

AMBITION
DELIVERED
TODAY



Vice-Chancellor and Chief Executive

Job reference: 763



Welcome

Dear candidate

Thank you for your interest in the role of Vice-Chancellor and Chief Executive at Teesside University. On behalf of the Board of Governors, I am delighted to present this exceptional opportunity to lead a dynamic, ambitious, and globally-engaged institution.

Teesside University is proud of its transformative impact – locally, nationally, and internationally. Our mission is clear: to harness the power of education, research, and enterprise to transform lives and economies. We are deeply committed to delivering excellence in everything we do, and our students remain at the heart of our purpose. Recently, and in recognition of our progress, we are proud to have been shortlisted for Times Higher Education University of the Year 2025, and to have recently been named Daily Mail Modern University of the Year 2026.

As Vice-Chancellor and Chief Executive, you will be instrumental in shaping our strategic vision beyond 2027 and building upon the achievements within our current strategy, Ambition Delivered Today. We are proud of our achievements, including being one of only 15 universities nationally to achieve a Gold rating across all areas of the Teaching Excellence Framework; assessed as Ofsted Outstanding for apprenticeships; our growing reputation for world-leading research and our world class teaching facilities. These successes reflect the dedication of our staff and the strength of our partnerships.

We are seeking a visionary leader who not only shares our values and commitment to excellence, but who also understands the importance of civic leadership – someone who can navigate and influence the civic context within the regional and political landscape, while steering an outstanding academic institution. This role demands a leader who is outward-facing, capable of amplifying Teesside University's voice and impact across sectors and borders whilst anchored to the delivery of an outstanding student experience.

This candidate pack provides further insight into our university, our ambitions, and the role you could play in shaping our future. We look forward to learning more about you and your aspirations for leading our institution.

Ada Burns

Chair of the Board of Governors



Vice-Chancellor and Chief Executive

Summary of the Role

As Vice-Chancellor and Chief Executive you will provide strategic and operational leadership to deliver the University's vision, mission, and corporate plan. This is a pivotal role for a dynamic, outward-facing leader who can inspire excellence, drive innovation, and enhance the University's reputation locally, nationally, and globally.

You will:

- > lead the development and delivery of a bold strategic vision in collaboration with the Board of Governors and senior leadership
- > champion a high-performance, inclusive, and student-centred culture
- > ensure financial sustainability and effective governance across the institution
- > act as a visible ambassador, influencing policy and promoting the University's achievements and civic role
- > advance academic excellence, research impact, and industry engagement
- > navigate the complex political, regional, and civic landscape to position Teesside as a key anchor institution
- > foster strategic partnerships and philanthropic growth to support long-term success.

This is an exceptional opportunity for a visionary leader to shape the future of a transformative university at the heart of its community and beyond.



Strategic Ambitions

Our strategic ambitions are outlined in our Corporate Strategy 2027: Ambition Delivered Today. These ambitions reflect a bold, future-facing vision that positions Teesside University as a high-performing global institution anchored in the Tees Valley. Here are the key strategic aims:

1 Education 4.0

Empowering students through digitally enhanced, inclusive, and future-facing education. Strategic partnerships with Adobe and Microsoft support this ambition, preparing students for a rapidly evolving world.

2 Research and Knowledge Exchange

Driving transformative research that addresses regional, national, and global challenges – particularly in health, sustainability, and the digital economy. We aim to build a strong research culture with real-world impact. Collaborating with industry to foster innovation and support economic regeneration. We are committed to being a key anchor institution that contributes to local and regional growth.

3 Teesside University Global

Enhancing international reach and reputation through global partnerships, student mobility, and transnational education. We seek to be a destination of choice for international students and staff.

4 Resources and Business Management

Delivering service excellence across all core functions to support strategic delivery and ensure long-term sustainability.

We have made a commitment to transform lives and economies, and this is underpinned by a broad spectrum of activity that seeks to generate the future workforce, galvanise economic prosperity, support social mobility and deliver cultural, civic and social impact.

