



Deputy Director of Campus Services (Estates Development)



Providing Opportunities, Driving Enterprise, Delivering Excellence





FOREWORD BY THE VICE-CHANCELLOR

Dear Applicant

May I take this opportunity to thank you for your enquiry about the vacancy for the post of Deputy Director of Campus Services (Estates Development).

Teesside University is a modern, international university with a growing reputation for academic excellence and for a first-class student experience informed by engagement with research, business and the professions. We were the first modern university to be awarded the title of University of the Year by the *Times Higher Education* magazine, and more recently received a Queen's Anniversary Prize 2014-18 for excellence at a world-class level.

We have set out a programme of transformation over the next five years that will drive academic ambition and deliver excellence for our students, partners and the communities we serve.

Teesside University will continue to play a pivotal role in attracting investment and matched funding for initiatives as well as bringing organisations and expertise together to build prosperity. This investment is central to our mission as a leading university with an international reputation for academic excellence that provides an outstanding student and learning experience underpinned by research, enterprise and the professions. It will position Teesside as an international university at the heart of the Tees Valley that transforms lives and economies.

Working at Teesside is a stimulating, enjoyable and rewarding experience and I wish you every success with your application.

Yours sincerely

Professor Paul Croney

Vice-Chancellor and Chief Executive





About us

Teesside University is a well-regarded, financially stable institution recognised regionally and nationally for the transformative impact it has on the communities it serves, and as a catalyst for economic, social and cultural development.

It is a dynamic and modern institution dedicated to delivering opportunities for quality scholarship enriched by engagement with research and with industry and the professions.



Introduction

Teesside is a university that particularly prides itself on its inclusive, consultative, responsive, friendly and open approach and on the significant positive social, economic and cultural impact that it has upon both the communities that it serves and the wider economy of the North East and North Yorkshire regions.

The University has taken a leading role over a prolonged period in widening participation, employer engagement, the enhancement of learning/teaching and the student experience, real-world research, staff and leadership development, employer workforce development, social and cultural and community enrichment.

This bold commitment and vision culminated in the University becoming the first post-92 University to receive recognition as the *Times Higher Education* UK University of the Year and more recently the University was awarded The Queen's Anniversary Prize 2014-18 for world-class excellence in relation to its work with business and the enterprise agenda.



History

Teesside is the only University wholly based within the Tees Valley area and has its origins in the period after World War 1. Joseph Constantine, a local shipping magnate, made a gift to the town to stimulate the establishment of a technical college, formally opened by the Prince of Wales in 1930, to support Middlesbrough's booming engineering and shipping industries.

In 1969, the college became Britain's 13th polytechnic, and by 1970 the student population had grown to 3,000.

Major re-development included the building of Middlesbrough Tower. The Clarendon Building followed in 1973, the Stephenson Building in 1976 and in 1978, Teesside Polytechnic merged with Teesside College of Education and the campus continued to expand.

In 1989, Teesside Polytechnic left local authority control and became a self-governing independent higher education institution.

In 1992, the Polytechnic received university status. Subsequent years have been characterised by rapid expansion of student numbers, diversification of our teaching and learning programmes, and continuous enhancement of the University's reputation.

Major campus development has seen investment of over £250m.

In addition, the University has invested in purpose built University Centres at the new campuses of all five of the Tees Valley's general FE colleges – Darlington, Hartlepool, Middlesbrough, Redcar & Cleveland, and Stockton Riverside, and acquired seven further partner colleges in the North of England.

In 2011, Teesside opened a new landmark University campus in Darlington and in September 2014, the University acquired mima (Middlesbrough Institute of Modern Art), an internationally-renowned TATE+ gallery, further underlining Teesside's contribution to the successful development and celebration of culture on a regional, national and international scale, and extending the footprint of the University campus.

In 2015, the landmark Campus Heart development – including the new £20m teaching and learning building The Curve – was completed, forming an iconic central focus to the campus.

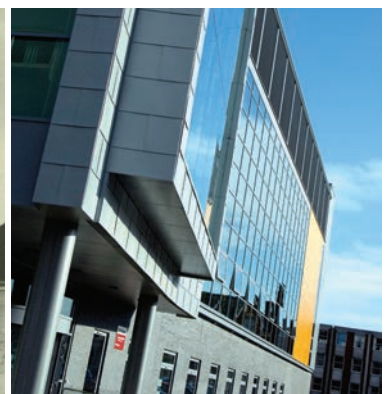
Accolades

Over the last decade, the University has received a number of accolades in recognition of its achievements and progress, not least winning the awards of The Queen's Anniversary Prize 2014-18, and the UK University of the Year.



