

Keele  
UNIVERSITY  
EST 1949



# *Leadership*

*Appointment of Pro Vice-Chancellor  
Education and Student Experience*

THIS IS KEELE



# Transforming lives; shaping futures

Join Keele and be part of a university with world-leading research, gold standard teaching, and sector-defining impact.

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THIS IS KEELE





*Professor Kevin Shakesheff*  
VICE-CHANCELLOR



*Professor Mark Ormerod*  
DEPUTY VICE-CHANCELLOR  
AND PROVOST

## Introduction from the *Deputy Vice-Chancellor and Provost and incoming Vice-Chancellor*

As the Pro Vice-Chancellor Education and Student Experience, you will be an outstanding, inspiring individual with high academic credibility evidenced by personal achievement and leadership, prepared for the exciting challenge of providing academic leadership and continuing to shape the strategic direction of education, facilitating the delivery of the highest quality contemporary portfolio and curriculum and a high educational experience and learning environment for students from all backgrounds that meets the needs of current and future learners at Keele, internationally and online.

Keele has a longstanding reputation as a provider of excellent education and high-quality student experience, recognised by its Gold ratings in the Teaching Excellence Framework in both 2023 and 2017, one of only 15 universities to be awarded Gold in both TEF exercises, and a strong performance in the 2025 National Student Survey with 15 subjects ranked in the Top 10 nationally.

Keele has ambitious plans for its future development and continuing its significant growth trajectory, including significant growth of its expanding overseas provision as well as building upon its reputation as a campus university with a broad academic base and reputation for excellence in research and education. We are large enough to have a high impact and profile, but small enough to sustain our commitment to the community and individuals.

As we look ahead, Keele will be a university with a truly global outlook, characterised by inspiration and ambition – an aspirational destination for both students and staff.

With a new Vice-Chancellor starting in September and plans to develop a new institutional strategy, this is an exciting time to join the university and a great opportunity to influence the educational experience at Keele for generations to come.

If you believe you have the experience and personal qualities to lead the university to further success and to be part of the University Senior Leadership Team through our next exciting period of global development and growth, then we hope you will pursue this opportunity

*Professor Mark Ormerod* OBE  
DEPUTY VICE-CHANCELLOR  
AND PROVOST

*Professor Kevin Shakesheff*  
INCOMING VICE-CHANCELLOR

# The Role and Person

Pro Vice-Chancellor Education  
and Student Experience

## The Role

### Core Duties of all Pro Vice-Chancellors

- Lead, with the Vice-Chancellor, Deputy Vice-Chancellor and Provost and other members of the Senior Leadership Team, the development and implementation of the University Strategy.
- Represent and advise the Vice-Chancellor and Deputy Vice-Chancellor and Provost, on matters including, but not limited to, the post holder’s portfolio.
- Demonstrate, through personal example excellence and commitment to institutional values.
- Provide visible leadership across the University as a member of the Executive.
- Work collaboratively with other senior staff, in particular the Executive Deans, Academic Registrar, Director of Student Services and Success and other Professional Service Directors, Faculty Deans of Education and Heads of Schools to contribute to the wider leadership and management of the University and develop a culture where success in learning and assessment is supported and recognised.
- Create and sustain relevant and appropriate external partnerships and represent the University in national and international contexts.
- Chair appropriate University committees and groups.
- Report and advise, as required, to Senate, Council and other University committees.
- Work together with the Students’ Union and Keele Postgraduate Association, fostering the positive working relationship that exists between the University and the Students’ Unions.
- Represent the University and its interests on external bodies and at ceremonial and other occasions.
- Chair formal hearings such as disciplinarys, grievances and appeals, as appropriate, for staff or students.
- Undertake other duties as may be reasonably requested by the Vice-Chancellor.



Pro Vice-Chancellor Education and Student Experience Portfolio Duties

- Provide academic leadership and strategic direction for learning, teaching and assessment and student experience.
- Ensure that Schools are engaged in the active review of programmes and the development of new programmes in order to realise new and emerging opportunities and meet market demand.
- Working with the Deputy Vice-Chancellor and Provost, Executive Deans, Academic Registrar, Faculty Deans of Education and Heads of School, ensure that curriculum design has a strong focus on employability and experiential learning and is inclusive, sustainable and future focused and engenders the range of skills and attributes expected for Keele University graduates.
- Develop and lead the University's Education Strategy and alongside Executive colleagues, ensure a culture of excellence and the delivery of high quality, digitally enabled, inclusive learning, teaching and assessment practice.
- Working with the Director of Student Services and other Executive colleagues provide academic leadership to ensure a high-quality student experience across all disciplines and student types.
- Lead on the University's widening access and participation responsibilities as they relate to the education experience of students and work collaboratively with senior colleagues to ensure achievement of the university's APP aspirations.
- Foster a thriving environment for student enterprise, working with others to create an entrepreneurial culture within the student community.
- Lead University submissions for national external schemes including the Teaching Excellence Framework.
- Provide strategic leadership in relation to the University's collaborative teaching provision, short courses and professional education.
- Work closely with Students' Union elected officers to position the student voice at the heart of their education experience.
- Actively engage with sector and professional networks and stay abreast of Government policy to enable expert leadership across the University on learning, teaching and assessment practice.