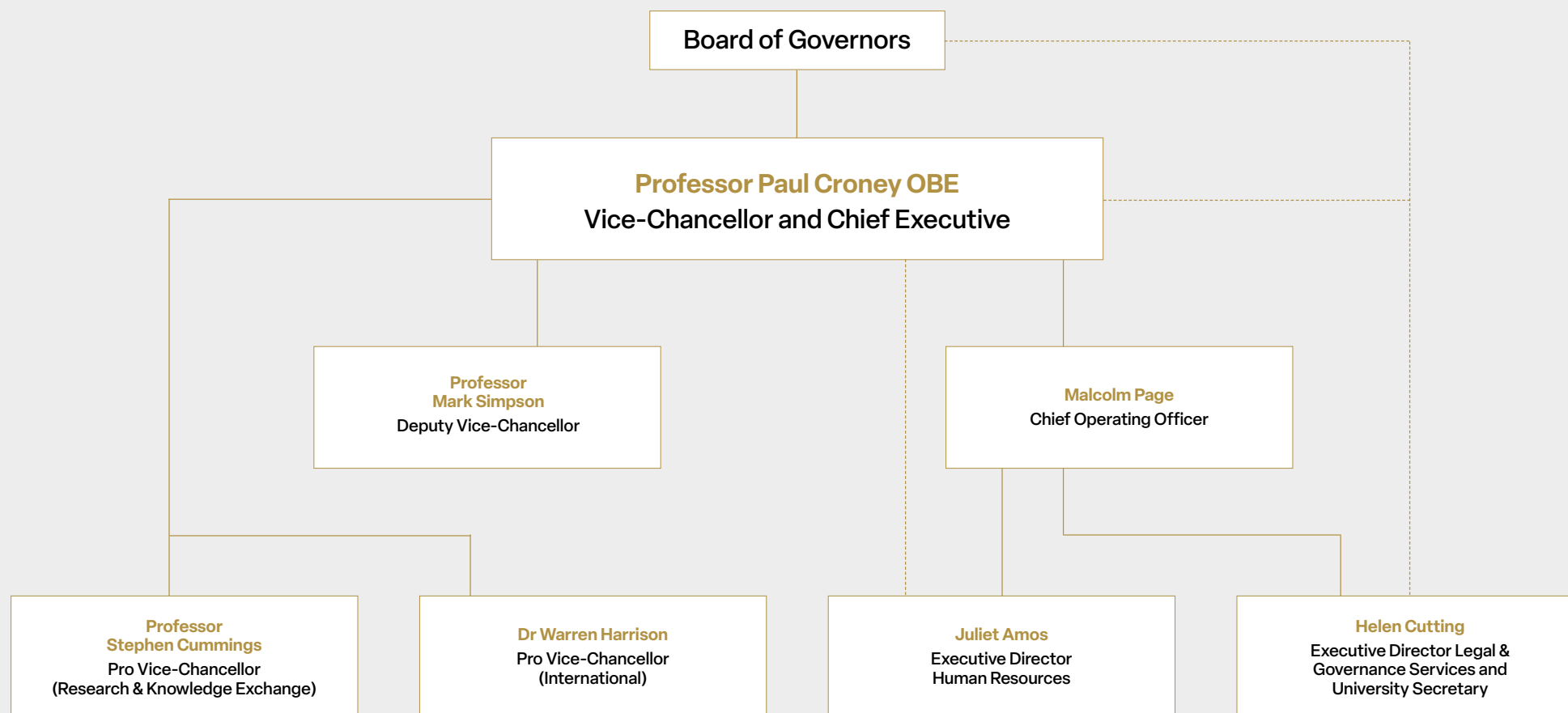
We have made a positive contribution to our communities, realised through major regeneration projects in our region; close collaboration with business and the charity and voluntary sectors to achieve shared goals; and delivering on a range of philanthropic activity to support local people.

As a key member of Universities for the North East, Universities UK, and the Association for Commonwealth Universities, we advocate for regional priorities and raise the profile of local challenges and opportunities on both national and global scales.

