

Candidate Pack

Pro Vice-Chancellor Education and Student Success

October 2026



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Glasgow Caledonian University

Our Mission

University for the Common Good

Our Vision

To transform lives through excellent education and research that is accessible and impactful for the people of Glasgow and our communities locally, nationally and internationally.

Our Values

**Integrity
Responsibility
Confidence
Creativity**

Welcome

Dear Candidate,

Glasgow Caledonian – the largest modern university in Scotland – is a vibrant, values led university. With a strong commitment to high quality education and research which supports the communities we serve, we have strong partnerships with employers to ensure our students get the careers they dream of and deserve.

We are recruiting a Pro Vice-Chancellor Education and Student Success who will provide strategic leadership and direction across the University's academic portfolio, shaping an outstanding and inclusive learning experience that enables all students to succeed.

We are a UK top 50 university in this year's Times and Sunday Times Good University Guide and Scotland's top-ranking modern university in the Daily Mail University Guide.

We are leaders in widening access to Higher Education and support our students to achieve positive outcomes – 90% of our students are in employment or further study within fifteen months of graduating with 76% of graduates in highly skilled occupations (HESA 2026).

We are also Scotland's leading provider of Graduate Apprenticeships, with a wide range of professionally accredited courses and over 300 industry partners.

Our welcoming university community of 1,500 staff and nearly 20,000 students from 105 countries enjoy state-of-the-art facilities with campuses in the heart of Glasgow and London.

Our research is addressing many of today's biggest global challenges. We are unsurpassed by any other Scottish modern university for the level of research (72%) considered to be world leading or internationally excellent, and our health research is surpassed only by King's College London for outstanding impact (REF2021).

An independent report by BIGGAR Economics concluded that Glasgow Caledonian contributed £1.7 billion and 14,360 jobs globally in 2020-21. It highlighted that our University is a valuable asset to the City of Glasgow, not only bringing economic and employment opportunities, but working to address the deep-rooted economic, social and health inequalities in the City.

Thank you for your interest in this exciting role and your interest in Glasgow Caledonian University.

Mairi Watson

Professor Mairi Watson
Principal and Vice-Chancellor,
Glasgow Caledonian University



Our Chancellor

Professor Anne-Marie Imafidon MBE HonFREng HonFBSA HonFIET

One of the UK's most influential people in tech and a leading advocate of diversifying talent in science, technology, engineering and mathematics (STEM), Professor Anne-Marie Imafidon was appointed Chancellor of Glasgow Caledonian University in February 2024.

[Read Professor Imafidon's biography.](#)

Top 50
UK University

Times and Sunday Times Good
University Guide 2027

1st

**Top ranked Scottish
modern university**

(Daily Mail Guide 2027)

1st

**in Scotland
for sustainability**

(People and Planet 2025)

Winner

**Outstanding Business
Engagement in Universities**

(Herail Education Awards 2026)

105

student home countries

20,000

students

300

business partners

1,500

staff

1,000

**Graduate Apprenticeship
students**

185,000

alumni

Glasgow Caledonian University



Strategic ambitions

We have an ambitious strategy that was co-created with our students, staff, alumni, stakeholders and partners. Our strategy seeks to transform lives through education and research, and has a distinctive focus on access, excellence and impact. You will be joining our University at a key time as we develop our 2035 Strategy.

Accessibility, both academic and physical, is at the very heart of Glasgow Caledonian – we are open, inclusive and will remain so.

Excellence is the goal GCU strives for in terms of quality, in the people we produce, the education and research work that we do, the reputation we secure and the way we do business.

Impact and social benefit are delivered in many ways – for the students we welcome through our doors, the communities we engage with and serve, the national workforce we are training, for our partners, and the ways in which our research makes a meaningful difference.

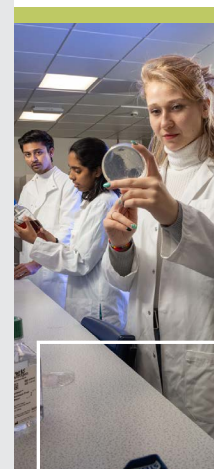
The Executive Team

You will join an impressive, experienced, thoughtful and cohesive Executive team. Collectively they have a track record of proactively leading complex issues in a way that is supportive and values-led, while putting the needs of the University first.