The Person

Skills, Experience and Personal Characteristics

- Academic credibility evidenced by personal achievement in an academic context and a track record of success and leadership in higher education
- Experience of developing and leading on strategy and strategic initiatives to enhance the education experience of students, leading to positive change.
- Excellent understanding of the UK Higher Education learning and teaching landscape, including drivers for the Teaching Excellence Framework and associated metrics.
- Awareness of international and national trends, opportunities and initiatives to support and improve teaching, learning and assessment practice in universities.
- Strong professional and personal commitment to enhancement of the student experience and delivery of the highest standards of teaching and learning.
- Future-focused with a solid appreciation of the need to develop attractive programmes that produce graduates with the necessary attributes to succeed.
- Proven ability to generate ideas and inspire and excite others with regard to institutional vision, aims and objectives
- Proven capacity to lead large and complex projects to successful conclusion
- Ability to lead organisational change and nurture a culture of continuous improvement.
- Ability to represent and be an advocate for the University regionally, nationally, and internationally.
- Significant commitment to widening access, inclusive learning, teaching and assessment, and promotion of the principles of equality of opportunity, diversity and inclusion
- Inspiring and persuasive academic leadership skills with the ability to articulate vision, enthuse others and create momentum
- Collegiate with a positive, collaborative style and approach to the delivery of successful outcomes.
- Personal assuredness and strength of character allied with an ability to deal sensitively with different views.
- Well-developed decision making and influencing skills
- Values-led individual with a commitment to transparency and fairness and the ability to inspire trust and confidence



# This is Keele

We're Keele and we're different. Founded 76 years ago to meet the demands of a new kind of society, economy and world, our principles resonate now more than ever.

We are a campus university with over 13,500 students, nestled in 600 acres of Staffordshire countryside and just an hour from Manchester and Birmingham. It's a big campus but a small and cosmopolitan community, with space to think and plenty to do.

Keele University was born from a pioneering vision, one of a different kind of university. Established in 1949 by Lord Lindsay – the former Vice-Chancellor of Oxford University – in a country still recovering from the Second World War, the University's founding aim was to produce graduates who not only had the technical and specialist knowledge to move society forward, but who understood the social and political landscape that drove this need.

Fast-forward 76 years and this original ethos remains at the core of the University's mission, and our global network of over 100,000 alumni in 120 countries is creating positive impact across the world in a range of diverse careers.

## Our research

Our research seeks to improve lives and address the most pressing challenges across our region, country, and the world.

Our academics are actively studying matters of global importance: from food security, climate change and smart energy, to neglected tropical diseases, global health and sustainable futures.

It's no wonder that 80% of our research is deemed world-leading or internationally excellent in the Research Excellence Framework (2021).

## Studying at Keele

Keele sets the gold standard for teaching, with some of the most satisfied students in the country – in 2022, students ranked us “Britain's best university” in the Student Crowd University Awards, and in 2023 we were awarded the highest rating of “Gold” overall in the Teaching Excellence Framework.

Our teaching excellence is renowned: underpinned by a high quality curriculum, delivered by inspiring academics, and surrounded by research that has a global impact.

As well as enabling our students to develop their academic expertise, we believe in educating the whole person, building skills for life as well as for work. With that in mind we deliver a broad-based education in a dynamic environment, where debate, discussion and learning happens within the classroom and beyond. Our approach is interdisciplinary and multidisciplinary, which means that perspectives are shared across subjects, showing the world in different ways.



## Sustainability at Keele

At the core of our mission is the vision for a more sustainable world, driven by the United Nations Sustainable Development Goals.

Sustainability is embedded in everything we do at Keele, and this drive has led to us leading innovative trials in smart energy and green technology. From hosting the first UK trial of hydrogen blending in a gas network, to testing new smart energy technologies, and producing our own renewable energy on campus, we're proud to be leading the sector on sustainability.

Our efforts are recognised around the globe, a status which was cemented when we won the Global Sustainability Institution of the Year award at the Green Gown Awards in 2021.

## Supporting our local community and beyond

Our impact is felt not only around the world, but closer to home as well – our academics and students benefit from close links with regional businesses, industry, and our local NHS trusts.

Over 5,000 Keele-trained nurses are currently working on the NHS frontline, with many who study with us choosing to stay local when they qualify. More than 200 of our healthcare professors, lecturers and teaching staff also work clinically in the NHS, putting their expertise into practice day in, day out.

