

Appointment of Chief Financial Officer

Candidate Pack



Introduction from Professor Stuart Reid

This is an exciting time to join the Royal Veterinary College (RVC) as Chief Financial Officer (CFO) and I thank you for your interest in this role.

Joining the RVC means becoming part of a heritage going back over 233 years at an institution where students are at the heart of everything we do. The RVC has always been at the forefront of veterinary science and animal health and our reputation is testament to our constant efforts to innovate in the delivery of our curricula to our students. The RVC is a small, specialist Higher Education Institution consistently achieving global recognition as a leading veterinary school and for its high impact research. Whilst being a Member Institution of the University of London, the RVC has recently acquired full University status in its own right. Spread across two campuses in central London and Hertfordshire, the RVC has a turnover of circa £130mn and undertakes a wide range of educational, research and clinical activities. Its international footprint has expanded considerably in recent years. Future plans include the capital development of a new small animal hospital and the expansion of its commercial activities, including through the London Biosciences Innovation Centre. The university faces the same challenges as the broader Higher Education sector, in particular through a constrained funding environment, with the additional challenge of competing with the private sector for its substantial third-stream business: risks that need to be managed in the context of future strategic development. Despite these challenges, the RVC has generated a consistently positive financial return over the past decade.

As the university develops, so do its teams, systems and processes, and there is now an opportunity to join the institution as CFO from mid-2025 and become a key enabler of this evolution. Reporting to the President & Principal, the new CFO will be a visionary and strategic leader for all financial matters across the University. They will be responsible for updating the Finance Strategy and aligning financial resources with our ambitious University Strategic Plan 2022 -2026. They will sit on the Principal's Advisory Group and the College Executive Committee and will play a key role in shaping the future strategy and direction of the RVC. The new CFO's role will be broad and evolving, and candidates should be comfortable operating as a partner to the Chief Operating Officer and other members of the University's senior leadership.



Ideal candidates will be experienced senior leaders with a strong track record of strategic, finance and resource planning in a complex environment. They will have prior experience of overseeing and delivering operational management across the breadth of finance activity, including major capital projects and external financing, and they will be comfortable working with a Board of Trustees. They will be a natural ambassador and negotiator for the RVC.

We look forward to discussing the post further with you.

Professor Stuart Reid
RVC President & Principal

About the Royal Veterinary College



Originally established in 1791, the RVC received its first Charter of Incorporation from Queen Victoria in 1875. The RVC became a full part of the University of London in 1949, whilst retaining its independence with its own Royal Charter.

In 1955, the RVC acquired a country estate in Hertfordshire to provide a new field station; today the modern and vibrant Hawkshead campus. Facilities include the Queen Mother Hospital for Animals in Hertfordshire and the London Bioscience Innovation Centre, which houses over 40 life science companies. The Hawkshead Campus has recently completed the largest and most ambitious single capital development the RVC has ever undertaken. Opened in 2023, the new Student Learning Centre provides new teaching laboratories, a library and a main lecture theatre, alongside informal social learning spaces. The campus also houses other modern lecture theatres and laboratories and two animal hospitals. The RVC is a research-led institution, with 88% of its research rated as internationally excellent or world class in the Research Excellence Framework 2021.

In 2012, the RVC was designated as an FAO Reference Centre in Veterinary Epidemiology; one of only four organisations worldwide with this status. In 2018, it was recognised as a Collaborating Centre of the OIE. An impressive range of undergraduate, postgraduate and CPD programmes are delivered to a student population of over 2,500 and supported by 1100 staff. There are over 150 research-active academic staff, involved in programmes that address both basic and clinical problems in the biosciences, with applications across human and veterinary medicine. Ranked as the top veterinary school in the world in the QS World Rankings by subject for four years in a row, the RVC is

one of the few veterinary schools in the world whose courses are accredited by the RCVS in the UK (with reciprocal recognition from the AVBC for Australasia, the VCI for Ireland and the SAVC for South Africa), the EAEVE in the EU, and the AVMA in the USA and Canada. Veterinary Nursing courses are accredited by ACOVENE and the RCVS. Academic staff are members of one of three academic departments, Comparative Biomedical Sciences, Pathobiology and Population Sciences and Clinical Science and Services. The RVC also has several clinical centres and a working dairy and sheep farm. As one of the world's leading specialist veterinary and biological science research institutions, the RVC brings together talented individuals, all of whom share a passion for human and animal health and welfare. The RVC programmes have international appeal and attract students who go on to become practicing veterinarians, research scientists, veterinary nurses and leaders in industry and government. Our community is made up of students from 54 countries and staff from 95 countries.



Our Mission

The mission of the Royal Veterinary College is to be the leading international authority in education, clinical care, research, expert opinion and employment in veterinary and biomedical sciences.