Other indicators of recent progress include:

- Investors in People Gold status at 'whole Institutional level'
- *The Times & Sunday Times* UK University of the Year for Student Retention (and support) 2014/15
- Shortlisted three times in the last four years as the *Times Higher Education* 'Entrepreneurial University of the Year'
- Outstanding Employer Engagement Initiative of the Year





Teesside University in numbers

£250m
+

We have invested £250m (without capital borrowing) on our estate in recent years to create a modern learning environment.

£10m

Our average annual surplus since 2009, which we continuously re-invest into the University. This is supported by a strong balance sheet and minimal borrowing.

19,630

Total number of students (based on 2014/15 HESA student record) with significant growth in full-time undergraduate student numbers.

85

This year will see us celebrate 85 years of teaching excellence – we were officially opened in 1930 as Constantine Technical College.

£2.9m

The amount of money we give to our students in bursaries and scholarships.

87%

87% of our students would recommend Teesside University to others (National Student Survey 2014).

2,310

Students studying in overseas partner institutions with significant further growth in train.

1,846

Total number of staff in 2016.

400
+

Through our on-campus business support, our graduates have launched over 400 new businesses, creating 600 jobs.

70,000

We have more than 70,000 active alumni from over 100 different countries, as part of a larger global community of Teesside graduates.



Vision, mission and values

Vision

Teesside will be a leading university with an international reputation for academic excellence that provides an outstanding student and learning experience underpinned by research, enterprise and the professions.

Mission

Teesside University generates and applies knowledge that contributes to the economic, social and cultural success of students, partners and the communities we serve.

Through education enriched by research, innovation, and engagement with business and the professions, we transform lives and economies.

Values

At Teesside University we seek to enhance the experience of all our students, staff and external partners by:

- delivering excellence in learning, research and enterprise
- empowering individuals and teams to enhance their contribution to the University
- fostering creativity, enterprise and innovation
- embracing diversity and actively opposing prejudice
- communicating openly, honestly and respectfully at all times
- committing to sustainability and the protection of our environment
- taking responsibility and demonstrating leadership.





Corporate Strategy

Teesside 2020, our new corporate strategy to build on over a decade of growth and innovation, outlines our aim to be the UK sector-leader in client-focused knowledge services for industry, businesses and the professions – and to inform learning, teaching and research to support innovation, regeneration, and economic growth.

Teesside University has a clear focus on developing and enhancing our academic aspiration enriched by research and engagement with business and the professions. We believe passionately in delivering an outstanding student experience in a thriving learning environment. In doing so we will build the Teesside University brand and reputation both nationally and internationally through our academic portfolio, research, and partnerships.

We have set out a programme of transformation over the next five years that will drive academic ambition and deliver excellence for our students, partners and communities we serve. It will position Teesside as an international university at the heart of the Tees Valley that transforms lives and economies.

We aim to achieve regional, national and international recognition as the UK's leading university for working with business, and to be amongst the UK's top institutions of higher education in relation to:

- being a vibrant and effective learning community with students at the heart of everything that we do
- enhancing academic and professional standards, and producing highly employable graduates for the benefit of individuals and organisations
- contributing effectively to the economic, social and cultural success of the communities that we serve
- demonstrating a real and continuing commitment to social inclusion
- proactively, flexibly and responsively adapting our portfolio of activities to meet the changing needs and interests of potential students (home and international), employers and the local and national economy.





Corporate Aims

The draft Corporate Aims below outline the University's focus and ambitions to 2020 and will provide the strategic coherence to underpin the University's five-year strategic plans and supporting strategies.

1. Student and learning experience

To be the preferred choice for a diverse range of students and professionals by providing a stimulating learning environment and innovative curricula that provides an outstanding student and learning experience.

2. Research and innovation

To achieve an increase in the volume and quality of world-leading and internationally excellent research in selected areas of strength that informs learning and teaching, partner activity and knowledge transfer.

3. Enterprise and Business Engagement

To provide client-focused knowledge services for industry, businesses and the professions that inform student learning and research to support innovation, regeneration and economic growth.

4. International strategy

To be an international university with a global network of partnerships that attracts high-quality students and staff from across the world.

5. Resources and business management

To ensure the University is financially resilient, sustainable and investing significantly in the student experience. Strategic and professional services are best in class, fully supporting the student experience and driving University business management and commercial activities through a model of service excellence.





Governance and structure

Teesside University is made up of five academic schools: School of Arts & Media, School of Computing, School of Health & Social Care, School of Science & Engineering, and School of Social Sciences, Business & Law; five Research Institutes; and a number of professional services departments.

Board of Governors

The Board of Governors is responsible for determining the overall strategic direction of the University.

Mr Alastair MacColl is currently the Chair of the Board of which there are presently 22 other members (including the Vice-Chancellor, three staff representatives, the President of the Students' Union and one other student member).

