“Open to all and dedicated to the pursuit of truth in the service of others”

Founded in 1495 by William Elphinstone, Bishop of Aberdeen and Chancellor of Scotland, we are Scotland’s third oldest and the UK’s fifth oldest university. We remain true to Elphinstone’s guiding principle of a university that is “open to all and dedicated to the pursuit of truth in the service of others”.

Named as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019 and awarded the Queen’s Anniversary Prize for Higher and Further Education 2017 in recognition of our world-leading research into health economics and health services over the last forty years, we are committed to building further on our history and international reputation for teaching and research excellence.

Our research is at the forefront of addressing a number of challenges facing the world today, from healthcare research, to countering the obesity epidemic, meeting global food challenges and tackling climate change. We continue to innovate in pursuit of excellence in learning and teaching, ensuring that our students who will shape our society in the future are supported to reach their full potential.

Among the many pioneers who have been associated with the University of Aberdeen are five Nobel Laureates, with our alumni making major contributions to many fields, including science, the arts, medical research, business and politics.

We are proud to be at the forefront of innovations in teaching, learning and research and are committed to continuing our programme of Digital Transformation, which includes the continuous implementation of new technologies, greater accessibility of information, simplified business processes and enhanced training and development for students and staff.
Scottish University of the Year 2019
(Times and Sunday Times Good University Guide)

Global Outlook

We are proud of our heritage and remain true to our foundational purpose and, as a global institution with an international outlook, we are committed to the continued growth of our international student population and the expansion of student mobility opportunities. Our first overseas campus in Qatar opened in September 2017 in partnership with the Al-Faleh Group for Educational and Academic Services (AFG) and in the first year, 130 students of 14 nationalities (60% of them women) enrolled onto the business programmes.

In 2019, the Aberdeen/Sri Lanka medical pathway commences, which will allow students in Sri Lanka to undertake study leading to our MBChB degree. We enjoy strong links, including research partnerships, with other international institutions through membership of the Aurora Network of European Universities and through partnership agreements with Curtin University in Australia, and Wuhan University and South China Normal University in China.

We play a key role in the North East region as a stakeholder in the Aberdeen City Regional Deal and in shaping the educational, cultural and economic life of the local area.
Key Facts

In looking to our future and in developing our new Strategic Plan we will build upon our strong foundations of high quality teaching and research. Our strong performance across a number of areas has contributed to our continuing rise in league table rankings:

**Times Higher Education World University Rankings (THE)**

We rose 27 places and are now ranked at 158 - 3rd in Scotland and 22nd in the UK.

**Times & Sunday Times Good University Guide**

We were recently named as Scottish University of the Year for 2019 in the Times and Sunday Times Good University Guide. We displayed a strong performance across several key indicators, resulting in a rise of 14 places from 40th to 26th in the UK – the biggest move by a university that appeared in the previous year's top 40 and the third successive year in which we rose in the rankings. This earned us a place on the shortlist for UK University of the Year.

**Complete University Guide**

We rose from 40th to 28th in the UK, the biggest rise of any of last year’s top 50 universities and in so doing, entered the top 30 of the main league table for the first time. We rose from 7th to 4th place in Scotland, with six subjects being ranked amongst the top ten in the UK.

**National Student Survey (NSS)**

The National Student Survey (NSS) is an annual survey of nearly half a million UK students, with institutions scored across a range of criteria, including teaching, assessment, feedback, and communication. We consistently rank highly in the NSS, with our overall student satisfaction currently rated at 86.4%.

**Research Excellence Framework**

Preparations for the Research Excellence Framework (REF) exercise in 2021 are well underway. Our REF results in 2014 returned a strong performance, with 76% of assessed research judged as world-leading or internationally excellent. With respect to the impact of this research, 85% was judged to be world-leading or internationally excellent.
Finance and Strategy

Financial sustainability is of critical importance across the higher education sector, particularly at a time of financial constraint and political uncertainty at a national and international level. We achieved a turnover of £219.5M in financial year 2017/18. Approximately one-third of income (£74.3M) was received from the Scottish Funding Council for teaching and research and 26% (£56.1M) was generated by external research funding. A further 25% (£55.8M) was earned from tuition fees of which £25.9M was from international students. The underlying deficit for the year to 31 July 2018 was reported as £3.9M and a commitment has been made to return to an underlying break-even position by the end of financial year 2020/21.

