



University
of Glasgow

Vice-Principal & Head of College of Social Sciences

2026

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Welcome

Professor Andy Schofield, Principal & Vice-Chancellor

Dear Candidate

As Principal and Vice-Chancellor, I am delighted you are interested in exploring the opportunity to become the University of Glasgow's next Vice-Principal and Head of the College of Social Sciences, a role of significant strategic importance to the institution.

The University of Glasgow is a place where world-changing research meets transformative teaching, where bold ideas flourish and where talented people are empowered to realise their ambitions. The University of Glasgow has delivered strong financial results supported by strong academic foundations and global aspirations.

Our recent successes will help us chart a course for the future. Glasgow is a QS global top 80 university, was recently Scottish University of the year in 2024 (Times and Sunday Times Good University Guide) and ranks 12th globally in the world impact rankings. The University is also ranked in the top 30 globally for sustainability. As we look ahead to the next decade, we are seeking leaders who can help shape our future with confidence, clarity and purpose.

This is a leadership appointment within one of the University's largest and most influential Colleges. The College of Social Sciences makes a vital contribution to our academic mission, bringing together outstanding scholarship, impactful research and an exceptional student experience across a broad range of disciplines that address some of the most important challenges facing society today.

As Vice-Principal and Head of College, you will provide strategic and academic leadership to a diverse and vibrant community, working in close partnership with colleagues across the University. You will play a key role in advancing excellence in research, education and engagement, while fostering a collegiate, inclusive and high-performing culture.

We are looking for an academic leader who shares our vision and values, someone who can work closely with me to navigate the challenges facing us in high education and chart a course for continued excellence, doing so as part of a collegial Senior Management Team. If you are driven by purpose, inspired by collaboration, and ready to make a lasting impact, I invite you to explore this opportunity to help shape the future of one of the world's great universities.

Yours sincerely,

Professor Andy Schofield
Principal and Vice-Chancellor, University of Glasgow

A University *for* the world

The University of Glasgow and our
inspiring people have been changing the
world for 575 years





The University of Glasgow and our inspiring people have been changing the world for 575 years.

Adam Smith laid the foundations of modern economics. James Watt gave power to the industrial revolution. Ian Donald showed us the first ultrasound image of a foetus. Jocelyn Bell Burnell discovered radio pulsars.

Today, our inspiring people continue to change the world for the better.

Our REF2021 results highlighted Glasgow's position as a world-changing university which produces research of global and national importance and our annual research grants and contracts income places us within the top 10 UK universities.

Now, as in the University's history, our researchers show curiosity, openness, a strong social commitment and a willingness to challenge the status quo. Our research illustrates the breadth and depth of our expertise, our ability to work together to address global goals and our

commitment to deliver economic and societal change, both locally and internationally. Changing the world is not only about making discoveries and creating new technologies. Informed leaders, creative thinkers and bold business minds have honed their skills at Glasgow. The talents of some of the UK's most influential political figures have been nurtured here. Award-winning writers have developed their craft. Human rights activists have gained their voice.

We are a place where the synergy between our research and teaching inspires ambitious people to succeed. A place where inquiring minds can develop their ideas. A place where talented people are given the space to realise their dreams.

Most importantly, we are open to the world. Our doors are open to the brightest minds, regardless of background, who wish to study at university. We are open to collaboration and the exchange of knowledge with other universities, government and business.

To continue to be a world-class and progressive university, we are dedicated to bringing inspiring people together to change the world.

University of Glasgow Facts

PLACED 1st
**SCOTTISH UNIVERSITY
OF THE YEAR 2024**
THE TIMES AND SUNDAY TIMES
GOOD UNIVERSITY GUIDE

12th IN THE WORLD
OUT OF 2,526 INSTITUTIONS
THE WORLD IMPACT
RANKINGS 2025

79th IN THE
QS WORLD UNIVERSITY
RANKINGS 2026

84th IN THE WORLD
UNIVERSITY RANKINGS 2026

£4.4bn
ECONOMIC
CONTRIBUTION TO
THE UK ECONOMY

ESTABLISHED IN

1451

A WORLD
TOP100
UNIVERSITY

EIGHT
NOBEL
LAUREATES
CONNECTED TO
THE UNIVERSITY

WORLD
TOP30 FOR
SUSTAINABILITY

MEMBER OF THE
PRESTIGIOUS
RUSSELL
GROUP
OF LEADING
UK RESEARCH
UNIVERSITIES



World Changers Together

Our mission is to bring a community of world changers together

Colleagues have been invited to share their views on the draft University Strategy for 2025–2035. Feedback from this consultation is helping to shape the next iteration of the strategy before a final version is submitted to the University Court for approval in February 2026.

