commute to the city centre from one of the stunning surrounding villages, while city dwellers can often be found at weekends walking, cycling and climbing the famous landscape which sits just a 20-minute drive away.

A Green City

Sheffield is known as England's greenest city, with 200 parks, woodlands and gardens, and more trees per person than any city in Europe. Regeneration efforts in recent years complement this green heritage, making the city a mixture of cutting-edge urban design and relaxing open spaces. More than a third of the city lies within the Peak District National Park.



A Cultural and Creative City

While Sheffield is world-famous for its steel-making heritage, today we are equally known for our creative and design industries. As well as a thriving local music scene, we have one of Britain's largest theatre complexes and nine major art galleries, along with more artists' studios than anywhere in the UK outside London.

A Friendly City

The city's people have a well-deserved reputation for their friendliness and hospitality. The sense of welcome and community leads locals to call Sheffield 'the biggest village in Britain'. We have one of the country's highest graduate retention rates – many stay in Sheffield to work and raise families, giving the city a highly qualified population. The cost of living in Sheffield is 10% lower than the national average.

A Festival City

Sheffield has a busy calendar of annual events and festivals, from internationally renowned film festival, Doc/Fest to Sheffield Food Festival, which brings over 200,000 people into the city centre, there's always something happening in the city centre. Each year Tramlines, the UK's largest inner city music festival takes over hundreds of venues across the city whilst Off the Shelf brings literary figures to Sheffield.



University Structure

The University is split into **three academic Colleges**: the College of Business, Technology & Engineering (BTE), the College of Health, Wellbeing & Life Sciences (HWLS) and the College of Social Sciences & Arts (SSA).

BTE brings together Sheffield Business School (SBS), the School of Engineering & Built Environment, and the School of Computing & Digital Technologies. It is also home to two research centres: the Centre of Excellence in Terrorism, Resilience, Intelligence and Organised Crime Research (CENTRIC) and the Advanced Food Innovation Centre (AFIC).

HWLS brings together a broad portfolio of disciplines focused on health, social care, sport, physical activity, biosciences and chemistry. One of the largest trainers of healthcare staff for the NHS in the UK, the College offers undergraduate and postgraduate degrees, as well as degree apprenticeships and CPD, across 14 healthcare professions.

SSA is the largest of the three Colleges bringing a mix of disciplines together from law, social sciences, art & design, architecture, culture & media to teaching and education. It is also home to 3 research centres: the Centre for Regional Economic and Social Research (CRESR), one of the UK's leading policy research centres); Sheffield Institute of Education Research and Knowledge Exchange

(SIRKE) and the Lab4Living, one of the longest establishing Living Labs in Europe.

Our **professional services** are organised into directorates, with our corporate services overseen by the Chief Operating Officer and Deputy Chief Operating Officer, Chief Finance Officer, Executive Director of Human Resources and Organisational Development and University Secretary. Our student-facing services are combined into an outcomes-focused Student Success directorate bringing together services from Digital Learning through to Wellbeing. Our Research and Innovation Services includes our Doctoral School and Researcher and Innovator Development Academy. Our Diversification and Partnerships directorate leads business-to-business engagement, educational partnerships and provides the key capabilities needed to drive strategic growth through the diversification of our academic income streams.



We've been ranked third-best university in the UK and in the top ten universities worldwide for our positive impact on reducing inequalities



The role

Role purpose

Provide visible senior leadership across all aspects of University life, contributing to the strategic development, performance and institutional management of the University and promoting a culture of excellence, innovation and collegiality. Model exemplary practices in relation to leadership, management, mentoring and personal support to students, staff and senior colleagues. As DVC reporting to the VC and a senior member of the University Executive Board (UEB), ensure that the University is led and managed in a coherent and collaborative way, which supports and enables our ambitions to be a world leading applied University.

Provide strong and visible leadership of the University's overall academic delivery, ensuring sector-leading quality and practice, in line with our purpose and ambition outlined in our Strategy 2030. You will work with and through others to ensure that Sheffield Hallam offers sector-leading quality and performance and realises our ambition to transform lives and generate impact on a regional, national and global level. You will help shape the strategic development, performance, and institutional management of the University. It means playing a key part in ensuring that the University is led in ways which drive our ambition to be a world leading applied and inclusive University.

