

dixon walter

# Autumn

NEWSLETTER

October 2023



# Hands up...

...who's ready for half term! Phew what a busy start to the academic year it's been.

Join us as we round up the hot topics hitting the press as well as the Movers and Shakers and all things senior recruitment within the sector...

**Industrial Action** has continued to be a focal point for the sector and while a pension deal has now been agreed for UK academics, divisions over pay remain unsolved.

UCU has balloted its members and will know by the beginning of November if it has a mandate for more strikes. These strikes are affecting students and staff across all levels within institutions and it's unlikely that we have seen the true consequence thus far.

An interesting article produced by the Royal Society of Chemistry provides an articulate and balanced overview of the situation.

[Read the article here >](#)

## TEF Results

We saw the highly anticipated (and sometimes criticised) TEF Results published at the end of September. Where did your institution feature?

[See the TEF Results here >](#)



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**HEPI** posted a fantastic article back in August; ***Because you're worth it: Are vice-chancellors worth the pay they get?*** By Lucy Haire that probes the question of how to fairly set the rate of vice-chancellors' remuneration.

The article raises the importance of encouraging a wide range of applicants into leadership positions and considering the full range of benefits beyond that of remuneration when reviewing positions – something we explored in our previous Summer Newsletter. Ensuring that Universities do not feel alone when making these decisions is key – utilising the support of organisations such as Advance HE, HEPI and of course, executive search partners will provide the advantage of oversight and advice and cannot be underestimated.

[Read the HEPI article here >](#)

[Read our Summer Newsletter here >](#)

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The brilliant folk over at **Advance HE and Wonkhe** have combined forces this last month to look at the People Needs of HE. For anyone working within the sector within a recruitment facing role this is such an important read.

“When we talk about industry and sector skills needs, we can tend to forget that higher education itself is a sector that has skills gaps and skills needs, just like everywhere else. Higher education is arguably among the better-served sectors for professional development opportunities for its people – and can boast of hosting some of the best talent and finest minds in the world.

However, as the demands on universities change, and as universities themselves develop novel aspirations and strategies, what they need from their workforce evolves also. In the summer, Advance HE commissioned Wonkhe to conduct interviews with heads of institutions globally to explore how they see their people needs changing in the years ahead. Not surprisingly, the answers – published by Advance HE and featuring candid reflections from our interviewees – are fascinating.

While every vice chancellor we spoke to is working in a different context, there was a strikingly common theme in that all are increasingly looking outward – to internationalise, to engage with businesses and employers, to increase the impact of their research to tackle global challenges, and to engage with their communities and regions.

This shift in orientation requires new ways of working inside universities – enterprising, inter- and trans-disciplinary, sustainable, and collaborative – and opens up a range of possibilities for diversifying academic and professional career paths. Technology can be an enabler to some of this activity – but that depends on universities being able to source the skills required to realise its potential.

At the same time, we're seeing a conscious emphasis within universities on articulating a set of shared values and building inclusive cultures in which people can make a meaningful contribution to university success. Greater emphasis on equality, diversity, and inclusion, as well as recurring themes of co-creation and delegation of leadership responsibility suggest the emergence of thinking about how universities can be more effective at organisational innovation and learning, as well as at developing individuals”

[Read the Wonkhe article here >](#)

***Read more on Wonkhe:***

Interviews with university leaders by Wonkhe for Advance HE reveal a sector that is increasingly outward-facing. Advance HE chief executive Alison Johns considers the implications for how universities support and develop their people.

[Read more on Wonkhe here >](#)





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### Five traits for higher education leadership – whatever your job title

Shân Wareing and Wonkhe published a very insightful article earlier this month looking at the five traits for higher education leadership – whatever your job title.

- Passionate Curiosity
- Battle-hardened Confidence
- Team Smarts
- A simple mind-set
- Fearlessness

This sparked a fantastic debate at Dixon Walter HQ over how these kind of characteristics might be measured and assessed during a recruitment exercise and how selection processes are and have been changing over recent years to allow for “soft skills” to be highlighted, for diversity to thrive and for candidate experience to become a top priority.