Further information on the University’s financial position is available in our Annual Report and Financial Statements:

https://www.abdn.ac.uk/staffnet/working-here/annual-report-accounts--7872.php#panel7896

We have recently started the process of developing an ambitious Strategic Plan which will underpin our growth and ambitions as we look to 2040 and beyond. Our Strategic Plan will be developed within a culture of inclusiveness and transparency, underpinned by a series of wide-ranging debates which will take place across our entire community. The outcomes of these discussions will form the basis of our key strategic priorities, objectives and ambitions that underpin our institutional foundational purpose. In shaping our future strategy, we will build upon the successes we have achieved during the lifespan of our current Strategic Plan (2015-2020) (https://www.abdn.ac.uk/strategic-plan/) while remaining flexible and responsive to the challenges and opportunities which face us across the spectrum of higher education.
OUR GOVERNANCE AND STRUCTURE

The mission, objectives and targets outlined in our Strategic Plan are approved and monitored through our governance structure:

The Court's principal role is to oversee the management of the revenue, property and other resources of the University. It comprises 25 members, the majority of whom are Independent members. It approves the institutional mission and strategic vision and has a number of corporate and legal responsibilities. In common with other ancient universities, the Rector plays an important role in representing and supporting students and has the right to chair Court meetings. Further information about the remit, composition and membership of the Court is available at: http://www.abdn.ac.uk/staffnet/governance/court-information.php.

The Senate is responsible for academic matters, in particular for regulating teaching and academic standards, and the promotion of research. The Senate also approves all degrees to be conferred. The membership of Senate consists of ex officio members, academic members elected from across the Schools and student representatives. Further information about the Senate is available at: http://www.abdn.ac.uk/staffnet/governance/senate/index.php.

The General Council comprises all University graduates and certain academic staff and is empowered “to take into consideration all questions affecting the well-being and prosperity of the University, and to make representations from time to time on such questions to the University Court”. Further information about the General Council is available at: https://www.abdn.ac.uk/general-council/role-of-the-general-council/.

The Senior Management Team is led by the Principal, who is the chief academic and executive officer. The Principal is supported directly by the Senior Vice-Principal, 4 Vice-Principals, Secretary to the University & Director of Operations, Director of Finance and Director of People.
MANAGEMENT STRUCTURE

PRINCIPAL & VICE-CHANCELLOR
George Boyne

UNIVERSITY SECRETARY & DIRECTOR OF OPERATIONS
Caroline Ingis

Marketing & Student Recruitment
Vacant

People
Debbie Dyker

Estates & Facilities
Angus Donaldson

Finance
David Beattie

Digital & Information Services
Brian Henderson

Student & Academic Services
Gillian MacKintosh

External Relations
Vacant

Planning
Hudds Sveinsdottir

Research
Marion Campbell

International Partnerships
Richard Wells

Education
Parker McGeorge

Student Recruitment
Alan Spalight

Vice-Principal

Research
Institutional Research Strategy
REF strategy
Leadership of institutional research activities
Graduate School
Impact & Knowledge Exchange strategy and policies

International Partnerships
Internationalisation strategy and policies
International Partnerships
Brexit strategy
International University networks and collaborations
Transnational Education

Education
Learning and Teaching Strategy and policies
Student retention and progression strategy and policies
Teaching quality assurance & quality enhancement strategy and policies
Widening participation strategy and policies
Student experience strategy and policies
Student Support strategy and policies

Student Recruitment
Online Education Strategy, policies and recruitment
Online marketing strategy
Student Recruitment marketing strategies
Student Recruitment strategy (International Network/UK)

