



UNIVERSITY
OF
WINCHESTER

• Candidate Pack

Appointment of Vice-Chancellor & Chief Executive Officer University of Winchester



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University of Winchester

Appointment of Vice-Chancellor

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About the University

We are a University group shaped by and committed to our original mission – to educate, advance knowledge, and serve the common good. Established in 1840, the University builds on a rich heritage to deliver its vision for providing transformational education for our students, instilling in them a love of learning and preparing them for meaningful and successful lives.

From its roots in 1840, the University has grown to be an institution of over 7,000 students and 800 members of staff, with an annual turnover in excess of £80m. We make a major contribution to industry, commerce and employment within Hampshire and the surrounding areas.

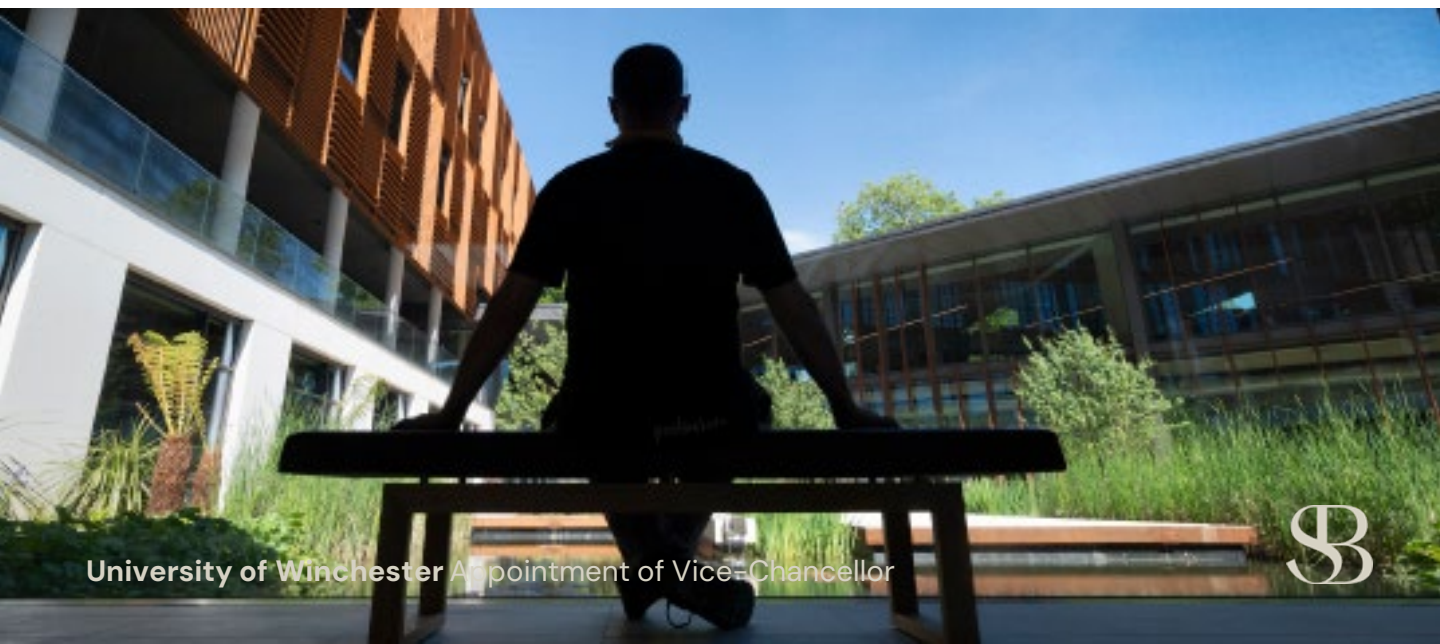
As a member of the Cathedrals Group, the University of Winchester is widely known for its strengths in preparing students for the world of work, often in public sector careers such as adult and children's nursing, the allied health professions, policing, social work and teaching. In education, our primary and secondary initial teacher training programmes are rated by Ofsted as 'outstanding'. Our portfolio is broad, and encompasses the arts, business, health, humanities, law, social sciences and much more.

Our campus offers attractive, modern facilities at the heart of the ancient City of Winchester, our landmark, award-winning West Downs Centre, opened a few years ago. We have also recently completed a multi-million-pound refit of our library and learning resources centre, following a grant from the Office for Students (OfS), and opened a new fully accessible Moot Court, providing specialist space for students to train to enter the legal profession.

What really makes Winchester so special is our people. Our staff are all passionate about ensuring our students are supported and provided with the opportunities to get the most out of their studies and university life.

