

Chief Financial Officer Candidate Pack





Principal's Introduction

Dear Applicant

I am delighted that you are considering applying for the post of Chief Financial Officer at the University of Strathclyde.

Established in 1796 as 'the place of useful learning' – with a mission to make the world better-educated, prosperous, healthy, fair and secure – we continue to live by our socially-progressive values today.

We are seeking a strategic, inspirational leader and collaborator, who will be a key member of the Senior Executive Team of the University, providing compelling direction and leadership of the CFO directorates, helping our colleagues live the University values in all that we do, and driving forward the University's ambitious Strategic Plan – [Vision 2025](#).

The successful candidate will be a confident and collaborative leader who cares deeply about ensuring that Strathclyde delivers: world-class education and experience for our students; globally competitive research contributions; high performance innovation activities; strong business and industry collaboration; and, strategic international relationships.

The CFO will provide broad strategic financial leadership and direction to the University in order to drive, deliver and support the University's strategy for sustainable growth and development in a rapidly changing and competitive environment. The successful candidate will hold overall accountability for the delivery of key professional services, ensuring high quality and value-added services are provided to the University to ensure the achievement of its strategic vision. As a key member of the Executive Team, you will contribute to the overall management and direction of the University.

As a values-based organisation we are looking for someone who is People-Oriented, Ambitious, Bold, Innovative and Collaborative to lead this critical work. If that's you, I hope you will apply for this exciting role.

Best wishes

A handwritten signature in black ink, reading "James McDonald". The signature is written in a cursive, flowing style.

Professor Sir Jim McDonald
Principal & Vice-Chancellor



About the Role

Job Description

Brief Outline of Job:

Provide broad financial leadership and direction to the University in order to drive, deliver and support the University's strategy for sustainable growth and development in a rapidly changing competitive environment. Hold overall accountability for the delivery of key professional services directorates, including Finance and Estates, ensuring high quality and value-added services are provided to the University to ensure the achievement of its strategic vision. As a key member of the Executive Team, you will contribute to the overall leadership and direction of the University.

Main Activities/Responsibilities:

1. Support the Principal, Executive Team and Court in development of the vision, direction and objectives for the University, while ensuring the highest standards of financial management, risk management, probity and accountability.
2. Responsible for the development and delivery of a financial strategy for the University which facilitates effective strategic planning and capital and other investment decisions while maintaining best practice in stewardship of resources.
3. Responsible for the strategic management and leadership of the postholder's designated Professional Service functions, ensuring excellent service delivery which is aligned with University strategy.
4. Working with relevant Directors, ensure clearly defined objectives, performance and quality targets and continuous improvement mechanisms are defined for all areas of responsibility.
5. Provide constructive feedback on a regular basis to direct reports; undertake performance management and personal development planning to ensure high-level performance is delivered and career development is supported at the top level to ensure that the evolving needs of the University are met.
6. Be the financial point of contact for the Principal, University Court and Executive Team to help support the development and leverage of new strategic initiatives that better place the University to meet its strategic objectives and enhance its reputation.

About the Role

Main Activities/Responsibilities (continued):

7. Ensure the Principal, University Court and top-level University Committees are provided with proper, timely, easily accessible financial information required for planning, resource allocation and strategic decision-making; report to Court on the financial position and performance of the University.
8. Provide high-level advice and guidance to the Principal, University Court and members of the Executive Team in the areas of financial strategy, financial risk and strategic deployment of resources, ensuring compliance with institutional, legal and regulatory requirements.
9. Ensure the integrity of the University's financial, procurement, and other systems and procedures; ensure the provision of and present such information as may be required by the Audit Committee.
10. Make a key contribution to the development of effective working relations and business partnerships with the Scottish and UK Government departments and agencies and other key political and external bodies through high-level interaction, negotiation and relationship management in pursuit of the University's strategic objectives to ensure that the University is positioned to best advantage.
11. Represent the University at local, regional and international events and meetings, and on external bodies and committees as directed by the Principal.
12. Produce papers, management briefing notes and other documentation for Senior Officers and top-level University Committees.