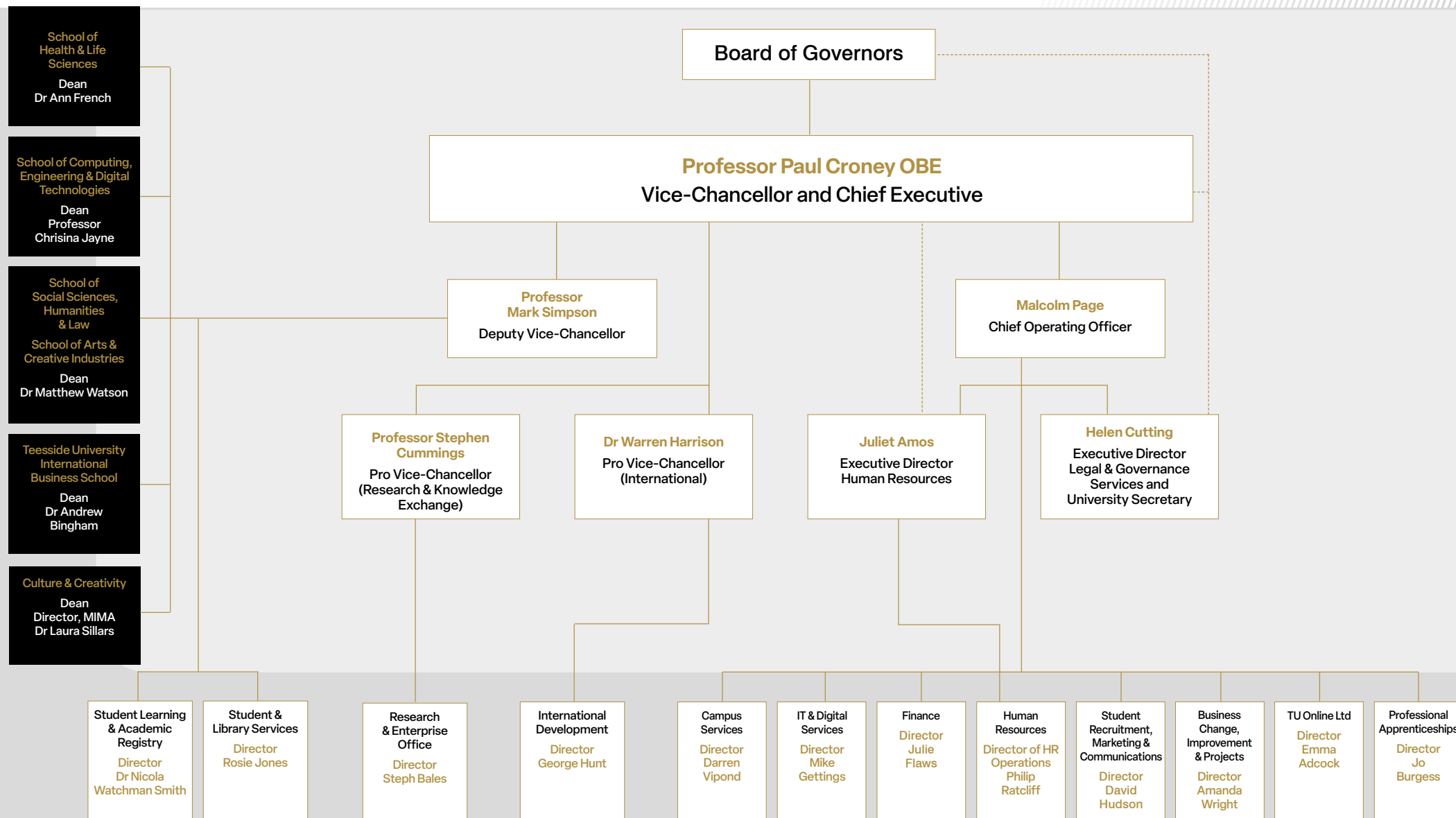
As our new Vice-Chancellor we want you to lead us into the next stage of our journey, further developing our ambitions and leading on complex issues in a way that is supportive and values-led, while putting the needs of the University first.



University Executive Team



University Senior Management Team



Vice-Chancellor and Chief Executive

The Role

POST TITLE:

Vice-Chancellor and Chief Executive

RESPONSIBLE TO:

Board of Governors, reporting via the Chair of Board of Governors and Pro-Chancellor

JOB PURPOSE:

To provide strategic and operational leadership to the University in the development and achievement of strategies to transform lives and economies within the Tees Valley, and across its sphere of influence nationally and globally.