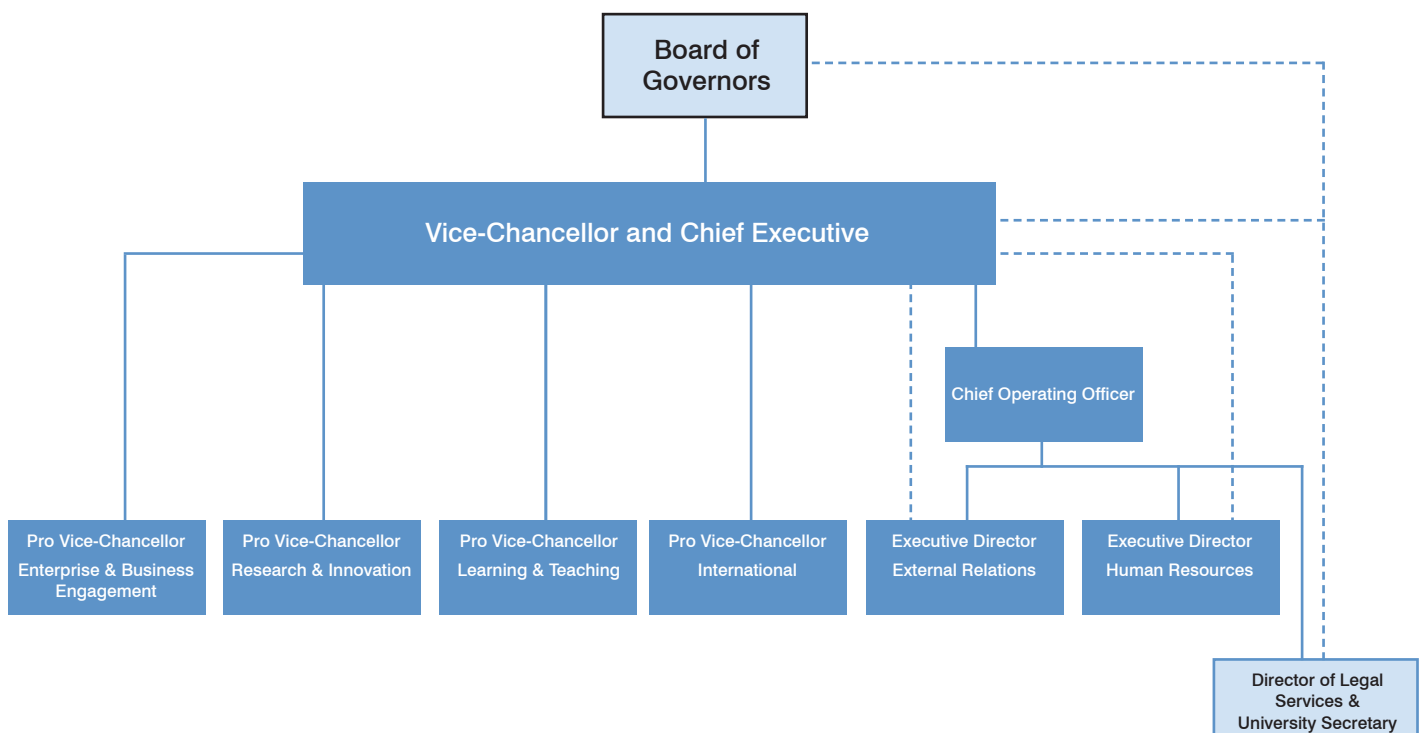
University Executive Team

The senior leadership team of the University is the University Executive Team (UET). The UET comprises seven members (see diagram below).

University Senior Management Team

The University Executive Team (UET), the Deans of School and the Directors of the University's Central Support Departments form the University's Senior Management Team. This senior management team assist the Vice-Chancellor by advising on strategic developments, determining the means of implementation of policies and carrying out the annual planning and review activities that underpin the development and delivery of the Teesside 2020 Corporate Strategy.

University Executive Team



For further information on the University Executive Team see tees.ac.uk/uet



Teesside University and our region

The University is a surprise to many who visit Middlesbrough – our award-winning campus in the heart of the town is highly impressive, and our students and staff have become a real part of the community.



Middlesbrough is a town which grew from the UK's traditional industries such as steel, railways, minerals and a thriving industrial port. The famous Middlesbrough Transporter Bridge is one of only two high-level transporter bridges in the world.

Apart from the region's industrial heritage, we are surrounded by beautiful, internationally recognised scenery. Our stunning coastline as well as two national parks – the North York Moors and the Yorkshire Dales – are within close proximity to Middlesbrough. Our Darlington campus offers access to the Pennine Dales which are designated as areas of outstanding natural beauty. People choose to take holidays in these areas and many go into the countryside to enjoy a range of activities. The nearby cities of Durham and Newcastle offer superb shopping, leisure and cultural experiences too.

The industrial spirit embedded in the region remains strong and now extends to a solid entrepreneurial focus.