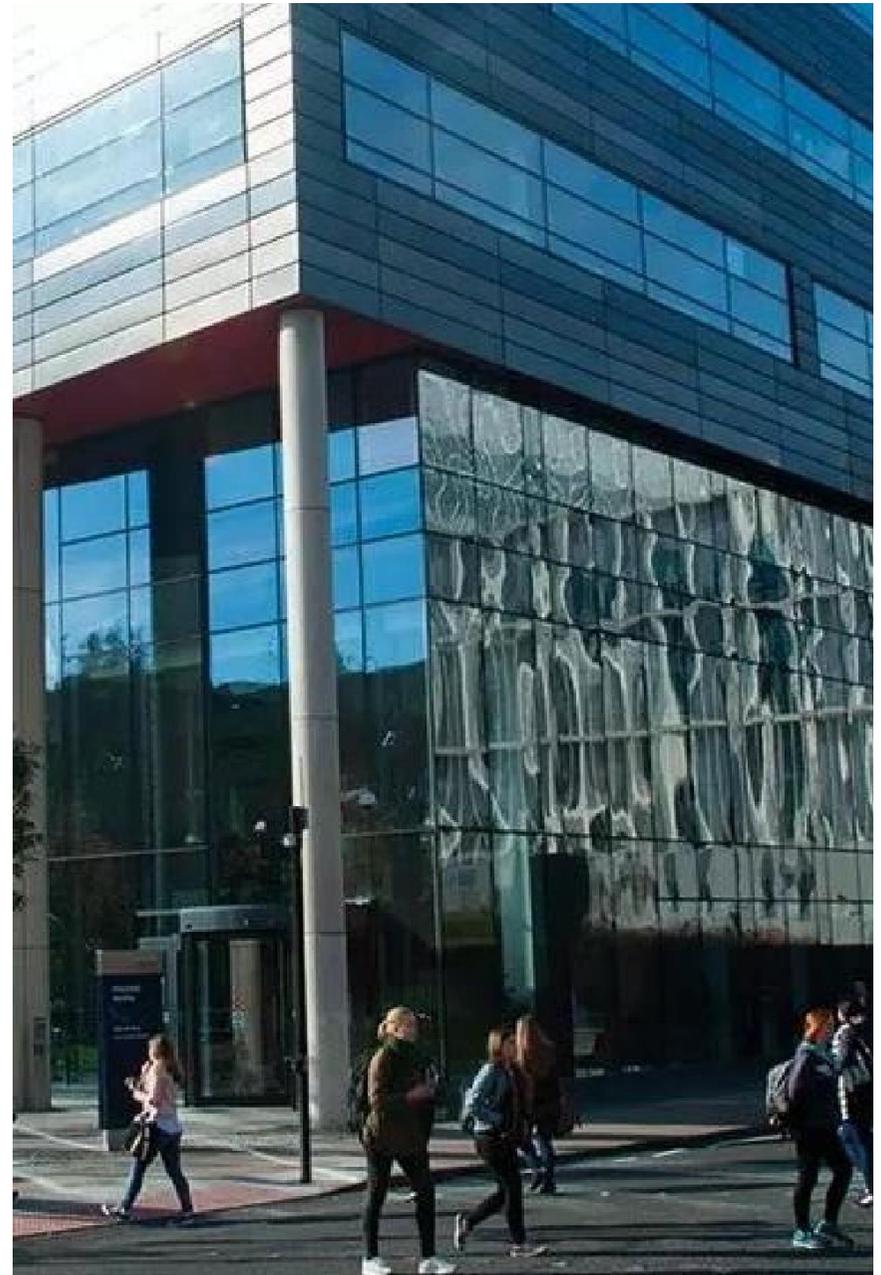
About the Role

Person Specification

It is essential in your application that you provide, in so far as you are able to, evidence and proven examples against the selection criteria below.

