



Prifysgol Abertawe
Swansea University

SWANSEA UNIVERSITY

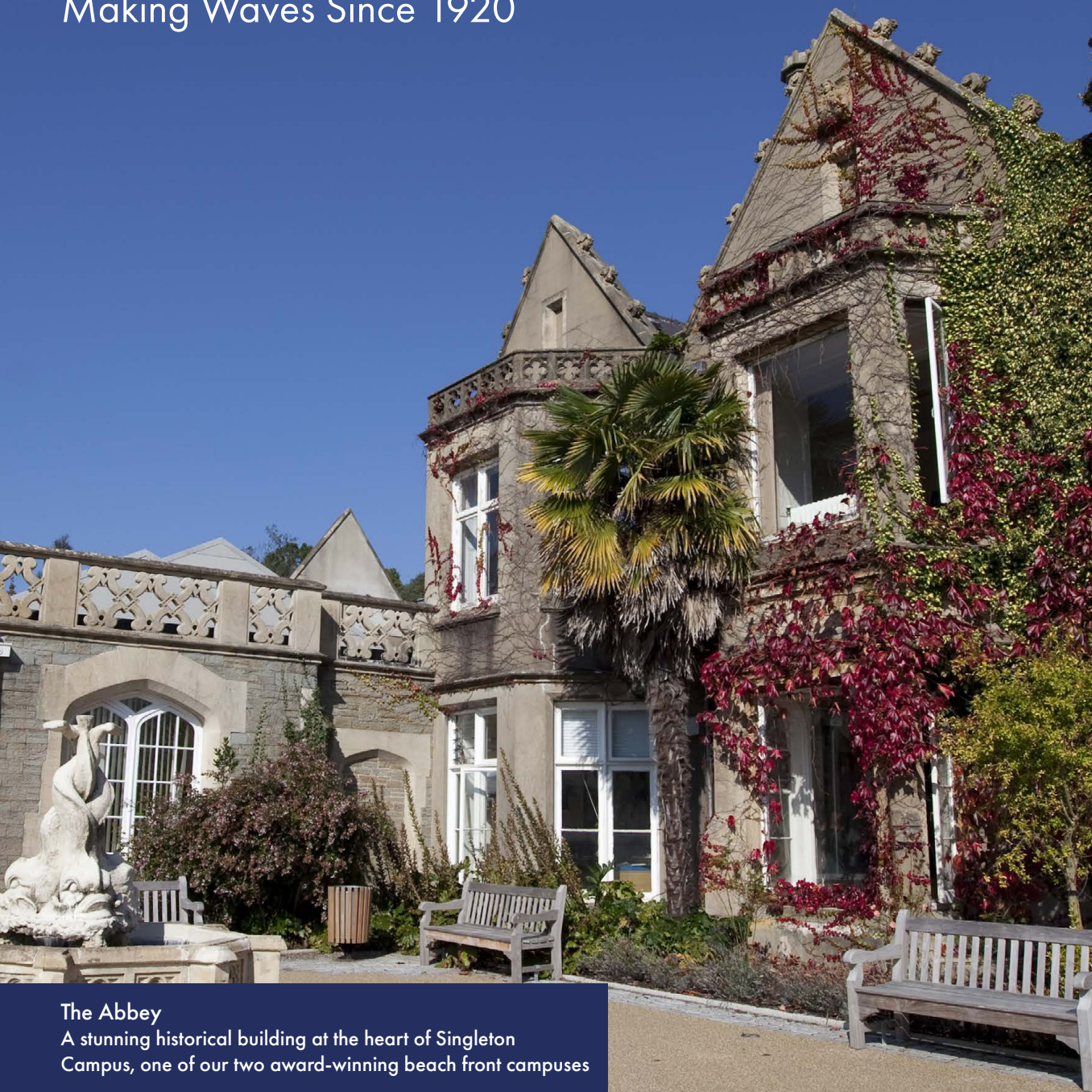
Chief Financial Officer

September 2025



SWANSEA UNIVERSITY

Making Waves Since 1920



The Abbey
A stunning historical building at the heart of Singleton Campus, one of our two award-winning beach front campuses

Swansea University is a research-led university that thrives on exploration and discovery. We are innovative in our approach to our teaching delivery and student experience and are proud of our collaborative staffing community.

Our two stunning waterfront campuses, with world-class facilities, make us a desirable location for students and staff from around the world, and our multicultural community provides a global perspective, enabling those who join us to develop skills and knowledge that set them on successful and enriching careers.

We have achieved an extraordinary level of success in recent years with our activity exceeding that of many larger universities, while being resilient in adapting to changing landscapes. Our 23,360 students are at the heart of what we do and our success has not compromised the friendly and relaxed atmosphere that is key to our offering to students and has always characterised the “Swansea experience”.

We are creating the next generation of industry and academic leaders, with 95% of our graduates in employment, study and / or other activities such as travelling within 15 months of leaving Swansea University. (HESA 2025)

We’re ranked 29th in the UK and Top in Wales in the Guardian University Guide 2025. We’re 35th for Graduate Prospects in the Complete University Guide 2026. Swansea University’s growing international reputation was cemented by our top 300 position in the QS World University Rankings 2026, our highest ever rank in this table.

Having celebrated our centenary year in 2020, we are extremely proud of our contribution to the transformation of Swansea as a city of distinction. As we continue our legacy into the 21st Century, we are committed to remaining a global institution which tackles the greatest challenges facing our planet and its people, and improving lives while providing inspirational teaching.