Our Values

Our strategy and approach may evolve as the landscape changes over the next ten years, but our values will remain constant: a fixed point of certainty in uncertain times. Living and upholding these values will ensure that we remain true to the spirit of our community and ourselves.

Ambition and Excellence
Curiosity and Discovery
Integrity and Truth
An Inclusive Community

For more details on our values, see page 9.

Financial overview

Our Reports and Finance Statements for the year to July 2024 can be viewed at:
https://www.gla.ac.uk/media/Media_1137393_smxx.pdf

Our Purpose

Our world-changing research, innovation and teaching have been, and will continue to be, at the forefront of technological and social change, advancing a globally inclusive and fair society. We are World Changing Glasgow. We transform lives through ideas and action.

Our Ambition

We aim to:

Strengthen our research and innovation by collaborating, unlocking creativity and supporting our people to advance knowledge and create positive impact.

Provide a sector-leading educational experience that is Futures Focused, Experiential and Life Integrated, and Globally Oriented, enabling our students to thrive and stand out as history makers.

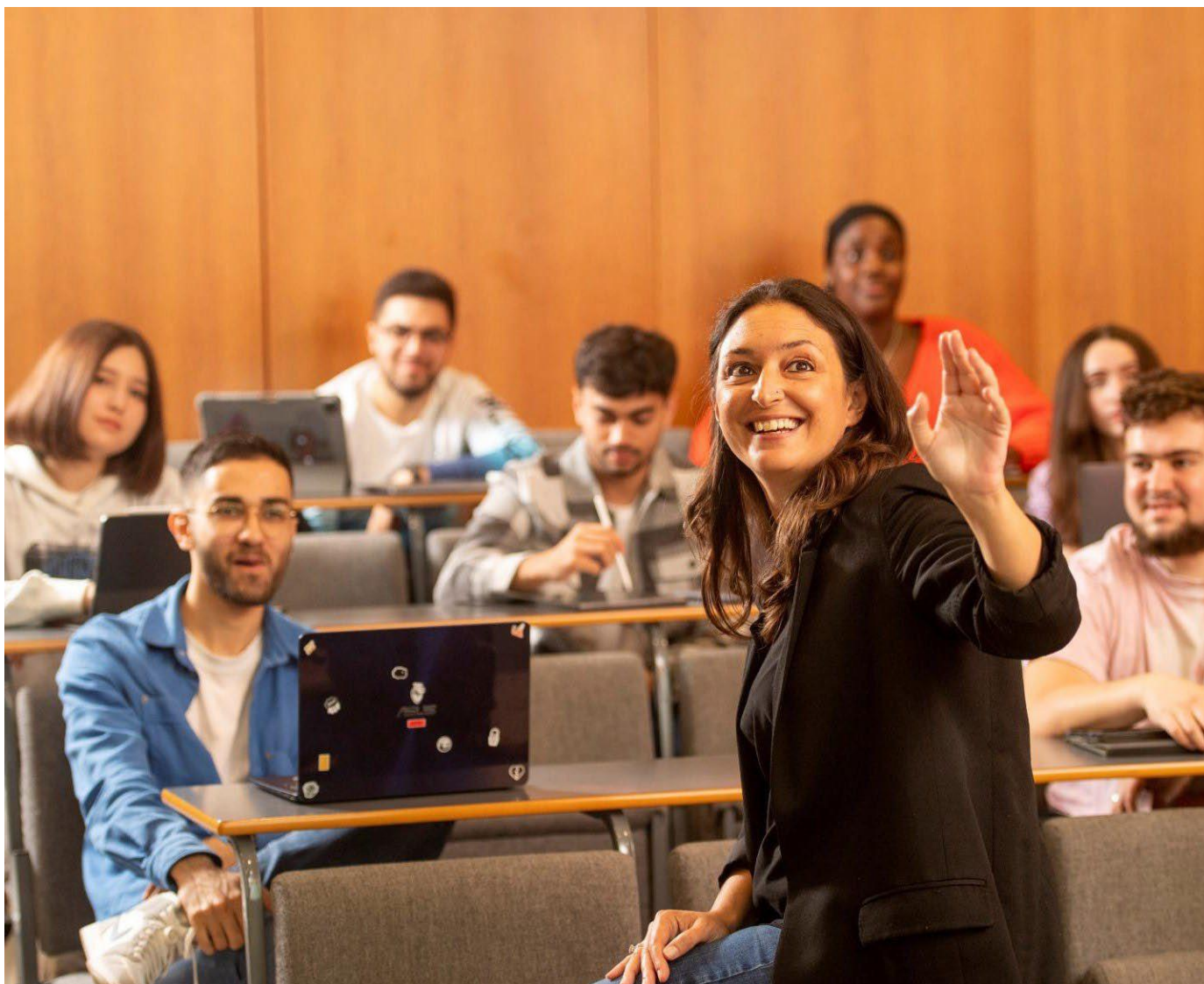
Work in partnership with our local, national and global communities to extend our reach and impact as a World Changing University. Develop a values-aligned culture that expects high performance and supports our staff, students and community to flourish.