You will provide visible leadership of Sheffield Hallam's civic agenda, ensuring our approach is aligned with regional and national priorities and that the University's reputation as a leading civic institution is

sustained and enhanced. You will also provide visible leadership of aspects of our EEDI agenda through role modelling and active promotion of our principles of equity, inclusion, academic freedom and lawful free speech.

The Deputy Vice-Chancellor will provide strategic leadership and line management to the Executive Deans of College and key senior portfolio leads, including the Dean of Research, Innovation & Knowledge Exchange, the Executive Director of Student Success, the Deputy Chief Operating Officer and the Director of Academic Quality & Standards. Reporting lines and portfolio responsibilities may evolve over time in line with institutional priorities and business need.

Generic responsibilities

- Play a leading role in the strategic leadership and planning for the University; communicating the strategic vision, mission and ambitions of Sheffield Hallam to be a world leading applied university. Take personal, collective and visible responsibility for decisions made within UEB, clearly communicating the decisions and business expectations to all relevant stakeholders.
- Understand the implications of the financial, commercial, regulatory and wider external environment for the University, applying this to the identification of strategic priorities and institutional responses. Apply robust, evidence-based approaches to enhance the University's performance and ensure an upward progression in league tables and other sector benchmarking.

- Provide effective leadership, performance management, mentoring and personal support for direct reports; and engage with staff more widely, leading by example, to ensure the development of a high performing culture and collaborative cross-University community able to deliver the University's strategic aspirations through excellence in teaching, learning, professional services and research.
- Set clear priorities and drive results, communicating a clear vision, setting stretching but achievable goals, and managing accountability through timely and transparent decision making and support.
- Be accountable for people and resources within own portfolio, working closely and collaboratively with the Chief Operating Officer and relevant academic and professional service leads to ensure high performing academic entities and specialist services which reflect the strategic needs of the University, and are both proportionate and appropriate.
- Lead the effective delivery of change through collaborative processes which balance the needs of stakeholders, seeking out and developing innovative ideas, high quality and progressive practice, and enabling others to do the same.
- Maintain a strong external profile and network, actively engaging in strategic horizon scanning and building effective and influential relationships with strategic stakeholders.
- Represent the Vice-Chancellor and the University in relevant areas, providing regular reports and updates for UEB and the Board of Governors. Lead external groups, bodies or initiatives as appropriate to the University's interests.
- Be accountable for improving equity, equality, diversity and inclusion outcomes for staff and students. Drive and develop an open, collaborative and supportive culture across the University.
- Take responsibility and accountability for specific University-wide initiatives, strategic projects or duties as assigned by the Vice-Chancellor.

Role specific responsibilities

- Provide exceptional vision, leadership and strategic direction for the University's academic offer, bringing agility and responsiveness to changes in the external environment; the highest levels of performance and quality, so that the University's academic portfolio (size, shape and mix) is fit-for-purpose, sustainable and aligned to our Strategy 2030.
- Work as a member of the University Executive Board (UEB) and with other senior leaders to ensure that issues crossing academic and professional boundaries are addressed and resolved in a collaborative and productive way, consistent with our One University ethos.



- Drive Hallam to be an exemplar of high-quality, inclusive and innovative education with a practical application in the real world, challenging and supporting academic leaders to ensure students succeed and thrive through a consistently excellent and inspiring academic experience.
 - Develop the academic vision and oversee the implementation of diversification and the digital transformation of academic provision with due regard to partnerships, inclusive practices, the wellbeing of staff and sustainability of resourcing.
 - Accountable for academic leadership of the student experience to ensure optimum conditions for student success.
 - Accountable for academic leadership on the commercialisation of the academic portfolio.
 - Working closely with others, contribute to the development and management of productive relationships with national bodies, funders and regulators, including the Office for Students and UKRI/other research funding bodies, ensuring that our academic portfolio is tailored to opportunities created or constraints posed by regulatory and funding arrangements.
 - Drive the University's civic agenda, ensuring strategic alignment with regional and national priorities to maximise impact and raise Sheffield Hallam's profile as a leading applied university.
 - Oversee our partnership working with the Students' Union on all academic and related student experience issues. Champion Sheffield Hallam students and promote their successes both within the University and beyond.
 - Provide support, constructive challenge and feedback to the Vice-Chancellor, working closely with their team of direct reports to address operational challenges and deliver strategy in a collaborative manner.
- Roles and responsibilities, together with associated job descriptions and person specifications will evolve to meet the changing needs of the University. The University reserves the right to make appropriate changes from time to time. Any such changes will be carried out in consultation with the post holder.
- Specific objectives will be agreed each year through the University's performance and development review (PDR) process.