Between 2008 and 2012, Middlesbrough had one of the highest business start-up rates in England at 8.6% and has also seen the second highest growth in the country for the number of businesses within its boundaries.



Temenos, on the bank of the River Tees, created by artist Anish Kapoor

Led by the Local Enterprise Partnership, this growth looks set to continue with further capital investment to deliver more jobs and sustainable economic growth across the Tees Valley.

The ambitions for this region are deliberately high level and visionary and this drive and motivation continues to draw in and retain the many international companies which operate out of the Tees Valley. The University, as a partner focused on employer engagement and innovation, is a catalyst for sustained economic success.

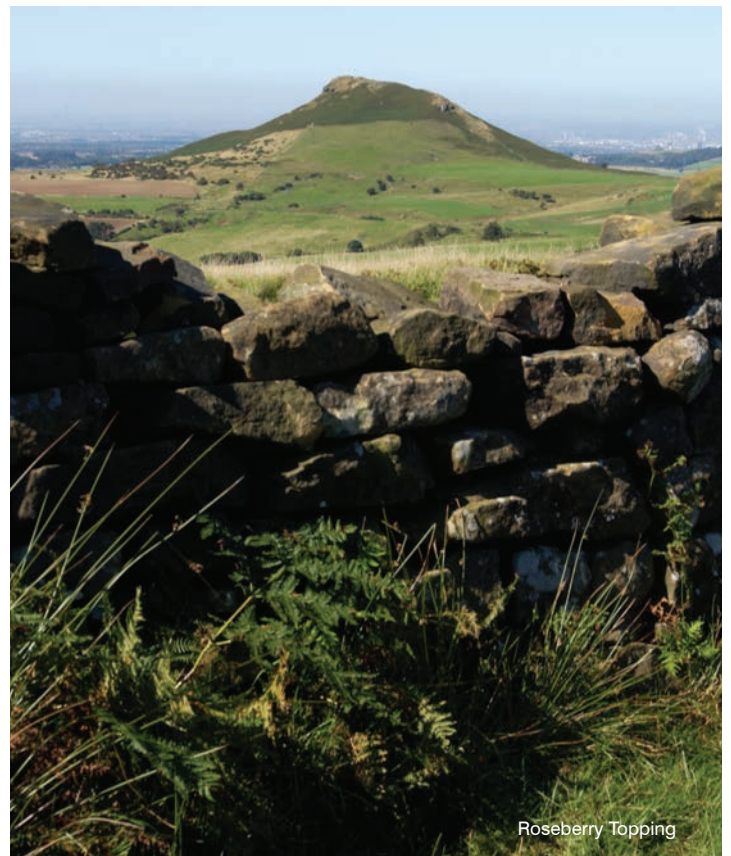
Middlesbrough is full of pleasant open spaces, old and modern buildings and is very multicultural with communities from around the world. These communities often celebrate their own festivals and important dates and allow us to understand their significance with events such as Middlesbrough Mela. Middlesbrough has plenty of meeting areas for different faiths, all within walking distance of the campus.

The campus is a five-minute walk from the main shops and restaurants, train station, bus station and leisure facilities.

mima (Middlesbrough Institute of Modern Art), a partner of Tate Britain, and the historic Town Hall are at the heart of the town centre. mima became part of the University in September 2014.

To download a copy of the Rough Guide to Teesside visit:

tees.ac.uk/sections/common/rough_guides.cfm



Roseberry Topping





DEPARTMENT OF CAMPUS SERVICES

Deputy Director of Campus Services (Estates Development)

The University is currently in a period of major change and this new role has been identified to support the Director of Campus Services. The Department of Campus Services provides all aspects of soft and hard facilities management and the Deputy Director of Campus Services (Estates Development) will play a pivotal role in supporting the Director of Campus Services with delivery of our ambitious Estates Strategy and Campus Masterplan (2015 - 2025) and strategic planning of long term maintenance (LTM) and asset management to meet the requirements of Teesside 2020, the University's Corporate Strategy.

The University has invested over £250m within the estate (of which £40m was expended on award-winning facilities in 2015/16) and we are committed to investing further in growth to deliver first class facilities which will enhance the student experience at Teesside.

This role will suit professionals who are adept at providing leadership at a wider strategic level, in conjunction with proven operational expertise in leading a culture of exceptional service delivery. Positive, driven, flexible and a natural collaborator, you will possess excellent interpersonal and communication skills, and have commercial acumen with the intellectual confidence to succeed in a leading university, inspire others and operate successfully with senior level stakeholders across a variety of disciplines.

Roles and responsibilities

The role holder will be primarily responsible for delivery of the exciting new capital development programme which will include new student and professional support facilities, specialist bio-medical facilities, development and refurbishment of student residences, new car parking facilities, continued improvement to public realm and landscaping, development of a new procurement strategy and overseeing the operational maintenance programme to ensure full compliance with statutory legislation. The role holder will also offer key support to other members of the department's senior management team.