Ranked #1
in the world for
Veterinary Science

(QS World University Rankings 2023)

1100 staff approx.

We have (+ Casuals/
contractors/visiting staff/
honorary etc)

We own the **London BioScience
Innovation Centre (LBIC)** - home
to **over 60 biotechnology and life
science companies**, from small
start-ups to established players

1791

We have been serious about
science for 233 years

2500 students approx.

We have a vibrant international
community, with students
from **71 countries** and staff
from **94 countries**

Internationally Recognised Courses

Our **Biological Science**
programmes are accredited by the
Royal Society of Biology, with our
MSci and placement year options
gaining **Advanced Accreditation**

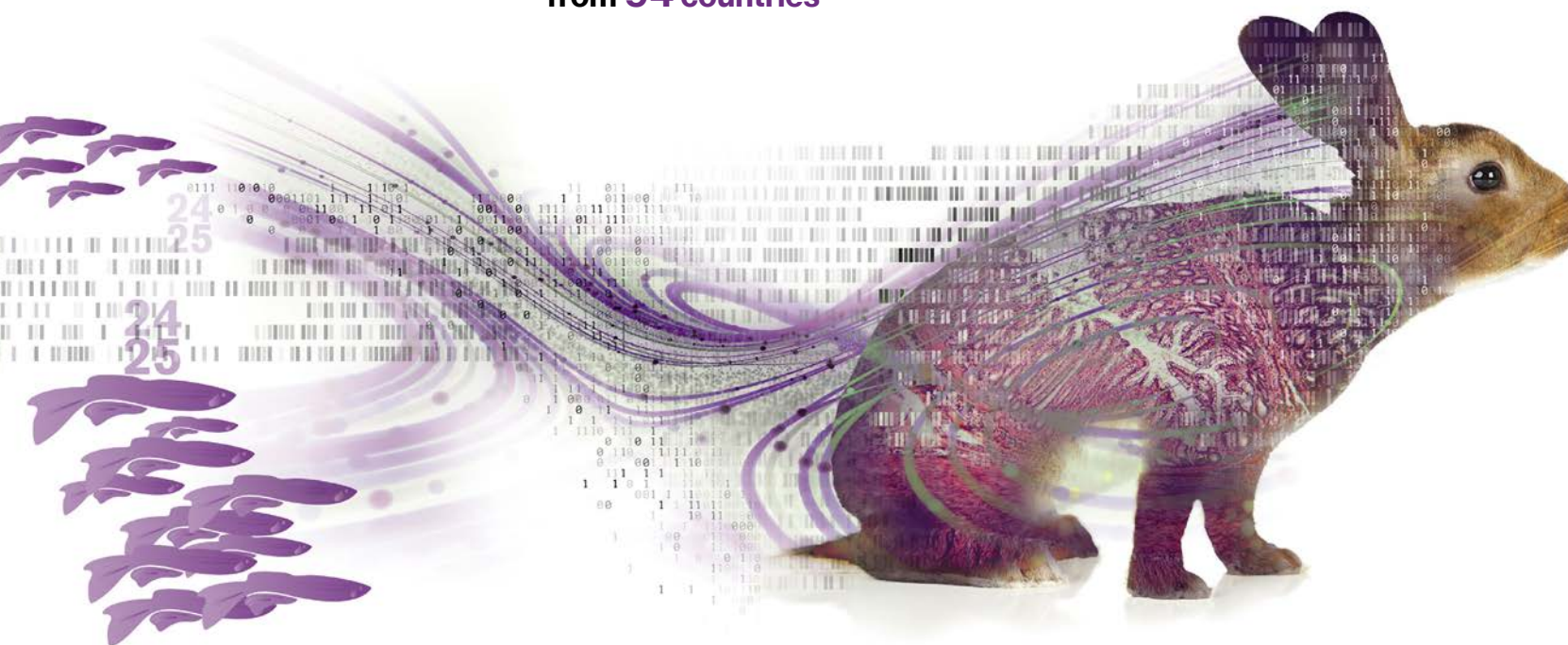
Based in **London**, ranked as
the top student city in the world
(QS Best Student Cities 2024)

and **Hertfordshire**
students are based on a **575-acre**
countryside campus

280 approx.
professional services employees
(under the current COO structure)

The RVC is one of the few
veterinary schools in the world
that holds accreditations from
the **Royal College of Veterinary
Surgeons (RCVS)** in the UK,
the **European Association of
Establishments for Veterinary
Education (EAEVE)** in the EU,
and the **Council on Education of
the American Veterinary Medical
Association (AVMA)** in the USA
and Canada

**Key Facts
2024**



Our Departments

The RVC's academic departments address the many challenges facing society today and ensure that our research, teaching and clinical activities continue to innovate and lead the way in veterinary medicine and science.