Culture & Values

Our people have always been at the forefront of innovation. And our past achievements inspire our current world changers.

The future for our sector, our society, and our world is never certain. We continually adapt and change what we do and what we offer, as we navigate these successfully. Whilst our strategy and approach will evolve as the landscape changes, our values will remain firmly embedded in our approach.

Our Values were developed in consultation and partnership with our staff and student community. They are reflected at the heart of our core business: research & innovation, student experience and engagement. Fundamentally, living and upholding these Values remain grounded and central to our shared vision and ambition as *The World-Changing University*. Most importantly, our Values-led culture enables, inspires and empowers. It puts people first and compels our community to uphold our Values and behaviours in everything we do.



Our Values are aligned to behavioural expectations for which all of us within our community are individually and collectively responsible – owning and holding ourselves to account accordingly. Our Values show up in our everyday actions in the planning, execution and realisation of our strategic imperatives, our recruitment and selection processes, our performance and development review and career pathway frameworks and our leadership development programmes to name a few.

We very much hope that our Values resonate with potential candidates providing a strong sense of who we are as the University of Glasgow.

Our Values are:

Ambition and Excellence

- We strive for excellence through our work
- We defend academic freedom globally
- We recognise and celebrate shared success
- We have an unrelenting focus on development

Curiosity and Discovery

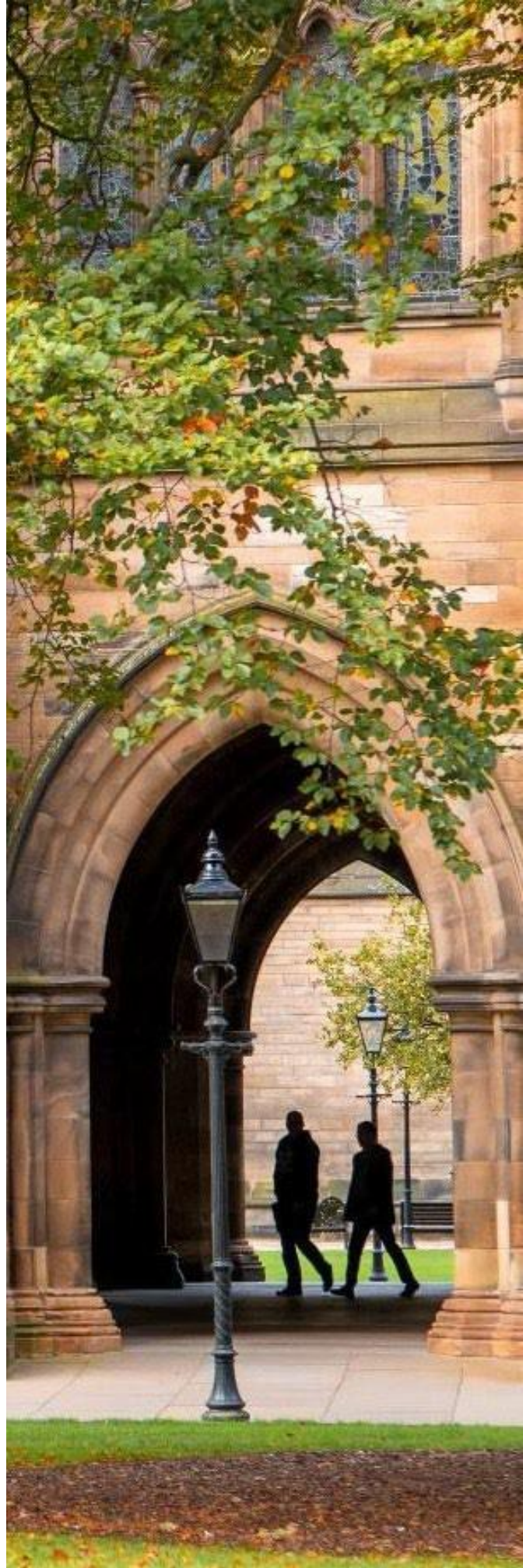
- We innovate and solve problems together
- We lead by influence and example
- We engage with lifelong learning and personal development
- We learn from our mistakes

Integrity and Truth

- We uphold honesty, integrity and fairness
- We share our work widely and generously
- We do the right thing, not the easy thing - or we don't do it
- We take responsibility

An Inclusive Community

- We are one Glasgow team, and we care for and respect one another
- We advocate for diversity and believe in variety as a vital part of a healthy university
- We champion education as an engine for social progress
- We practise and advance sustainability





Research & Innovation

Glasgow is a place where inquiring minds can develop their ideas. A place where people make discoveries that change the world.

