



LIVERPOOL  
HOPE  
UNIVERSITY  
1844

# Appointment of Deputy Vice-Chancellor (2 Year Fixed Term)

Ref: MREC004A

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# Introduction from the Vice-Chancellor (Designate)



*Penny Haughan*

**Dr Penny Haughan**  
**Vice-Chancellor (Designate),**  
**Liverpool Hope University**

Hope is a vibrant and welcoming university. With its roots in a faith based education, it sets out to deliver an education which is values based, but which also equips students for the ever-changing future. This is achieved through the excellence of academic research, the commitment to the city of Liverpool and the extensive links to the world beyond, all of which our students experience on a regular basis.

As I take up my role as Vice Chancellor, I am delighted that you are considering joining Liverpool Hope University. The new DVC will be a key member of our senior leadership team, and will play an essential role in both championing and delivering all aspects of our Strategic Plan. We put our values and ethos at the centre of our strategy and appreciate each member of our community.

Our strategic ambitions include growth and diversification of our student body and portfolio; building on areas of strength; ensuring that our excellent student experience is continually enhanced; further developing the rich relationships we have with international partner institutions; increasing our voice and footprint in the region; building our strong profile in research and knowledge exchange and ensuring we do all of these in a sustainable way. Our objectives and actions are underpinned by our strong ethos and sense of community.

Liverpool Hope is a University where the individual and individuality matter. We want ambitious people to grow and develop with us and we value and recognise staff contributions and achievements. We are committed to supporting and promoting equality and diversity to create an inclusive learning and working environment that recognises and respects difference. We have four beautiful campuses which provide inspiring places in which to live and work, and which provide space and opportunity to deliver our ambitious plans.

If you join us as DVC you will be doing so at an exciting time in our development, Liverpool Hope University is an exciting academic community with excellent scholarly standards and high ambition. We are proud of our past, confident in our present and excited about our future. We would be delighted to hear from you.

# The post

**Post:** Deputy Vice-Chancellor (DVC)

**Subject/Service Area:** Office of the Deputy Vice-Chancellor

**Starting date:** TBC

**Salary range:** Competitive

**Type of contract:** 2 Year Fixed Term

**Work pattern:** Full Time

**Reports to:** Vice-Chancellor (VC)

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The Deputy Vice-Chancellor provides strategic and operational leadership for major aspects of the academic and institutional life of the University. The postholder holds executive responsibility for:

- Leadership of the strategic development of the size and shape of the university's portfolio.
- Strong and visible leadership and line management of senior academic staff
- Leadership of the development of Learning and Teaching specifically in the form of pedagogy and staff development.
- Development and maintenance of high quality franchise, academic partnerships, transnational education, accreditations and other innovations.
- Delivery of excellent outcomes for national benchmarks which reflect the academic performance of the university such as the TEF, NSS, PTES etc
- Ensuring alignment across academic, research, knowledge exchange, international and commercial activities.

The role entails working closely with the VC and other members of the senior management team in the context of delivering the University's Strategic Plan. The DVC will deputise for the VC as required.

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## Key tasks and responsibilities

Below is a broad indication of the typical key duties of the role. This Job Description is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.

- Take day-to-day leadership responsibility for ensuring that the academic function of the University is coherently and imaginatively developing to meet Hope's key strategic aims.
- Provide strategic leadership for senior academic and identified professional services areas, ensuring quality and collaboration across the University.
- Work closely with Academic functions to support excellence in teaching, curriculum development and scholarly activity.
- Oversee the development and implementation of a strategy to grow and diversify the academic portfolio, positioning the university to respond to future changes and opportunities

including CPD, Apprenticeships, Franchise partnerships, TNE and industry-led partnerships.

- Work alongside the COO to lead corporate transformational change and improvement across relevant academic and corporate functions to ensure cohesion and successful outcomes, stimulating innovative approaches to addressing increasing demand on services and resources.
- Ensure the academic portfolio supports the university's student income growth strategy and aligns with the university's financial plans through data-driven insights with the strong intention of increasing student recruitment related to all aspects of the portfolio. This will need to be in collaboration with key colleagues, in particular the Pro Vice-Chancellor Marketing, Recruitment & Admissions.
- Hold executive responsibility for Learning and Teaching, ensuring an intellectually rigorous, inclusive and high-quality academic experience. This includes responsibility for the University's TEF submission and delivery of the APP outcomes.
- To work closely with the PVC to support and promote research, knowledge exchange, innovation and engagement.
- To work with the Academic Registrar to maintain Quality Assurance and Enhancement, promoting high standards and a culture of continuous academic improvement.
- Act as the senior academic lead for the University's engagement with external regulatory bodies, including the Office for Students (OfS) & UK Visas & Immigration (UKVI), ensuring compliance with statutory and regulatory requirements.
- Serve as a member of the Vice-Chancellor's Advisory Group (VCAG) and the University Executive Board (UEB), contributing to collective strategic leadership and institutional decision-making.
- Deputise for the Vice-Chancellor & Rector as required, including chairing meetings and representing the University internally and externally.
- Act as a senior ambassador for the university, building partnerships, identifying opportunities and cementing works with the business world.
- Raise the university's profiles with employers, investors and the wider industrial landscape.
- Lead and sponsor University-wide strategic initiatives aligned with institutional priorities and values.
- Chair various strategic University Committees, as well as being a member of the Senate as Deputy Chair.
- Serve as a member of University Council.
- To build effective and productive relationships with key influencers in government, business and professional bodies.
- To contribute to the development and testing of University risk management plans and be a key member of the Major and Serious Incident response group which will be utilised in crisis situations or when serious unexpected events occur,
- Provide strategic oversight of international partnerships and collaborations.
- Represent the Vice-Chancellor & Rector in interactions with international partners and networks.
- Support international activity that enhances academic quality, reputation and student experience, while remaining consistent with the University's mission and values.