Main duties and responsibilities

- 1** To provide strong, visible and effective strategic leadership which engages staff and builds their commitment to the University, maintains a student and customer-centred focus and drives high performance.
- 2** Working closely with the University's Executive and Senior Management Teams, lead the development of the University's corporate plan, articulating a shared strategic vision and clear, measurable objectives for delivery.
- 3** To ensure effective financial management of the University which aligns institutional performance with longer term financial sustainability.
- 4** To maintain and enhance the University's culture as a positive, collegiate and inclusive community committed to partnership and mutual respect.
- 5** Ensuring active engagement from key stakeholders, and in collaboration with the Board of Governors, lead the ongoing development of the University's vision, aims and mission.
- 6** To be a proactive, visible and effective ambassador for the University, influencing policy and promoting the achievements, reputation and standing of the University locally, nationally and internationally.
- 7** Deliver excellence in education and industry-focused research and innovation and building a strong research culture and sustainable future.
- 8** To maintain and enhance the academic performance, standards and standing of the University, in line with relevant University strategies, ensuring that all associated outcomes and indicators are of the highest quality.
- 9** To ensure the provision of the highest possible standards of teaching, learning and wellbeing support needed to deliver an outstanding educational experience and creating an environment within which all students can thrive.
- 10** To promote and actively support the role of the University as a key anchor institution, working with others to create opportunities for local and regional economic growth and regeneration.
- 11** To ensure that the University continues to be innovative and flexible, adapting as necessary to both the opportunities and challenges created by the dynamic economic, political and regulatory environment within which higher education operates.
- 12** To maximise effective use of all the University's resources in the pursuit of its vision and mission and the delivery of its corporate plan.
- 13** Advance the corporate objectives of the University by developing and sustaining strong collaborative partnerships and strategic alliances with organisations, industry and stakeholders at regional, national, and international levels.
- 14** To lead an approach that ignites the power and reach of the University's alumni and creates an environment for increasing philanthropic support.
- 15** Work alongside the Chair and University Secretary to ensure the highest possible standards of effective governance of the institution and its subsidiaries, maintaining a culture which embraces scrutiny and engagement of governors, staff and students in the operation of the University.
- 16** Act as the Accountable Officer under the Office for Students Regulatory Framework.

Vice-Chancellor and Chief Executive

The Person – Essential criteria

Criteria	Essential	Method of assessment
Qualifications	> Professor of standing and a profile commensurate with a senior academic leadership role, or > Doctoral level qualification or equivalent standing in a discipline ideally aligned to the University's portfolio, and > Evidence of continued professional development, formal or informal	Application form
Experience	> Strong track record of operating at a senior executive level in the context of a modern University > Evidence of initiating and building strong collaborative partnerships and strategic alliances at a regional, national and international level > Experience of developing coherent and aligned strategic goals and objectives and defining meaningful measures > Experience of leading financial and commercial strategy with measurable results > Experience of operating at Board level and maintaining good governance practices, with the ability to develop and sustain good working relationships with Board members	Application form/selection process
Knowledge and skills	> Deep understanding of the UK and global higher education context and the economic and regulatory challenges it faces, with the ability to respond decisively > Demonstrates empathic understanding of the local and regional context and an ambition to transform lives and economies > Commercially astute, with the ability to align institutional performance with long-term financial sustainability > Excellent communication, intellectual and influencing skills, capable of winning respect and trust > Politically astute and able to demonstrate an understanding of the role of a university as a catalyst for local and regional economic growth > Strong grasp of risk appetite and decision-making within an effective risk management framework > Knowledge of academic strategy, research impact and student success metrics > Demonstrable analytical skills and strategic insight	Application form/selection process
Leadership competencies	> Visionary and strategic thinker with a sharp focus on execution and results > Ability to take courageous decisions and lead at pace in a dynamic environment > Able to build a collegiate culture, with effective models of delegation, performance and accountability > Highly effective communicator, both internally and externally > Highly self-aware, resilient and adaptable with a strong sense of personal accountability and authenticity	Application form/selection process
Values	> A leader who embraces our values, energy and ambition > Inclusive and values-led, promoting dignity, fairness and respect at all levels > Committed to, and invested in, the wider region > Commitment to widening participation and the social impact of education	Application form/selection process

Vice-Chancellor and Chief Executive

The Person – Desirable criteria

Criteria	Desirable	Method of assessment
Qualifications	> Professor of standing and hold a doctoral level qualification (PhD or professional doctorate) within a relevant academic discipline > Postgraduate qualification and/or evidence of continuing professional development > Membership of relevant professional bodies	Application form
Experience	> Experience of influencing higher education policy and regulation > Evidence of delivering excellence within an academic context > Demonstrable success in diversifying income streams and securing commercial investment > Track record of operating at Vice-Chancellor or Deputy Vice-Chancellor level	Application form/selection process

World-leading Research

At Teesside University, research is powered by the expertise of our academics. Our engaged approach delivers real impact across economic, social, and cultural spheres, benefiting students, partners, and communities.