Our researchers show curiosity, openness, a strong social commitment and a willingness to challenge the status quo. Our research portfolio illustrates the variety and depth of our work, highlights where we've built real momentum and distinctive strengths, and shows the impact of our collaborations.

Glasgow Changing Futures is a major new University-wide initiative to contribute solutions to major societal challenges - locally, nationally and globally - through our research, innovation, education and partnerships. Internationally, we co-lead the Universitas 21 Nature Positive Initiative with the University of Sydney to address the global loss of biodiversity by harnessing the collective expertise of Universitas 21.

Nationally, we co-founded Scotland Beyond Net Zero with the University of Edinburgh as a pan Scotland initiative aimed at mobilising research, data and innovation from across Scotland to accelerate transition to Beyond Net Zero.

At a local level, the Glasgow Riverside Innovation District (GRID) is an ambitious partnership between the University, Scottish Enterprise, Glasgow City Council and the local community of Govan. GRID is creating opportunity and lasting benefit for all by stimulating economic growth, creating jobs, attracting inward investment and improving the wellbeing of citizens. Within GRID, the University is creating a precision medicine living laboratory including a purpose-built Health Innovation Hub which will create 450 new employment opportunities.

Read more about our research at:

<https://www.gla.ac.uk/research>

See more on Glasgow Changing Futures at:
<https://www.gla.ac.uk/explore/glasgowchangingfutures/>

Our research & innovation ambitions are met through curiosity driven and challenge-led activity, and the translation of ideas into innovative realities.

- A leading role in the UK Quantum Technology Programme: Glasgow leads the UK Hub for Quantum Enabled Position, Navigation and Timing (QEPNT) – bringing together industry and academia to support advancements in sectors such as aerospace, transport, energy, communications and defence.
- Climate resilience for the City of Glasgow: GALLANT is a NERC-funded programme that is partnering with local leadership, industry, and community groups to help the city move towards climate resilience whilst tackling health, social and economic inequalities.
- Cultural Heritage: Museums in the Metaverse is a £2.7 million project redefining cultural heritage experiences, enabled by our state-of-the-art extended realities (XR) facilities within our Centre for Immersive Realities (RIG), and supported by the UK Innovation Accelerator programme.
- Clinical innovation ecosystem: In partnership with industry and NHS Greater Glasgow and Clyde, we have delivered a world-class Imaging Centre of Excellence (ICE), as well as the Digital Health Validation Lab and the Health Innovation Hub within the Glasgow Riverside Innovation District (GRID) - providing significant economic opportunities across the local innovation ecosystem.
- Data driving resilience: The Urban Big Data Centre's 'Waterproofing Data' project works throughout Brazil- using citizen science to defend vulnerable communities against extreme weather events.
- Pandemic preparedness: The MRC Centre for Virus Research contributes to national virology capability and supports the global response to viruses and the diseases they cause.
- Digital Chemistry: Following significant market success utilizing AI and robotics to digitise molecular discovery, University spin-out Chemify recently opened their £12 million production facility in Glasgow – employing 60 full-time scientists and generating local employment opportunities.
- Precision Insect Control: University spin-out, SOLASTA Bio Ltd, has developed the world's first technology platform for creating novel green insecticides for use in the global agricultural industry in an environmentally sustainable manner.
- Global research partnerships: Through our Blantyre-Blantyre project, we have established a state-of-the-art research facility at Kamuzu University of Health Sciences – Malawi. This supports equitable health inequality research and has delivered the first-ever cohort of domestically trained dentists in Malawi.
- Student start-ups: the University's thriving community of student founded start-up businesses includes Kingdom Technologies, a robotic lawnmower company using advanced GPS tracking which has raised over £8 million in investment to date.

At the core of our research endeavours is building a positive research culture that promotes a healthy research environment. This approach comes through all our actions - in the way we evaluate, support and reward quality, how we recognise contributions to a research activity, how we support careers, and how we are building an environment in which individuals collaborate in an atmosphere of openness and trust.