Outside of healthcare, our support for local businesses and SMEs is also unparalleled, with over 2,000 interactions between local businesses and Keele-led innovation programmes since 2017, contributing £345m per year to the local economy, and with over 50 businesses based on our campus Science and Innovation Park.

**This is Keele.**

# Governance Structure

## Our Governance Structure

Keele University was founded as University College of North Staffordshire in 1949 and gained a Royal Charter as the University of Keele in 1962.

The University is governed by its Charter, Statutes, Ordinances and Regulations, which set out the powers, structures and responsibilities of the University and its key decision-making bodies. Like many English universities, the University is a charity commission, instead the Office for Students (OfS) is the principal charity regulator for the University. As such, members of Council are also trustees of the University.

The Council, which meets five times per annum is chaired by the Pro-Chancellor, is the supreme governing body of the University, responsible for setting the general strategic direction of the institution, for ensuring proper accountability, the proper management of its finances, property and investments and its general business.

The Council comprises lay, staff, executive and student members appointed under the Statutes of the University. A majority of the Council’s members are from outside the University (lay members) and they contribute a wide range of experience and expertise from the public and private sectors in a role similar to that of the nonexecutive directors of companies.

The Council has four committees, which are remitted to deal with specific business in more depth than would be practicable at full Council meetings and have delegated authority from Council to make decisions in relation to specific areas of business. The committees are the Business Review Committee, Audit and Risk Committee, Nominations & Governance Committee and Senior Remuneration Committee.

The Senate, which is chaired by the Vice-Chancellor and draws its membership entirely from the academic and academic-related staff and students of the institution, is the principal academic authority of the University. Its role is to regulate and superintend the education and welfare of students, the promotion of learning and research, the maintenance of academic standards and awarding of Keele degrees. Council receives recommendations and advice from Senate in relation to academic strategy, academic structures and policy decisions, but Council is the final decision-making body.

The Vice-Chancellor is the principal academic and administrative officer of the University and has general responsibility to the Council for maintaining and promoting the efficiency and good order of the University. They are also the Accountable Officer for the Office for Students.

# Keele *Statistics*

Find out more at [keele.ac.uk/discover](https://keele.ac.uk/discover)

NO.1  
IN THE UK

BRITAIN'S BEST  
UNIVERSITY  
AS RANKED  
BY STUDENTS

STUDENT CROWD  
UNIVERSITY AWARDS, 2022

GLOBAL  
SUSTAINABILITY  
INSTITUTION OF  
THE YEAR

INTERNATIONAL GREEN  
GOWN AWARDS, 2021

14 KEELE  
SUBJECTS RANKED  
IN ENGLAND  
TOP 10

NATIONAL STUDENT SURVEY  
2025, BROAD-BASED  
UNIVERSITIES

DOUBLE  
GOLD

for our  
CONSISTENT  
TEACHING  
EXCELLENCE

TEF 2017 & 2023

600+  
ACRES

ONE OF BRITAIN'S  
BIGGEST CAMPUSES

80%  
of RESEARCH  
CLASSED AS  
WORLD-LEADING or  
INTERNATIONALLY  
EXCELLENT

RESEARCH EXCELLENCE  
FRAMEWORK, 2021

AWARD  
WINNING  
SCIENCE and  
INNOVATION PARK

£45M  
INVESTMENT in  
SCIENCE FACILITIES  
on CAMPUS

THIS IS KEELE



# Financial Highlights

Key data from our 2023/24 Accounts

Total income of  
**£207.1m**

**Total income** – income for the year totalled £207.1m (2022/23: £206.3m), an increase of £0.8m compared to 2022/23. There has been increases across all income streams, particularly in tuition fee income £5.0m (due to strong Home and EU student recruitment) and funding body grants £4.6m (due to an increase in the recurrent and capital grants from the Office for Students). A one-off capital grant of £13.8m relating to the Innovation Centre 7 recognised in 2022/23 has not been repeated in 2023/24.

Further information can be found  
[keele.ac.uk/finance/key-accounts](https://keele.ac.uk/finance/key-accounts)

Tuition fee income  
**£102.7m**

**Tuition Fee Income** – tuition fee income increased by £5.0m, to £102.7m (2022/23: £97.7m). This was primarily due to strong recruitment in Home and EU, but there was also increased income relating to international students and degree apprenticeships.



## Surplus before other gains

**Surplus/Deficit before other gains/Losses** – excluding the actuarial movement in staff costs, the consolidated operating (deficit)/surplus before other gains/losses has decreased from an £16.0m surplus in 2022/23 to an £2.0m deficit in 2023/24. Whilst income has remained static year-on-year, there have been significant increases in both pay £11.0m and non-pay £9.4m costs. Included in the pay costs is a £2.7m increase in severance costs due to a one-off provision relating to a voluntary severance scheme which is anticipated to deliver material savings going forward.