Knowledge, Qualifications and Experience:

1. A relevant degree and professional accountancy qualification/s.
2. Membership of a recognised accounting professional body.
3. An outstanding track record of achievement as a senior-level finance professional within a large complex organisation which has led to real changes in that organisation's effectiveness, financial sustainability, influence and reputation.
4. A sharp intellect with the capacity to lead continuous organisational change and development.
5. Political acumen and skills to develop productive relationships with government agencies and other external bodies.
6. Highly developed skills in financial and resource planning at a strategic level, the capacity to take the long-term view in envisioning the future of the University in and beyond the context of the strategic plan.
7. Ability to influence and shape the strategic delivery of services within key professional service areas.
8. Significant expertise in leading, developing and motivating large multidisciplinary teams and ensuring key targets are met within resource constraints.
9. Capacity to collaboratively, foster cooperation and influence internal and external partners.
10. Ability to generate commitment to financial best practice from non-financial stakeholders.
11. First-class negotiation, communication and analytical skills.
12. Sound judgement and an engaging and collaborative style that aligns with the University's Values.





Terms of Appointment

Salary

An attractive package commensurate with the skills and experience of the appointee.

Term of Appointment

This is a permanent appointment.

Conditions of Employment

Conditions of employment relating to the Administrative and Professional Services staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An unconditional contract of employment will not be issued until Human Resources receives confirmation that the applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12-month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them.



Equality and Diversity

The University of Strathclyde is committed to achieving and promoting equality of opportunity in its learning, teaching, research and working environments, and to ensuring these environments support positive relations between people, and a culture of respect. As a provider of employment and education, we value the diversity of our staff and students and are committed to encouraging everyone to realise their full potential.

We welcome applications from all sectors of the community, particularly from traditionally under-represented groups.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.





About the University of Strathclyde

We are a leading international technological university that is socially progressive, inspired by our founder's vision of a 'place of useful learning', and we are making a positive difference to the lives of our students, the society we are part of, and the world we share.

As we enter a new age of discovery and technological progress, the University of Strathclyde is focusing its internationally-leading teaching, research and translational expertise on solving key global challenges, supporting the development of innovative and productive economies and societies and working in close partnership with like-minded organisations.

As a socially-progressive institution, we pioneer technologies not just for their own sake, but because they help improve society economically, in its health, quality of life and its creativity, enriching us in every sense.

Our approach is ambitious, collaborative, and international, recognising that modern challenges are complex, and that approaches to tackling these challenges typically require technical, societal, policy and business insights, working in close participation with the communities involved.

This 'people-oriented' approach to education, research and innovation, together with an unbroken 200-year commitment to 'useful learning', makes Strathclyde a distinctive voice in Higher Education.

We are home to world-class researchers in each of our four faculties –Engineering, Humanities & Social Sciences, Science and the Strathclyde Business School. Based on the results of REF 2021, the Times Higher Education ranked Strathclyde as one of the UK's top research-intensive universities.

About the University of Strathclyde

We make significant investments in fundamental research, recognising that it will pave the way for the disruptive discoveries of tomorrow. At the same time, we are renowned for unequalled links with business, industry and the public sector, enabling us to tackle local, national and global problems, respond to challenges, and bring products and services to market more quickly.

The quality of our research and our reputation for challenging conventional thinking make us the partner of choice for growing numbers of organisations and other universities around the world.

We make significant investments in fundamental research, recognising that it will pave the way for the disruptive discoveries of tomorrow.

