



PRIFYSGOL
BANGOR
UNIVERSITY

Pro Vice-Chancellor Global Engagement

Candidate Pack



Introduction

Bangor University is a distinctive, research-led institution with a strong sense of place and purpose. Located in North Wales, it combines academic excellence with a deep commitment to community, culture and global impact.

Founded in 1884, the University has built a reputation for high-quality teaching, impactful research and an outstanding student experience. Today, it is a confident, outward-looking institution with global ambition, seeking to further strengthen its international reach, partnerships and reputation.

The Pro Vice-Chancellor Global Engagement will play a central role in shaping and delivering this ambition. As a member of the University Executive, the postholder will lead the development and implementation of a coherent global strategy, driving growth in international student recruitment, expanding and enhancing transnational education partnerships, and building a stronger, more visible global profile.

The role requires an experienced and credible leader with a proven track record of delivering international strategy, building high-value partnerships and leading change within complex organisations. The successful candidate will bring strong personal networks, a deep understanding of global higher education markets, and the ability to influence and inspire colleagues across the institution.

This is an exciting opportunity to join Bangor at a pivotal moment in its development and to play a defining role in positioning the University as a globally connected institution with impact and reach.

About Us

A Reputation for Excellence

Established in 1884, Bangor University has a long tradition of excellence and exceeds expectations, both for academic standards and student experience.

Around 10,000 students currently study at the University, with teaching staff based within eleven Academic Schools. Bangor University's research has been ranked highly in the Government's most recent Research Excellence Framework (REF2021), with 85% judged to be world-leading (4*) or internationally excellent (3*). Bangor's research in Earth Sciences and Environmental Sciences has been ranked in 1st place for research impact, whilst Allied Health Professions, Dentistry, Nursing and Pharmacy is ranked 15th overall in the UK. This builds on our research strengths in Human Sciences and help develop future health and social care that is sustainable, place-based and bolsters the growth of the regional life sciences sector.

The University has been consistently successful in the National Student Survey (NSS) results and is regularly amongst the UK's top 10 Universities for student satisfaction (excluding specialist institutions). Bangor University was the first in Wales to achieve a Gold Award, the highest rating possible, in the national Teaching Excellence Framework (TEF) and has retained that rating during the time that the TEF was active. We have recently been named Welsh University of the Year 2024, in the Daily Mail's first ever University Guide, and number one University in the UK in Unifresher's Alternative League Table 2023.

Our Mission

A strong, confident institution recognised regionally, nationally and internationally as a centre of excellence for its varied portfolio of teaching and research, and for the unique, multicultural, inclusive experience it provides for its staff and students.

Our Vision

A globally connected University, realising opportunities for success through transformative, innovative, impact-driven research and teaching, with a focus on sustainability: safeguarding the environment, revitalising society's health, and promoting economic, social, bilingual, and cultural vibrancy.



Our History

The University was founded as a direct result of a campaign in the late nineteenth century for higher education provision in Wales. Funds were raised by public subscription to establish a college of university rank in Bangor.

An important feature of its foundation was the voluntary contributions made by local people, including amongst others, many farmers and quarrymen who could ill afford to donate money, but did so despite the difficulties in order to benefit future generations.

The University has a keen memory of those founding subscriptions and the community support that it has continued to enjoy from those founding days and remains true to that founding vision and the need to remember those roots as we build the University for the future. Indeed, these values have a modern reflection in the University's support for the Wellbeing of Future Generations Act (2015).



Our Campuses

Bangor's location - close to the mountains and the sea - has been described as the best university setting in the UK. For example, North Wales was named as the 4th best region in the world to visit by the travel guide, Lonely Planet, due to its stunning location and "shiny new adventure sports facilities".

The University's recent investments in facilities and services include the Pontio Arts and Innovation centre, the opening of 600 new rooms at St Mary's Student Village and the redevelopment of the University's sports facilities at Canolfan Brailsford. Bangor University's accommodation has been rated 3rd in the UK at the What Uni Student Choice Awards 2022. The 2018 Times Higher Education Student Experience Survey places Bangor University in the Top 10 in the UK for Accommodation.

The University's reach extends way beyond the campus in Bangor. As the University of North Wales, the University has facilities and campuses across the region including a significant campus in Wrexham with more than 500 students being taught from that base and further research facilities across North Wales. There are also clinical teaching facilities for medical and healthcare students at Ysbyty Gwynedd, Gian Clwyd and Wrexham Maelor hospital sites and at several community hospitals. There is also a close working relationship with Betsi Cadwaladr University Health Board and primary health care providers across North Wales.

Teaching and Learning

The University prides itself on the quality of teaching offered and was the first university in Wales to be awarded TEF Gold in 2017 which highlights our staff's work in providing outstanding teaching, learning and outcomes for our students. This was supported in a recent review by the UK Quality Assurance Agency, which resulted in the highest possible endorsement of the University's academic standards. This translates to a fantastic student experience, with the 2020 National Student Survey results placing Bangor amongst the UK's top 10 mainstream universities for student satisfaction; a position it has held regularly for several years.