- Integrate equity, diversity, and inclusion (EDI) into the culture and activities within areas of responsibility and across the university.
- To promote the well-being of all staff and students, fostering a culture of respect in all aspects of operation and leadership.
- Act as a visible, accessible and engaged leader within the life of the University.
- Take responsibility for University events as appropriate.
- The post holder may be required to undertake such other duties commensurate with the nature and level of the post as directed by the Vice-Chancellor.

## Person specification

### Methods of assessment

Application form (A) | Interview (I) | Presentation (P)

## Educational Requirements

	Essential (E)/ Desirable (D)	Method of Assessment (A/I/P)
PhD/Professorial standing or equivalent professional qualification, with a profile commensurate with senior academic leadership.	E	A/I
Evidence of continuous professional development.	E	A/I

## Experience

	Essential (E)/ Desirable (D)	Method of Assessment (A/I/P)
Substantial experience of institution-wide leadership within a complex university setting, including evidence of successfully leading change and delivering university strategy.	E	A/I/P
Extensive knowledge of Higher Education and its challenges (both within the UK and globally).	E	A/I
Significant experience and proven record of taking a leading senior role in strategic management with the ability to deputise for the Vice-Chancellor on a wide variety of issues.	E	A/I

Significant and broad academic or academic aligned track record.	E	A/I
A track record of developing teams at a senior level to maximise their potential with the flexibility to oversee a broad and diverse remit, delegating to, encouraging and empowering others.	E	A/I
Track record of delivery of sustainable development and change, including cultural change.	E	A/I
Substantial experience in leading on academic quality and student experience at a senior level within higher education.	D	A/I
Experience in engaging and influencing regulatory bodies, stakeholders, and professional advisers nationally and internationally being politically astute and effective diplomat.	E	A/I

## Skills and Knowledge

	Essential (E)/ Desirable (D)	Method of Assessment (A/I/P)
Demonstrable emotional intelligence, strong relationship-management skills, and the resilience to constructively challenge issues and resolve problems.	E	A/I
Ability to work strategically and operationally whilst being involved in the day-to-day work of the University.	E	A/I
Successful implementation of innovative approaches to business and of leading and implementing major change programmes.	E	A/I
A successful track record in driving performance across the whole range of research, learning, teaching and leadership activities within a varied academic environment.	E	A/I/P
Being a skilled communicator, leader, ambassador, and advocate for the University.	E	A/I
Expertise in resource management, managing strategic risk and ensuring robust business continuity processes and managing change.	E	A/I

Personal ethical standards with a commitment to the highest standards of governance.	E	A/I
Commitment to promoting equality, diversity, inclusion and social mobility.	E	A/I
Open and inclusive leadership style with the ability to build credibility, trust and respect with academic and professional colleagues, our students, Governors, and key partners.	E	A/I
Ability to lead successful major organisational projects including digital developments, relating to the Higher Education Sector in the UK and globally.	E	A/I
A commercial mind set and ability to constructively challenge the status quo.	E	A/I
Excellent written and oral communication skills, including crafting complex messages for diverse stakeholders.	E	A/I
Commitment to furthering the mission and values of the University	E	A/I

## Any other requirements

	Essential (E)/ Desirable (D)	Method of Assessment (A/I/P)
Highly flexible and able to travel on a local, national and international basis when required	E	A/I
Willingness to work outside of normal office hours for events as appropriate.	E	A/I
Commitment to a primarily campus based schedule.	E	A/I

# Conditions of service

This post is based at Hope Park campus. However, you may be required to work in other areas of the University as and when required.

This is a fixed-term post for two years and a standard probationary period will apply.

Salary is payable monthly in arrears by bank giro credit on and around the 20<sup>th</sup> of each month. The annual leave runs from 1<sup>st</sup> September to 31<sup>st</sup> August. Holiday entitlement is 32 days per year plus statutory Public Holidays and Liturgical days. This entitlement is pro-rated for part-time staff.

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## Further Information

Liverpool Hope University has two main teaching campuses – Hope Park in the Liverpool suburb of Childwall and the city centre Creative Campus.

We have invested more than £60 million in buildings and equipment over the past eight years and we are proud of our campuses. Stunning listed buildings sit alongside modern architecture, and with beautiful gardens and facilities, which make Liverpool Hope University a unique place to work and study.