Swansea University is committed to equality, diversity and inclusion and we value people for their skills regardless of their background. We have been a member of the Athena SWAN Charter since 2008, in recognition of our commitment to gender equality. We hold a Silver Institutional Award; the highest standard currently awarded to any UK University; and were the first university in Wales to achieve this. We are also proudly a Race Equality Charter member, and a Top 100 Employer in the Stonewall Workplace Equality Index 2024.

AWARDS AND RECOGNITION

View the full list of [Awards here](#). View the full list of [Rankings and Ratings here](#).



95%
GRADUATE
OUTCOMES ARE IN
EMPLOYMENT, STUDY
AND/OR OTHER
ACTIVITIES
HESA 2025



CAMPUS TRANSFORMATION

Swansea University's Singleton Campus was established in 1920, when King George V laid our University's ceremonial foundation stone, at Singleton Abbey. Located in parkland, on Swansea's seafloor, it was designed to be the first campus university in the UK. The Abbey remains at the heart of the campus, which has continued to develop and has been the main home of our University for over a century.

More recently, we have established our Bay Campus; a £450 million beach front development, which has doubled our research and teaching capacity, on the eastern approach to the city. Together with the continuing redevelopment of Singleton Park Campus, this development reaffirms our commitment to being one of the finest places to live, teach, research and collaborate in Europe. Our latest development, the Centre for Integrative Semiconductor Materials, opened in 2023 and is a hub for connecting research, innovation and manufacturing to drive economic growth in the region.



Computational Foundry: a £32.5m world-class facility located on Bay Campus

"A beacon for pioneering collaborations with researchers and industry, attracting further research funding and establishing Wales as a world-leading centre for computer science and innovation."

First Minister of Wales, 2018



OUR STRATEGIC VISION

An integral part of our success is our ability to provide excellent teaching and research, as well as an enviable quality of life for both our colleagues and students.



We are at heart an intrinsically principled, purposeful and resilient organisation, characterised by the distinct values, culture and behaviours that lie at our core and underpin the five key strategic pillars:

1. Our Civic Mission:

We are proud to belong to the City of Swansea and the Swansea Bay City Region. With campuses in three local authority areas, we recognise that our University is the region's university.

2. Our Student Experience:

Our students are at the heart of our University and we can take pride in our consistently strong reputation for the quality of our student experience, the strength of our student support services, and our commitment to student mental health and wellbeing.

3. Our Learning and Teaching:

The sharing of knowledge to nurture independent, critical thinking is fundamental to our purpose. It enables our students to be resilient in the face of global challenges and to adapt to the changing world of work. We celebrate our Welsh heritage and are proud to be part of a bilingual nation.

4. Our Research:

Our research changes lives, drives innovation and regional growth, and is aligned to the UN Sustainable Development Goals. It impacts on our culture, society, health, wellbeing, economy and our planet.

5. Our Enterprise:

We are exceptionally collaborative and entrepreneurial. We were founded by industry, for industry, and we remain true to the ambitions of our founders, working with industrial, commercial and public sector partners for the benefit of our region and nation.

Each of these areas is marked by our commitment to making a difference, to being socially and environmentally responsible, to striving for excellence, and to maintaining a global outlook that enables us to be a community University with international reach and reputation.

View our full **Strategic Vision and Purpose** online.

OUR VISION

We are, and will continue to be, a principled, purposeful and resilient University that balances excellent teaching with world-leading research and innovation in an open environment which enables our students and colleagues to excel. While we are valued globally as a trusted partner, we are deeply committed to our region and are proud to be a University for Wales.

Gweddwr crefft heb ei dawn / Technical skill is bereft without culture

RESEARCH EXCELLENCE

Swansea University is a research-intensive anchor institution, creating economic, societal, cultural and health impact with global reach. We continue to build upon our rich heritage of discovery and knowledge-led research and the pioneering spirit that has defined our University since it was founded by industry, for industry, in 1920.

Renowned for co-creating and delivering transformative innovations, we foster ambitious collaborations with partners in industry, the public and third sectors. Our strengths in interdisciplinary research and innovation, across our three Faculties (Science and Engineering, Humanities and Social Sciences, and Medicine, Health and Life Science) make a difference to lives and futures through excellent, trusted and responsible research and impact.

We submitted the work of a record number of researchers (578) for assessment to the Research Excellence Framework (REF) 2021, representing a 56% increase on the 370 submitted in 2014. We have grown our overall proportion of world-leading and internationally excellent research from 80% in 2014 to 86% in 2021, with over 90% of our impact being classed as having world-leading or internationally excellent reach and significance.

As a research-intensive Welsh HEI, we contribute to Welsh Government's "twin priorities of delivering social justice and supporting a buoyant economy" and the Wellbeing of Future Generations (Wales) Act (2015), supporting progress against the UN Sustainable Development Goals (SDGs).

TOP 300

GLOBAL QS RANKING 2026

91%

RESEARCH CLASSED
AS 'WORLD
LEADING' OR
'INTERNATIONALLY
EXCELLENT'

2021 RESEARCH EXCELLENCE
FRAMEWORK

578

RESEARCHERS'
WORK
SUBMITTED FOR
REF ASSESSMENT
IN 2021

1090

INNOVATIVE
RESEARCHERS



TEACHING EXCELLENCE

We are an ambitious institution providing an outstanding and balanced academic environment that enables students and colleagues to excel.

We are proud of the value that we add to our students' lives, regardless of their entry tariff, through our rich student experience and the quality of our teaching. Our University is one of the UK's leading HEIs for learning gain, with graduate employment at the heart of our provision. This is evidenced by Swansea being ranked 35th in UK for graduate prospects (Complete University Guide 2026).