Student Experience

We develop and support our students through an excellent university experience, so that they fulfil their academic potential and contribute in the fullest way possible to culture, society and the local and global economy throughout their lives.

To ensure our students achieve more than a degree, they are able to access a panoply of social, sporting, volunteering and cultural experiences that enable them to connect, develop new skills and enhance their prospects.

We create an inclusive environment where students develop meaningful relationships with one another and with staff and, through those encounters, create new knowledge, challenge received wisdom, build inter-cultural and leadership capabilities, and develop disciplinary excellence and an appetite for lifelong learning and enquiry. We give students the space, time and guidance to forge their own paths and take their first steps as future world changers, promoting an inclusive experience that acknowledges the range of interests and aspirations of our student population. Our social activities and support services are designed in recognition of the internationally diverse community on our campus.

Our learning and teaching and wider student experience are shaped by the values, creativity, ambition and commitment of students and staff. This is needed to support students to thrive in a rapidly shifting, internationally competitive higher education sector, and underpins the provision of high-quality careers advice, the expansion of opportunities for students to acquire work experience, and the creation of an inclusive environment where cost and accessibility needs do not represent barriers to participation in campus life.

- We promote, encourage and enable more pervasive engagement with student-centred active learning approaches.
- We transform curricula and assessment in ways that address the societal challenges that we face globally, reflect our values of inclusivity and integrity, draw on best practice in teaching and assessment, and embed work - related, professionally recognised learning opportunities for students.
- We work in partnership with students to support their development as flexible and adaptable graduates who can work effectively with others to bring disciplinary skills and knowledge together to form creative solutions to complex world problems.

Engaging with staff, students and employers we have identified the attributes which define the Glasgow graduate - the academic abilities, personal qualities and transferable skills which all students will have the opportunity to develop as part of their University of Glasgow experience.



Engagement

Connect, collaborate and contribute

The University of Glasgow was founded for the benefit of the city and its people. Today, as a proud civic university with international reach, we remain committed to helping Glasgow to flourish. We work closely with a diverse range of stakeholders throughout the city to co-design solutions to societal challenges, create opportunities, and make a lasting positive impact in Glasgow and beyond.

Our staff and students are engaged in strong, enduring research and community partnerships to improve health, boost the economy, build a sustainable future and celebrate the achievements of those living in Glasgow. By engaging the public with our research, we provide unique insight into our work, highlighting the personal stories behind our teaching and research, and building public trust in the value of what we do.

We are proud to be a University that ranks 12th in the World THE Impact Rankings demonstrating our contribution to society through the UN Sustainable Development Goals, and 2nd globally for our impact on sustainable cities and communities.

We are committed to both raising aspiration and attainment for all through championing widening access. We support thousands of pupils aged 7-18 years each year through our collaboration with IntoUniversity Centres, and around one-third of our first-year undergraduate cohort come from the 40% of most deprived postcodes in the country, as measured by the Scottish Index of Multiple Deprivation. In 2022, the University also became a University of Sanctuary as a result of the University's existing and future pledge to support forcibly displaced migrants, refugees and asylum seekers within our community. And this year, we launched our Civic Fund, providing grants for local initiatives to support our communities living around us.

The University's community extends worldwide, and we place strong emphasis on our global connectivity and partnerships that foster mutual respect and reciprocal benefits.

The University has developed successful transnational education partnerships in China with Nankai University, Tianjin, and with the University of Electronic Science and Technology of China in Chengdu and Hainan, as well as with the Singapore Institute of Technology. In total we deliver a Glasgow education to over 5,000 students overseas, and we are proud to be a founding member of Universitas 21, a global research-intensive network, The Guild of European Research-Intensive Universities, and CIVIS, a European University Alliance.

See more on our public engagement work at: <https://www.gla.ac.uk/connect/publicengagement/>
Read our Global Glasgow 2025 strategy at: <https://www.gla.ac.uk/explore/globalglasgow/>

Explore Our Campus

Our historic campus, the site of many cultural attractions, is popular with visitors from all over the world. We are home to Scotland's oldest public museum and the world's largest collection of works by renowned Scottish architect, Charles Rennie Mackintosh.

Gilmorehill Campus is located in the west end of Glasgow, three miles from the city centre. This is where you will find the University's iconic main building and many of the University's teaching and research facilities. The Gilmorehill Campus is also home to The Hunterian Museum and Art Gallery, which boasts one of the most distinguished public art collections in Scotland. Its permanent displays include works ranging from Rubens and Rembrandt to the Scottish Colourists and Glasgow Boys.