## Our Mission

Liverpool Hope University:

- Has a focus on the personal and academic development of students, providing opportunities within and beyond the curriculum to promote student success.
- Is a national and international provider of a wide range of high-quality programmes responsive to the needs of students.
- Provides particular and tailored opportunities for those who might otherwise not have had an opportunity to enter higher education.
- Alongside a broad portfolio of subjects, has a particular commitment to the education, training and professional development of teachers.
- Actively supports the achievement and wellbeing of a community of both professional services and academic staff, to deliver excellent teaching and learning, scholarship and research and student support and empowerment.
- Contributes to educational, cultural, social, religious, and economic development on a local, national and international basis.

## Our Values

In delivering its mission Liverpool Hope seeks to:

- Be open, accessible and inclusive,
- Be intellectually stretching, stimulating and challenging,
- Be hospitable, welcoming, cheerful, supportive and professional,

- Have campuses which are aesthetically pleasing environments,
- Collaborate with others in productive partnerships,
- Remain true to its Christian roots and all that they stand for.

## National Student Survey

Liverpool Hope University has been ranked fourth in the UK for student satisfaction following analysis of the National Student Survey (NSS) results by Times Higher Education (THE). The NSS 2025 saw Liverpool Hope University placing first in the North West across eight areas. These include:

- Teaching on my course
- Learning opportunities
- Assessment and feedback
- Academic support
- Student voice
- Students' Union representation of academic interests
- Communication about mental wellbeing support services
- Freedom of expression

These scores rank the institution in the top five nationally for learning opportunities (3rd), assessment and feedback (3rd), academic support (2nd), student voice (5th) and freedom of expression (2nd), attracting an overall response rate of 83% of eligible students.

The NSS offers final year students the opportunity to provide feedback on their course and other aspects of university.

## Equality and Diversity

Consistent with its Mission, Liverpool Hope strives to be a university where the individual and individuality matter. We hold students, staff and visitors in high regard and we seek to foster a working and learning environment that recognises and respects difference. All staff are expected to comply with the University's Equality and Diversity policies in the performance of their duties.

## Health and Safety

Liverpool Hope University is committed to ensuring the health, safety and welfare of all staff at work and of students, visitors and others by continuous improvement in standards of health and safety. All staff are expected to comply with the University's Health and Safety policies in the performance of their duties.

## Sustainability

Liverpool Hope University is committed to enhancing the quality of its environment for its staff and students working and living at the University and the wider community; and aims to manage its operations in ways that are environmentally sustainable, economically feasible and socially responsible. All staff are expected to work in accordance with, and promote the University's sustainability practices.

# Benefits of working at Liverpool Hope University

We recruit staff nationally and internationally as we seek out the best to help build Hope for the future. If you join us, you will be doing so at an exciting and challenging time as we work to build a liberal arts inspired university of distinction in the UK.

Liverpool Hope offers its employees a full range of benefits:

## Pay and Pensions

- Competitive rates of pay defined using the HERA job evaluation scheme
- Pension schemes with generous employer contributions

## Home and Family

- Generous Annual Leave Arrangement
- Opportunity for flexible working arrangements

## Training and Development

- Induction training for all new staff
- Staff development opportunities

## Health and Well-Being

- Hope Park Sports fitness suite and classes with discounted membership
- A range of food outlets with healthy eating options
- Staff counselling service
- Staff cycle scheme
- Support with lifestyle changes
- A range of social activities and groups
- On-site chapel, multi-faith prayer room and Chaplaincy
- Eye testing scheme

We also provide a variety of staff discounts ranging from reduced price Theatre tickets to discounts on beauty treatments.

## Library services

Liverpool Hope's Library Service provides access to a wide-ranging collection of physical and online resources to support learning and research. The service also provides different types of study space across both campuses to support the wide range of learning styles and needs, from individual study rooms to group spaces, and from silent study to more relaxed social learning.

## Car Parking

All users of university car parks are required to pay for their use. The University has a scalable charging system for annual permits and pay and display facilities for occasional users.

# How to apply

**The closing date for applications is Thursday 12<sup>th</sup> March 2026, 5pm**

Applications should consist of a full curriculum vitae, detailing qualifications and experience, full employment history and relevant achievements. CVs should be accompanied by a covering letter describing in no more than 3 pages how candidates meet the criteria outlined in the person specification, why the appointment is of interest and what they believe they can bring to the role.

Applications should be sent to [jobs@hope.ac.uk](mailto:jobs@hope.ac.uk) by **Thursday 12<sup>th</sup> March 2026, 5pm** - quoting the reference number **MREC004A**.

Interviews for this position are likely to be held W/C 20<sup>th</sup> April 2026

Please visit the below link in order to find more information about the use of personal information provided by candidates to the University:

[\*\*Applicant Privacy Notice\*\*](#)

## Useful links

[Liverpool Hope Website](#)

[Working at Liverpool Hope University - People Services](#)

[New International Staff](#)

[Liverpool Hope University Strategic Plan](#)

## Name of contact for queries

You are welcome to arrange a confidential discussion about the role by emailing Andy Catterall, Director of Governance & People Services: [cattera2@hope.ac.uk](mailto:cattera2@hope.ac.uk)





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