SENIOR VICE-PRINCIPAL
Phil Hannafor (Interim) and Karl Leydecker (from March 2019)

Biological Sciences
Geoffrey Bachelor

Business School
Brian MacGregor (Executive Dean)

Divinity, History & Philosophy
Paula Sweeney

Education
David Smith

Engineering
Igor Ouz

Geosciences
David Jolly

Language, Literature, Music & Visual Culture
Ed Welch

Law
Greg Gordon

Medicine, Medical Sciences & Nutrition
Steve Hays

Natural & Computing Sciences
Pete Edwards

Psychology
Anish Ghai

Social Science
Meryn Ban
THE ROLE

We are seeking to appoint an exceptional individual to lead the University Court and to play a central role in setting and maintaining excellent standards of corporate governance and ensuring effective institutional leadership.

The Senior Governor must ensure that the Court is led effectively in reaching collective decisions and is able to demonstrate good governance and although the role holder does not have executive powers, s/he will support the Principal and Senior Management Team in delivering our key strategic objectives.

We are seeking an individual with a distinguished record of successful leadership at a senior and strategic level within a large complex organisation who is keen to support an internationally competitive research-based university. Professional experience of strategic planning, financial and budgetary decision-making and a demonstrable capacity to act, and be perceived as acting, independently and in the best interests of the institution as a whole are key to success in this role. The ideal candidate will have the ability to evaluate and monitor the performance of the University in a constructively critical manner and will be a highly skilled communicator who can represent the University internally and externally, promoting its interests with key stakeholders regionally, nationally and internationally.

PRIMARY RESPONSIBILITIES

The Senior Governor is responsible for the leadership of Court, for its effectiveness, for its conduct and for ensuring the University is well connected with its internal and external stakeholders, including its students and staff. The Senior Governor plays a central role in setting and maintaining excellent standards of corporate governance and ensuring the Court discharges its responsibilities. Specifically, s/he will:

Governance Responsibilities

- Lead the University Court and ensure that its necessary business is carried out efficiently, effectively and in a manner appropriate for the proper conduct of public business;
- Ensure that Court acts in accordance with the instruments of governance of the University and with the University's internal rules and regulations;
- Ensure the Court exercises efficient and effective use of the resources of the University for:
  - Furthering its charitable purposes;
  - Maintaining its long-term financial sustainability; and
  - Safeguarding its assets
- Ensure the Court sets the strategic direction of the University, through an effective planning and risk management process, and that the performance of the University is adequately assessed against the objectives approved by Court;
- Ensure that proper mechanisms exist to (i) ensure financial control and to prevent fraud; and (ii) monitor the performance of Court and the University using appropriate performance indicators and other data in a constructively critical manner, being mindful of the boundary between governance and management;
- Act fairly and impartially at all times in the interests of the University as a whole, using independent judgement and maintaining confidentiality, and in the interests of the University as a registered charity in line with the expectations set out by the Office of the Scottish Charity Regulator;
- In common with the other Scottish Ancient universities, in the absence of the Rector or with her/his agreement, chair the meetings of Court.*
Further information on the respective roles of Rector and Senior Governor is available online: https://www.abdn.ac.uk/staffnet/documents/policy-zone-committee-minutes/University%20of%20Aberdeen2018v1.pdf.

*For the Scottish Ancient Universities, the right to preside at meetings of Court and exercise a casting vote is reserved in the first instance to the Rector under statute. The Universities (Scotland) Act 1889 (as amended by the Higher Education Governance Act 2016) states that “the Rector and in his absence, the senior lay member (Senior Governor), shall preside at meetings of the University Court and in the absence of both of them a chairman for the time shall be elected by the meeting. The person presiding at any meeting of the University Court shall have a deliberative vote and also a casting vote in case of equality.”