Just four miles from our Gilmorehill Campus is our beautiful Garscube estate. Spanning 200 acres, Garscube is home to the School of Biodiversity, One Health and Veterinary Medicine, our Wolfson Hall of Residence and outdoor sports facilities which include both grass and synthetic pitches.

Dumfries Campus is surrounded by 85 acres of parkland and gardens in the southwest of Scotland and is home to the School of Social & Environmental Sustainability.

CAMPUS REGENERATION

In 2017, the University acquired a 14-acre site immediately adjacent to the University of Glasgow's main campus at Gilmorehill which enabled the University to embark upon one of the UK's largest current campus re-development projects, investing £1 billion in its campus over the following ten years. This has resulted in an open and accessible campus that will not only enhance the performance of the University but have a positive impact on the infrastructure of the city.

Keystone Building

The Keystone Building is more than just an expansion of our physical estate. It represents an opportunity to reimagine how we use our campus. Keystone Building is a £311 million investment under construction scheduled to open in September 2028. The Keystone Building will expand our research capabilities and teaching facilities, enhancing our global reputation and impact. It will also help us consolidate activities from older spaces that are nearing the end of their useful life. The 27,000-square-metre building will accommodate approximately 3,600 students and host a range of general teaching spaces, technical facilities, collaborative areas and a café, as well as dry and wet lab spaces along with research space.



JAMES MCCUNE SMITH LEARNING HUB

The £90 million James McCune Smith Learning Hub is a state-of-the-art learning and teaching facility with the capacity for more than 2,500 students.

Also boasting social and prayer/reflection spaces, the James McCune Smith Learning Hub has been named after a Glasgow alumnus – the prominent civil rights activist and first African American to be awarded a medical degree anywhere in the world in 1837.

THE ADVANCED RESEARCH CENTRE (ARC)

We invested £116 million in the Advanced Research Centre (ARC) which opened in June 2022. The MazumdarShaw Advanced Research Centre (ARC) is the vibrant, creative, and collaborative heart of the Western Campus. The ARC co-locates diverse research teams and ideas in an innovative space, designed to stimulate cross-disciplinary activities by removing disciplinary and organisational structures and external barriers. ARC residents include researchers at all career stages, drawn from across the University. This is the first time a Russell Group University has attempted to co-locate such a diverse mix of interdisciplinary researchers in one research facility. The ground floor is accessible to the whole University and the wider community, providing a forum for knowledge exchange and public engagement.

CLARICE PEARS BUILDING

The £53 million Clarice Pears building houses the University's School of Health & Wellbeing, allowing staff from 10 different sites around the city to come together in a single state-of-the-art facility. The Clarice Pears building significantly enhances the School's reputation and influence within the sector, increasing PGT and PGR capacity, attracting and retaining high-calibre staff. It provides the means for both opportunistic and planned collaboration and networking, and different disciplines share social spaces. The building is used to host joint seminar series, workshops and knowledge exchange events, as well as developing new multi-disciplinary postgraduate courses. The Clarice Pearce Building also hosts the Byres Rd Community Hub.

POSTGRADUATE TEACHING HUB & ADAM SMITH BUSINESS SCHOOL BUILDING

The £94.5 million building is a unique, multi-disciplinary home for students of our Postgraduate master's degrees and world-leading facilities for the Adam Smith Business School. It provides an excellent setting to support collaborative research, connections with practice, and a wide range of approaches to learning and teaching, delivering world-class student and learning experience. It places business skills and engagement at the heart of our postgraduate experience.



The City of Glasgow



With a population of over 1 million, Glasgow, situated near the west coast of Scotland, is Scotland's largest city and the UK's fourth largest whilst serving as the traditional gateway to the spectacular Highlands and Islands.

Glasgow is home to Scotland's national opera and media, and is renowned for its architecture, museums, festivals and food scene, whilst also being the UK's first UNESCO City of Music.

With its deep-rooted history, contemporary culture and world-class facilities, Glasgow continues to shine on the global stage. Following its successful hosting of the Commonwealth Games in 2014 and COP26 in 2021, and recognition as the European Capital of Sport in 2023, the city this year celebrates its 850th birthday and is looking forward to hosting the 2026 Commonwealth Games.

Voted the friendliest city in the world (source: Conde Nast Traveller 2025 Readers' Choice Awards), Glasgow truly lives up to its strapline, 'People Make Glasgow', encapsulating the warmth, diversity and character of its multinational community.

The Gaelic for Glasgow translates to 'Dear Green Place' in recognition that the city boasts over 90 parks and gardens whilst being just a short drive from Loch Lomond and Scotland's stunning countryside.