Student Experience

Student life at Bangor University is vibrant and diverse. The vast array of Students' Union Clubs and Societies cover a range of interests, activities and sports, which means there's something for everyone. Student membership is free, so all our students can take advantage of the extracurricular opportunities offered. Students are given help and support from the moment they arrive. Our Student Services Centre provides advice and guidance on matters from money and housing to disability support, counselling, dyslexia, study skills and local faith provision.

Research

Bangor's mission is for a research-led University of and for North Wales, providing transformative learning experiences and nurturing a positive impact on society regionally, nationally, and internationally (Strategy 2030).

Across the University, research and teaching are closely inter-linked: almost all research academics teach, ensuring that our students benefit from the knowledge created by our research.

In REF2021, 40% of our research is considered 4* or world-leading and 45% is 3* or internationally excellent. 77% of Bangor's research was scored as 4* or 3* in the last REF in 2014. In REF2021, it has increased to 85%. In REF2021, Bangor is 41st for the proportion of our research environment judged to be world-leading and 46th (out of 129 - excluding six single-subject institutions) in the sector for research outputs such as publications.

Our Commitment to Sustainability

Bangor University is committed to being known globally as 'The Sustainable University'. Much of what we do is based on our desire to bring sustainability to life, whether through our teaching, research or public engagement. Using a holistic healthy University approach, we support our staff to realise their potential, cope with the normal stresses of life, work productively and contribute to their community. Our priorities focus on prevention and early interventions to build resilience, wellbeing for future generations, and movement, physical activity and sport.

Language and culture

Since its inception in 1884, the University has a tradition of integral links with its local community. Our identity is inextricably associated with our location, and we play a leading role in the Welsh culture and economy and in fostering the Welsh language. We are the world's leading provider of higher education through the medium of Welsh, in terms of volume, breadth of courses and expertise, and we are the sector's standard-bearer for Welsh Language services and support.

Equality, Inclusivity & Diversity

The University is committed to supporting and promoting equality and diversity and to creating an inclusive working environment. We believe this can be achieved through attracting, developing, and retaining a diverse range of staff from many different backgrounds. We therefore welcome applicants from all sections of the community regardless of sex, gender identity, ethnicity, disability, sexual orientation, trans identity, relationship status, religion or belief, caring responsibilities, or age. We promote and facilitate the use of the Welsh language through our progressive Welsh Language Policy. We comply with the Welsh Language Standards and are committed to equality of opportunity. You are welcome to apply for any job in English or Welsh and all applications submitted will be treated equally. We are a member of Advance HE's Athena SWAN Gender Equality charter and hold a Silver award in recognition of our commitment to and progress towards gender equality within the University's policies, practices, and culture. Our dedication to equality is recognised by our Bronze Race Equality Charter status and we are proud to be a Disability Confident employer.



The Role

Post title:	Pro-Vice-Chancellor (Global Engagement)
Reporting to:	Deputy Vice-Chancellor

Role Outline

As a member of the University's Executive, this is a key strategic leadership role responsible for shaping and advancing Bangor University's global engagement agenda. The postholder will lead the development and delivery of a comprehensive Global Engagement Strategy that enhances the University's international reputation, deepens global academic partnerships and supports sustainable international growth.

The role will play a central part in strengthening and evolving the University's global partnerships portfolio, expanding its presence in priority international markets and ensuring a coherent and effective approach to international student recruitment.

The postholder will also contribute to the exploration and development of new models of international and transnational delivery, supporting the University's long-term ambitions for growth, diversification and global reach.

Principal Responsibilities and Duties

- Act as a core member of the University's Executive, contributing to institutional strategy and ensuring that global engagement is embedded across relevant strategic priorities.
- Provide strategic leadership for the University's global engagement agenda, driving internationalisation across partnerships, recruitment, education and external relations.
- Lead the development and delivery of Bangor University's Global Engagement Strategy in support of Strategy 2030, ensuring alignment with academic priorities and institutional ambitions.
- Lead the strategic review, development and optimisation of the University's global partnership portfolio, including transnational education and institutional collaborations, ensuring quality, sustainability and impact.
- Identify and cultivate new international opportunities and markets, building a diversified and resilient global footprint aligned with institutional strengths.
- Ensure financial sustainability within global engagement activities, including international markets, partnerships and associated income streams.
- Work closely with the Pro-Vice-Chancellor (Education), the Pro-Vice-Chancellor (Research) and the academic community to identify and advance international collaborations that enhance education, research and global impact.