Colleagues at Swansea are committed to professional development, continually providing inspirational and transformative learning, working at the leading edge of teaching activities. Our academic community includes individuals who have received independent

recognition for their achievements such as; BMA Cymru Wales/BMJ Clinical Teacher of the Year; WISE Innovation award winner; Nation's Lifesavers – top 100 individuals; Advance HE National Teaching Fellowship; and many more.

Our teaching colleagues are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

We also have a number of unique academies and services, that leverage our research credentials and industry partnerships to support our world class teaching and learning offering.

Our state-of-the-art Health and Wellbeing Academy provides opportunities for students to work alongside highly qualified

practitioners, in a professional, relaxed and friendly environment. The academy supports the health and wellbeing of people in the local region. In 2018 it was recognised for its achievements; winning the Social and Community Impact category, in the Guardian University Awards.

The Swansea Employability Academy (SEA), in partnership with the Students' Union, provides funding for student-led employer engagement events. SEA enables students to lead on their own initiatives, ensuring that learning and experience exists in tandem, resulting in successful graduate career opportunities.

Each of our academies focuses on enhancing teaching and learning excellence and aim to maximise the benefits not only to our students and colleagues, but to the wider community too.



Health and Wellbeing Academy

A pioneering collaboration between The School of Health and Social Care at Swansea University and ARCH, to bring together innovation, education, enterprise and world class research.

INNOVATION & ENTERPRISE

Swansea University was founded in 1920 by industry and for industry. Over a hundred years on, we continue to forge impressive links with commercial and industrial partners across a range of sectors. We lead Wales in research areas critical to economic growth and population well-being including Environmental Sciences, Medicine and Engineering.

We are committed to promoting and supporting collaborations that lead to innovation. We are proud to have homegrown, award-winning enterprises actively working with our University. We currently have:

- Over 40 companies co-located on our campuses
- Over 30 Bay Campus spin-out enterprises, since it opened in 2015
- £94.8m in HEBCI collaborative research income - an increase of £7.5m from 2021/2022.

We listen to business needs and have developed effective strategic collaborations that are mutually beneficial, helping to:

- Solve industry challenges and discover new opportunities
- Provide two-way access to talent and future-proofing skills for industry
- Provide commercial opportunities such as flagship industry co-located centres.

In recognition of our University's importance to the Swansea Bay City Region, we have pledged, alongside Swansea Council, to work closely to create more jobs, improve education and continue promoting a culture of enterprise and innovation. We have a number of significant, long-term partnerships with industry, ranging from TATA and Rolls Royce to the DVLA and SKY.

CITY DEAL

The £132 million Swansea Bay City Deal Campuses project led by Swansea University, in partnership with Swansea Council, Swansea Bay University Health Board, Hywel Dda University Health Board, A Regional Collaboration for Health (ARCH) Partnership and key private sector partners, has secured £15m to develop sites in Morriston and Singleton. It will promote innovation and business growth in the expanding Medical Technology and Sports Technology sectors, and is proposed to open in late 2026.

Additionally, South Wales is set to build on its strength and expertise in steel and metals innovation with the launch of a new £20 million facility, SWITCH: South Wales Industrial Transition from Carbon Hub. Led by Neath Port Talbot Council and in partnership with Swansea University, the new facility will see academic researchers, government and industry collaborating to deliver practical innovative solutions to decarbonise the steel and metals sector and supply chain.

IMPACT ACCELERATION ACCOUNTS (IAAS)

Building on the success of the EPSRC IAA over the last 10 years, Swansea University IAAs have been awarded over £2m to support a portfolio of activities from 2022 over the next 5 years.

The funding includes £450,000 from the Arts and Humanities Research Council (AHRC), £450,000 from the Medical Research Council (MRC) with a further £1,158,212 from the Engineering and Physical Sciences Research Council (EPSRC)



A BEACON FOR WELSH CULTURE AND LANGUAGE

Swansea University is a bilingual university and a beacon for Welsh language, heritage and culture.

From humble beginnings as a local University College over one hundred years ago, today we are confident and proud to be a University for Wales.

We promote and celebrate our Welsh heritage and identity, while retaining a global outlook and ambition which enables us to promote Wales to the world.

We are a cultural and economic anchor within our community, with a distinct role to play in driving regional development, including advocating the use of Welsh language. We are committed to the Welsh Language Standards and are fully inclusive in welcoming students, colleagues, partners and public to use Welsh in whichever way they wish when interacting with us.



Y Gymraeg yw calon ein cymuned - yn gyfrwng dysgu, ymchwilio, cymdeithasu a dathlu.

The Welsh language is at the heart of our community - a medium to learn, research, socialise and celebrate.



SD, Geography



ACADEMI HYWEL TEIFI

Academi Hywel Teifi is the Welsh-language powerhouse of our University; a centre of excellence for studying the Welsh language and literature, promoting Welsh-medium teaching and learning across the range of subjects.

Established in 2010, it is named in memory of Professor Hywel Teifi Edwards, a former Professor of Welsh at the University and a leading academic, historian, broadcaster and author in Wales.

While the Academi is home to a core team of staff, it also provides a community for all those offering Welsh-medium provision and to the thousands of Welsh-speaking students on campus. It works to ensure a greater status for the language in all aspects of our University's life and in south-west Wales.