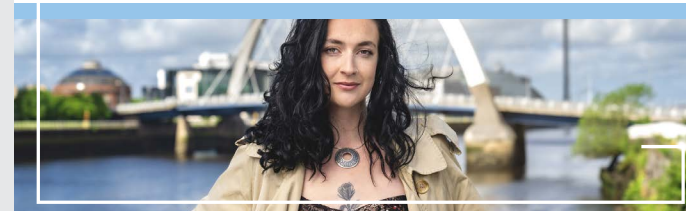
In support of the Executive there are a number of fora for engagement and development:

- University Leadership Team – the Executive team together with Deans, Directors and senior leaders who lead the management and implementation of strategy.
- Professional Services Leadership Group – a group focused on the services, systems and functions that support the academic mission of the University.
- University Professoriate – a group of senior academics who drive our research Strategy 2030 which you will lead.

Together, these form a broad and powerful network for communication and engagement to which the Principal and Executive have full access.



Glasgow
Caledonian Strategy 2030



Student success



91% positivity score for
teaching staff
(NSS 2026)

90% in employment and/or
further study within 15
months of graduating
(HESA, 2026)

76% of graduates employed
in highly skilled
occupations
(HESA, 2026)

23% Scottish full-time,
first degree entrants
are drawn from the
country's 20% most-
disadvantaged areas
(SFC, 2025)

45% of full-time undergraduates
are first in their families to
come to university
(Times Good University Guide,
2026)

93% rating for overall
happiness at Glasgow
Caledonian
(International Student
Barometer, 2024)

92% of undergraduate programmes have professional accreditation
(Discover Uni, 2025)

Educational experience

GCU students gain far more than a qualification. They enjoy an experience that builds their aspirations, confidence, skills, knowledge and the experience they need to realise their potential.

Our success and careful financial management have put us in a position to plan for an exciting future. We aim to deploy technologies to take education to the next level, while maintaining innovative learning and research facilities, and investing in an estate that is well adapted to studying, working and socialising.

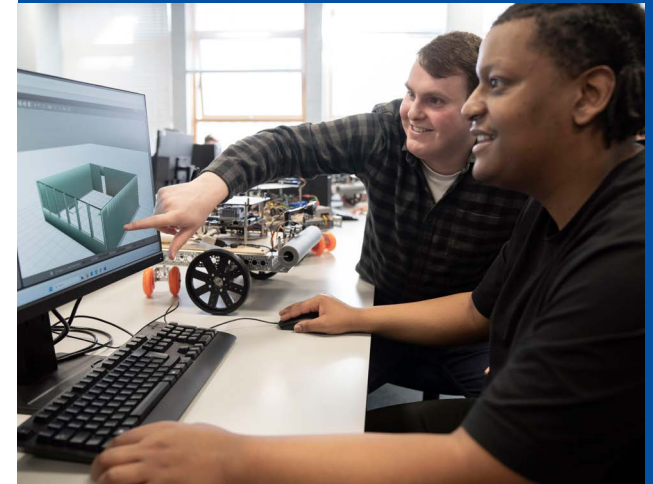
Our goal is to educate global change-makers whose skills, values and leadership will make a positive impact on the world.

Our commitment to being exceptional

We champion widening access to higher education by encouraging and attracting people from diverse backgrounds, and supporting our students throughout their academic and personal journey.

We promote an inclusive approach to education by embedding the principles of equality, diversity and inclusion throughout the institution and valuing individuals regardless of the background or group with which they identify.

- Every member of staff wants to contribute to the creation of an excellent student experience.
- Our academic schools each develop their curricula and models of delivery in ways that best deliver their disciplines, while combining creativity and efficiency.
- Our business and engineering schools have close ties to industry and business.
- Equipping our students to succeed in the world beyond university is paramount, and professional accreditation and placements are integral to the learning experience.
- Our School of Health and Life Sciences leads the field in developing inter-professional learning that is inclusive of all health and social care professions.
- We offer academic, wellbeing and pastoral support for all our students, designed to recognise the diverse life experiences and personal challenges to be found across our student population.
- We work closely with students across all academic disciplines to build a sense of community and belonging, with dedicated Student Communications and Student Wellbeing teams.



