



Appointment of
**Vice-Provost
(Education and
Student Experience)**

Candidate Pack

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1. Welcome from the President & Provost of UCL

Dear Applicants,

Thank you for your interest in the vital and hugely exciting role of Vice-Provost (Education and Student Experience) at UCL.

With a vastly diverse student population of over 50,000 studying in a multidisciplinary and multi-campus setting, UCL's learning environment presents many opportunities for the right candidate to make a tangible difference to the experiences and outcomes of our talented students.

We prepare our students to be global citizens pursuing global careers, and the skills, understandings and networks they build outside of formal learning are just as important as what happens in our lecture theatres, studios and labs. Because of that, an ambitious range of projects are in train to ensure that our education and student experience remains world class and relevant to the world into which our students will graduate. From the Programme Excellence Programme of curriculum reform to our Student Life Strategy, education and student experience is at the heart of our Strategic Plan 2022-27. We are also focused on contributing to a global conversation about the implications of new technologies for education and learning and on helping our students to grow the crucial life skill of disagreeing well.

All of this requires a visionary and ambitious leader with a strong track record of developing and delivering impactful initiatives and of successfully implementing lasting change. And, given the devolved nature of UCL, one who excels where real change and innovation are the rewarding outcomes of sustained engagement and collaboration.

As UCL approaches its bicentennial year in 2026 and sets the direction for its next 200 years, talented and diverse staff are integral to our ongoing success. I look forward to receiving your application and welcoming you to our vibrant community.

Dr Michael Spence
President & Provost

A rectangular box containing a handwritten signature in black ink, which appears to read 'Michael Spence'.





2. About University College London

UCL is a radically different university. Founded in 1826 in the heart of London, we were the first university in England to welcome students of any religion and the first to welcome women on equal terms with men. Today, UCL has more than 50,000 students and 16,000 staff from over 150 countries and is consistently ranked as one of the top ten higher education institutions in the world.

We champion innovation, creativity, and cross-disciplinary working in our teaching and research, and we are consistently ranked among the top ten universities in the world. Our progressive approach to teaching and research, our world leading academics, curious students and outstanding staff continually pursue excellence, break boundaries, and make an impact on real world problems.

We pride ourselves on our academic excellence with over 400 undergraduate and 700 postgraduate programmes. UCL has an interdisciplinary approach to teaching and pioneering research, creating real-world impact to address some of the major challenges of our time, such as climate change, mental health & wellbeing, data-empowered societies, inequalities, intercultural communications.

This is supported by our significant investment in UCL Grand Challenges, through which we will invest £25 million over eight years to support interdisciplinary collaboration, community-building, and innovation with respect to thematic global challenges.

UCL is an outstanding place to work. Our people are our greatest asset, and we provide an empowering, values-based environment in which to work. We foster diversity of thought, mutual respect and collaboration, and actively encourage applications that will bring diverse experiences to the leadership of UCL.





World Leading Faculties

We lead the field across our 11 faculties and work together across disciplines to solve the world's biggest problems.



[Arts & Humanities](#)



[Bartlett \(Built Environment\)](#)



[Brain Sciences](#)



[Engineering Sciences](#)



[IOE - Education & Society](#)



[Laws](#)



[Life Sciences](#)



[Mathematical & Physical Sciences](#)



[Medical Sciences](#)



[Population Health Sciences](#)



[Social & Historical Sciences](#)



Our Locations and Facilities

UCL sits at the heart of one of the most dynamic cities in the world and is committed to being a global leader in knowledge exchange, enterprise and open innovation.

UCL Bloomsbury Campus

UCL is continually creating new world-class facilities in our Bloomsbury campus – both through new developments and refurbishing some of our buildings that are rich in heritage.

UCL's extensive facilities are fundamental to our student and staff experience. Modern laboratories, state-of-the-art facilities and specialist tools sit alongside dedicated student study spaces. Our purpose-built facilities at UCL sit at the heart of one of the most dynamic cities in the world. Bloomsbury campus also boasts an award-winning Student Centre and 18 specialist libraries.

UCL East

Opened in 2023, our new [UCL East campus](#) is an experiential learning environment, home to multidisciplinary research labs, workshops and more. This pioneering new campus sits in the heart of the Queen Elizabeth Olympic Park in Stratford in east London. Surrounded by parkland and waterways, our UCL East campus is a living landscape that is welcoming, accessible and open to the public.

UCL East is also a founding partner of East Bank, a new powerhouse for innovation, creativity and learning on Queen Elizabeth Olympic Park, along with the BBC, Sadler's Wells, the V&A and UAL: London College of Fashion.





3. About Education and Student Experience

Inspiring curiosity, challenging convention, and shaping future leaders through world-class education. At UCL, we empower students with the knowledge, skills, and global perspective to drive meaningful change.

UCL's [Strategic Plan 2022-27](#) sets out the [academic initiatives](#) that have guided our recent endeavours to maintain and extend the high quality and excellent reputation of UCL degrees. These initiatives are reinforced by our [Statement of Excellence in Education & Student Experience](#), which guides and informs our work and strategic priorities.