Through various activities Academi Hywel Teifi supports, increases and enriches Welsh-medium provision and research at Swansea University and encourages collaboration, entrepreneurship and opportunities. Our aim is to ensure that Swansea University students have the best of two worlds; a Welsh-medium experience in a university with multicultural and international connections.

THE ACADEMI HOUSES;

Coleg Cymraeg Cenedlaethol - Swansea University branch:

Plans and supports our Welsh language Higher Education provision in a strategic manner across Welsh universities. It plays a key role in ensuring and developing Welsh-medium study opportunities for learners, students and apprentices.

Learn Welsh – Swansea Bay Region:

Delivers high quality language courses and activities, on behalf of the National Centre for Learning Welsh, to the City of Swansea, and Neath Port Talbot Council.

Ty'r Gwrhyd:

A partnership between Academi Hywel Teifi and Neath Port Talbot Council, (which received a £300,000 Welsh Government grant) to establish a Welsh community centre located in the heart of the Swansea Valley.



Y Ganolfan
Dysgu Cymraeg
Genedlaethol
National Centre
for Learning Welsh



Dysgu
Learn



Llywodraeth Cymru
Welsh Government



Coleg
Cymraeg
Cenedlaethol





INTERNATIONAL STUDENT GROWTH

Swansea University boasts a global reach and reputation and works with international partners to deliver world-class research, enhanced opportunities for learning and teaching, and life-changing opportunities for students.

Our campuses are vibrant and diverse with people from over 100 countries making up our friendly community.

Our University has continued to adapt and develop our international market reach. Our Bay Campus is home to The College (which offers pathway programmes for international students), which has now seen more than 2,500 students progress to our University – a 90% progression rate.

In 2025, Swansea University proudly achieved its highest ever rank in the QS World University Rankings, breaking in to the top 300 global Universities for the first time. Our current ranking of 292nd marks a consistent growth over the past five years, with Swansea advancing 182 places since 2021.

Swansea is known as an inclusive and welcoming city with a melting pot of cultures, religions and ethnicities contributing to the city's vibrant culture.

We proudly support the Swansea City of Sanctuary Vision and are committed to providing equal opportunities in higher education for people seeking sanctuary in the UK and aiding them to meet their full potential and ambitions through our Sanctuary Scholarship scheme.



INTERNATIONAL STRATEGIC PARTNERSHIPS

We have a number of sector-leading International Strategic Partnerships (ISPs).

These ISPs are distinctive because of the breadth and depth of the collaborations, which encompass research, teaching and mobility across a wide range of subject areas.

Recent years have seen significant increases in the number of students taking advantage of the global opportunities which we are proud to offer.

Our International Strategy 2020 - 2025 focuses on our commitment to comprehensive internationalisation, evidenced through action, to infuse international and comparative perspectives throughout our University's teaching, research, and knowledge exchange activity.

Deep partnerships, co-produced with a small number of high quality universities overseas, form a key element of our strategic ambitions.

COLLABORATIONS WITH 127 COUNTRIES WORLDWIDE



Swansea University; a global destination offering worldwide opportunities for students, through our partner universities.

TRENT UNIVERSITY CANADA

The Dual Degree between the Hillary Rodham Clinton School of Law at Swansea, and Trent University, Ontario, which allows students to complete an Arts degree and a three year Law degree.

The College, Bay Campus, Swansea



NAVITAS AUSTRALIA

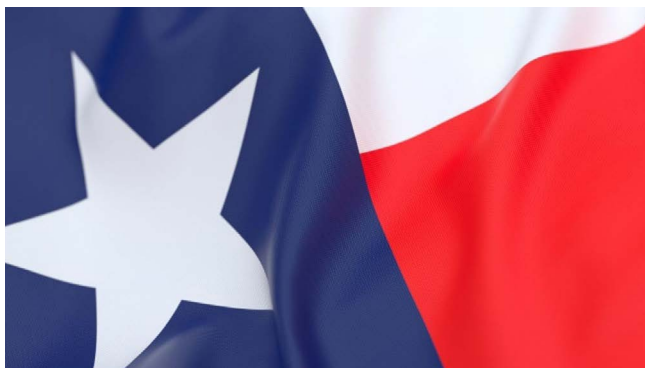
A £45m joint venture between Swansea University and Navitas, a global education provider in international University partnerships, saw the launch of The College in 2018. The venture significantly increases our University's global reach, international profile and reputation, offering a wide range of Undergraduate and Postgraduate pathway options to students from all over the world.

STRATEGIC PARTNERSHIP TEXAS

Our Texas Strategic Partnership is long-standing and successful, encompassing eight leading universities and medical institutions:

- University of Texas at Austin
(50th THE World University Rankings 2025)
- Texas A&M University
(143rd THE World University Rankings 2025)
- Rice University
(112th THE World University Rankings 2025)
- University of Houston
- Houston Methodist Research Institute
- Baylor College of Medicine
- University of Texas Health Science Center at Houston
- University of Texas Medical Branch at Galveston

It has led to 188 student exchanges in five years, 167 joint publications, over 12,000 citations and nearly \$300,000 scholarship and mobility funding secured.



STRATEGIC PARTNERSHIP GRENOBLE



Caroline Bissardon
The first Grenoble-Swansea PhD graduate, and winner of the L'Oreal-UNESCO Women in Science Award

Our Strategic Partnership with Grenoble is an innovative, multidisciplinary, institution to institution partnership with Université Grenoble Alpes, a major scientific site in France with a student population of 59,000.

UGA is one of 9 universities in France to have the IDEX Label and is recognized as an internationally competitive centre of excellence in higher education and scientific research.