Our research is bold, relevant, and globally connected. From shaping international health policy on obesity and jet lag, to advising the UK government on Net Zero, tackling organised crime, and revolutionising digital practices in construction – Teesside researchers are solving the world's most pressing challenges.

The majority of our research was judged to be world-leading or internationally excellent.

(*REF2021)

Rated world-leading or internationally excellent in the latest Research Excellence Framework (REF), our work is deeply collaborative. We partner with businesses, charities, governments, and the public to ensure our research delivers value – locally, nationally, and globally.



Innovation with Impact

Our Launchpad start-up hub fuels entrepreneurial talent and regional growth. Teesside start-ups rank 7th nationally by turnover, generating £118m and supporting 645 jobs across the UK last year.

We work closely with industry to co-create solutions, enrich our curriculum, and provide placements and internships – a commitment recognised through our Customer First accreditation.

Our approach to research and innovation has earned us recognition as one of the UK's most engaged universities, demonstrated through our continued improvement in the Knowledge Exchange Framework. Teesside excels in CPD and start-up activity, ensuring knowledge flows beyond campus and into the communities we serve.

Innovation is a catalyst for change at Teesside University. We turn ideas into impact, powering progress through bold thinking, strategic partnerships, and entrepreneurial energy.

At Teesside, innovation means creating a future where everyone benefits from progress.

VERY HIGH ENGAGEMENT

**KEF
5**

- ✓ Working with business
- ✓ CPD and graduate start-ups
- ✓ Local growth and regeneration

KNOWLEDGE EXCHANGE FRAMEWORK*



Customer First*



Campus Masterplan

Teesside University is proud to be one of the UK's most financially resilient higher education institutions – debt-free, consistently in budget surplus, and strategically investing to provide an excellent learning and teaching experience.

At the heart of this commitment is our £300m Campus Masterplan – a transformative initiative creating world-class spaces for learning, collaboration, and discovery.

Middlesbrough



Located in the heart of the Tees Valley, our main campus in Middlesbrough has undergone a remarkable transformation with over £300m invested to date. Highlights include:

- > **Student Life:** a £13.2m one-stop facility for student support services
- > **BIOS:** a £36.9m medical science facility advancing health and life sciences
- > **Digital Life:** £41.4m centre for gaming, animation, and digital technologies

London



Located in the heart of Queen Elizabeth Olympic Park, Teesside University London is based at Here East, a dynamic hub for innovation, technology, and entrepreneurship. This campus reflects Teesside's commitment to expanding its reach and impact beyond the North East, offering a distinctive learning experience in one of the UK's most vibrant tech ecosystems.

Our multi award-winning campus now rivals the best in the sector, with developments recognised by RICS, BREEAM, Green Apple Awards, and Constructing Excellence.

Darlington



A short journey from the Middlesbrough campus, with excellent local transport links, this campus houses our National Horizons Centre of excellence for biosciences, and a health and life sciences facility.



£300m Campus Masterplan



**Award-winning buildings:
BIOS
Digital Life**



**Green Apple, RICS, BREEAM,
Constructing Excellence
awards, EcoCampus Gold**

Beyond facilities, our investment reflects a deeper commitment to research, innovation, and community impact. Strategic assets like the National Horizons Centre of excellence for biosciences, Net Zero Industry Innovation Centre, and Middlesbrough Institute of Modern Art (MIMA), our on-campus Tate+ art gallery, enrich the student journey and connect learning to the real world.



Global Reach

Teesside University is a truly global institution, connecting students and staff through international opportunities, world-class partnerships, and collaborative research networks.

Our commitment to global engagement is reflected in a 60% rise in international mobility, enabling more students to study, work and collaborate across borders.

In the International Student Barometer Survey (Autumn) 2024* 94.4% of students studying at Teesside University were satisfied with overall happiness.

Our alumni network of **150,000** graduates across more than **150 countries**, forms a powerful and engaged global community.

Teesside University is building a reputation as partner of choice for high-impact research, innovation and expertise, connecting people and ideas across continents to shape a better future.

150,000

alumni across 150+ countries

60%

increase in student mobility

**RANKED
2ND**

in the Times Social Inclusion Index



Local Impact

At Teesside University, we are a recognised driver of economic growth, directly and through our partnerships. We are an engine of opportunity and social mobility – proud to serve our communities and play a vital role as an anchor institution within the Tees Valley.