“When it comes to finding a job after studying, I feel more equipped in every aspect of my life”

Heather Andrews, Podiatry student

Research impact

Impactful research is key to delivering our commitment to the Common Good. Our core research areas, **Inclusive Societies, Healthy Lives, and Sustainable Environments**, are aligned with our three academic schools and research centres. Through our renewed focus on research we have already seen a significant growth in research awards and have ambitions to expand and double research income as part of Strategy 2030.

We aim to foster a thriving, financially sustainable research culture and environment with a targeted approach to investment. We have many strengths to build on – the possibilities are immense. Our reputation in social innovation is strong, with demonstrable impacts across all our schools and research centers.

Research strengths

- Our health research is surpassed only by King's College London for outstanding impact as attested in REF 2021.
- A vibrant, creative research student culture is a major focus with a current postgraduate research student body of around 500 at any one time. We promote researcher development through research services available to staff and students, and we have devoted researcher development initiatives for early and mid-career researchers.
- We have recently reconfigured and invested in our research and knowledge exchange services to drive forward high quality support for research, innovation, knowledge exchange, researcher development, and graduate apprenticeships. This includes closer connections with local universities.
- Our research grant income has already climbed through success in winning competitive grants from bodies such as the Economic and Social Research Council, the European Commission, the Medical Research Council, National Institute of Health Research, the Chief Scientist's Office, and the Wellcome Trust.
- Our [Research Centre for Health \(ReaCH\)](#), [Centre for Research into Innovative and Sustainable Environments \(RISE\)](#) and the [Yunus Centre for Social Business and Health](#) have a major impact in public policy and practice by providing the evidence base around the social determinants of health, public health (in partnership with Public Health Scotland), health promotion and rehabilitation. Our reputation in social innovation is strong, with demonstrable impacts across all our schools and research centers.
- Our Blood Borne Virus Prevention Team is at the forefront of international work to reduce the impact of HIV, Hepatitis C and other blood borne viruses. This ground-breaking research into patterns of infection and how to prevent them is key to achieving the Scottish Government's ambitious target to end the transmission of HIV in Scotland by 2030.
- Our partners include: Scottish Government, NHS Scotland, Public Health Scotland, Glasgow City Council, businesses, World Health Organisation, African Development Bank, European Commission and more.

72%

GCU research considered to be world leading or internationally excellent (REF2021) — unsurpassed by any other Scottish modern university.



Global reach

Glasgow Caledonian has a global outlook, which benefits from its international students, staff, projects and partnerships around the world.

We have transnational partnerships in China, Oman, Nepal, Singapore and Malaysia. Our long history of successful international research and transnational education has enabled us to extend our global impact and engage in new ways with learners, global businesses and communities.

The University's globally recognised researchers regularly advise governments, industry and international bodies on policy development and impact.

Our alumni community has 185,000 graduates based in 150 countries. Our city centre campuses in Glasgow and London are ideal for engagement with a range of international markets.

Glasgow Caledonian University was the first Scottish institution to open a London campus – it now hosts international students from around the world.

Having recently reviewed our strategic collaborations, we continue to develop future partnerships which deliver sustainable income streams and internationalisation opportunities for our staff and students, as well as align with our priority markets for international student recruitment.



“Glasgow Caledonian University plays a vitally important role in connecting the talent of Glasgow and of communities all around the world to the job opportunities emerging in a growing economy.”

Dr Stuart Patrick CBE, Chief Executive, Glasgow Chamber of Commerce

Embrace Glasgow

The opportunity to work in Glasgow also means the opportunity to live in Glasgow. The city is one of the UK's leading metropolitan centres with lively cultural, leisure, and sports scenes.

Glasgow ranks in the top 10 in Europe and top 25 globally

for the quality of its education and cultural provision, and was announced as a UNESCO Learning City in December 2024. It has the buzz and cosmopolitan feel of a great international city, while being within easy reach of some of the most spectacular countryside and scenery the UK has to offer. It is a major conference centre, and in 2021, hosted the UN Climate Change Conference (COP26) which brought together 120 world leaders and over 40,000 registered participants. It hosted the Commonwealth Games again in the summer of 2026.