The successful candidate will be an exceptional leader with a proven track record of developing and implementing property strategies across a comparable diverse and complex portfolio.

The estates team comprises a mixture of professional staff including project managers, electrical engineer and mechanical engineers who deal with capital projects, minor projects and a team of assistant operations managers dealing with reactive and planned maintenance systems. There is also a team of skilled tradesmen, who provide an initial response to operational maintenance issues which arise on a daily basis.

It is proposed to initially strengthen the projects team and to further supplement the maintenance team at a later date, to implement the requirements of the emerging campus masterplan and estates strategy which will be completed by October.

The current estates annual budgets comprise:

Capital projects (2016/2020)*	£60m
Minor improvement projects	£500k
Long term maintenance projects	£800k
Carbon management projects	£250k
Reactive and planned maintenance	£1m
Student accommodation remedial works	£250k
Energy budgets	£2.2m

*Subject to business case analysis and demand for further additional developments

Estates strategy and campus masterplan

The majority of the previous estates strategy has been completed, however the new estates strategy; identifying problems and opportunities, and prioritising major works is now in its initial stages of development. The new estates strategy will be developed in parallel with the new campus masterplan and will be a dynamic document to meet the changing needs of the evolving academic strategy. There will be further expansion of the University during the next five years, and new developments will only be considered where there is a strong and robust business case in conjunction with a programme of consolidation, rationalisation and redevelopment or refurbishment of existing property. It is therefore essential that the University, as a result of this masterplan, will have an estate which will provide the best quality environment possible to support future needs.

The aim of the estates strategy is to set out a high level vision, aspirations and direction of the University estate. It will complement the development of the new campus masterplan.



The University estate

The University, originally founded as the Constantine College, opened in July 1930. The college became a polytechnic in 1969, and in 1992 became one of 14 new universities, and has grown more than twenty-fold. Further expansion resulted in the development of a new campus at Central Park in Darlington.

The University has always recognised, and sought to enhance, the value of its estate and has appreciated the way in which the blend of older and more modern accommodation has contributed to the character, attraction and success of the institution. It has continued to enhance the campus environment, balancing the need for attractive buildings and car-parking with landscaping, pedestrianisation and improvement of the external appearance of the University.

The unique selling point of the main campus is its compact, rectangular, urban site of approximately 15 hectares and its location directly adjacent to Middlesbrough town centre. More recently, the University has acquired a new block of student accommodation to the north of the main campus and mima – Middlesbrough Institute of Modern Art, a gallery regarded as the flagship building in Middlesbrough's Central Square.

There are two other remote sites that belong to the University: a sports pavilion with seven rugby pitches in Saltersgill (24 hectares) approximately two miles from the main campus, and a satellite building at Flatts Lane in Normanby, approximately six miles from the main campus, which is leased to an external party.

The University also developed a new campus at Darlington in 2011 on Central Park, adjacent to the east coast mainline railway. Further development of a new bio-sciences teaching/research facility is currently in the initial stages of development.

In 1994, the University commenced the Campus 2000 construction programme, which concluded in 2003 on completion of the Olympia building. The building programme has continued with the construction of the Phoenix, Athena, Centuria South and Darlington buildings. Since 1994, the University has invested a quarter of a billion pounds in its estate. It is estimated that approximately 90% of the estate is in grade A and B condition in accordance with RICS building condition definitions. The Middlesbrough campus estate comprises 40 buildings for teaching, student support and administration and 15 buildings/blocks of student accommodation.

Three buildings have listed status: the Waterhouse (1895), Victoria (1900) and Constantine (1930). Parkside offices and Parkside Halls of Residence, built around 1895, are not yet listed but fall within the curtilage of a conservation area around Albert Park at the southern border of the campus – a Victorian public park managed by Middlesbrough Council.

The insurance replacement value of the University estate was estimated to be in the region of £400m in December 2015.

The University has long had aspirations to close Southfield Road (a public highway) and create a pedestrianised zone. Supported by the Mayor, this vision became a reality in September 2015, when the section of Southfield Road between Woodlands Road

and Wilton Street was pedestrianised with the creation of a new Campus Heart circulation space and the construction of The Curve, an award-winning learning and teaching facility, culminating in an investment of £30m.

The University's student accommodation facilities provide residential accommodation for around 1,000 first-year students in purpose built and adopted premises on campus. Around 600 students also live in University managed housing.

Following the acquisition of mima, and Central Halls – student accommodation, and the completion of The Curve and the extensions to the Olympia and Orion Buildings, the total gross internal floor area will be approximately:

Non-residential	121,000m ²
Residential	27,000m ²

There is car park provision on campus for staff and students of approximately 1,000 spaces. Relocation of car parking from the centre of the campus would reduce vehicular traffic on campus and allow development for further pedestrianisation and soft landscaping, and also allow provision for construction of future buildings, where business cases demonstrate the need for new facilities to improve student recruitment and retention.