Leadership Responsibilities

- Establish a constructive and supportive, but challenging, relationship with the Principal & Vice-Chancellor while recognising the proper separation between governance and executive management, and avoiding involvement in the day-to-day operational and executive management of the University;
- Command the respect of Court and facilitate the conditions for all members to work together effectively, encouraging them to contribute their skills and expertise as appropriate, and seeking to build consensus;
- Ensure that the Court conducts itself in accordance with accepted standards of behaviours in public life, embracing the principles of duty, selflessness, integrity, objectivity, accountability and stewardship, openness, honesty, leadership and respect;
- Be responsible for appraisal of the performance of the Principal;
- Oversee the processes to recruit, select and induct the Principal and an effective group of governors as vacancies arise, in line with legislative requirements and recognised best practice guidelines;
- Ensure that there is effective evaluation and feedback on the performance of Court, its Committees and individual governors.

Ambassadorial Responsibilities

- Play a proactive role in representing the University at a national level to influence policy and decision-making that will affect the HE sector in general and the University of Aberdeen in particular e.g. Scottish Committee of University Chairs, the Committee of University Chairs and the Scottish Funding Council;
- Represent the University internally and externally with key stakeholders, including attendance at meetings, events and other occasions;
- Use personal networks and influence to advance the cause of higher education generally, and the University of Aberdeen in particular;
- Be involved in the promotion of philanthropic giving.
ELIGIBILITY AND CRITERIA

ELIGIBILITY

As a member of Court, the Senior Governor is a Trustee of the University in its capacity as a charity and each candidate will, therefore, be required to confirm that s/he is not disqualified from serving as a Trustee under the Charities and Trustee Investments Act (Scotland) 2005.

The Senior Governor must not have any unspent or pending criminal convictions of direct relevance to her/his ability to fulfil the requirements of the post. It should be noted that disclosure of a conviction will only result in an application being rejected if the University considers that it cannot manage effectively the risks associated with the conviction. Furthermore, the Senior Governor must declare any current or previous involvement in activities, organisations and/or financial affairs (including personal/professional bankruptcy proceedings) which may have had, or be deemed to have the potential to have, an adverse impact upon the University's reputation.

It is an essential requirement that the Senior Governor has the demonstrable capacity to act, and be perceived as acting, independently and in the best interests of the institution as a whole. Therefore, to ensure this level of independence, independent members of the University Court are eligible to be appointed as Senior Governor but the role may not be held simultaneously with another role on Court. Similarly, students, members of staff, the Rector and the Principal are not eligible to be Senior Governor. In addition, no former student or member of staff of the University shall be eligible to be appointed until a period of 4 years have elapsed from the date they ceased to be a student or member of staff.

The Senior Governor may hold membership of a political party or organisation, but s/he may not hold an elected political office during the term of appointment e.g. Councillor, MP, MSP. Furthermore, the Senior Governor may not hold a position with any other provider of Higher Education during the term of appointment.

The role of Senior Governor requires a significant time commitment (circa 50 days per annum). Applicants will be required to demonstrate that they have the capacity to fulfil this commitment. In addition, applicants must disclose significant other commitments (including non-executive positions and/or personal business interests), with an indication of the time involved in each.

The majority of the time commitment expected of the Senior Governor comprises attendance at meetings at the University of Aberdeen which will normally be held at either the King's College or Foresterhill campuses. In particular, the Senior Governor will be expected to attend meetings of the University Court (minimum of four meetings per year) and the Governance & Nominations Committee (minimum of three meetings per year). Meetings of the Court are currently scheduled in Session 2019/20 to take place as follows:

- Tuesday, 1 October 2019 9.00 am – 3.00 pm
- Tuesday, 10 December 2019 9.00 am – 3.00 pm
- Tuesday, 24 March 2020 9.00 am – 3.00 pm
- Tuesday, 30 June 2020 9.00 am – 3.00 pm

In addition, the Senior Governor may from time to time, in fulfilment of wider Higher Education sector responsibilities, be required to attend meetings across Scotland, in London and elsewhere as necessary. In particular, the Senior Governor will be expected to attend meetings of the Committee of University Chairs and the Committee of Scottish Chairs, which are currently scheduled to take place as follows:

- Wednesday 13th March 2019 (Time tbc) University of St Andrews
- Wednesday 9th October 2019 (Time tbc) University of Strathclyde
Eligible candidates must demonstrate that they meet the following essential criteria to enable them to fulfil effectively the role and responsibilities required of the Senior Governor:

**Leadership Skills**
- A distinguished record of successful leadership at a senior and strategic level within a large and complex public, private or third sector organisation and professional experience of the legal, strategic planning, financial, budgetary and risk management issues associated with such organisations;
- Proven track record of leadership and/or effective monitoring of the delivery of large-scale organisational change, capital or IT projects;
- Demonstrable integrity and ability to command the respect and trust of others from a wide variety of backgrounds, including the establishment of a fair, open, honest and transparent leadership style;
- A network of contacts in the business and political communities of Scotland and beyond and an understanding of the environment in which the University operates.

**Experience**
- A proven track record of chairing effectively, and/or being an active participant in, board meetings within a large and complex organisation particularly in relation to ensuring the smooth conduct of business;
- Professional experience of strategic planning, financial and budgetary decision-making;
- Proven track record of an ability to exercise independent judgement;
- Professional experience of successfully leading, motivating and managing senior members of staff in a cross-section of professional disciplines;

**Knowledge**
- Extensive knowledge and demonstrable understanding of corporate governance issues and a commitment to upholding the highest standards in public life;
- Demonstrable ability to identify, understand and focus on key strategic and financial issues;
- Knowledge of the European and international environment, particularly in relation to higher education.

**Personal Attributes**
- Demonstrable ability to command the trust and respect of members of the University Court, Senate, students and staff;
- Demonstrable commitment to furthering the values of higher education in general and the University’s vision, mission, values and strategic ambitions in particular;
- Demonstrable ability to establish a challenging but constructive and effective working relationship with the Principal, all members of Court and the University’s Senior Management Team;
- Proven track record of being able to act independently and impartially, irrespective of personal and/or professional interests and background, in both character and judgement;
- Demonstrable commitment to the principles of equality, diversity and inclusion;
- Demonstrable ability to influence, persuade and establish good relationships with a diverse range of internal and external stakeholders;
- Excellent interpersonal and communication skills, with a demonstrable ability to encourage the open discussion of divergent points of views and the building of consensus amongst a range of constituent groups;
- An excellent facilitator, who exercises diplomacy, sensitivity and has the ability to influence outcomes and resolve conflict.

In addition, the following criteria are considered to be desirable, but not essential:

- Experience in the higher education or charitable sectors; and
- Knowledge of fundraising and development.
We are proud of our achievements in teaching and learning. We were judged to have performed particularly strongly in teaching quality, degree outcomes and graduate prospects by the Times and Sunday Times Good University Guide 2019.

In November 2018, the Enhancement-Led Institutional Review (ELIR) reported that we have effective arrangements in place for managing academic standards and the student learning experience. This is the most positive judgement that can be bestowed and means that as an institution we meet sector expectations in securing the academic standards of our awards and enhancing the quality of the student learning experience we provide, both currently and into the future.

Our teaching is organised across 12 Schools, which encompass a broad range of disciplines and operate within a framework of devolved budgetary and planning responsibility. Further information about our programmes of study and our Schools is available online at: [https://www.abdn.ac.uk/about/schools-institutes/index.php#research](https://www.abdn.ac.uk/about/schools-institutes/index.php#research)

We offer a flexible degree structure which promotes breadth as well as a depth of learning at both undergraduate and postgraduate level. Our curriculum is underpinned by a suite of [Aberdeen Graduate Attributes](https://www.abdn.ac.uk/graduateattributes/), which describe the aspirations that we hold for our graduates.

**Employability** is a key focus within our curriculum, with a range of initiatives to encourage students to reach their full potential including an award-winning internship programme for undergraduate students.

