

PRIFYSGOL
BANGOR
UNIVERSITY

Chief Financial Officer

Candidate Pack
Winter 2026



Introduction

Bangor University is a leading institution with a strong reputation for academic excellence, research and student experience. As a proudly bilingual university, with Welsh and English valued equally, we play a significant role in the life of Wales and the communities we serve.

We are seeking an exceptional finance leader to join the Executive team as Chief Finance Officer. This is a pivotal strategic role, responsible for leading the University's financial planning, management and governance, ensuring long-term financial sustainability and supporting the delivery of institutional priorities in the context of a challenging funding environment.

The Chief Finance Officer will develop and implement the University's financial strategy, provide expert advice to the Governing Body and Executive, and lead the Finance Services function, including responsibility for financial planning, procurement, treasury, payroll, pensions and payments.

Candidates will hold a recognised professional accountancy qualification and bring significant senior-level financial leadership experience within a complex organisation. You will have a proven track record of strategic financial management, leading change, and translating organisational priorities into successful operational delivery. Equally important will be your commitment to the mission and values of Bangor University and your ability to build strong relationships with a wide range of stakeholders.

This is an outstanding opportunity to help shape the future of one of Wales's most distinctive universities.



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 twelve 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 helps develop future health and social care that is sustainable, place-based and bolsters the growth of the regional life sciences sector.

The University has achieved strong results in the National Student Survey (NSS), ranking among the UK's top 20 universities for teaching quality in 2026, with overall student satisfaction rising to 85%. The University also received an outstanding outcome in its Quality Enhancement Review (QER) conducted by the Quality Assurance Agency for Higher Education (QAA) in December 2024 with six commendations. In the Times and Sunday Times Good University Guide 2027, Bangor University was named Welsh University of the Year and Sustainable University of the Year.



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.



Our Campuses

Bangor University offers a distinctive working and learning environment in one of the UK's most beautiful locations, situated between the mountains of Eryri and the shores of the Menai Strait. The University's campuses combine historic architecture with modern teaching, research and student facilities, creating a vibrant, close-knit community.

The University's historic Main Arts Building sits at the heart of the campus and stands as a symbol of Bangor's long tradition of academic excellence. Alongside it, Pontio provides a vibrant centre for learning, innovation, culture and student life, bringing together teaching, research, performance and social spaces under one roof. This combination of heritage and modernity reflects the University's character and ambition. The campus is further enhanced by excellent sports, health and wellbeing facilities, including Canolfan Brailsford, and quality student accommodation, all within easy walking distance of Bangor city centre.

The University's influence extends across North Wales through its teaching, research and partnerships. Bangor works closely with regional organisations, businesses and public sector partners to support economic, social and cultural development throughout the region.

Healthcare education and research form an important part of the University's contribution to the region. Building on the establishment of the North Wales Medical School, Bangor University works in close partnership with the NHS and healthcare providers across North Wales, delivering education, training and research that help address the healthcare needs of communities throughout the region. Clinical teaching takes place across a network of hospital and community healthcare settings, providing students and staff with opportunities to collaborate on research, innovation and professional practice.

This combination of outstanding natural surroundings, strong community connections, excellent facilities and a commitment to regional impact makes Bangor University a unique place to study, work and build a career.

Teaching and Learning

Bangor University is recognised for its student-centred approach to teaching and learning. Combining internationally recognised research with high-quality teaching, the University provides an engaging and supportive learning environment in which students are challenged academically and supported personally. Through a strong culture of continuous enhancement, Bangor is committed to ensuring that its programmes, learning opportunities and student support services equip graduates with the skills, knowledge and confidence to thrive in an increasingly complex world.

Student Experience

Student life at Bangor University is vibrant and diverse. The wide range of Students' Union clubs and societies cover a range of interests, activities and sports, which means there's something for everyone.

Students are supported from the moment they arrive through a comprehensive network of services. The University's Student Hub provides a central point of access to advice, guidance and support, helping students connect quickly with the services they need. Alongside this, Student Services and Administration offers support on a wide range of matters including finance, accommodation, wellbeing, disability support, counselling, study skills, careers and employability, and chaplaincy and faith provision. Dedicated Personal Tutors and Peer Guides also help students settle into university life and thrive throughout their studies.

Research

Bangor's mission is to be a globally engaged, research-led university rooted in North Wales, providing transformative learning experiences and nurturing a positive impact on society regionally, nationally, and internationally.