## Cash generation

**£3m**



**Cash Generation** – cash generation from operating activities increased marginally from £2.6m to £3.0m as shown in the Consolidated Statement of Cash Flows. At year end, the Group had cash and cash equivalents of £17.6m (2022/23: £21.8m), short-term investments of £0m (2022/23: £12.0m) and fixed asset investments of £29.1m (2022/23: £31.3m). The University currently has access to further undrawn bank borrowing (Revolving Credit Facilities) of £14m.

## Staff costs



**Staff costs** – on-going staff costs excluding severance and actuarial movements (see note 8) totalled £111.5m for 2023/24, equalling 54% of total income (£103.2m and 50% in 2022/23).

## Capital expenditure

**£20.8m**

**Capital Expenditure** – £20.8m (2022/23: £8.9m) of capital expenditure (ignoring finance leases) was spent on projects in the year. This included £5.4m on upgrading the IT network and £3.6m on the Clinical Skills and Simulation Suite. A significant proportion of this was funded externally, primarily from the Office for Students.



## Strategic Plan and Vision

### Our Mission

Keele University's mission is to make a difference in society by providing innovative, high-quality education for students from all backgrounds and by undertaking world-leading research that transforms understanding and brings benefit to society, communities and individuals.

### Our Future

Our strategic plan is articulated through a clear sense of purpose and knowledge of what our performance needs to be to achieve this. Keele University has a strong sense of community. We recognise how our place in the UK partly defines us and what we do but that brings with it a determination to be global in outlook and international in action. Ultimately, our success comes from our people and the partnerships we forge, nurture and cherish.

### Enabling Strategies

To deliver this strategy, we will have a number of visions, strategies and action plans across the following themes:

- Education
- Research
- Student Experience
- People
- International
- Financial Sustainability
- Estates
- Digital
- Environmental Sustainability
- Health and Wellbeing

Find out more at [keele.ac.uk/ourfuture](https://keele.ac.uk/ourfuture)



## An Education that *Inspires*

Keele offers *distinctive* programmes and a learning environment that enables our students to make the most of their time at university.

The University is justly proud of its students and alumni, who set themselves ambitious goals as they seek to make a positive impact on the world around them. Keele sets the gold standard for teaching, with some of the most satisfied students in the country – in 2022, students ranked us “Britain’s best university” in the Student Crowd University Awards, and in 2023 we were awarded the highest rating of “Gold” overall in the Teaching Excellence Framework.

We are committed to providing opportunities for all those who can demonstrate the determination to succeed at the University irrespective of their circumstances or background. We offer our students a supportive community and provide financial support when appropriate through generous bursaries and scholarships.

Originally a university that offered only interdisciplinary options and an integrated Foundation Year, we have now evolved into an institution where a third of our students continue to study two or more disciplines to completion. We have maintained a thriving Foundation Year, providing pathways to inspirational education that we are proud to offer.

Our programmes are innovative, inspiring, and delivered by exceptional staff, with outstanding commitment to high-quality education provision and student-centred experiences.

We have extensive outreach and widening participation activity, including being lead institution of one of the 29 OfS-funded Uni Connect schemes; Higher Horizons+. Colleagues across the institution work with thousands of school-aged students, their parents and teachers, giving guidance on higher education choices and delivering aspiration-raising activities both on and off campus. The campus offers a wide range of co-curricular activities which are an important part of our broad degree offering, which extends far beyond the boundaries of the classroom.

With over 13,500 students and 2,000 staff living and working on the Keele campus, we are the size of a small town. We have a strong postgraduate community, and have a clear strategy to grow both postgraduate taught and research student numbers.

*Find out more at*  
**[keele.ac.uk/educationstrategy](https://keele.ac.uk/educationstrategy)**

**13,500**  
STUDENTS *and*

**2,000**  
STAFF LIVING *and*  
WORKING ON CAMPUS



### Our Research

Our research seeks to improve lives and address the most pressing challenges across our region, country, and world. Our academics are actively studying matters of global importance: from food security, climate change and smart energy, to neglected tropical diseases, global health and sustainable futures.

80% of our research is deemed world-leading or internationally excellent in the Research Excellence Framework (2021). As a result of this, Keele took its place in a ‘Golden Quadrangle’ of the top 15 universities in England that excel in both teaching and research. This dual excellence in both teaching and research gives Keele students opportunities to work alongside world-leading researchers at the top of their field, studying a curriculum which is directly informed by globally-recognised research.



### Regional Impact and Beyond

Keele University is the research-led anchor institution in its local region, and we are very strongly committed to our pivotal role in driving local economic growth, skills and regeneration. We have worked hard over the last decade on cementing our key regional role, including through the various Keele Deals, college partnerships, business engagement, sustainability, and our work with local authorities.