We seek to enable careers of purpose by creating the conditions for sustainable high performance, fuelled by our values and a diverse, inclusive and welcoming group community. We are a human scale University, where colleagues can make meaningful and lasting connections whilst having a real impact on the University's success. We believe that's a unique proposition in the sector.

To find out more, please visit <https://www.winchester.ac.uk/About-Us/>



Our values

As a university, we have always been – and will always be – led and driven by our values.

As a community, we value:

The love of learning

As individuals and as a community, we seek to discover new ideas, and understand new perspectives. We pursue both a depth and breadth of knowledge. We celebrate academic excellence and intellectual challenge. We seek to understand the perspectives of others and we welcome respectful debate, listening to views which may differ from our own with interest and defending our own with reason and humanity.

Individual and shared endeavour

As individuals and as a community, we seek to bring our best to our work and our study. We commit to striving to be successful, to do things well and play our part. We recognise that excellence only comes with effort and persistence. We are confident and believe in ourselves, collectively and individually. We are a welcoming, professional and respectful community. We see working together in partnership – in our own community and beyond it – as key to expanding our horizons and creating opportunities.

Making a difference

From our Church of England foundation in 1840, built upon deeply held principles of creating a better world for everyone through education, we continue to play our part to ensure lasting change in the communities we serve through transformational education, impactful research and enduring partnerships.

We make a difference by educating graduates who will create a better, fairer world with enthusiasm, energy and creativity. We make a difference undertaking and sharing research which will inform and enable lasting change. We make a difference to our world by committing to care for it and live in it sustainably. We make a difference to each other by behaving with humanity and respect, recognising that we each make a worthy contribution to a community which we value and of which we are all an important part.



Academic excellence

The University of Winchester has a proud heritage of almost 200 years of transformational education.

Our aspiration is to ensure that every student enjoys an active, dynamic and life changing learning experience, with enrichment, employability and support fully integrated into every course. Our teaching is engaging, purposeful and inclusive, inspiring our students to be curious, developing their professional capabilities and nurturing a confidence that will equip them to meet life's challenges.

In every discipline, our approach to education encourages active learning, providing real-world and interactive learning experiences, in dedicated bespoke facilities, enabling our students to develop their professional capabilities and confidence. Our graduates leave the University well prepared for the world of work, which is why we are consistently one

of the top 10 universities in the UK for graduates in employment and further study.

Over the next five years, we are aiming to expand further our professional education and postgraduate taught provision – responding to regional skills needs, working in partnership with employers – and always with an unwavering focus on quality.





Research

Our research is a force for good. From Education to Health, from Heritage to AI, our researchers are driven by a desire to open doors and open minds.

Following a successful outcome in REF2021, which saw us with a threefold increase in research rated 4* or world leading, we are sharpening our focus on areas of proven research excellence and strategic importance, ensuring that Research and Knowledge Exchange are both sustainable and closely aligned with our educational mission.

Looking ahead to REF2029 and beyond, our Research & Innovation Strategy 2024–2028 commits to growing high-quality outputs, impact, external collaborations and research and innovation income, while strengthening our role as a regional anchor institution

through partnerships with business, public and third-sector organisations.

We will underpin this work by an inclusive research culture, enhanced support for staff and postgraduate researchers, and a continued commitment to ensuring that research and knowledge exchange enrich teaching, student enterprise and wider societal benefit.

Find out more about our research here: <https://www.winchester.ac.uk/research>

Explore our research, innovation, outreach and consultancy facilities here: <https://www.winchester.ac.uk/research/Research-Facilities/>

Our campus

Our campus is friendly and compact with a community feel, offering first-class, sustainable facilities for learning, teaching and student life. It is located within easy walking distance to Winchester city centre.

King Alfred Quarter

Student life is centred on our King Alfred Quarter, within walking distance of the historic cathedral city of Winchester. In recent years, the King Alfred Quarter has been added to and renovated to enhance its facilities with the latest industry-standard equipment, digital networks and AV technology.

The award-winning King Alfred Centre is a bright and spacious social hub. It houses the Student Union, bookshop, Learning Cafe, Food Hall, Terrace Bar, Student Union Shop and The Vault – the main venue for student social activities.

The St Alphege building offers state-of-the-art learning and teaching facilities, including 10 lecture rooms and a mezzanine floor with open-access PCs.

We are proud that all of our recent developments meet the highest environmental standards. They feature a number of eco-friendly innovations such as natural ventilation, energy-efficient lighting, air source heat pumps, solar panels and a wildflower roof.