Our work to drive education excellence is supported by our new Higher Education Development & Support institute (HEDS). Launched in 2023 as one of the key strategic education projects, HEDS brings together our Careers and Education Development Teams into a single service integrating education and employability excellence. In a sector-leading approach, we offer expertise and support to educators and prepare students for their future careers.

We are currently in the delivery stage of several projects, which include the second phase of our Programme Excellence project, a significant institution-wide Curriculum Review to conclude in Autumn 2025. Phase one of this project reviewed and streamlined our programme portfolio, and phase two is focused on ensuring the alignment of our curricula with [UCL Curriculum Design Principles](#). This also includes our Extended Learning Opportunities project (ELO), which will establish a centrally-facilitated learning and skills offer for all our students during term three.

The successful candidate to be UCL's next Vice-Provost (Education and Student Experience) will join at an exciting time, with an opportunity to steer the work of our current strategy cycle, and to shape how we build on this as we consider our next strategic priorities for 2027 and beyond.



4. Role Description

The Vice Provost (Education and Student Experience) leads UCL's world class education portfolio, enabling our cohort of very talented students to maximise their potential.

Background

Our 2022-27 Strategic Plan sets out an ambitious programme of curriculum reform. Following the retirement of Professor Kathy Armour, we are looking for a visionary and strategic leader to champion impactful change in education and student experience as we build towards our next strategic phase.

Reporting to the President & Provost and a key member of the University Management Committee, you will influence institutional priorities, working with Vice-Provosts and Vice-Presidents to shape our long-term academic strategy, advance our QS World University Rankings position, drive student recruitment diversification, and contribute to the education pillar of our institutional Health Strategy, all while aligning with our Estates Strategy to support future growth.

Externally, you will play a fundamental role in enhancing UCL's reputation and influence locally, nationally, and globally, and ensure UCL remains at the forefront of digital learning, AI-driven education, and interdisciplinary innovation, particularly through our future-focused UCL East campus.

We are particularly interested in candidates with experience in executive education expansion, digital learning innovation, and AI-driven education strategies, capable of influencing the future of learning on a global scale.

Your strategic vision, influence and expertise will help position the university at the forefront of educational excellence and innovation.





4. Role Description (continued)

Main Purpose of the Role

Vice-Provost (Education and Student Experience) provides inclusive stewardship, inspirational leadership, and a deep understanding of the rapidly evolving higher education landscape. The position also encompasses the Dean of Students role, as set out in UCL's Charter and Statutes.

This is a high-impact role requiring a collegiate and collaborative leader who will act as an effective advocate for education and the student experience across UCL.

They will engage, champion and influence an ambitious education reform across university and faculty leadership, academic and professional services communities and UCL's governance structures, including the Academic Leadership Forum, Academic Board and Council.

They will also serve as a senior sponsor for the Students' Union UCL Student Life Strategy, ensuring strong engagement with the SU and championing the student perspective at all levels of university decision-making.

The Vice-Provost is directly responsible for leading:

- The Higher Education Development Support team, which integrates Careers Services and the Arena team to support curriculum development, innovative teaching, co-curricular learning, and lifelong learning.
- The Education and Student Experience portfolio team, which oversees the planning and implementation of UCL's education strategy in collaboration with student and academic communities.

Working in close partnership with the Vice-President (Operations) and the Student and Registry Services (SRS) team, the Vice-Provost (Education and Student Experience) will provide leadership and advocacy to ensure effective cross-portfolio collaboration in education delivery, student support, and service enhancement across faculties. They will also chair the Senior Education Leadership team, which includes the Academic Registrar and key SRS representatives Senior Education Leadership team.





4. Role Description (continued)

Duties and Responsibilities

- Lead the development, delivery, and evaluation of ambitious, strategic education plans, fostering cross-portfolio collaboration with the Vice-Provost (Faculties), Vice-Provost (Strategy), and Deans to ensure a cohesive and high-impact education portfolio.
- Lead UCL's education transformation, driving curriculum reform and enhancing student experience across faculties, departments, professional services, and the Students' Union to realise our vision for education and student experience.
- Steer large-scale institutional change, improving student satisfaction, academic outcomes, and global rankings.
- Shape and modernise the curriculum, embedding cutting-edge pedagogy and emerging technologies to future-proof UCL's academic offer.
- Translate strategic vision into actionable plans, ensuring alignment with robust data, faculty needs, and global trends.
- Develop vibrant student partnerships, co-creating education initiatives to align teaching, learning, and broader student experience with their aspirations.
- Ensure UCL's curriculum remains relevant and agile, leveraging opportunities in AI, digital education, and interdisciplinary learning.
- Drive the professional development of academic staff, ensuring teaching excellence is recognised and supported as a core pillar of UCL's mission.
- Provide academic leadership of critical quality assurance and improvement processes, academic standards, and new programme proposals, and oversee external reviews of the UCL education offer.
- Strengthen UCL's presence in national higher education policy discussions, advocating for the university's interests and fostering meaningful external partnerships.
- Advance UCL's leadership in AI, digital education, and executive learning, positioning the university as a leader in shaping the future of higher education.