Possible future developments

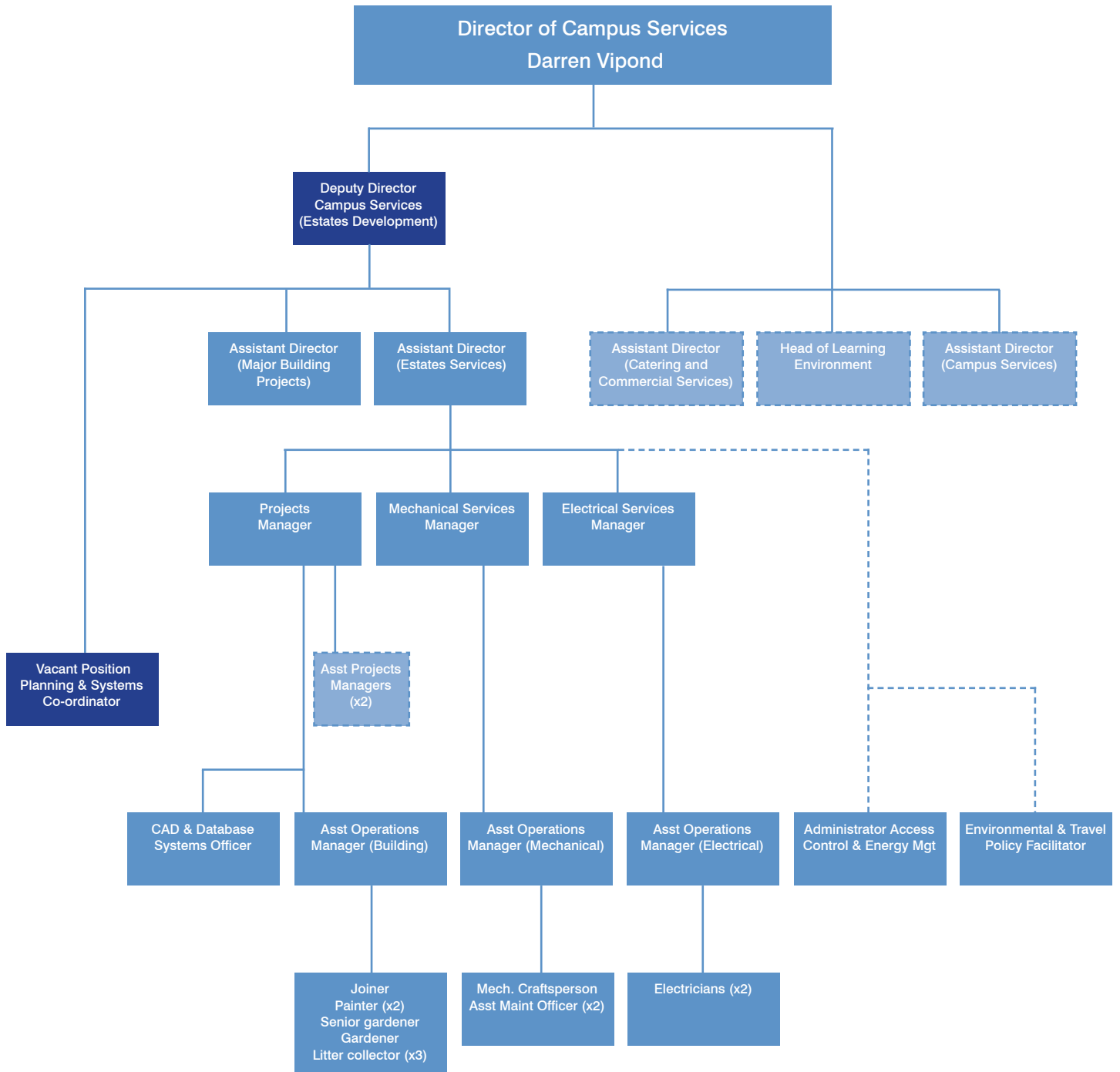
The University is planning for a significant increase of additional students by 2020. The University's strategic plan will include a full review of both academic and non-academic strategies, hence the strategies will be developed in parallel. At present, it is envisaged that a business case will be developed for each of the following individual future developments which may proceed within the next five years, subject to funding and growth in student numbers;

- > National Horizons Centre at Darlington (bio-Sciences facility).
- > Student Services Hub (which could become a one stop shop for students including access to student services/finance/human resources/external relations).
- > New student accommodation facilities.
- > Relocation of campus car parks.
- > Business School including general purpose teaching.
- > Multipurpose functional facility – conference suite/performing arts suite.
- > Further development of the Students' Union.
- > Further pedestrianisation and landscaping to the public realm.