Our Martial Rose Library has over 300,000 books as well as a huge digital library of academic journals, e-books and databases. There are also study rooms which can be booked for group work sessions.

There are 600 networked PCs available for students to use across campus, including 150 workstations at the Library. You can benefit from the University's Virtual Learning Environment, Canvas, which gives you easy access to all types of material such as reading lists, academic papers and video clips.

The King Alfred Quarter is also home to a beautifully restored Chapel, a cutting-edge Life Fitness gym and other sports facilities, the Performing Arts Studios, Multimedia Centre and faculty buildings where the majority of lectures and seminars take place.

Many undergraduate students live in the halls of residence in the King Alfred Quarter, in our Queens Road and Burma Road Student Villages.

West Downs Quarter

The West Downs Quarter is a short walk from the centre of the King Alfred Quarter. It is the home of the West Downs Student Village and the University of Winchester Business School.

The contemporary design by award-winning Winchester-based architects Design Engine includes a 250-seat auditorium, art gallery, café, food hall, library, social learning areas and teaching spaces. Find out more.

In addition to our halls of residence at the King Alfred Quarter, many students also live in the West Downs student village on the West Downs Quarter.

The city of Winchester

Winchester is packed full of incredible entertainment, lively pubs and cosy cafes, great places to eat, stunning green spaces and plenty of history.

Winchester is in the unique position of being a campus university on the edge of the city centre which means that the city is a big part of our identity.

It's a friendly, easily walkable city of about 50,000 people, with an easy-going vibe, fabulous local food scene, lively music venues and wonderful independent businesses. It's also recently been voted number one Safest Area to live and work in the UK (Anubis, 2025).

Our amazing city regularly doubles as Paris, London, Oxford and even The Vatican in movies and TV series.

Winchester's cobbled backstreets and generous share of medieval buildings have lent themselves to scenes in films such as *The Da Vinci Code*, *Les Misérables* and shows like *Wolf Hall*, and *The Crown*, where the cathedral doubled as Winchester Abbey for wedding and funeral scenes.



Leadership and governance

Strong leadership and governance is central to our delivery of Transformational Education.

The Board of Governors

The Board of Governors sets the strategic direction of the University inline with our Articles of Association, monitors performance, ensures accountability, and supports the Executive Leadership Team to deliver against agreed priorities.

The Board of Governors meets formally several times a year, and conducts wider business through a range of Committees (for example, Risk & Audit, Finance & Resources, People & Culture)

The Board of Governors comprises a diverse mix of individuals, including The Bishop of Winchester, More information about the Board of Governors can be found here: <https://www.winchester.ac.uk/About-Us/Leadership-and-governance/>