Glasgow is well connected with major European destinations less than an hour away. Two train stations serve the city alongside one of the oldest subway systems in Europe and an international airport.

College of Social Sciences

Who we are

The College of Social Sciences at the University of Glasgow is a large, complex and high-performing academic community with a clear sense of purpose: to generate knowledge, insight and graduates that contribute meaningfully to social progress. With over 12,000 students across undergraduate, postgraduate taught and research programmes, and a staff body exceeding 1,100, the College is one of the most significant social science groupings in the UK.

The College brings together six constituent academic units: the **Adam Smith Business School**, the **School of Education**, the **School of Law**, the **School of Social & Environmental Sustainability**, the **School of Social and Political Sciences**, and the **Centre for Public Policy**. This structure provides a strong disciplinary base while supporting an increasingly mature and strategically aligned interdisciplinary agenda. Research excellence is embedded across all Schools, as demonstrated in REF 2021, where more than 90% of outputs were assessed as world-leading or internationally excellent, and the research environment was recognised for its vitality and sustainability. Alongside this, the College has built a distinctive profile in engaged scholarship, characterised by deep partnerships with policymakers, industry, civic organisations and communities.

Teaching and learning are central to the College's identity and future. The College has experienced sustained growth in student numbers over recent years, driven by academic reputation, portfolio innovation and global reach. Our programmes are designed not only to convey disciplinary knowledge, but to develop critical thinking, data literacy, adaptability and collaborative skills. Curriculum reform, inclusive and authentic assessment, and a strong commitment to student experience underpin this work, alongside targeted support for colleagues on learning, teaching and scholarship career pathways.

The College operates in a challenging external environment marked by financial constraint, intensified global competition and significant shifts in higher education & research funding, particularly for the social sciences. In response, the College has launched Planning for the Future, a structured three-year programme of strategic change and renewal. This programme is focused on building research power through sustainable growth, diversifying income streams, strengthening leadership and talent pipelines, reforming portfolio and delivery models, and improving organisational agility and operational effectiveness.

Governance within the College is well established, transparent and participatory, supported by an engaged College Management Group. There is a strong institutional commitment to equality, diversity and inclusion, early career development, leadership capability and positive workplace culture.

The incoming Head of College will inherit a College with considerable momentum, strong foundations and a clear sense of direction. The role offers the opportunity to lead at scale, to shape the future of social sciences within a globally ambitious university, and to further enhance the College's impact on policy, practice and public life.

College of Social Sciences

Who we are



5,942

**Undergraduate
Students**



5,593

**Postgraduate
Students**



498

**PhD
Students**

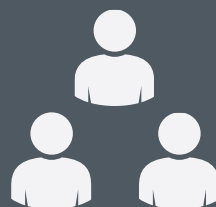


12

UG Programmes

>1,000

**Staff: 760 academic, 382
non-academic**



171

PGT Programmes

Over

12,000

Current students



**Funded PhDs &
studentships,
UG & PGT
scholarships**



**5 academic schools & Centre for
Public Policy**

Rankings & Reputation

<div><div>QS</div><div>SOCIAL SCIENCES & MANAGEMENT 2025</div></div>		<div><div>THE</div><div>WORLD UNIVERSITY RANKINGS</div></div>
QS RANK	SUBJECT	THE RANK
65	EDUCATION	96
64	LAW	44
72 122 134	BUSINESS AND ECONOMICS Accounting and Finance Business and Management Economics	99
95 101-150 51-100	SOCIAL SCIENCES Politics Sociology Social Policy	91
DIFFERENCES IN NUMBER OF RANKED INSTITUTIONS PER SUBJECT E.g. THE lists 990 for Business and Economics versus 389 for Law		
RANKINGS INDICATE POSITION ‘RELATIVE’ TO PEER INSTITUTIONS		



QS FACULTY RANK
95th in the world



importance of
TOP 100 branding

progress on ‘reputation’
intel

room for improvement on
publication metrics
(REF versus bibliometrics)

‘industry’ as low scoring
indicator – little weight in
overall ranking

competition from Asian
Tiger Economies

The Role

Vice-Principal & Head of College
of Social Sciences



The Role

Role Description

Accountable for the strategic leadership, growth and success of the College of Social Sciences, the Vice-Principal and Head of College reports to the Principal and is a member of the University's Senior Management Group, collectively responsible for the success of the University. Success in the role will be measured in part by the Vice-Principal's ability to implement and deliver the ambitions of the College within the framework of the University's strategy for the next decade, inspiring and engaging colleagues in the College and across the University to work to a shared purpose.