It should also be noted that the Library is currently undergoing a major £6m refurbishment which will be completed in three phases, during summer 2016, 2017 and 2018.



Campus Services - Estates Organisational Chart





Deputy Director of Campus Services (Estates Development)

Job description

POST TITLE:	Deputy Director of Campus Services (Estates Development)
GRADE:	Senior Management
LOCATION:	Department of Campus Services
RESPONSIBLE TO:	Director of Campus Services
JOB PURPOSE:	<p>To provide strategic leadership, and ensure development and delivery of estates projects and services in accordance with the implementation of the estates strategy and campus masterplan to provide an outstanding student experience and support academic and service excellence.</p> <p>To deputise for the Director of Campus Services on estates matters; and to ensure optimum integration and efficiency between constituent divisions (ie estates, campus services and sustainability, catering and commercial, learning environment) and demonstrate value for money.</p>

DUTIES AND RESPONSIBILITIES

1. To assist the Director in monitoring, co-ordinating and developing systems and services within the campus services remit, by liaising pro-actively and re-actively with all Schools and Departments (and the Students' Union) ensuring the sustained development of customer services in line with the requirements of the Teesside 2020 vision and the Resources and Business Management Strategy.
2. To support the Director of Campus Services with delivery of the new Estates Strategy and Campus Masterplan and strategic planning of long term maintenance (LTM) and asset management.
3. Leadership, management and motivation of a multidisciplinary team of property professionals which will include project managers, engineers and surveyors encouraging cross functional and cross directorate working.
4. To be responsible for the oversight of all capital projects, fabric and services, to ensure programme management of projects, which may include utilising agency resource.
5. Lead the Capital Investment Plan and LTM planning process to ensure that the University is fit for purpose to deliver excellence in research and teaching and meet the needs of students/staff/ service users to enhance the student experience and encourage staff and student recruitment and retention.
6. Lead on strategic estate issues including option appraisal and feasibility analysis of development schemes and collaboration with development partners.
7. Leadership of the capital programme consisting of refurbishment and new build construction projects generally from £250k to in excess of £30m in value and leading strategy to develop contract documents for procurement of professional services and construction.
8. To liaise with the Assistant Director (Estates Services) with the leadership of minor works and estate improvement programmes consisting of refurbishment, maintenance and alteration projects with individual projects ranging from £25k to £2m in value.
9. Responsibility for demonstrating value for money and improving delivery of capital and refurbishment projects.
10. Leadership of in-house design, engineering, energy and project management functions and processes to deliver 'best in class' at best value efficient mechanical and electrical services, infrastructure and maintenance to standards appropriate to meet statutory and business needs and operationally resilient and robust.
11. Lead on the creation of University Design Guides for use in capital and revenue projects, acting as the intelligent client for all infrastructure schemes.
12. To liaise and develop with directorate colleagues to inform and develop an innovative approach to space use through capital or refurbishment projects and liaison with learning and teaching services.



DUTIES AND RESPONSIBILITIES

13. To lead on property and asset management of University owned property including management and delivery of University asset/condition surveys.
14. To ensure the service is proactive and customer-focused, cost effective and efficient and meets statutory regulations and standards and is able to record and report its activities using industry standard systems.
15. To maintain and build excellent working relationships with key external stakeholders and agencies (local authorities, Historic England, NHS) to enable progression of estate strategic and development matters.
16. As a member of the directorate leadership team, to assist with the development of a 'best in sector' support department: developing staff to fulfil their potential, increasing staff satisfaction and retention, and nurturing a positive and enabling attitude towards the delivery of ambitious targets in an increasingly cost constrained environment.
17. To develop and instil an ethos of customer service excellence, continual improvement and efficiency within all Campus Services activities.
18. To advise the Director of Campus Services of the implications of changes to legislation, government and HE policy, surrounding capital building projects.
19. To develop and lead on the management of contractor and consultant frameworks and procurement of works.
20. To identify and progress emerging opportunities for collaborative procurement with other organisations where improvement of service provision and value for money can be achieved.
21. To critically review all processes, systems and means of providing development planning and infrastructure services and develop and implement improvements and performance targets.
22. To effectively manage the University Real Estate, (including buildings and associated land), and ensure that all leases represent best value to the University.
23. To undertake overall responsibility for minor works, improvements, maintenance and building services, including the management of consultants, staff and contractors associated with these activities.
24. To provide strategic leadership, and effective operational management, to the activities and staff of the Estates Division, ensuring an effective utilisation of resources and appropriate development of all estates staff to enable provision of an effective and efficient service to the University and to manage processes for the recruitment, selection, and conduct of staff, ensuring compliance with the University's human resource procedures.
25. To ensure the University's ongoing compliance with national (and international) carbon and energy legislation/regulation eg CRCEES, carbon allowances, DEC's.
26. To ensure the effective management of the procurement of utility services and that the University receives value for money.
27. To adhere to the University's health and safety policies and guidelines.
28. To promote equality and diversity for staff and students.
29. To represent the Department and the University, on internal and external committees appropriate to the post, or as required by the Director.
30. To undertake such other duties as requested by the Director of Campus Services which are commensurate with the grading and general nature of the post.