We work with local partners, businesses, and the creative industries to shape a smarter, stronger, and more vibrant region. Our commitment to place is reflected in everything we do, from widening access to education, to driving innovation and cultural engagement.

In 2026, we will proudly host the Turner Prize at MIMA, our Middlesbrough Institute of Modern Art, further cementing our role as a cultural and civic leader in the North East.

Teesside University is not just part of the Tees Valley, we're helping shape its future.



Turner Prize hosted at MIMA in 2026



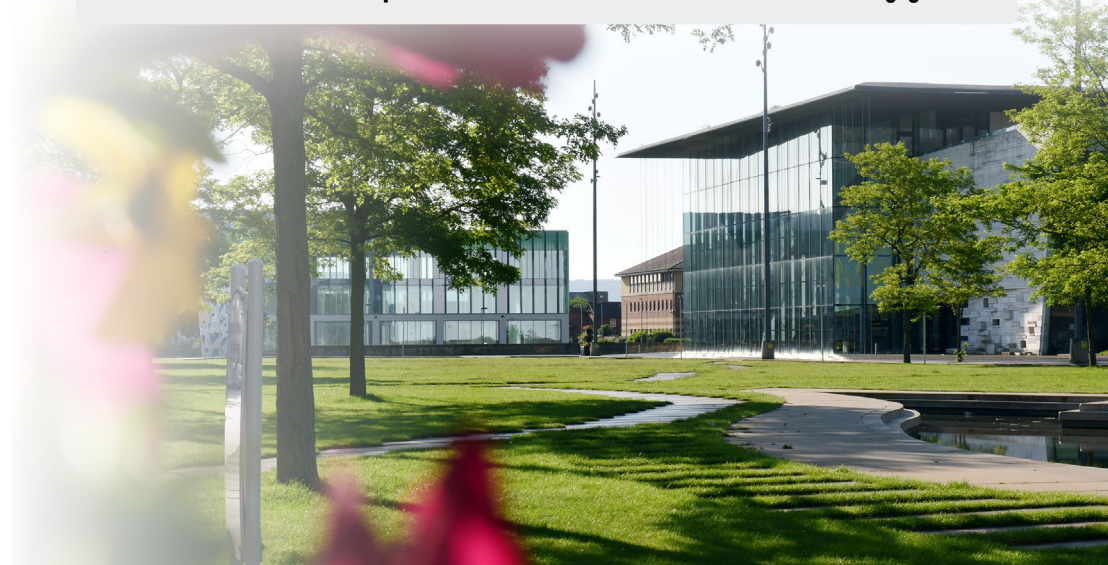
£105m annual GVA contribution



£80m Investment Zone partner



Creative industries and civic engagement



Powered by People United by Purpose

Our staff are the driving force behind our success. Their passion, expertise, and dedication drive student success and institutional excellence.

Team Teesside is a bold, collaborative community united by a shared commitment to excellence. With 87% staff satisfaction, our people feel valued, supported, and empowered to make a difference.

We are proud to have achieved Investors in People Gold for five consecutive accreditations, reflecting our commitment to nurturing talent and fostering a positive workplace culture.

Our focus on wellbeing, inclusivity, and professional development is recognised through a range of prestigious awards and accreditations – evidence that when our people thrive, so does our University.



What does Team Teesside mean to our staff?
Click [here](#) to find out.

**INVESTORS IN
PEOPLE GOLD**
(5 CONSECUTIVE ACCREDITATIONS)

87%
staff satisfaction

**BETTER HEALTH
AT WORK**
(MAINTAINING EXCELLENCE)

**ATHENA SWAN, DISABILITY
CONFIDENT LEADER,
MINDFUL EMPLOYER**



**Better Health
at Work Award**
Maintaining Excellence



INVESTORS IN PEOPLE®
We invest in people Gold



Teesside University in Numbers

£144m+

LAST 5 YEARS

OVER £144M, FROM CASH RESERVES, INVESTED IN OUR CAMPUSES

£25.8M

AVERAGE ANNUAL CASH SURPLUS
OVER LAST FIVE YEARS

OVER

£105M

GVA ANNUAL
CONTRIBUTION TO
THE TEES VALLEY

(TEESSIDE UNIVERSITY
ECONOMIC IMPACT
REPORT 2025)