HIGHLIGHTS:

- Longstanding, sustainable partnership, established in 2012
- Institution wide multi-disciplinary collaboration framed by a dynamic 5 year Strategic Plan
- Common Management Structure to identify research topics and drive joint initiatives
- Focus areas include AI, Resilience, Semi-conductors and microelectronics
- Regular programme of focused visits to initiate and expand relationships
- Joint Research (including Joint grant applications, new academic networks, joint conferences, conference papers and co-authored publications)
- Annual intake of Joint PhD students
- 2 Joint Masters Programmes
- Student and Staff Exchanges
- The Grenoble-Swansea Centre for AI (GoSCAI) - a joint human centred AI and data research centre

BENEFITS OF WORKING AT SWANSEA UNIVERSITY

We provide a welcoming and inclusive working environment, where people are valued for their skills regardless of their background. We are proudly named as a top employer in the annual Stonewall Equality Index.

Our colleagues are integral to our success. We are committed to promoting gender equality, diversity and to creating an environment which enables individuals to fulfil their personal potential. Our Athena SWAN awards also recognise our commitment to gender equality. We are proud to be:

- Accredited Real Living Wage employer
- Athena SWAN Charter member
- Employers for Carers member
- Race Equality Charter member
- Stonewall Diversity Champion
- Victim Support Hate Crime Charter member

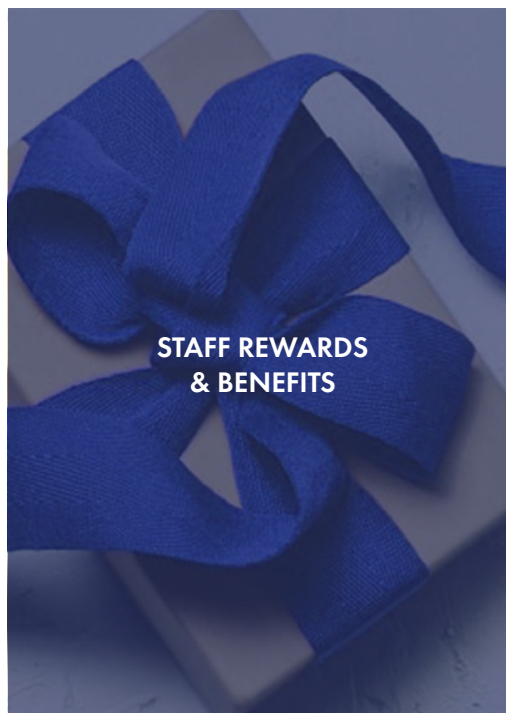
Our teaching colleagues are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

Our dedicated Research and Knowledge Exchange team work across both campuses, to support the entire life-cycle of research ideas, from grant capture, to project management, the commercialisation of research, and the development of business ideas.

Colleagues can also benefit from our state-of-the-art Health and Wellbeing Academy, which provides opportunities for individuals to benefit from highly qualified practitioners, in a professional, relaxed and friendly environment, whilst supporting the training of our students.

We know that people have commitments outside their job, so we provide a working environment that allows employees to achieve the right work-life balance for them. We have a range of additional benefits, all supported by the services of our award-winning HR department.

Please see our '**Benefits of working at Swansea**' web pages.



STAFF REWARDS & BENEFITS

MY
ADVANTAGES:
ONLINE
SAVINGS
PORTAL

EMPLOYER
FOR CARERS

DEVELOPMENT
& TRAINING
SERVICES

WELLBEING
SERVICES

STONEWALL
TOP 100
EMPLOYER

HEALTH &
WELLBEING
ACADEMY

FAMILY
FRIENDLY
& FLEXIBLE
WORKING

SPORTS CENTRE

REAL LIVING
WAGE
EMPLOYER

SWELL:
SUSTAINABILITY
AND
WELLBEING
REWARDS
SCHEME

STAFF
BURSARIES

ATHENA SWAN
CHARTER
MEMBER

RACE EQUALITY
CHARTER
MEMBER

PAY, SALARY
SCALES AND
PAYROLL

STAFF SOCIETIES

CYCLE TO WORK
SCHEME

EQUALITY, DIVERSITY & INCLUSION

Our people are our most important asset and they define our University. We welcome and celebrate the diversity of our staff and student body, fostering unique perspectives and innovation.

We are a principled organisation. We understand that our daily behaviours matter; we believe in each other, we support one another, we celebrate each other's achievements, and we hold each other to account. We respect our colleagues, treating others as we expect to be treated, and we work as one university, recognising that every colleague contributes to our success. We are proud to champion freedom of speech.

We are committed to promoting equality, diversity and inclusion.

Find out more: [Equality, Diversity & Inclusion webpages](#).

**FACULTY OF
MEDICINE, HEALTH
AND LIFE SCIENCES**



**SWANSEA
UNIVERSITY**



**FACULTY OF
SCIENCE AND
ENGINEERING**



THE CITY OF SWANSEA

Swansea is a coastal city that is both picturesque and cosmopolitan, offering an excellent quality of life. Wales' city by the sea and birthplace of Dylan Thomas, it is a lively and vibrant maritime city with a diverse population of nearly 250,000.

The Vibrant and Viable Places Scheme, brought £10.2 million of investment into the city centre. The project generated hundreds of jobs as well as the redevelopment of 58,000 square feet of commercial space. The city is set to continue evolving at pace with more modern investments and opportunities.

The city has direct links to London and Manchester and is a short train journey from the city of Cardiff.