Our [online and distance learning](https://www.abdn.ac.uk/study/online/) portfolio continues to grow across a range of disciplines enabling learners to study individual courses on a stand-alone basis or to combine these in a ‘building block’ approach towards a full degree.
OUR RESEARCH

We have a strong track record of providing innovative and impactful research-led solutions to emergent global and industrial challenges and a long history of working effectively with industry to translate excellence in research into commercial application and knowledge transfer activities.

In November 2017, we were awarded the highest national honour for a UK university - the Queen’s Anniversary Prize for Higher and Further Education – in recognition of our world-leading research into health economics and health services over the last 40 years. Our scholars from across the disciplines are recipients of prestigious awards and fellowships recognising their outstanding academic contributions, including the Royal Society, Royal Society of Edinburgh, Academy of Medical Sciences and Academy of Social Sciences.

In recent years, we have also created 25 staff spin-out companies, many of them within the innovation and incubator facilities across the campus. The portfolio of spin-out companies has achieved over £300m in investment to support commercialisation, adding to the economic development of the region and research partnerships.

The Queen’s Anniversary Prizes
For Higher and Further Education
2017
OUR COMMUNITY

Our Students and Staff

Our diverse and vibrant community of over 14,500 students and 2,600 staff represent over 120 nationalities. We foster a caring and diverse culture, which promotes and nurtures equality, diversity, health, safety and wellbeing for students and staff. Our achievements in this area include accreditation at Silver level from Healthy Working Lives (https://www.abdn.ac.uk/staffnet/working-here/sport-and-exercise-1188.php) and Bronze level within the Athena Swan Charter, which promotes and recognises commitment to gender equality (https://www.abdn.ac.uk/staffnet/governance/athena-swan-2267.php).

We are committed to ensuring that all members of our University community are supported to achieve their full potential and that all students who have the potential to benefit from a University of Aberdeen degree can do so, irrespective of their background. We were one of the first higher education institutions in Scotland to be accredited as a Living Wage Employer and have established a dedicated Widening Participation team, which has implemented a number of innovative activities for prospective students, including a Summer School bridging programme (https://www.abdn.ac.uk/study/undergraduate/summer-school-for-access-2116.php) and a Gateway to Medicine programme (https://www.abdn.ac.uk/smmsn/undergraduate/g2m/index.php). Articulation Agreements are also in place with a number of FE Colleges to support students’ transitioning to Higher Education. In addition, students from some of Scotland’s most deprived areas benefit from a free place in our Halls of Residence for their first year, with 33 students taking up the offer in 2017/18.

We ensure that students are supported in all that they do through the provision of a comprehensive Student Support service and by working in partnership with the Students’ Association (https://www.ausa.org.uk/) for the benefit of the student community.

We actively engage with our alumni through a variety of tailored national and international programmes and services, including events and volunteering opportunities. There is a strong tradition of philanthropy at Aberdeen and the generous support of generations of alumni, friends, companies and organisations has played an important role in our growth. Plans are underway to launch a major fundraising campaign as we approach our 525th anniversary in 2020.
Our Campus

The Old Aberdeen campus is the historic heart of the University and combines buildings of significant historical importance with state-of-the-art facilities for learning, research, and recreation. The Foresterhill campus, jointly owned with NHS Grampian, is one of the largest medical campuses in Europe and plays a significant role in supporting the health needs of the community.

Significant investment has been made in our campus infrastructure, including the modernisation of existing and development of new, cutting-edge facilities to ensure that staff and students are provided with high quality learning, teaching, research and social spaces, including:

- the Olympic-standard sports facilities provided in the **Aberdeen Sports Village**
- the award-winning **Sir Duncan Rice Library**
- the recently opened cutting-edge health teaching and research facilities of the **Rowett Institute for Nutrition & Health** and the **Suttie Centre**
- the refurbishment of the **Hillhead Student Village** and ambitious plans for a new **Science Teaching Hub**

We are committed to promoting environmental sustainability, as evidenced by the ground-breaking Rocking Horse Nursery, which was the first fully certified Passivhaus building in a Scottish university.
Our Role in the Community

As one of the oldest institutions in Aberdeen, we have historically been at the centre of the life and success of the city and region, and we continue to play a leading role in supporting the economic, social and cultural life of the local community.