- Partner with the Chief Marketing Officer and relevant colleagues to deliver a coherent, insight-led approach to international student recruitment, supporting sustainable growth, diversification of markets and a strong applicant pipeline.
- Partner with Registry to oversee the development and delivery of high-quality transnational education provision and partnership activity, ensuring it contributes effectively to the University's academic objectives.
- Ensure adherence to the QAA quality code and lead on the delivery of the QAA's new UK TNE Quality Scheme.
- Contribute to the identification and evaluation of new strategic opportunities for international growth and delivery, including innovative models of provision and potential new locations, in support of the University's long-term ambitions.
- Build and maintain high-level relationships with international partners, governments, agencies and networks that enhance the University's global standing and opportunities.
- Represent the University at senior national and international forums, acting as a compelling ambassador and strengthening Bangor's global profile.
- Contribute to the University's performance in global rankings and reputation measures through a coordinated and strategic approach.
- Ensure an excellent and inclusive experience for international students, supporting their success, progression and long-term engagement as alumni and ambassadors.

Other Duties and Responsibilities

- The postholder will participate in performance review and developmental activities.
- The postholder will comply with the University's equal opportunities policies, Dignity at Work and Study Policy and the Welsh Language Policy and Standards.
- The postholder has a duty of care in relation to health, safety and wellbeing and must ensure a safe working environment for staff, students and visitors.
- The postholder must comply with all relevant legal and financial policies and procedures.

Person Specification

Qualifications

- A degree or equivalent professional experience.

Experience and Knowledge

- Significant senior leadership experience within a large and complex organisation, with a strong track record of delivering strategic impact.
- Substantial experience of leading international or global engagement strategies within higher education or a comparable sector.
- Proven experience of developing, managing and growing international partnerships, including transnational education activity.
- Strong understanding of international student recruitment, market development and diversification strategies.
- Experience of identifying and developing new international opportunities, markets or delivery models.
- A strong reputation and credibility gained through senior leadership and recognised achievements.
- Proven experience of leading institutional change and influencing across organisational boundaries.
- Deep understanding of the global higher education landscape, including geopolitical trends, international policy and emerging opportunities.
- Awareness of UKVI regulations and their implications for international activity.
- An established network of international relationships relevant to higher education and global collaboration.

Skills and Abilities

- Ability to operate credibly at executive level, influencing academic and professional communities across the institution.
- Strong strategic thinking with the ability to translate vision into delivery across complex systems.
- Exceptional interpersonal and relationship-building skills, with the ability to engage diverse stakeholders globally.
- A compelling and authentic ambassadorial presence, able to represent the University with authority and impact.
- Excellent communication and negotiation skills, with the ability to achieve outcomes through collaboration and influence.
- High level of cultural awareness and the ability to operate effectively across different international contexts.
- Willingness and ability to travel internationally as required.

Terms of Appointment

Salary

The role attracts a competitive starting salary, which will be dependent on the successful candidate's background and experience.

Hours of Work

Because of the nature of the work, the University does not specify any terms and conditions relating to hours of work within the meaning of employment legislation. Hours shall be such as are necessary to carry out satisfactorily the duties associated with the post; and on average a normal weekly commitment will mean between 36.25 and 48 hours per week.

Pension

The successful candidate will be eligible to join the Universities Superannuation Scheme (U.S.S.) if you are not already in receipt of a pension from USS and satisfy the criteria. All other terms and conditions will be in accordance with the standard terms and conditions of employment at the University for academic and academic-related staff.

Annual leave

The period of paid annual leave will be 27 days plus 7 University customary holidays and 8 Bank/Public Holidays (or their equivalent).

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.

Eligibility Requirements

All offers are made subject to proof of eligibility to work in the UK and receipt of satisfactory references.

All candidates must meet the requirements of UK 'right to work' requirements. If you require Home Office permission to work in the UK, or need to switch your visa status in order to take this job, please note that following the introduction by the Government of immigration limits on skilled workers we recommend you use the following link to information about the routes into employment and to check eligibility requirements: www.ukba.homeoffice.gov.uk

Equality and Diversity

We value diversity and welcome applications from all sections of the community. Bangor University aims to provide an environment which respects and values the positive contribution of all its members so enabling them to achieve their full potential and to gain benefit and enjoyment from their involvement in the life of the University.



How to Apply

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

Should you wish to discuss the role in strict confidence, please contact Alicja Janowska on +44 (0)7743 927 783, alicja.janowska@andersonquigley.com or Ed Pritchard on +44 (0)7980 817 927, ed.pritchard@andersonquigley.com

The closing date for applications is noon on **Monday 1 June 2026**.

Applications should consist of:

- A full CV;
- A covering letter (maximum of two pages) outlining how you meet the points under the person specification;
- Please include details of two referees, though please note that we will not approach referees without your prior consent and only should you be shortlisted.
- Completed applications should be uploaded at <https://andersonquigley.com/job/aq3550/>



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