Swansea, Wales' first Human Rights city and City of Sanctuary is a thriving city of celebration. Over the years, it has become an increasingly diverse and inclusive place in which to live and work. It benefits from people and culture from around the world at the heart of the city centre embraced through its food, festivities, cultural and community life. Swansea offers many places for our international community to feel at home. It succeeds in offering children a flying start in life through its educational establishments as well as recreational provisions. It encourages people to learn successfully, providing opportunities for everyone to benefit from a good place to live and work.

Only a stone's throw away, the Victorian resort of Mumbles, also known as the 'Gateway to Gower', offers a fantastic array of attractions, including a pier, traditional boutiques, craft shops and ice-cream parlours. The Gower Peninsula – designated Britain's first 'Area of Outstanding Natural Beauty' – extends west of Mumbles in a succession of stunning coastal and rural sceneries.

To the east, the 'Waterfall Country' in Afan and the Vale of Neath is a haven for walkers and bikers alike. A journey west takes you to Britain's only coastal national park: Pembrokeshire. Swansea is also privileged to be less than an hour's drive from the Bannau Brycheiniog Brecon Beacons National Park.



THE OPPORTUNITY

CHIEF FINANCIAL OFFICER (CFO)

THE ROLE

Job Title	Chief Financial Officer (CFO)
Salary	Competitive
Contract:	Full time, Permanent
Location	Singleton Campus

BACKGROUND INFORMATION

To deliver its sustainable top 30 UK University ambition, the university needs a professional services workforce with the differentiated skills necessary to ensure that it can deliver excellence through efficient, effective systems and processes that harness innovations in technology. The Chief Financial Officer role is one of strategic importance to the University and is critical to the delivery and support of the University's overarching objectives and strategic plans. Reporting to the Vice Chancellor, the post holder will be responsible for providing leadership, strategic direction, expert advice and guidance on all financial matters across the University's operational services, as well as extensive input into strategic decisions regarding investment. The role also encompasses being strong advocate for Corporate Governance, liaising with various Governance Committees and Committee members as appropriate.

The CFO is a key member of the University Senior Leadership Team, providing strategic financial leadership to ensure that the institution can thrive in this complex environment. This includes safeguarding financial resilience, supporting investment in academic priorities, and enabling the University to continue fulfilling our strategic mission.

MAIN PURPOSE OF THE POST

1. Provide strategic financial leadership, ensuring the long-term financial health of the University.
2. Deliver effective financial planning, budgeting, and reporting that supports strategic objectives and ensures resilience in a changing funding landscape.
3. Ensure that governance, audit, risk management, reporting and compliance requirements are met in line with sector regulations and best practice.
4. Enable the University to optimise resources, achieve value for money, and invest in strategic priorities including academic excellence, capital development, digital innovation, and sustainability.
5. Lead the Finance Directorate, fostering a culture of professional excellence, collaboration, and service to the academic community.

GENERAL DUTIES

STRATEGIC LEADERSHIP

- Advising the Vice-Chancellor, Executive Board, and Governing Body on financial strategy and performance.
- Leading the development of long-term financial strategies, ensuring alignment with institutional priorities and external funding frameworks.
- Supporting strategic projects, including major capital investments, partnerships, and innovation initiatives.
- Supporting the development of the Strategic Planning Framework and the University's annual operational and financial plan.

FINANCIAL PLANNING, MANAGEMENT AND OPERATIONS

- Overseeing all aspects of financial operations including accounting, treasury management, business planning, reporting, procurement, pensions, payroll and internal audit.
- Preparing the University's annual operational plan and financial forecasts.
- Preparing accurate and timely financial statements and other statutory returns in compliance with Medr, Charity Commission, Companies House, HMRC, and audit requirements.
- Ensuring robust internal controls, risk management frameworks, and financial governance arrangements are in place.
- Driving efficiency and effectiveness in the use of resources across the University.

GOVERNANCE AND COMPLIANCE

- Ensuring compliance with relevant higher education financial regulations, charity law, and public accountability frameworks.
- Supporting the work of the Audit, Assurance and Risk Committee, Finance and Strategy Committee, and Governing Body with high-quality advice, reports, analysis and insights.

STAKEHOLDER ENGAGEMENT

- Building strong relationships with internal and external stakeholders including the University's senior leaders, banks, funders, auditors, government agencies, and partner organisations.
- Representing the University in financial and sectoral networks within Wales and the wider UK.

LEADERSHIP OF THE FINANCE DIRECTORATE

- Providing clear direction, motivation, and professional development for Finance staff in the directorate.
- Creating a high-performing, service-oriented team that partners effectively with academic and professional services colleagues.
- Promoting equality, diversity, inclusion, and wellbeing in leadership and management.

THE PERSON

ESSENTIAL CRITERIA:

LEADERSHIP:

1. Demonstrable evidence of creating a culture that delivers successful outcomes through people, developing and challenging teams to succeed and take pride in delivering professional services and solutions;
2. Ability to enable teams to work together and across functions to deliver successful outcomes that exceed the needs and expectations of staff and students, and in creating environments that demonstrate equality, foster trust, respect and challenge;
3. Demonstrable experience of creating environments that identify, understand and give priority to delivering the needs of colleagues, and in motivating and inspiring teams to provide the highest standards of personalised provision;
4. Transformational leadership ability, with proven experience of successfully leading transformational change in a HE context;
5. Proven track record of senior financial leadership in a complex, multi-stakeholder organisation.
6. Ability to think strategically, balancing short-term operational needs with long-term institutional priorities.