Main Duties & Responsibilities

- Actively influence and contribute to the implementation and delivery of a compelling and sustainable University strategy for the next decade.
- Develop and deliver a compelling, cohesive and ambitious strategic implementation plan for the College of Social Science strongly aligned to the University's strategic imperatives.
- Manage the College's human, physical and financial resources to maximise its contribution to the growth and success of the University.
- Create a collegiate environment within the College which inspires colleagues and will help to deliver success for the disciplines represented in the College.
- Develop a culture within the College which empowers Heads of Schools and creates a distributed model of leadership across the College.
- Lead and inspire world-changing Research, Knowledge Exchange and Impact within the College and build on research excellence across the University to address external priorities, leading to economic and societal impact.
- Enhance Learning, Teaching and Scholarship within the College and the quality of the student experience at undergraduate and postgraduate levels, ensuring that students are fully engaged as partners in the learning experience.
- Develop strong collaborative relationships with the other Vice-Principals/Heads of College to develop and facilitate joint activities which cross College boundaries.
- Facilitate the development and growth in funding in teaching, research and knowledge exchange in the schools within the College and in collaboration with the other three Colleges in the University.
- Advance the College's academic strength and influence by developing and maintaining strategic alliances with high-profile organisations and individuals.
- Encourage, stimulate and facilitate entrepreneurial activity, identifying and pursuing external funding and income-generating activities for the College and its schools, in a manner that is congruent with the University's strategic and corporate objectives.
- Promote the University to external bodies and organisations to enhance its reputation, profile and influence in Scottish, UK and international forums.
- Promote and develop an internationalisation strategy thereby enhancing the academic profile of the College and contributing to the global ambitions of the University.
- Promote and support College interests with policy makers and funders, industry and alumni to contribute to the University's fundraising and alumni relation activities.
- Lead, develop and inspire and support a high-performance and inclusive College Management Group, engendering a culture of excellence, accountability, collaboration and transparency.

The Role (cont.)

Experience, skills, and knowledge required to deliver success in the role:

- Strategic leadership of a large academic group in the discipline areas covered by the College with associated accountability for its resource base.
- Record of devising and communicating a compelling vision that has challenged the status quo and enabled/supported growth in activity and reputation.
- Record of successfully managing complex human, physical and financial resources.
- Successfully leading, managing and implementing change across complex organisational structures.
- Strategic thinker with a well- developed understanding of Higher Education across the UK and internationally.
- Leadership style that engenders a positive collaborative and collegiate culture, sustaining high performing and effective teams that engage with colleagues across the University.
- Working collaboratively with other senior managers to deliver University-wide objectives.
- Well-honed knowledge of strategic planning and budgeting at School, Research Institute, College and University level.
- Considerable senior level experience of developing and managing relationships with professional bodies, major providers and regulatory bodies.

The Person

Personal Qualities:

- Strong academic profile with an excellent record of research and teaching in a relevant subject area, as well as excellent leadership and interpersonal skills to build credibility with the academic community across the College and the ability to effectively represent the College to a broad range of audiences and stakeholders.
- Analytical problem-solving capability with well-developed emotional intelligence, judgement and political awareness.
- Ability to adapt and inspire a range of diverse teams to engage in an ambiguous and changing policy and business environment.
- Highly effective communicator, skilled in influencing and negotiating effectively.
- Diplomatic, open and approachable; a personable style of strategic leadership and resource management.
- Adaptable, forward thinking and change orientated and desire to embrace new challenges.
- Strength of character in collective decision-taking to put organisational priorities ahead of College or personal interests.
- Personal integrity, self-awareness and preparedness to evidence commitment to personal development and self-reflection.

How To Apply

Anderson Quigley is acting as an advisor to the University of Glasgow. An executive search process is being carried out by Anderson Quigley in addition to the public advertisement.

To apply, please submit a CV and a supporting statement. Your CV should include:

- Educational and professional qualifications.
- Full employment history.
- The names and addresses of two referees.

Referees will not be approached until the final stages of the selection process and not without prior permission from candidates.

Your supporting statement should demonstrate your ability to meet the person specification (maximum two pages).

Please submit your documents to <https://andersonquigley.com/candidates/> using the reference **AQ3425**.

Should you wish to discuss the role in strict confidence, please contact our advising consultant at Anderson Quigley: Carolyn Coates on +44 (0)7825 871 944, Carolyn.coates@andersonquigley.com or Ed Pritchard on +44 (0)7980 817 927, ed.pritchard@andersonquigley.com

The closing date for applications is **midday, Monday 23 February 2026**.





University
of Glasgow

