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TOGETHER

CANDIDATE BRIEF



Research & Innovation Services

WELCOME MESSAGE FROM THE VICE CHANCELLOR

Thank you for your interest in working at ARU.

ARU is a global university transforming lives through innovative, inclusive and entrepreneurial education and research. We hold a Gold award for the quality of our education, awarded through the Teaching Excellence Framework (TEF), and are the Times Higher Education University of the Year 2024.

ARU's research institutes and four faculties bridge scientific, technical and creative fields. We deliver impactful research which tackles pressing issues and makes a real difference to our communities. Our academic excellence has been recognised by the UK's Higher Education funding bodies, with 16 of our research areas assessed as including world-leading research in REF2021.

We are the largest provider of Nursing, Midwifery, Health and Social Care students in the East of England, and we are also among the UK's leading universities for degree apprenticeship provision, working with hundreds of employers across the UK.

Our student population is vibrant and diverse, putting us in an excellent position to respond to the various challenges facing the sector. At the same time, as a civic institution with campuses across the East of England we are committed to working with others to enhance the social, cultural and economic wellbeing of our region.

This is an exciting opportunity to lead the university's knowledge exchange and research impact agenda, building strategic partnerships, driving innovation and commercialisation activity, and maximising the wider impact of our research across industry, public and community sectors.

"I look forward to welcoming the successful candidate to our University"



Professor Roderick Watkins

Vice Chancellor

ABOUT THE UNIVERSITY

ARU's story starts in 1858, with the opening of Cambridge School of Art. Over the years a number of colleges and higher education institutions have come together to form what is now Anglia Ruskin University. Our most recent milestones include the creation of ARU Peterborough in 2022 and ARU Writtle in 2024.

Our focus has always been on transforming lives through innovative, inclusive, and entrepreneurial education and research – and this still underpins our vision and values today. Our over- arching vision is supported by our ten-year strategy, Transforming Lives.



As a university, we're managed by a Board of Governors and a Senate. Our Vice Chancellor, Professor Roderick Watkins, is responsible for the day-to-day leadership of ARU. The Vice Chancellor is supported by the Vice Chancellor's Group (VCG) which consists of two Deputy Vice Chancellors (Education and Research & Innovation), plus the Chief Operating Officer, Director of Finance and the Secretary and Clerk to the Governors.



We have four faculties at ARU, each providing students, industry and the academic community with professionally focused and world-leading courses and research.

The four Pro Vice Chancellors/Deans of Faculties all report directly to the Vice Chancellor and are members of the University Executive Team (UET), the University's executive decision-making body. The Heads of Schools report into the Pro Vice Chancellors/Deans.

OUR MISSION AND VALUES

Our mission at ARU - transforming lives through innovative, inclusive and entrepreneurial education and research – guides everything we do. And our values – ambition, collaboration, inclusion and integrity – set out how we act, seeking to promote public good and serve our students and the communities in which we are based.



Our values

- **Ambition:** We are motivated by progress and a commitment to excellence. Through innovation, curiosity, and determination, we drive positive change for our students, our university, and the communities we serve.
- **Collaboration:** We work in genuine partnership across our communities, connecting students, staff and partners to share ideas, make decisions, address challenges and shape our collective future. By working closely together we strengthen outcomes and impact and build a more connected university.
- **Inclusion:** We welcome and learn from different perspectives, creating opportunities for everyone to belong and succeed. We celebrate the diversity of our students and staff, recognising that inclusion – where everyone is seen, heard and respected – strengthens how we learn, work, and lead.
- **Integrity:** We act with honesty, fairness, and kindness, guided by clear principles and a deep sense of responsibility for people and the planet. We remain committed to doing what's right, even when it's not the easiest path.

We seek colleagues who are committed to our values and who will play a leading role in ensuring we deliver on our mission.

OUR STRATEGY

Transforming Lives sets out ARU's ambition for the next decade. Developed with students, staff, alumni and partners, it defines how we will create opportunity, advance knowledge, strengthen communities and deliver lasting impact through innovative, inclusive and entrepreneurial education and research.



Our goals

- **Empowering Learning**

  We provide transformative education that empowers every learner to achieve their full potential and make a positive impact.

- **Discovery with Purpose**

  We pioneer solution-focussed, collaborative and interdisciplinary research and innovation to achieve a positive impact on people's lives and drive social and economic progress.

- **Thriving Places**

  We collaborate with partners across the East of England and beyond to enhance quality of life, connect and empower communities, and drive inclusive, sustainable growth.

- **Belonging and Achieving**

  We work closely together to foster a culture where every individual thrives, feels valued, and is inspired and supported to achieve success.

- **Growth and Sustainability**

  We champion and promote sustainable growth to benefit students, partners and communities, in pursuit of international sustainability goals.