5. Person Specification

Candidates will be required to demonstrate the following experience.

Qualifications, Skills and Experience

- Outstanding international research and academic profile with substantial seminal contributions to the advancement of your discipline;
- Considerable record of outstanding achievement and impact in a senior academic leadership role in a large, complex institution;
- Deep understanding of the higher education landscape and issues and opportunities affecting UK higher education and the differing educational needs of disciplines;
- Demonstrable ability to successfully champion, inspire and deliver major education change in a large and complex organisation.

Skills and Abilities

- Highly developed strategic mindset and proven ability to inspire commitment to UCL goals and objectives for education;
- A highly skilled strategic, creative, and analytical thinker with the ability to establish exceptional personal credibility.

- Outstanding relationship-building skills and proven ability to nurture productive partnerships and drive meaningful change through influence, collaboration, and strategic vision;
- Exceptionally high levels of emotional intelligence and the ability to build strong relationships and teams in support of the academic mission.

Personal Attributes

- Dedication to high quality teaching and fostering a positive learning environment for students;
- A collegial and inclusive approach to leadership, encouraging ideas, initiative and innovation from others;
- Highly developed political acumen and learning agility;
- Confident, credible and motivating communicator;
- Vision, energy and genuine passion for the UCL mission and values, including our commitment to equality, diversity and inclusivity.
- High level of personal integrity and a commitment to the [Nolan Principles of Public Life](#).





6. Equality, Diversity & Inclusion

UCL is a founder member of the Athena SWAN Charter, which promotes gender equality and gender identity equality in higher education, and our sustained success has been acknowledged with an Athena SWAN silver award for the University and several departmental gold awards. In 2015 UCL received its first institutional Silver Athena Swan award which was renewed in 2021.

At UCL we aim to acknowledge, understand, and tackle structural inequities and unjust social power imbalances that affect individuals and groups across the institution. This means recognising how we got here and what needs to be done to ensure equity, inclusion and belonging for those who are not systemically privileged by our society.

As London's Global University, we know diversity fosters creativity and innovation, and we want our community to represent the diversity of the world's talent.

We are working towards embedding and mainstreaming equity and inclusion as an integral part of the way UCL thinks and functions. We do this through better utilisation

and more wide-spread, systemic sharing of data and insights and by building the infrastructure for more equity-based decision-making, so that it is integrated into our planning, processes, and culture. The voices of diverse staff and students is integral to this work.

We are committed to equality of opportunity, to being fair and inclusive, and to being a place where we all belong.

We therefore particularly encourage applications from candidates who are likely to be underrepresented in UCL's workforce.





7. Rewards and Benefits

In addition to a competitive salary, commensurate with the seniority of the appointment, we also offer a comprehensive **benefits** package, including generous annual leave, enhanced maternity, paternity and adoption pay, a relocation scheme, season ticket loans, and an Employee Assistance Programme.

Highlights:

- A generous leave entitlement, including 27 days annual leave, six closure days plus statutory holidays. Carers' leave and unpaid leave are also available, as well as the opportunity to carry five days over each year;
- From day one: enhanced maternity, adoption and shared parental leave and four weeks paid paternity/partners leave;
- A one-term gender equality sabbatical for academics returning from parental leave – to catch up on their research without teaching load;
- An excellent pension scheme (USS);
- A free programme of training courses and development opportunities run at UCL, a study assistance scheme to help fund external professional development and free library access for all staff. Discounts on evening language courses are also offered;
- Health and wellbeing benefits including an Employee Assistance Programme and discounted medical insurance;
- Season ticket loans, a cycle scheme and an [electrical vehicle car salary sacrifice scheme](#).





8. Appointment Details and How to Apply

UCL has appointed **Veredus**, an executive search agency, to assist with this appointment (www.veredus.co.uk)

Applications should consist of:

- An up-to-date **Curriculum Vitae** with key responsibilities and achievements.
- A **Supporting Statement** (ideally no longer than two pages) explaining how your personal skills, qualities and experience provide evidence of your suitability for the role, with reference to criteria in the Person Specification.
- A completed **Diversity Monitoring Form and Candidate Supporting Information Form**, which can be accessed on the Veredus job page.

Applications should be sent via Veredus website - www.veredus.co.uk, quoting reference number **17346**.

All submissions will receive an automated response. If you do not receive confirmation of receipt when submitting your application, please contact us on education@veredus.co.uk.

General Data Protection Regulation (GDPR)

At Veredus, we take care to protect your privacy. For our privacy notice, please visit: [Veredus Privacy Policy](#).

Further Information

For a confidential discussion about the role, please contact our advising consultants at Veredus:

- James Griffin on james.griffin2@veredus.co.uk
- Veronika Dergal on veronika.dergal@veredus.co.uk

Recruitment Timeline

The deadline for receipt of applications is **9am on Tuesday, 22nd April 2025**.

Interviews will be held on **19th/20th May 2025** with candidate visits scheduled to take place in the two weeks prior.

Accessibility Statement

We are committed to ensuring that anyone can access our application processes. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us on education@veredus.co.uk.