QUALIFICATIONS & EXPERIENCE:

7. Professional accountancy qualification (ACA, ACCA, CIMA, CIPFA or equivalent) and evidence of continued professional development.
8. Extensive experience in financial management, strategy, and planning at a senior level.
9. Demonstrable success in leading financial operations, including budgetary control, risk management, treasury, and capital investment.
10. Experience of successfully operating in a complex environment, managing large budgets, and diverse functions; Experience in the public sector, higher education, or large charities (desirable but not essential).
11. Experience of working with boards, regulators, auditors, and external funding bodies.
12. Track record of delivering value for money, efficiencies, and effective resource allocation.
13. Experience of identifying, driving, monitoring and reporting on financial sustainability initiatives;

14. Evidence of strong people management skills, building high-performing, outcome-focussed teams;
15. Experience of building and maintaining external relationships and networks, and enhancing institutional reputation, leading to increased commercial opportunities;

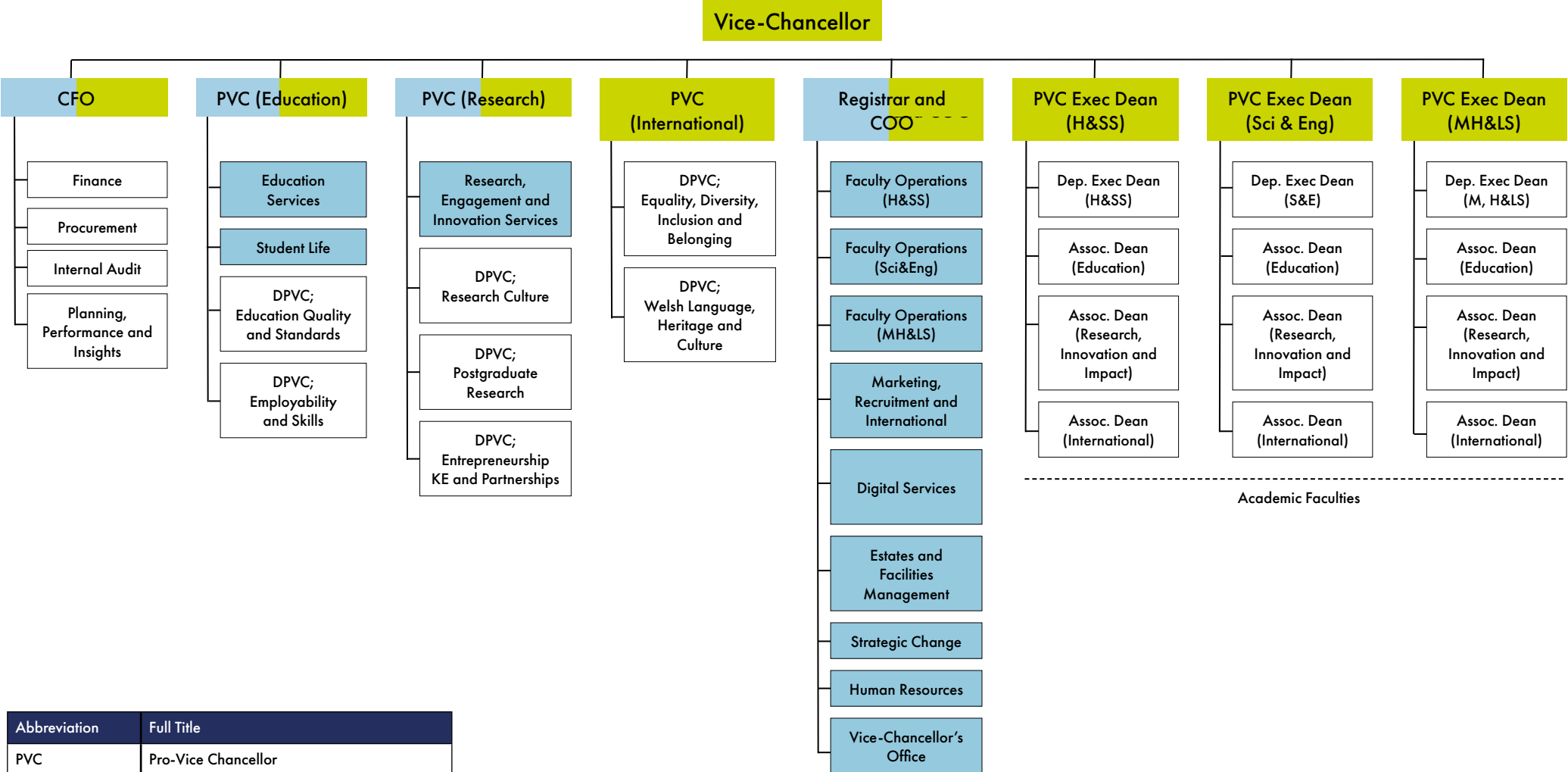
KNOWLEDGE AND SKILLS:

1. Excellent interpersonal skills with the ability to communicate complex information to a variety of audiences;
2. Comprehensive knowledge of financial management principles, governance, and audit requirements.
3. A comprehensive understanding of current and future developments in the HE sector and the key drivers behind them;
4. Excellent interpersonal skills with the ability to build mutually trusting relationships
5. Professional credibility, integrity, strength of character, and the ability to influence others within the University and externally;
6. Demonstrable commercial acumen;
7. Demonstrable ability to drive cultural change, and to plan and implement change in a pan-organisational context.
8. Understanding of higher education funding mechanisms, policy environment, and regulatory requirements in Wales (desirable).