EDUCATION STRATEGY

ARU's outstanding and transformative education will support students at all levels to achieve their full potential and create a positive impact on their lives and work.

Our students have diverse backgrounds, interests and styles of learning. This diversity informs the way we will deliver our education and support our graduates and alumni to achieve their full potential, excel in their chosen careers, and tackle environmental and societal challenges. We will develop life-long partnerships with our students, pooling our knowledge and experience to address the challenges we face today, together.



To achieve this we will:

Deliver an inclusive and transformative education

ARU courses create space for students to work in partnership with businesses and organisations to tackle societal challenges and enhance their employability.

- Our flexible courses reflect the variety of needs and ambitions of our diverse student cohorts.
- We are a leader in innovative degree apprenticeships where education and employment are closely integrated.
- Our students engage in active, interdisciplinary curricula, tackling societal and environmental challenges with our local, regional and global communities.
- Our graduates have the skills, capabilities, and mindsets to contribute positively to their environment and communities.

Foster a research-rich educational environment

Our students receive – and contribute to – an education underpinned by sector-leading research.

- Engaging in and advancing research is an integral part of all our students' education, enhancing their employability and enabling them to contribute positively to a sustainable future.
- We deliver sector-leading pedagogic research and practice with our students to enhance their education.
- Our graduates are creative problem-solvers, prepared for wide-ranging careers.

Create vibrant living and learning communities

All our students connect to one another and our wider communities in ways that enhance their belonging and recognise their contributions.

- We focus on providing an excellent student experience within and around our courses.
- We recognise that no two members of the ARU community are the same and each student and staff member's contribution is valued.
- ARU students receive unique opportunities to engage in knowledge exchange outside of their course.
- Students engage with global communities through ARU's international connections and partnerships.



Offer innovative and flexible learning for life

- We create opportunities for prospective students and our alumni to grow and learn together throughout their lives.
- We create pathways to higher education for the diverse communities across our regions.
- We continue to learn from and educate our alumni throughout their lives, including a 'Learning for Life' offer for our alumni and local communities.

RESEARCH & INNOVATION STRATEGY

Our outstanding research and innovation will deliver transformative benefits locally and globally

We will combine investigation and discovery with applied and creative approaches to find solutions to societal challenges. We commit to supporting pan-institutional themes that will address the challenges identified by the United Nations (UN) Sustainable Development Goals.



We will undertake these research activities in partnership with our communities and stakeholders to achieve a positive impact on people's lives. We will achieve this by employing creative, interdisciplinary, collaborative, and sustainable research and innovation practices that embrace diversity and intellectual rigor.

RESEARCH AT ARU

Discover more about our world-leading and impactful research, including case studies from our ARU-wide **Research, Innovation and Impact Themes**: Sustainable Futures, Safe and Inclusive Communities and Health, Performance and Wellbeing. You can read more about our multi-disciplinary institutional research environment here.



ARU Research Groupings

Research Institutes

- Global Sustainability Institute
- Vision and Eye Research Institute
- Cambridge Institute for Music Therapy Research
- International Policing and Public Protection Research Institute
- Veterans and Families Institute for Military Social Research

Research Centres

- Centre for Business and Society
- Centre for Inclusive Societies and Economies
- Centre for Access to Justice and Inclusion
- Health and Care Research Centre
- Primary Care Research Centre
- Media, Arts and Creative Technologies Research Centre
- Centre for Better Living
- Advanced Computing Research Centre
- Centre for Ecology, Evolution and Environment
- Centre for Engineering and Architectural Sustainability
- Centre of Excellence for Equity in the Uniformed Public Services
- Centre for Biomedical Sciences and Health Innovation