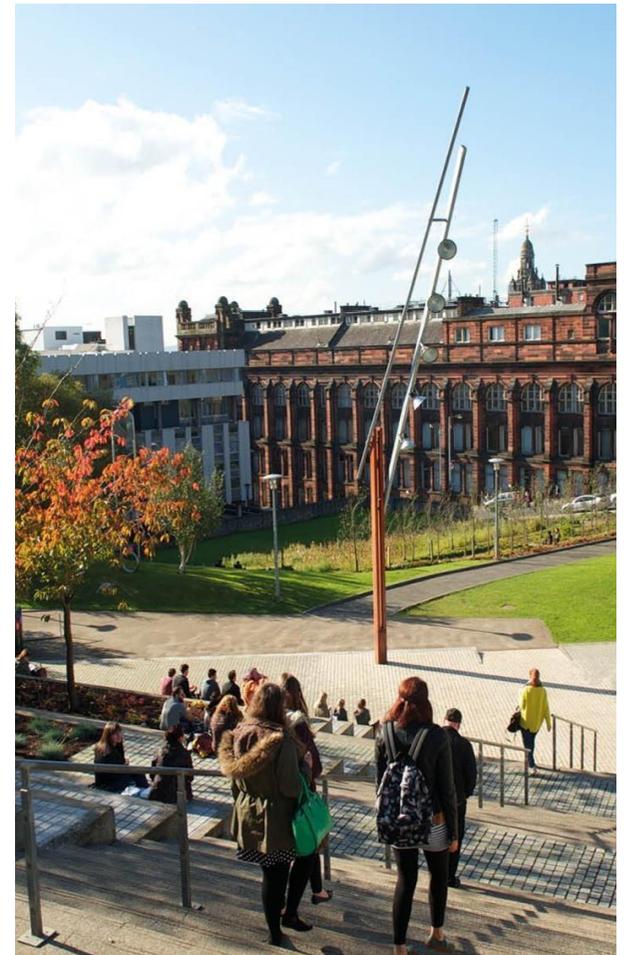
Together with our partners, we are at the forefront of international research in our strategic theme areas including:

- Energy
- Health & Wellbeing
- Society & Policy
- Innovation & Entrepreneurship
- Advanced Manufacturing & Materials
- Ocean, Air & Space
- Measurement Science & Enabling Technologies

Strathclyde is proud of its long history of meeting the needs of students, employers, industry, the public sector and wider society through education, research, innovation and enterprise. This historic tradition is at the heart of our sector-leading approach to innovation today: creating an ecosystem where shared ideas and collaboration can thrive.

Strathclyde's ambitions – laid out in our Strategic Plan, Vision 2025 – and our contribution to excellence in research, innovation and education have been recognised through a series of national awards. We have been named Times Higher Education UK University of the Year in 2019 and 2012 – the only university to have won the award twice - and Sunday Times Scottish University of the Year 2020. We are also a three-times winner of the prestigious Queen's Anniversary Prize for Higher and Further Education, the most recent in recognition of our strength in Advanced Manufacturing.

Our [People Strategy](#) places staff at the heart of our plans, recognising that their collective talents, efforts and commitment will deliver our vision for the future. This 'people-first' outlook is at the heart of all our decision making and is reflected in the focus we have placed on the health and wellbeing of our University community, particularly throughout the coronavirus pandemic.





About the University of Strathclyde

Strathclyde is investing heavily in the development of its campus, with capital spend reaching more than £1 billion to 2025. The University also plays a key role in Glasgow City Innovation District – Scotland’s first innovation district – which we launched with our partners in 2019.

Glasgow City Innovation District is a hub for entrepreneurship and collaboration and is supporting companies who locate here to accelerate growth, improve productivity, and access Strathclyde’s world-class talent and research in areas including 5G communications, health tech, quantum, industrial informatics, FinTech and Space.

The University of Strathclyde also operates the National Manufacturing Institute Scotland (NMIS) which took ownership of its new flagship facility at the heart of the Advanced Manufacturing Innovation District Scotland (AMIDS) in Renfrewshire in February 2023.

Our approach to collaboration is accelerating the development of new technologies, helping companies compete internationally, and informing public policy. Our partners benefit from the support of our global innovation network, while informing our educational programmes for tomorrow’s graduates.

We are at the heart of an international innovation network with leading universities around the world. We are advancing an international research and innovation ecosystem, working with some of the world’s top universities to harness shared research outcomes, education collaborations and innovation.

Our Values

The University's values capture what we're all about: who we are, what we believe in and what we stand for.

Our values flow from how we act and how we expect to be treated as part of Strathclyde.