OVER

£220M

DEBT FREE

Our robust financial management has ensured that the University remains in surplus and carries zero debt

2,668

IPADS, KEYBOARDS AND
CASES DEPLOYED TO FIRST YEAR
UNDERGRADUATES

25,047

Total number of students (based on
2023/24 HESA student records)

79%

THE AMOUNT OF GRADUATES
THAT ENTER HIGH-SKILLED
EMPLOYMENT OR GRADUATE-
LEVEL FURTHER STUDY

GVA ANNUAL
CONTRIBUTION TO
THE TEES VALLEY

(TEESSIDE UNIVERSITY
ECONOMIC IMPACT
REPORT 2025)

715+

Through our on-campus
business support, our
graduates have launched
over **715+** new businesses

3,096

Total number of
staff in 2024

£3,054

SERVICES AND FACILITIES
SPEND PER STUDENT

£300m

CAMPUS MASTERPLAN

1,250

Students studying
in partner institutions
overseas

TEF GOLD

ACROSS ALL AREAS

We have more than **150,000** alumni from over
150 different countries who we are working to
bring together in an active community of global
Teesside graduates

150,000+

Teesside and the region

Teesside is known for its exciting mix of industry, culture and striking scenery.

From the nearby stunning coastline to the area's vibrant towns and glorious countryside, this is a place where old and new, urban and rural, and culture and commerce converge.

Cushioned between County Durham and North Yorkshire, each corner of Teesside – or the Tees Valley – is a unique destination waiting to be discovered. Darlington, Hartlepool, Middlesbrough, Stockton-on-Tees and Redcar & Cleveland are all bursting with things to do, places to see and stories to tell.

Middlesbrough Institute of Modern Art (MIMA) is one of the UK's leading galleries for modern and contemporary art and craft, and is part of the University.

Baker Street and Bedford Street are collectively unique and home to an emerging and growing collection of truly British homegrown independent retailers and service providers at the heart of Middlesbrough's cultural renaissance.

Then there's the North York Moors National Park, with its spectacular views and historic sites, as well as the stunning beaches of Redcar and Saltburn-by-the-Sea all close to our Middlesbrough campus.

The Tees Valley enjoys easy access to the rest of the country with London, Edinburgh and Manchester an easy two-and-a-half hour train journey away and Newcastle, York, Leeds and the Lake District all within an hour's drive.

[Discover more about our region](#)



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



**Delivering
Excellence**



**Empowering
Individuals**



**Embracing
Diversity**



**Communicating
Openly**



**Fostering
Creativity**



**Committing to
Sustainability**



**Taking
Responsibility**

Vice-Chancellor and Chief Executive

How to apply

Teesside University has appointed [Veredus](#) for the recruitment of the Vice-Chancellor and Chief Executive.

You will be required to upload the following documentation by no later than 5pm on Friday 5 December 2025:

- > a full curriculum vitae
- > a covering letter (maximum of two pages) outlining your motivation for this role, your relevant experience and how you meet the criteria of the person specification
- > details of two referees – please note we will not contact them without your prior consent and only if you are shortlisted

You will also be required to complete the following online forms via the links on this page:

- > a completed Equality and Diversity Monitoring Form
- > a completed Candidate Supporting Information Form

To apply, please go to the “Apply Here” button on the How to Apply page within the microsite:
<https://www.veredus.co.uk/vc-teesside-university/>

All submissions will receive an on-screen acknowledgement upon submission. Should you encounter any issues or be unable to apply online, please contact education@veredus.co.uk

Further information

Should you wish to discuss the role in strict confidence, please contact:

- > Reece D’Alanno on reece.dalanno@veredus.co.uk
- > Nataliya Starik-Bludova on nataliya.starik-bludova@veredus.co.uk
- > Veronika Dergal on veronika.dergal@veredus.co.uk

Indicative recruitment timeline

Milestone	Date
Closing date	5pm on Friday 5 December 2025
Preliminary interviews with Veredus	11, 12 and 15 December 2025
Shortlisting	18 December 2025
Final selection process	13 and 14 January 2026

GDPR

At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: [Veredus | Privacy Policy](#)



**AMBITION
DELIVERED
TODAY**

Teesside University
Middlesbrough
Tees Valley T: +44 (0) 1642 218121
TS1 3BX UK tees.ac.uk

For further information on citations visit
tees.ac.uk/source