Keele’s contributions to local regeneration and its work with businesses, public sector organisations and charities have been recognised by Research England, with the University rated among the very best performing institutions in the UK in the most recent Knowledge Exchange Framework.

Keele’s role as an anchor institution within the local community has taken on even greater significance this year, with several projects announced exemplifying the transformative power of universities in their local area.

Highlights include a growing number of research and skills partnerships with Health Trusts; Skills Bootcamps in Net Zero and Smart Energy which were judged as Outstanding by Ofsted; and cultural events in local communities.

From ground-breaking research that is changing the world for the better, to advancing and supporting our local NHS and playing a part in driving innovation, these are just some of the many ways that Keele is supporting communities in Staffordshire and beyond – as well as educating the next generation of health professionals, scientists, lawyers and more.

80%

of OUR RESEARCH IS CLASSIFIED AS WORLD-LEADING or INTERNATIONALLY EXCELLENT

### Sustainability

At Keele University, we care about the world and our place in it.

Sustainability is at the heart of everything we do at Keele, tackling the world’s biggest problems through our research, and educating tomorrow’s leaders to shape a brighter future.

Our research, expertise, and passion for sustainability is renowned around the world; it’s why in 2021 Keele University was named Global Sustainability Institution of the Year in the Green Gown Awards, in addition to being UK Sustainability Institution of the Year. In 2018 we were awarded Outstanding Sustainability Leadership Team in the inaugural year of the award.

It’s why major players like Siemens, Equans and Cadent choose to partner with us on pioneering green energy projects like our Smart Energy Network Demonstrator, and HyDeploy, the UK-first trial for blending hydrogen into the gas supply that could help Britain cut its carbon emissions and open the door to a low-carbon hydrogen economy.

We are working hard to continuously reduce our carbon footprint and improve our environmental outlook despite our significant growth as an institution.

We have invested in a large low carbon energy generation park in partnership with Equans, which consists of 12,500 solar panels, two wind turbines, and an industrial-sized battery, directly integrated with Europe’s largest Smart Energy Network Demonstrator (SEND), which supplies up to 50% of our on-campus electricity needs, with excess fed into the grid.

The SEND project is a European first, allowing us to better understand how we produce, distribute, and consume energy to help us lead more sustainable lives.

50%

OF OUR ON-CAMPUS ELECTRICITY NEEDS,  
*with EXCESS FED into the GRID*





# Equity, Diversity and Inclusion

Keele University values equity and diversity across our workforce and welcomes applications from individuals from all sectors of society.

Where there is evidence of under-representation of a particular group in a specific type of role or at a certain grade the University is committed to taking appropriate action to actively encourage applications from that group. The University is keen to support all applicants during the recruitment and selection process where possible and particularly those with additional requirements. Applicants with disabilities are asked to identify in their application if they require any adjustments to the process. If shortlisted candidates have childcare responsibilities, the University may be able to provide on-site care during the interview/selection process, subject to availability. If childcare is not available Skype interviews can be explored. Applicants are asked to discuss their specific needs with the recruiting manager. The University aims to support employees to balance work/life commitments, which includes giving consideration to requests for flexible working, part-time working, job-share, etc.

As a Defence Employer Recognition Scheme silver award holder and having signed up to the Armed Forces Covenant the University supports the Armed Forces and welcomes applications from members of the Armed Forces community (veterans, service leavers, reservists, Cadet Force adult volunteers and Cadet movement, and spouses of service families).



The University is committed to making Keele a place where learning, living and working is a positive experience for all and currently holds a number of equality awards.

### Athena Swan

The University is committed to advancing gender equality and is a member of Advance HE's Athena Swan Charter, which encourages and recognises this commitment, within higher education and research. The framework covers both staff (academic, professional and support) and students. The University has held an institutional Bronze Athena Swan award since its initial submission in 2006 and, at the time of writing, has awards covering all eligible Keele academic schools (4 Silver and 7 Bronze awards).

### Race Equality Charter

The University is, likewise, a signatory to Advance HE's Race Equality Charter and is committed to addressing racial inequalities and creating an inclusive culture and environment where individuals are able to thrive, irrespective of their race or ethnicity. Keele was awarded a Bronze Race Equality Charter award following a submission in 2019 and was only the fourth institution to receive a Silver award following our most recent (2024) submission.

### Stonewall

Keele University is proud to display the Stonewall Diversity Champions logo in our internal and external messaging to demonstrate our clear commitment to Lesbian, Gay, Bi and Trans (LGBT) equality. Keele takes part in Stonewall's Workplace Equality Index, a benchmarking tool for employers to measure their progress on LGBT inclusion in the workplace. In 2024, Keele received a Gold award and entered Stonewall's list of Top 100 employers.

### Disability Confident Scheme

The University is signed up to the Disability Confident Scheme and has met the criteria to become a Disability Confident Employer which is a demonstration of its commitment to support job applicants and staff with a disability or long term health condition.