People-Orientated

Bold

Innovative

Collaborative

Ambitious

In delivering **our People Strategy**, we will contribute, act and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities and investing in their development
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making
- **Innovative:** focused on discovering and applying knowledge with impact, and encouraging creative thinking and new ideas
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners

Recruitment Process

The University of Strathclyde has appointed Aspen, an executive search firm, to assist with this appointment.

To apply, please [CLICK HERE](#) to upload your CV and cover letter as one document, indicating how you meet the criteria for the role.

Applicants will be shortlisted for interview by matching the details given in their CV and covering letter supporting statement against the job description and person specification. We would therefore ask applicants to provide clear evidence to show how your experience, skills and knowledge match those requirements as well as why you are interested in the role.

We would also be grateful if you could include the following information:

- Current salary/package
- Current notice period
- Details of three referees (please note that referees will not be contacted until offer stage or without prior consent).

Please note that you will receive an automatic acknowledgement of your application – if you do not receive this, please contact Melissa Scholes on 0141 212 7555.

Further Information

For a confidential discussion about the role, please contact our consultants at Aspen on 0141 212 7555:

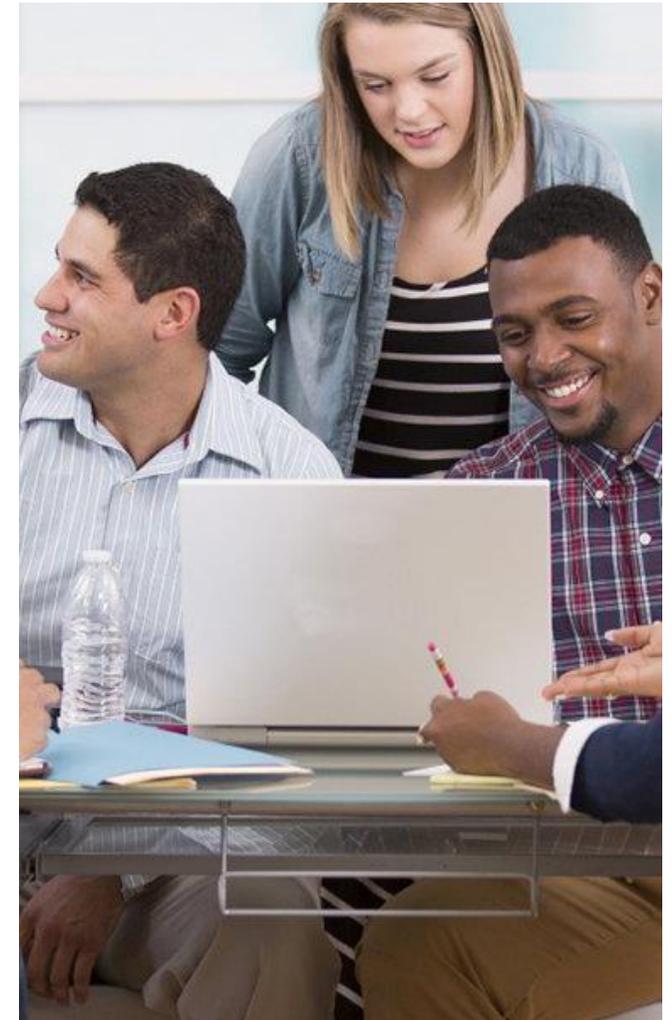
- Donogh O'Brien
- Laura Crichton
- Gillian Blackadder

To monitor progress and ensure that our policies are effective, we collect monitoring information about applicants and employees. This information assists us in supporting existing staff and attracting a diverse workforce to Strathclyde. The Equal Opportunity Questionnaire is available [to download](#) and we'd be grateful if you could send your completed form to mscholes@aspenpeople.co.uk

Recruitment Timeline

Closing Date: Monday 27th March 2023 / **Initial Interviews:** mid-April 2023 / **Final Panel Interviews:** late-April 2023

*Please note this timetable is indicative only and may be subject to change.



UNIVERSITY OF STRATHCLYDE

Chief Financial Officer

The place of useful learning
www.strath.ac.uk

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The University of Strathclyde is a
charitable body, registered in Scotland,
with registration number SC0152