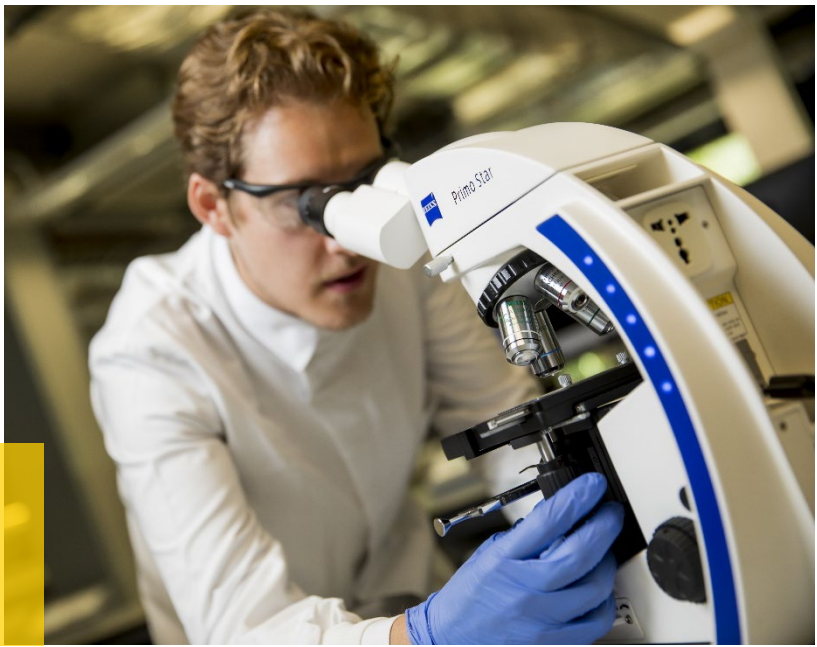


ABOUT
Research & Innovation Services

RIS supports the delivery of ARUs Research and Innovation ambitions. Our aims are to be a leading catalyst for transformative research and innovation, fostering a collaborative and inclusive environment for our staff and students that drives societal impact, economic growth, and international excellence.

A number of individual teams make up RIS, and they are responsible for:

- promoting the research specialisms, including from our three major research, innovation and impact themes (health performance and wellbeing, safe and inclusive communities and sustainable futures) and business support available through ARU to external public, private and third sector organisations, to help solve real-world challenges
- administering our ARU Doctoral School to ensure that our Postgraduate Research (PGR) students, have a positive student experience, from the point of application through to award
- supporting the preparation and submission of high-quality research grant funding applications, leading on institutional research ethics and integrity policy and monitoring, implementing strategy and managing ARU's engagement with the Research Excellence Framework (REF)
- working with strategic Local Government and health and care partners to deliver research impact, working with a range of stakeholders to accelerate innovation through the provision of facilities and support services
- proactively seeking opportunities for research commercialisation with partners, to support economic growth and create societal impact.
- supporting an inclusive programme of mutually beneficial student knowledge exchange with external partners
- facilitating ARUs civic engagement across our regions



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Discover excellence like you've never known it before. At ARU, you'll be part of a community that celebrates who you are, champions new ideas, and inspires greatness. Combining individuality with collaboration, you'll be given the tools and support to achieve your aspirations, all whilst making a collective impact on the world around you.

RESEARCH & INNOVATION SERVICES

Job Description

Job Title:	Assistant Director (Knowledge Exchange and Impact)
Grade:	Senior Management (SMG)
Job Family:	Senior Management (SMG)
Work Base:	Chelmsford, Cambridge, or Peterborough, with travel across campuses
Hours of Work:	Full time
Managed by:	Director of Research & Innovation Services
Line Manages:	Business and Partnership Development Managers, KTP manager, Research Impact Manager, Civic Engagement Manager, Head of Enterprise/Director or Arise Innovation Hubs
Relationships and Contacts:	Deputy Vice-Chancellor (R&I), RIS Senior Leadership team and Staff, Faculty PVC-Deans, Deputy Deans (R&I), Pro Vice-Chancellor (Student Enterprise), Heads of School, Research Centre Directors, Research Institute Directors, Staff in other Professional Services, Government departments including UKRI and Research England, Research support organisations including ARMA and KEUK
Job Purpose:	Provide Strategic and operational leadership across Research and Innovation Services, including in the areas of: Knowledge Exchange, Business Development, Strategic Partnership Development, Research Impact, Civic Engagement, Commercialisation and IP Management, Enterprise.

What You'll Be Doing

What You'll Be Doing Lead the Knowledge Exchange and Impact Group within Research and Innovation Services, ensuring a collaborative and high performing function.

Lead and oversee all aspects of Knowledge Exchange, Impact and Industry Engagement activities (including CRM development and use with RIS) and provide expert strategic advice to the Deputy Vice-Chancellor (Research and Innovation), Director of Research & Innovation Services, and the University Executive Team on matters related to Knowledge Exchange, Civic Engagement and Enterprise.

Support the strategic planning and delivery of the assigned service area to align with ARU's mission, strategic objectives, and KPIs enhancing institutional success.

Collaborate with academic and professional leaders to embed service excellence and innovation across the university, ensuring responsiveness to evolving student and stakeholder needs.

Develop and Implement policies, procedures and service standards to promote operational efficiency, compliance and a high-quality user experience.

Represent the university in internal and external forums to enhance ARU's reputation and influence through sector engagement and strategic partnerships.

Oversee budgets and resources within the service area to ensure effective financial planning, value for money and identify opportunities for income generation or cost efficiency.

Deliver ambitious commercial income generation targets relating to Knowledge Exchange and Enterprise activities.

Support and lead institutional change initiatives to successfully implement digital transformation, service redesign and strategic projects with strong stakeholder engagement.

Promote a culture of collaboration, innovation and professional development to support staff growth and adaptability in a dynamic Higher Education environment.