We are a partner within the Aberdeen City Region Deal (providing opportunities for our research, industry engagement and commercialisation activities; notably in oil, gas and energy, food and drink, life sciences, digital innovation and entrepreneurship) and in the newly formed Oil and Gas Technology Centre (OGTC) (where we have created the National Decommissioning Centre along with industry stakeholders to address the challenges of the industry with an interdisciplinary approach).

Our large-scale and high profile public events programme () includes highlights such as the annual May Festival and International Women’s Day Conference, amongst other year-round events and an annual programme of services and commemoration events in the historic King's College chapel.

We are proud to work in partnership with a number of local organisations, including North East Scotland College, Inspire (Partnership Through Life), Aberdeen City Council, Aberdeenshire Council and Skills Development Scotland to host the award-winning Project SEARCH University of Aberdeen programme (https://www.abdn.ac.uk/staffnet/working-here/project-search-2431.php), which provides young adults aged 16-25 with additional learning needs to gain skills and experience to enter employment.

In 2018, over 70 young people graduated from our Children’s University which was established in 2015 to provide a new and innovative route towards further and higher education for those aged 7-14. The programme also aims to encourage those from disadvantaged backgrounds to be inspired to take part in new challenges and activities.
TERMS OF APPOINTMENT

The period of office for appointment will be three years, extendable for a further and final period of three years by agreement of the University Court on the recommendation of the Governance and Nominations Committee.

Remuneration for the position is offered at the rate of £400 per day plus expenses. Please note that this position is not superannuable.

It is anticipated that the time commitment required of the postholder will be circa 50 days per annum.

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to the University of Aberdeen on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code WVBV.

Click on the ‘apply’ button and follow the instructions to complete the Application Form and Equalities Monitoring Form*. Please note that candidates are also required to submit a CV and covering letter.

The closing date for applications is noon on noon on Friday 25 January 2019.

The appointment process, which conforms to the requirements of the Higher Education (Governance) Scotland Act 2016, comprises 3 stages:

1. Application
2. Interview
3. Election

We anticipate that shortlisted candidates will be invited to attend for interview in the week commencing 11 February 2019.

In accordance with the Higher Education Governance (Scotland) Act 2016, the final stage of the appointment process following interview will be an election by students, staff and members of the University Court.

Candidates standing for election will be invited to attend Open Meetings to address students and staff/members of Court which will take place on Monday 25 March 2019. The election will take place from Tuesday 26 March 2019 to Thursday 28 March 2019 (inclusive).

The candidate who receives the most votes in the ‘first past the post’ election will be declared the winner and will be appointed as Senior Governor.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.
FURTHER INFORMATION

Informal discussions on the role and the appointment process should be directed to Mrs Caroline Inglis, University Secretary (email: c.inglis@abdn.ac.uk, telephone: 01224 272094)

EQUALITY, DIVERSITY AND INCLUSION

The University of Aberdeen is committed to promoting equality, creating a culture of inclusivity and celebrating the diversity of its staff and student communities and the University Court believes that its own membership should represent the diverse nature of the University community. The Court’s Statement of Intent on Diversity is available online at:

https://www.abdn.ac.uk/staffnet/documents/Court%20Statement%20of%20Intent%20on%20Diversity_Oct%202018.pdf

We would welcome applications from all suitably experienced individuals. Applications would be particularly welcomed from individuals from protected characteristic groups currently under-represented on the Court who would further enhance its diversity. Reasonable adjustments for disability will be implemented for those who require them. Travel expenses incurred for attendance at interview or to attend the Open Meetings will be reimbursed in line with the University’s policy on expenses and will normally be limited to £500 per candidate.