- GCU's city centre location and good transport links make us attractive and accessible.
- Culturally rich and vibrant – Glasgow is home to Scottish Ballet, Scottish Opera, the Royal Scottish National Orchestra, Glasgow Royal Concert Hall, galleries, museums and beautiful architecture.
- A fantastic location for families with excellent schools, strong sense of community, attractive rural and urban living locations and housing styles within and beyond the city.



Role profile

Reporting to:

Provost and Deputy Vice-Chancellor

Main Purpose:

The PVC Education and Student Success will provide strategic leadership and direction across the University's academic portfolio, shaping an outstanding and inclusive learning experience that enables all students to succeed.

The role leads the development and delivery of the University's Education Strategy and drives excellence in learning, teaching, assessment, curriculum innovation, academic quality, student success, and digital education.

The role holder will work in partnership with students, academic colleagues, professional services and external stakeholders to ensure the University remains at the forefront of educational innovation and student success.

The successful candidate will be resilient and confident, demonstrating energy, enthusiasm and self-motivation. They will be able to demonstrate where they have designed and led impact across a similar portfolio and significantly improved student and graduate outcomes with a vision that aligns with GCU's desire to lead the way for the sector.

As a member of the University Executive Team of the University, the post holder will deputise for the Provost as required and contribute to the development and

delivery of the University's Strategy, meeting individual performance objectives and contributing to shared objectives to advance the strategy.

Main accountabilities and responsibilities of the role:

- **Strategic Leadership and Institutional Contribution:**

The Pro Vice-Chancellor Education and Student Success is a key member of the Senior Executive Team and will take a leading role in shaping the institution's strategic direction, educational vision and student experience culture. The postholder will provide strategic leadership across the University, enabling excellence in education, advancing student success and ensuring the institution remains responsive to a rapidly evolving higher education environment.

The role will bring a strong sector-wide perspective, building influential relationships across the sector and helping to position the University as a recognised leader in educational innovation, inclusion and student outcomes. Through collaborative and values-led leadership, the postholder will work across organisational boundaries to align strategic priorities, drive transformational change and deliver measurable impact for students, staff and the wider community.

The postholder will promote a culture of partnership, accountability and continuous improvement, ensuring that decisions are informed by evidence, insight and an unwavering commitment to equity, inclusion and opportunity for all.

- **Strategic and Operational Delivery:**

The postholder will be accountable for the design, implementation and evaluation of the University's Education Strategy and associated performance measures, driving continuous improvement across all aspects of the student experience and educational provision, taking overall responsibility for the end-to-end student journey.

Key responsibilities include:

- Lead the delivery of an outstanding, inclusive and transformative educational experience for all students across the University's portfolio, including undergraduate, postgraduate, apprenticeship and transnational education provision.
- Drive improvements in student access, continuation, attainment, progression, completion and graduate outcomes, ensuring evidence-informed approaches to student success.
- Champion excellence and innovation in learning, teaching, assessment and curriculum design, ensuring education remains responsive to the needs of students, employers and society.
- Lead the strategic development of digital and technology-enhanced learning, including the effective and ethical use of emerging technologies to support educational innovation and student engagement.

Role profile (cont.)

- Foster a culture of educational enhancement, scholarship and continuous improvement, working in partnership with academic and professional services colleagues to identify, share and scale effective practice.
- Ensure the University maintains robust academic standards, quality assurance and regulatory compliance, while promoting innovation and agility in educational delivery.
- Lead initiatives that advance equity, inclusion, belonging and widening participation, addressing barriers to student success and improving outcomes for diverse student communities.
- Use data, insight and evaluation to inform decision-making, monitor performance and drive measurable improvements in educational quality and student outcomes.
- Work collaboratively with the Pro Vice-Chancellor Research and Innovation and other senior leaders to strengthen the integration of research, innovation and education across the University.
- Build the University's reputation for educational excellence nationally and internationally through sector engagement, strategic partnerships and thought leadership.
- Represent the University externally, contributing to sector networks, policy development and collaborative initiatives that advance the educational mission of the institution.