### Staff and Student Networks

The University has established staff networks to support its aim of working towards realising and developing equity and inclusion for (i) Black, Asian and ethnic minority staff, (ii) Lesbian, Gay, Bi, Trans, Queer/Questioning and Intersex (LGBTQI+) staff and (iii) staff with seen and hidden disabilities. The University works closely with the Students Union who organise student networks for marginalised groups.

### Defence Employer Recognition Scheme (ERS)

Keele has been awarded a silver award under the ERS to recognise the University's commitment to supporting members of the Armed Forces Community.





## Living and Working at Keele

Nestled in 600 acres of countryside at the heart of England, many of our students and a number of our staff live, as well as study and work here: boasting a big campus but a small and cosmopolitan community.

Close to rural Cheshire, Shropshire, and Derbyshire, the University is located in an ideal position, less than an hour from Manchester, Birmingham and Chester and within 1.5 hours of London on the train.

The historic market town of Newcastle-under-Lyme is Keele's nearest municipality, surrounded by a number of charming villages and hamlets. The vibrant and multicultural city of Stoke-on-Trent is less than 6 miles away from campus, providing cultural and social entertainment in the midst of its prestigious potteries heritage. In recognition of its engaging cultural scene, Stoke-on-Trent was submitted as one of the nominations for the City of Culture 2021.

*Find out more at*  
**[keele.ac.uk/discover/  
aboutthearea](https://keele.ac.uk/discover/aboutthearea)**

Within a short distance of campus, there are activities and opportunities to suit all ages and interests. From monkey forests to theme parks, boutique shops to high-street brands, entertainment complexes to some of the most beautiful landscapes in the UK; our location suits all individuals. For families we can boast some excellent Schools and Colleges in our vicinity, an exceptional hospital and healthcare service and many vibrant sporting and community social opportunities.

On campus there is a truly international flavour, as the Keele community is drawn from over 100 countries and a wide variety of cultures.

In addition to the Keele Campus we have a number of staff based in satellite sites off campus, including the Royal Stoke Hospital (University Hospitals of North Midlands NHS Trust), the Guy Hilton Research Centre, and the Robert Jones and Agnes Hunt Orthopaedic Hospital in Oswestry. Staff at these sites have access to onsite facilities, alongside access to the Keele Campus facilities.





# Employee Benefits and Facilities

Keele is *committed* to providing an environment where staff are highly valued and feel motivated. To support this commitment the University provides a wide range of employee benefits and reviews this offer regularly.

## Contractual Benefits

### Remuneration

Keele offers competitive and progressive pay structures, and the opportunity to join the Universities Superannuation Scheme with generous employer contribution of up to 14.5%.

### Annual Leave

Our staff enjoy 30 days annual leave, plus additional Christmas leave days and a further 8 days bank holiday. There’s also an option for staff to apply to purchase up to an additional 4 weeks leave per annual leave year.

## Family Friendly Benefits

### Family

We are committed to supporting our employees through a variety of family-friendly policies, many of which offer generous entitlements that go beyond the statutory minimum.

### Flexible Working

Many of our staff benefit from agile, hybrid and flexible working arrangements.

### Childcare

Our Day Nursery is rated ‘Outstanding’ by Ofsted and offers daycare for the children of staff, students and local families. The University operates a salary sacrifice scheme for staff using the Day Nursery provision. **keele.ac.uk/nursery**

## Health and Wellbeing Benefits

### Occupational Health

Supporting managers and staff with health-related issues in the workplace. More information can be found at **keele.ac.uk/occupational-health-safety**

### Staff Counselling

We have partnered with Health Assured, an independent, confidential third party company and app, to provide mental health, counselling and crisis support to our colleagues.

### Holistic Therapies

Therapies including Indian Head Massage, Reflexology, massages and more are available to all Keele University members of staff

### Paycare Health Cash Plan

Staff can opt to pay in to a healthcare plan which allows them to claim back healthcare costs.

### Chaplaincy

More information about our Chaplaincy and Faith facilities can be found at **keele.ac.uk/faith**

### Sports Centre

Reduced membership rates for staff and all new staff can get one month’s free membership. More information about our Sports facilities can be found at **keele.ac.uk/sport**

### Swimming

Discounted swimming at the Jubilee swimming pool in Newcastle-under-Lyme for staff on production of their Keele card.

### Cycle to Work Scheme

Allows eligible employees the tax-free hire of bicycles and related safety and security equipment. More information can be found at **keele.ac.uk/kc**

## Learning and Development Benefits

### Learning and Development

Our staff have access to a wide range of training opportunities – whether through in-person sessions, our dedicated online learning platform, or LinkedIn Learning. External training is supported where appropriate for accredited programmes, workshops, and conferences. Plus, eligible staff can benefit from up to a 30% discount on tuition fees for postgraduate courses at Keele.