WELSH LANGUAGE:

Level 1 – ‘a little’ (you do not need to be able to speak any Welsh to apply for this role) e.g. pronounce Welsh words, place names, department names. Able to answer the phone in Welsh (good morning / afternoon). Able to use or learn very basic every-day words and phrases (thank you, please, excuse me). Level 1 can be reached by completing a one-hour training course. For more information about the Welsh Language Levels please refer to the Welsh Language Skills Assessment web page, which is available [here](#).

SENIOR LEADERSHIP ORGANISATIONAL STRUCTURE



Abbreviation	Full Title
PVC	Pro-Vice Chancellor
DPVC	Deputy Pro-Vice Chancellor
CFO	Chief Financial Officer
COO	Chief Operating Officer
KE	Knowledge Exchange
H&SS	Faculty of Humanities and Social Sciences
MH&LS	Faculty of Medicine Health and Life Science
Sci and Eng	Faculty of Science and Engineering

Senior Leadership Team

Professional Services Leadership Team

UNIVERSITY STRUCTURE

SENIOR LEADERSHIP TEAM

Our University consists of three faculties; Faculty of Humanities and Social Sciences; Faculty of Medicine, Health and Life Science; Faculty of Science and Engineering, and is led by a Senior Leadership Team, comprising of:

Vice-Chancellor

Registrar & Chief Operating Officer

Pro Vice-Chancellor (Education)

Pro Vice-Chancellor (International)

Pro Vice-Chancellor (Research & Innovation)

Pro Vice-Chancellor (Faculty of Humanities and Social Sciences)

Pro Vice-Chancellor (Faculty of Medicine, Health and Life Science)

Pro Vice-Chancellor (Faculty of Science and Engineering)

Chief Financial Officer

Professor Paul Boyle

Mrs Niamh Lamond

Professor Deborah Youngs

Professor Judith Lamie

Professor Helen Griffiths

Professor Ryan Murphy

Professor Charlotte Rees

Professor David Smith

This role

PROFESSIONAL SERVICES

Professional Service Directorates support our University's work and are responsible for ensuring efficient and effective professional services across our University's activities:

Education Services

Estates and Facilities Management

Human Resources

Digital Services

Marketing, Recruitment & International

Strategic Change

Planning, Performance and Insights

Research and Knowledge Exchange

Student Life

Vice-Chancellor's Office

Mr Adrian Novis

Dr Greg Ducie

Mrs Sian Cushion

Mr Paul Westmore

Dr Mark Skippen

Mr Andrew Jones

Miss Louisa Parry

Dr David Bembo

Major Gareth Hughes

Ms Louise Woollard



UNIVERSITY GOVERNANCE

OUR UNIVERSITY COUNCIL

The Council of Swansea University is the governing body and is responsible for determining our University's strategic direction, and for our University's finance, property, investments and general business of our University. The Council, which normally meets four times per year, currently consists of 17 members, the majority of whom are lay members not directly connected with our University.

The current membership is as follows:

Pro-Chancellor and Chair of Council

Pro-Chancellor

Treasurer

Vice-Chancellor

Lay Members Co-opted by the Council

Mr Goi Ashmore

Mrs Nan Williams

Ms Anne Tutt

Professor Paul Boyle

Mr Laurence Carpanini

Professor Edward David

Mr Huw Davies

Mrs Nataliya Manskova-Bains

Professor Kathryn Monk

Mrs Marcia Sinfield

Professor Keshav Singhal

Mr Richard Thomas

Professor Michelle Lee

Dr Phatsimo Mabophiwa

Mr Heath Davies

Mr Adam Jones

Ms Carys Dukes

Ms Katie Wilkinson

Staff Members Appointed by Senate

Employees of Swansea University Professor as prescribed by the Ordinances

President of the Students' Union

Student member appointed by the Students' Union

OUR UNIVERSITY SENATE

Our University Senate is the senior academic body in our University and is responsible, subject to the approval of Council, for regulating and superintending the courses, awards and qualifications provided by our University. The Senate draws its membership from the academic staff and students of the institution.

OUR UNIVERSITY COURT

The Court, a large body with over 300 members, stands above our University's main decision-making machinery, representing the Institution's stakeholders. Most members of the Court are external to our University, representing the local community and other designated bodies with an interest in the work of our University.



AMBITIOUS PLANS AN EXCITING TIME TO JOIN SWANSEA UNIVERSITY

Our University was founded in 1920 by industry and for industry.

One hundred years on, we continue to collaborate with commercial and industrial partners across a range of sectors.
We lead Wales in research areas critical to economic growth and population well-being including Environmental Sciences, Medicine and Engineering.

Join us as we move forward, with principle, purpose and resilience, in our second century.



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

To apply for this post, you will need to submit the following documentation to us by no later than **23:59 on Sunday, 12th October 2025**:

A **CV** setting out your career history, with key responsibilities and achievements.

A **Supporting Statement** of not more than two A4 sized pages succinctly highlighting your motivation, experience and skills against the requirements of the role, with reference to criteria in the person specification.

A completed **Diversity Monitoring Form and Candidate Supporting Information Form**. Forms can be downloaded from the Veredus job page.

Applications should be sent via Veredus website - www.veredus.co.uk, quoting reference number **864**.

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.

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

INDICATIVE TIMELINE

Closing date: **23:59 on Sunday, 12th October 2025**

Final interviews: **w/c 10th November 2025**

Please note these dates are indicative and may be subject to change.

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: www.veredus.co.uk/privacy-policy/



Prifysgol Abertawe
Swansea University