Person specification

Attainment

- Strong academic track record, ideally underpinned by professorial status
- Educated to higher degree level or equivalent experience
- Evidence of ongoing professional development relevant to the role.

Knowledge & Strategic Understanding

- Strategic appreciation of the higher education environment, funding and policy frameworks
- Excellent understanding of the civic role of universities, including experience of place-based working and leading initiatives with regional stakeholders
- Strong awareness of innovations and

trends in higher education, including the rapid evolution of digital, data and AI, and ability to translate sector insight into effective long-term plans and strategies

- Deep awareness of the financial pressures on modern universities, including experience navigating efficiency, cost reduction and sustainability.



Person specification

Experience

- Significant experience of educational and research strategy formulation and execution and of leadership in a large and complex organisation
- Experience leading strategic transformational change involving infrastructure, systems and people, and securing organisation-wide buy-in to strengthen operating models and reduce siloes.
- Evidence of establishing productive networks across higher education and acting as an effective ambassador for the University, enhancing its profile and external reputation.
- Demonstrable strategic business planning and successful implementation, with a track record of achieving results
- Evidence of building effective internal relationships and promoting collaborative, whole university working across disciplines, colleges and professional services
- Reputation for developing, sustaining and managing professional relationships and fulfilling representational responsibilities
- Experience working with unions and navigating industrial relations, consultation processes, and contract changes.

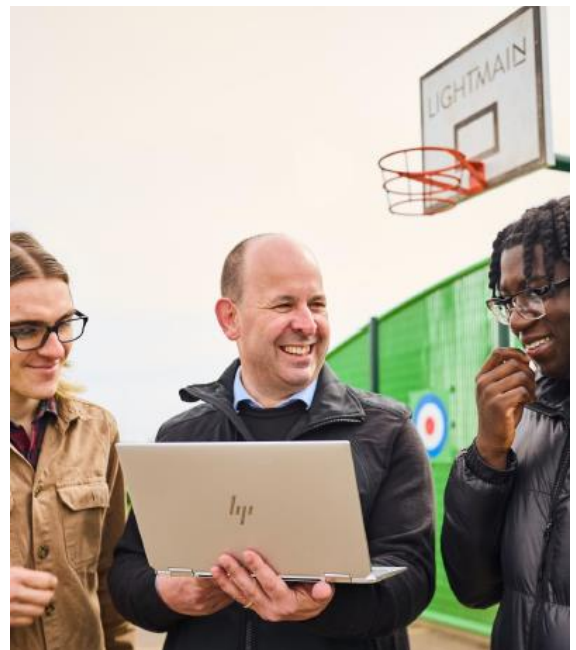
Skills

- Strong analytical skills and the ability to make data-informed, well-balanced and reasoned decisions
- Strong emotional intelligence; ability to work effectively with all university communities in a politically astute and respectful manner
- A positive, inclusive and collegial leadership style, able to inspire and motivate others
- Ability to engage, influence and communicate effectively at all levels

- Highly developed leadership skills; able to build high-performing teams, delegate effectively, and resolve conflict
- Ability to challenge sensitively and constructively, and to make difficult decisions with clarity, transparency and empathy
- Commercial awareness with the ability to strengthen organisational efficiency and effectiveness.

Behaviours & Personal Characteristics

- Collaborative and inclusive; able to see the bigger picture and act in the wider interests of the University
- Demonstrates integrity, openness and honesty, with a confident, grounded and resilient personal style
- Energetic, positive and adaptable, bringing composure and credibility in complex or challenging situations.
- Deep commitment to student success and experience, ensuring that student outcomes, wellbeing and opportunity remain central to institutional decision-making.





How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Sheffield Hallam University on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **IXZE**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Thursday 12th March 2026**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts

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