Keele is one of more than 120 universities and research institutions from across the UK which have backed a pledge to support their technicians. The Technician Commitment is a university and research institution initiative, led by a steering board of sector bodies, hosted by the UK Institute for Technical Skills & Strategy. Four target areas have been identified, and the commitment will ensure greater visibility, recognition, career development and sustainability for technicians across all disciplines at Keele.

## Other Benefits

### Financial support

Our staff benefits include a comprehensive financial assistance package for those moving from further afield (subject to eligibility).

### Staff Housing

We have housing on campus to rent or buy keele.ac.uk/staffhousing

### Keele Card

A campus wide payment card.

### NUS Extra Card

The affiliation between the University and the Student’s Union means staff are able to purchase a card which allows them to access discounts and offers on a wide range of products and services.

### Trade Unions

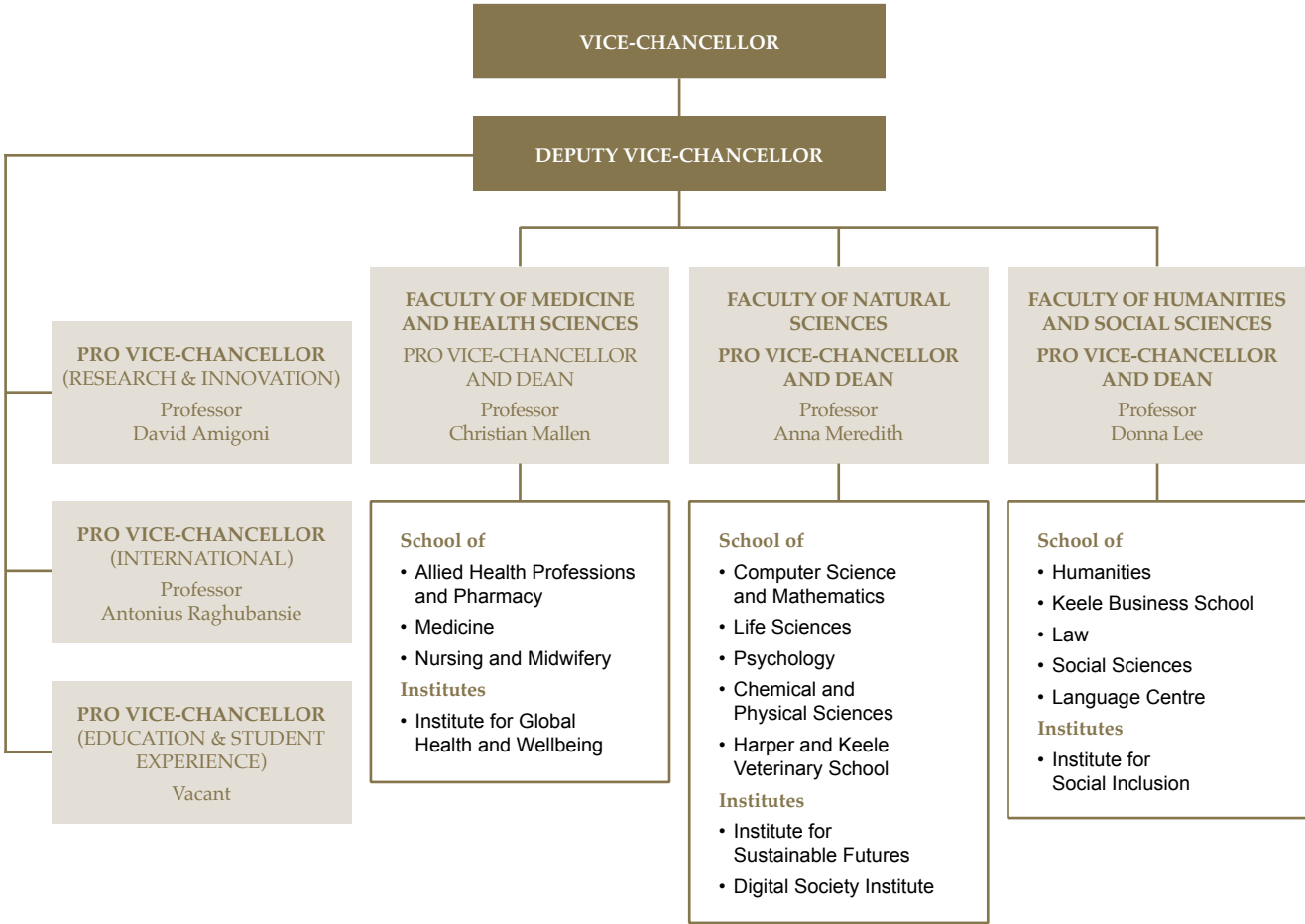
The University works with three recognised Trade Unions (UCU, Unison and Unite). Staff can opt to become a Trade Union member and access the range of services and support they provide.