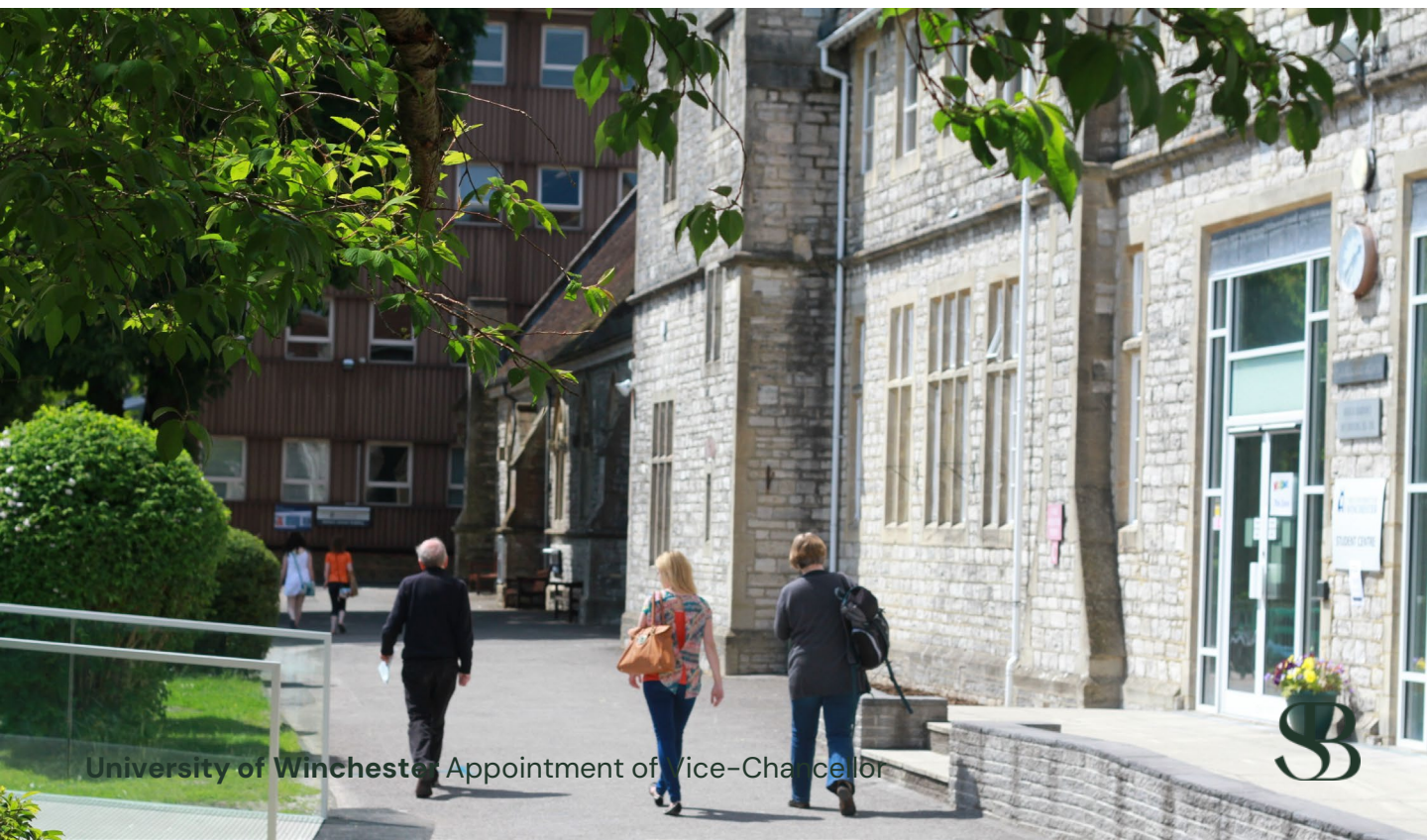
Executive Leadership Team

The Executive Leadership Team is responsible for delivering the strategic direction, effective leadership and management of the University.

Membership comprises:

- Vice-Chancellor
- Chief Operating Officer
- Chief People Officer
- Pro-Vice Chancellor (Faculties – Humanities and Social Sciences; Education and the Arts)
- Pro Vice-Chancellor (Faculties – Health and Wellbeing; Business and law)
- Pro-Vice Chancellor (Engagement)
- Director of Estates & Facilities Services
- Director of Finance & Planning

The Executive Leadership Team is supported by a wider Leadership Team comprising of Deans of Faculties and Directors of Professional Services.



The appointment of Vice-Chancellor

Background

The current Vice-Chancellor, who joined the University in January 2022, will retire from Higher Education in the summer. She has provided strong leadership to the organisation, during a time of intense challenge and change within the sector. This has included leadership of significant transformation, that has placed the University in a significantly stronger position as it faces into its future.

The Board of Governors are now seeking an equally strong leader, to guide the University into its next phase.

Job purpose

The Vice-Chancellor and Chief Executive Officer role is the primary academic and executive leader of the University of Winchester, responsible for delivering the University's original mission and core purpose: to educate, to advance knowledge and to serve the common good.

As the University's Accountable Officer, the role holder provides strategic direction, shapes the staff and student experience, ensures regulatory compliance, and safeguards financial sustainability.

Main duties and responsibilities

Strategic leadership

- Build the vision of a world class, assured and ambitious academic institution committed to excellence in teaching, learning and research, as well as contribution to society.
- Lead the delivery of the University's existing Strategic Plan (2023 – 28), with a clear focus on transformational education, sustainability and community impact.
- Lead the development of future strategic plans, through co-creation with the Board of Governors, staff, students and external stakeholders.
- Work effectively with, and maintain the confidence of, the Board of Governors to deliver on the University's vision, mission and strategic plans.
- Commit to uphold and support the Anglican foundation of the University.

Academic and student experience

- Champion exceptional, inclusive teaching learning and student support across the University.
- Promote evidence-based improvements in student progression, degree outcomes and employability, particularly for widening participation cohorts.
- Actively engage with higher education bodies and representative groups to help influence and shape higher education policy and to improve student experience.
- Drive sustained improvements in league table performance, National Student Survey (NSS) results, and Teaching Excellence Framework (TEF).