If you are currently reviewing your processes for recruitment we’d love the chance to talk with you and share some best practice and potentially innovative ideas that may support you.

[Read the Wonkhe article here >](#)

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### Other articles we have been enjoying;

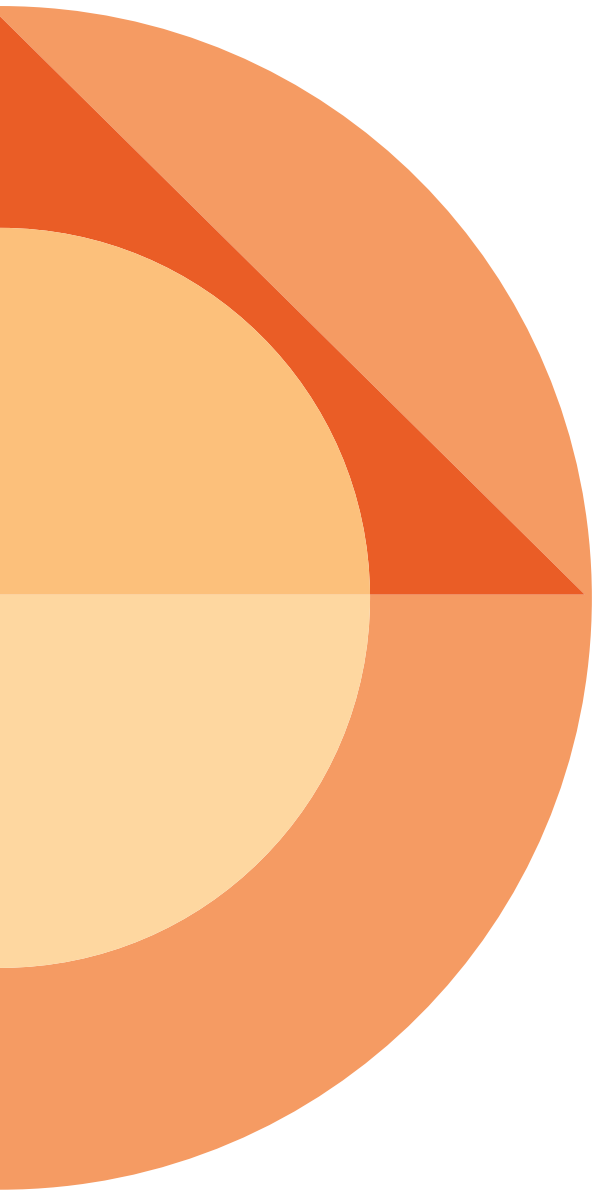
Richard Adams and The Guardian asks the question “Is the Russell Group still relevant?”

[Read the article here >](#)

After years in the making, The news that the UK has finally associated to Horizon Europe, the world’s largest research framework, has been met with joy and relief by most of the science and research community.

James Coe looks at the story of Horizon association and what it means for the UK’s global science ambitions.

[Read the article here >](#)



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Here are just some of the appointments we have been busy making since our last Newsletter;

University of Leicester	Director of Estates and Campus Development
University of Sunderland	Head of Institute Economic & Social inclusion for the University
Courtauld	Academic Registrar
Robert Gordon University	Director of IT 4 x Aberdeen Business School Professors
University of Cumbria	Pro Vice Chancellor Learning and Teaching Dean Institute of Health Director of People and Culture
Lancaster University	Director of Estates, Facilities and Campus Services
Leeds Beckett	Director of Research
University of Hull	Executive Director Strategic Projects
Aston University	Director of Finance
UCLAN	Director of International Executive Director/CIO
University of Manchester	Director of Transformation
University of Sheffield	Assistant Director Campus Services
Keele University	Executive Dean of Faculty of Natural Sciences Executive Dean of the Faculty of Medicine & Health Sciences
Staffordshire University	Director of Learning and Teaching
University of Exeter	Director of Estates

Got a question? Email Dixon Walter >