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. This values-led approach has contributed to growing national recognition of the University and underpins our ambition to create a thriving, inclusive and sustainable community. 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 maintained strong links with its local community and our identity is inextricably associated with our location. We play a leading role in the region's culture and economic life and take great pride in our Welsh heritage and our commitment to fostering a thriving Welsh language and bi-lingual environment.

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. The University holds an institutional Athena Swan Silver Award in recognition of our commitment to and progress towards advancing 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.

Our Financial Position

Our most recent financial reports are at: **Annual Report and Financial Statements | Bangor University**

Recent achievements include the establishment of the North Wales Medical School and the transformational £10.5 million gift from the Albert Gubay Charitable Foundation, the largest

philanthropic donation in the University's history, supporting the creation of a new Business School. We have also continued to enhance the student experience, achieving improved student satisfaction outcomes, while our strong commitment to sustainability has secured recognition among the UK's leading institutions. Alongside this, we maintain a strong research reputation, ranking second in Wales in the Research Excellence Framework (REF) 2021 and attracting significant research funding and international collaborations.

We have a diverse income base, with income generated from tuition fees, research, residences, commercial activity and funding body grants. We also benefit from significant physical assets, strong governance arrangements, and a culture of sustainability and innovation.

The principal challenge we face is ensuring financial sustainability in a difficult higher education environment. In 2024/25 income fell 7% to £157.9 million, driven largely by a 25% reduction in international tuition fee income and intensified competition for domestic students. Student numbers declined by approximately 8%, while cash balances reduced from £33.5 million to £15.8 million.

The University reported a deficit of £18.3 million and implemented a major restructuring programme delivering approximately £15 million of recurring savings. We are taking steps to ensure that we thrive into the long term. Key priorities for the incoming CFO will include strengthening liquidity, rebuilding financial resilience, supporting student recruitment growth, managing sector-wide funding and policy risks, delivering sustainable efficiency improvements, and enabling strategic investment in academic priorities while safeguarding the University's long-term future.



The Role

Post title:	Chief Financial Officer
Reporting to:	Vice-Chancellor



Role Outline

This key strategic role will take responsibility for all aspects of financial planning and management within the University, playing a central role as a member of the Executive Board in the development of the University's strategy in the next few, vital years. This is a highly visible role, both externally and internally, representing the University with key stakeholders, requiring effective leadership.

The Chief Finance Officer is responsible for developing and implementing a financial strategy for the University, ensuring ongoing financial success, delivery of investment priorities, provision of appropriate financial leadership to the Governing Body and the Executive and ensuring compliance with all legal and regulatory standards. The successful candidate will ensure a financial framework is in place to enable managers across the University to discharge their financial responsibilities efficiently and effectively.

The current postholder line-manages the Finance Services department which provides a central service to university Departments including the production of accounting and financial information. The role holder has responsibility for managing procurement, treasury, payroll, pensions and payments.

Main Duties

- Develop and implement a financial strategy for the University ensuring the delivery of value for money and regulatory and statutory requirements.
- Identifying creative solutions for the financial implications of proposed strategies.
- Managing the Finance Services department, ensuring the effective and efficient management of resources.
- Reviewing budgetary management, monitoring and control mechanisms.
- Improving the reporting of financial performance to governance committees.
- Supporting the University's governance process through attending Council, Finance and Strategy, Audit and Risk, and Investment Committees.
- Overseeing the production of the University financial statements, ensuring compliance with all regulatory and accounting standards and financial best practice.
- Reviewing financial systems to ensure streamlining of financial processes.

Person Specification

- Recognised professional accountancy qualification.
- Experience of operating at a senior level in a medium to large enterprise.
- Proven financial management experience.
- Ability to think creatively and strategically and to translate strategic plans into operational practice.
- Experience of managing through a period of change, dealing with a range of business, staffing and cultural issues across all stakeholder environments.
- Cultural fit is important Candidates will be required to demonstrate their commitment to the mission and values of the University, recognising the transformational impact of higher education and research.



Terms of Appointment

Appointment Term
The post is offered on a full-time basis as a permanent, open-ended 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

Applications, which should be in the form of a CV and cover letter, should be sent to **bangorcfo@minervasearch.com** no later than 8 January 2027.

The interview date is to be confirmed.

MINERVA

PRIFYSGOL BANGOR UNIVERSITY



PRIFYSGOL BANGOR UNIVERSITY

1884

bangor.ac.uk