People and culture

- Foster –through Executive role modelling – an inclusive, values-driven culture where staff and students are supported to thrive.
- Promote equitable access, participation and success for students from all backgrounds, aligned with the University’s Access and Participation Plan.
- Champion workforce strategies that attract, retain, develop and reward exceptional academic and professional services staff.
- Lead a high performing and diverse Executive Leadership Team (ELT).

Research, innovation and knowledge exchange

- Advance the University’s Research and Innovation profile with emphasis on applied research and community benefit.
- Strengthen strategic partnerships with industry, civic bodies, and public services to support local skills needs and economic development.
- Champion research strategies that seek to improve and maximise the impact of the University’s Research Excellence Framework (REF) and Knowledge Exchange Framework (KEF) submission(s).



External Engagement

- Serve as one of the University's lead ambassadors regionally, nationally and internationally, enhancing profile and influence.
- Foster and develop strategic alliances and partnerships regionally, nationally and internationally, including strengthening key alliances with other academic institutions, employers, business, public and third sector organisations.
- Lead effective engagement with government at all levels, and with other external stakeholders in the political, business, education, cultural and philanthropic communities.
- Leverage membership of the Cathedrals Group and other such sector bodies for collaborative advantage.

Financial sustainability and operational excellence

- Ensure robust financial management and sustainability, through sound planning, budgeting and investment practices, and ongoing diversification of the University's income streams.
- Ensure that risk management and compliance programmes across the University's activities and entities meet the highest standards of ethics, financial probity and corporate governance.
- Develop and manage the resources of the University, including people, infrastructure (physical and digital) and financial, aligned to strategic plans.
- Drive efficient operations across the University's Academic Faculties and Professional Services Directorates to support high-quality delivery and operational excellence.





Governance, compliance and OfS accountability

- Act as the University's designated Accountable Officer to the OfS under Condition E3 of registration, ensuring compliance with all OfS conditions including quality, governance and financial sustainability.
- Work effectively with all regulatory bodies, ensuring that the University adheres to all external and regulatory requirements (for example, OfS, Health and Safety Executive, Home Office etc.).
- Ensure policies and practice meet regulatory expectations on student protection, freedom of speech,

harassment prevention and mental health support, in line with sector best practice guidance.

- Accountable to the Board of Governors, including for the provision of timely, evidence-based reporting on risks and performance to assist strategic decision-making.

Any other duties as may be reasonably required.

It is anticipated that this job description will change over time in accordance with the needs of the role. The role holder will be fully consulted on any proposed amendments.

Person specification

Education/training

- Doctorate or equivalent professional qualification.
- Strong academic credentials including education, research and knowledge exchange, professional practice and academic leadership (desirable).

Experience

- Proven executive-level leadership within a large, complex organisation, including responsibility for strategy, governance, and financial performance.
- Demonstrable experience of developing and implementing effective organisational strategies and plans.

- Significant experience of developing high performing leadership teams and organisational cultures.
- Track record of representation, building collaboration and shaping opinion at the highest level – with Governments, Foundations, investors, communities, industrial partners and other academic institutions.
- Experience of good governance and management, showing an ability to work with non-executive and executive bodies in leading the organisation.
- Demonstrated ability to drive organisational change and performance improvement in competitive, regulated environments (desirable).



Knowledge

- Deep understanding of the UK higher education sector.
- Strong commercial acumen, including knowledge of planning, risk management and finance.
- An understanding of high-quality research and its ability to create societal impact.
- Demonstrable understanding of the importance of the student experience in delivering sustained success.

Skills/attributes

- Excellent communicator skilled at engaging diverse internal and external audiences.
- Visionary and strategic thinker with capability to inspire action across diverse groups.
- Collaborative leader, able to build credibility across academic, civic and commercial spheres.
- Ability to motivate and energise students and staff to give of their best

- The ability to build and influence networks outside the University, engaging with high-level organisations and individuals, including policy makers and educational networks.
- A commitment to the role of the student voice in decision-making at the highest levels.
- Ability to make long-term strategic decisions and to take an entrepreneurial approach in addressing challenges in a changing environment.

Approach

- High personal integrity, resilience, sound judgement and political acuity.
- A commitment to professional integrity and to high personal standards of accountability, transparency and fairness.
- A commitment to widening participation, equity of opportunity, and inclusive institutional cultures.
- An affinity with the values of the University of Winchester and to higher education more broadly.

We delight in diversity in our workforce and seek those that share this value.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the University of Winchester on this appointment.

Candidates should apply for this role through our website at roles.saxbam.com using code **IYYRB**.

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 **Friday 22 May 2026**.

The provisional interview date is currently set for **Friday 17 July 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.

- [**Read our guide to writing cover letters**](#)



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