Comply with Data Protection Act 2018 and GDPR requirements in all working practices maintaining confidentiality, integrity, availability, accuracy, currency and security of information as appropriate. Take personal responsibility for all personal data within own working environment.

Comply with Equity Diversity and Inclusion, Safeguarding, Health & Safety and Sustainability responsibilities as detailed in our policies and procedures.

Such other duties temporarily or on a continuing basis, as may reasonably be required, commensurate with your grade.

This is a description of the job as it is presently constituted. It is normal practice to review periodically job descriptions to ensure that they are relevant to the job currently being performed, and to incorporate any changes which have occurred or are being proposed. The review process is carried out jointly by manager and employee and you are therefore expected to participate fully in such discussions. In all cases, it is our aim to reach agreement to reasonable changes, but where it is not possible to reach agreement, we reserve the right to make reasonable changes to your job description which are commensurate with your grade after consultation with you.

August 2026

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RESEARCH & INNOVATION SERVICES

Assistant Director (Knowledge Exchange and Impact)

Person Specifications

	Essential	Desirable
Academic/ Professional Qualifications	Higher Degree plus significant demonstrable professional experience relevant to the role OR Relevant professional/degree level qualification and significant demonstrable professional experience relevant to the role	Relevant professional qualification at post graduate level and significant demonstrable professional experience relevant to the role
Experience	Expertise in Knowledge Exchange, Research Impact and Enterprise activities Proven track record of delivering strategic business and partnership development in a higher education or a comparable research and innovation environment Experience and understanding of Knowledge Transfer Partnerships and translational research activities Experience of Civic Engagement initiatives Significant leadership experience in a complex, service-orientated environment Proven track record of strategic planning and operational delivery Experience in income generation or business development	Well-developed external networks of relevant stakeholders and subject matter experts Experience in seed and early-stage equity fund management with direct experience of funding businesses at their early stages of development

	Essential	Desirable
	Experience managing large teams and cross-departmental collaboration Budget and resource management experience Substantial people management experience	
Knowledge/ Skills	Ability to analyse data to inform decision making and drive strategic initiatives Ability to develop and deliver professional development related to research and Innovation Ability to build and maintain positive relationships with diverse individuals Ability to drive positive change Ability to motivate a team and foster a collaborative and empowering team environment Ability to communicate clearly and effectively, both verbally and in writing Ability to navigate complex situations effectively and determine the best course of action	Understanding of higher education management, policies and culture including management of change Knowledge of wider higher education environment including impact of change in national policies
Personal Attributes	Highly motivated and committed to achieving own and shared goals Committed to championing high performance and excellence Adaptability and flexible approach to changing needs Ability to make reasoned decisions Ability to take the initiative and drive forward a programme of work Attention to detail Customer/client orientated Resilient, adaptable and proactive	
Other	Commitment to own continuous personal and professional development	

	Essential	Desirable
	Committed to our University's values Compliance to our equity diversity and inclusion, safeguarding, health and safety, and sustainability policies and procedures Compliance to Data Protection Act 2018 and GDPR principles/ requirements	

HOW TO APPLY

An executive search exercise is being undertaken by Perrett Laver who will support ARU in identifying the widest possible field of qualified candidates and assist in their assessment against the requirements for the role.

To apply, please submit a CV and covering letter, detailing how you fulfil the role description and personal specification. Completed applications should be uploaded at https://plusportal.perrettlaver.com, quoting reference 8733.

The closing date for applications is 09:00 GMT on Monday 30th November.

Final interviews are expected to take place in person at our Cambridge campus on 10 February 2027.

For a confidential informal conversation about the role, please contact Ellie Beveridge at ellie.beveridge@perrettlaver.com.

If you require any reasonable adjustments to assist you in the selection process, please advise us of these by contacting Sarah Snelling at sarah.snelling@perrettlaver.com so that we can make appropriate arrangements.

REWARDS & BENEFITS

We are committed to our staff and have an agile working culture to support individuals to work flexibly and balance the demands of their role with their personal circumstances. As well as a competitive salary and a generous relocation package, you'll have access to an attractive pension scheme, generous annual leave, learning and development support to ensure you thrive at ARU, and to a comprehensive suite of wellbeing resources designed to support your physical, mental, and emotional health.

Click here to find out more about our rewards and benefits offer.

HOW WE RECRUIT

We are excited that you're considering joining ARU! We are committed to attracting the best talent and ensuring that every candidate has a positive experience. We understand that the application process can be both exciting and challenging, and we aim to support you every step of the way.

We value transparency and want to make sure you know what to expect as you navigate our recruitment process, from submitting your application to going through interviews and eventually onboarding; we also provide resources and tips on effective interview techniques to help you prepare and present your best authentic self.

Click here if you wish to find out more.