- **Team Leadership:**

Lead and inspire a diverse portfolio of teams, creating an inclusive culture where colleagues are empowered to contribute, innovate and perform at their best. Promote collaborative working, professional development and shared accountability for delivering the University's strategic objectives.

- **Efficiency and Effectiveness:**

Lead the development of efficient, effective and sustainable operating models across the portfolio, fostering a culture of continuous improvement and innovation. Ensure services, processes and resources are aligned to strategic priorities, delivering measurable value, enhanced performance and an excellent experience for students and colleagues.

- **External Influence and Partnerships:**

Build and maintain strategic partnerships that enhance educational excellence, student success and institutional impact. Represent the University externally, influencing sector developments, contributing to policy and strengthening the University's reputation nationally and internationally.

- **Student Partnership:**

Champion meaningful student partnership and co-creation in the design, delivery and enhancement of the educational experience.

- **Inclusion and Belonging:**

Lead initiatives that promote, equity, inclusion, belonging and student success, ensuring barriers

to engagement and achievement are identified and addressed.

- **Digital and AI-Enabled Education:**

Lead the strategic development of future facing digitally enabled education, including the ethical and effective use of technologies and AI to enhance learning and teaching.

- **Staff Development:**

Foster a culture of educational excellence by supporting the professional development, recognition and scholarship of colleagues involved in learning and teaching.

Person specification

Education and/or professional qualification

- Relevant Postgraduate Qualification
- Principal Fellow of the HEA/National Teaching Fellow

Experience, skills and knowledge

- Demonstrable success in developing and implementing institutional education strategies that improve educational quality, student success and organisational performance.
- Deep understanding of contemporary higher education policy, regulation and sector developments, including opportunities and challenges relating to access, inclusion, quality, digital transformation and student outcomes.
- Proven ability to lead transformational change, translating strategic ambitions into sustainable operational delivery and measurable outcomes.
- Strong understanding of learning, teaching, assessment and curriculum development, with evidence of leading educational innovation and enhancement.
- Track record of advancing educational excellence through scholarship, professional practice, research and/or sector leadership.
- Demonstrable commitment to equality, diversity, Inclusion and belonging, with experience of embedding inclusive practices and improving outcomes for diverse student communities.
- Experience of working effectively with external stakeholders, professional bodies, sector agencies, policy makers, employers and strategic partners to advance institutional objectives.
- Experience of using data, evidence and insight to inform decision making, evaluating performance and driving continuous improvement.
- Credibility and presence to represent the University effectively at institutional, national and international levels.
- Resilient and confident, demonstrating energy, enthusiasm and self-motivation and commitment to delivery in all aspects of work.
- A values-led and inclusive leader who demonstrates integrity, authenticity and a commitment to the University's mission and values
- Strategic and forward thinking, with the ability to anticipate future challenges and opportunities and translate insight into action.
- Committed to collaboration, empowering others and creating an environment in which colleagues and students can succeed.



How to Apply

Glasgow Caledonian University has engaged the services of Odgers, to whom applications should be sent at your earliest convenience and no later than **5pm on Friday 6 November 2026..**

In order to apply, please submit a comprehensive curriculum vitae (CV) along with a covering letter setting out your interest in the role and details of how you match the required criteria.

In line with GDPR, we ask that you do NOT send us any information that can identify children/family members or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious, or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information.

The preferred method of application is online at www.odgers.com/96750

If you are unable to apply online, please email your application to 96750@odgers.com

All applications will receive an automated response.

All candidates are also requested to complete an online Diversity Monitoring Form which will be found at the end of the application process. This will assist the University in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the forms will not be used as part of the selection process and will be treated as strictly confidential.

Following a Shortlist meeting of the Appointment Committee w/c 23 November, successful candidates will be invited to the **final stage of the selection process at the University on Tuesday 8 of December.**

There will also be an opportunity for all shortlisted candidates to meet informally with key stakeholders at the University ahead of the final engagements.

For a detailed conversation in confidence, please contact: Eljoh Balajadia, Senior Researcher
eljoh.balajadia@odgers.com

Should you require access to these documents in alternative formats, please contact
natasha.hart@odgers.com

Also, if you have any comments and/or suggestions about improving access to our application processes please don't hesitate to contact us at
response.manager@odgers.com