## Campus Facilities

The University has the following facilities on campus:

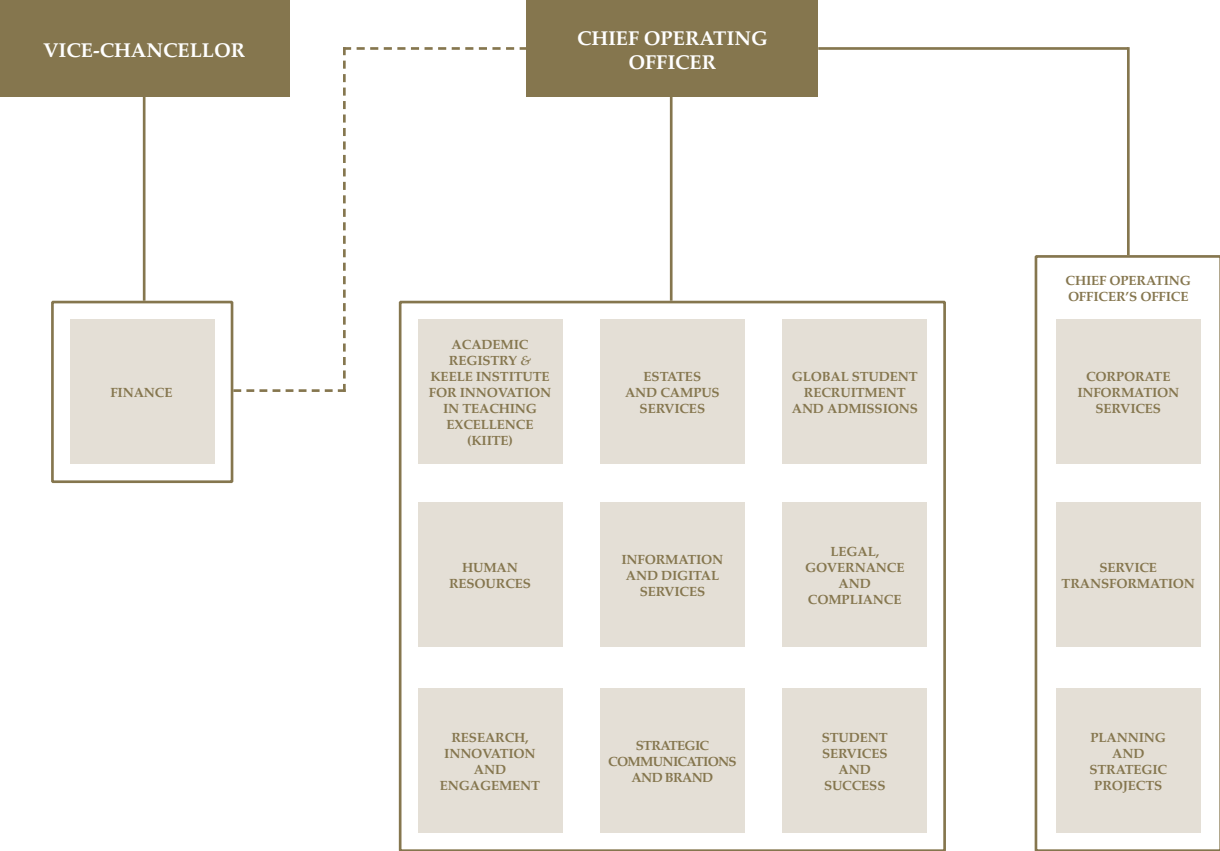
- Pharmacy
- Hotel
- Cashpoints
- Supermarket
- Catering outlets
- Post office
- Onsite veterinary practice

# Academic Structure





# Administration *Structure*



# | How to Apply

## How to *apply*

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Dixon Walter have been retained by the Keele University to provide executive search and advisory services. Should you wish to have an informal discussion about this opportunity then please contact Emma Wilkins on [emma@dixonwalter.co.uk](mailto:emma@dixonwalter.co.uk)

Applications should be emailed to Emma by the closing date of midday on Wednesday, 13 August. Your application should include on separate documents:

- a letter of application setting out your interest in the role and details of how you match the requirements in the Person Specification
- a comprehensive curriculum vitae
- details of three referees and your notice period (referees will not be contacted without your permission)
- a completed Personal Details Form (available from the website below)

Further details are available at: [www.dixonwalter.co.uk/opportunities/keele-pvc-educ-stud-exp](http://www.dixonwalter.co.uk/opportunities/keele-pvc-educ-stud-exp)

GDPR: In making an application for this role we ask you to view Dixon Walter's Privacy Notice which outlines our compliance to General Data Protection Regulations and the use and storage of your data.





Keele University, Keele, Staffordshire, ST5 5BG

[keele.ac.uk](http://keele.ac.uk)