Deputy Director of Campus Services (Estates Development)

Person specification

Competency	Role Specification	Essential/ Desirable
Knowledge and experience	<ul style="list-style-type: none"> Educated to degree level in a relevant construction and property related subject degree level or equivalent. Postgraduate professional qualification in a building-related discipline and Chartered professional membership eg Chartered Architect. Experience of overseeing major and minor construction projects. Experience of architectural design. Up-to-date working knowledge of relevant legislative compliance frameworks affecting the built environment (including health and safety). Working knowledge of utilities procurement. Experience of leading and managing capital programmes and projects on a significant scale. Successful construction and management of significant budgets. Major refurbishment and multi-project programming experience. Demonstrate experience of working within HE sector. Experience of building services/engineering infrastructure across a comparable diverse and complex estate in a client side/owner occupier environment. Experience of leading or contributing to estates and capital programme strategy. Experience of master planning and development management including feasibility, option appraisal and planning. Experience of planning and organising complex strategic development and capital investment plans to ensure a coherent and integrated approach to delivery of projects over time. Experience of successfully leading a multi-disciplinary team of estates professionals including external consultants and delivery partners. Experience of using BIM2/REVIT software. Experience of property and asset management. 	E E E D E D E E E D E E E E E E D D
Communication and liaison	<ul style="list-style-type: none"> Ability to produce written highly complex specialist information, adjusting the level of content to suit varying levels of audiences. Ability to influence strategic events and decisions and to undertake active collaboration for a common purpose. Evidence of working in partnership and relationship building. 	E E E
Team motivation and development	<ul style="list-style-type: none"> Experience of skills in managing and leading multi-disciplinary teams with proven ability to: <ul style="list-style-type: none"> organise and delegate work fairly according to individual abilities formulate and communicate a clear vision and create a sense of common unity and purpose. Staff development experience with proven ability to: <ul style="list-style-type: none"> advise and coach teams on operations in the section and recognise individual training needs and skill gaps within the team. 	E E E E E
Service delivery	<ul style="list-style-type: none"> Ability to manage an area of work and monitor service levels in order to review process and procedures to improve customer service. Experience of setting performance standards for an area of work. Evidence of a working knowledge of at least one non-estates area within Campus Facilities remit. 	E E D
Decision making	<ul style="list-style-type: none"> Experience of making autonomous operational decisions affecting an area of work. Ability to give professional input into longer term decisions which affect the overall service. 	E E
Planning and organising	<ul style="list-style-type: none"> Ability to plan, prioritise and organise work and resources of self and others to achieve agreed department objectives. Ability to provide professional input into strategic planning affecting the overall service. 	E D
Initiative and problem solving	<ul style="list-style-type: none"> Demonstrable experience in using initiative and creativity to resolve problems where the optimum solution has to be assessed by a process of reasoning. Ability to solve complex problems which need consideration of numerous elements when introducing new process/systems. 	E E



KEY TERMS AND CONDITIONS OF SERVICE

Salary: circa £70,000

Annual leave: In addition to statutory, bank and public holidays, you are entitled to 35 working days paid holiday. This total of 35 includes two days leave granted by the University as part of a Christmas closure agreement.

Hours: As required by the duties of the position.

Notice: Your appointment shall be terminable, by you giving the institution four months' notice in writing or by the institution giving you four months' notice in writing, except in the case of dismissal for gross misconduct.

Relocation: Up to £6,000 may be awarded towards the costs of relocating/temporary accommodation/legal fees etc, conditions apply. Appointees will be expected to live within reasonable travelling distance of the University (usually within 36 miles) and relocation is offered on this basis.

Travel allowances: Use of private vehicle on University business (not exceeding 120 miles) is reimbursed at 40p per mile.

Car parking: Car parking is available on campus for a small monthly fee.

Staff development: Extensive personal, organisational, management and information technology development programmes are available for members of staff. All development is agreed via the University's Personal Development Review Scheme.

TIMETABLE

Closing date: 31 August 2016

Interview date: 22 September 2016

USEFUL LINKS

Teesside University website: tees.ac.uk

University mission and values: tees.ac.uk/mission

Governors' report and financial statements: tees.ac.uk/sections/about/financial.cfm

Meet the University Executive Team: tees.ac.uk/uet

Campus Developments microsite: tees.ac.uk/campusdevelopments

Achievements and awards: tees.ac.uk/sections/about/university/achievements.cfm