Comparative Biomedical Sciences (CBS)

CBS is responsible for integrated teaching and research in various basic science disciplines including anatomy, biochemistry, molecular and cellular biology, pharmacology, genetics and physiology.

The Department's focus is to advance understanding of animal biology from the molecular to whole animal level and within this environment to train undergraduate and postgraduate students. This focus enables us to provide students with the cognitive skills and understanding of animal structure and function required for careers as veterinarians, scientists and veterinary paraprofessionals.

The Department's research interests, which feed into the RVC-wide research themes, include long-standing international strengths in a number of areas including biomechanics, musculoskeletal biology, cardiovascular biology, reproduction, developmental biology and pharmacology.

Clinical Science and Services (CSS)

CSS brings together research, teaching and clinical care to deliver innovative veterinary medicine - applied science in the care of companion animals - be they large (RVC Equine) or small (Queen Mother Hospital for Animals at Hawkshead and Beaumont Sainsbury Animal Hospital in Camden) and Acorn House in Bedford.

A reciprocal relationship exists between research and clinical activity; clinical services are driven by and input to research, providing the benefit of evidence-based veterinary medicine and expert opinion with an international reputation. An average of 180 research papers are published each year and almost 30 PhDs are currently in progress supervised by academics in CSS. Collectively, the four hospitals see more than 32,000 animals per year. With a team of over 200 dedicated and professional staff, including 30 critical care nurses, the RVC offers the largest and most comprehensive small animal referral service in Europe as well as busy primary care services in Camden and Bedford.

The Department contributes extensively to undergraduate and post-graduate teaching on all of the RVC's veterinary and bioscience programmes - this includes two veterinary medicine degree programmes; the Bachelors in Veterinary Medicine (BVetMed) and the Bachelor of Veterinary Sciences (a joint program offered with Aberystwyth University), a dedicated Centre for Veterinary Nursing whose graduates are registered with the Royal College of Veterinary Surgeons, and the largest veterinary specialist training programme in Europe. It also houses the Clinical Skills Centre, the Lifelong Independent Veterinary Education Centre, and the Continuing Professional Development Unit. The RVC's academic departments reflect the many challenges facing society today and ensure that our research, teaching and clinical activities continue to innovate and lead the way in veterinary medicine and science.

Pathobiology and Population Sciences (PPS)

PPS is home to academic staff with a broad spectrum of professional interests and networks. Expertise within the Department encompasses virology, bacteriology, immunology and parasitology, clinical and anatomic pathology, production animal (also known as farm animal, food animal or livestock) medicine as well as epidemiology, agricultural economics and veterinary public health and animal welfare. That broad spectrum of expertise enables Departmental researchers to consider disease processes from the molecular and cellular level through to the whole animal and to animal populations. The effects of disease on welfare and the impact of disease on human-animal interactions and human health are fostered by this multidisciplinary approach.

The Department also provides extensive undergraduate and post-graduate teaching (including speciality training programs in pathology and epidemiology) and runs a large diagnostic service for both our clinical centres as well as private service providers in both clinical practice and research centres. The Department is also responsible for the RVC's dairy and sheep farm, Boltons Park Farm.



Professional Services Department (PSD)

There are seven PSD teams currently overseen by the Chief Operating Officer (COO) comprising approximately 280 people and a budget of £33 million. These include:

Learning and Wellbeing promotes wellbeing through how we deliver teaching and learning, and support to the wider RVC community. The Advice Centre provides general advice on student issues, counselling and mental health support. Learning & Teaching Enhancement and Support works with academic colleagues to develop inclusive approaches to curriculum design through ongoing staff development opportunities. It also provides Study skills Support to students. The Digital Learning Team supports innovative approaches to digital and blended learning. Careers and Employability offers careers events and advice. The Chaplaincy offers non-judgemental support to deal with issues that arise through work or study.

The Registry provides a range of further services to current and prospective students; including fees and funding; welfare and disability support and guidance; examination arrangements and advice; results and transcripts; timetable information; general and programme specific regulations; and enrolment administration. In addition, the Graduate School provides support to post-graduate programmes, while Academic Quality leads on quality assurance and enhancement.

Infrastructure Services manages the RVC's physical estate as well as the library and all services and facilities relating to information and technology provision. The Campus Services Team looks after cleaning, security, reception, postal accommodation, maintenance and hospitality. In addition, capital developments, which include new build and major refurbishment, are managed by our Projects Team.

International Engagement and Strategic Partnerships leads a comprehensive and integrated approach to internationalisation across the RVC and manages the operation of Global Mobility and Strategic Partnerships.

Human Resources provides a range of services covering employee relations; pay and reward; health and safety, and staff development; staff recruitment, contract administration and employee information.

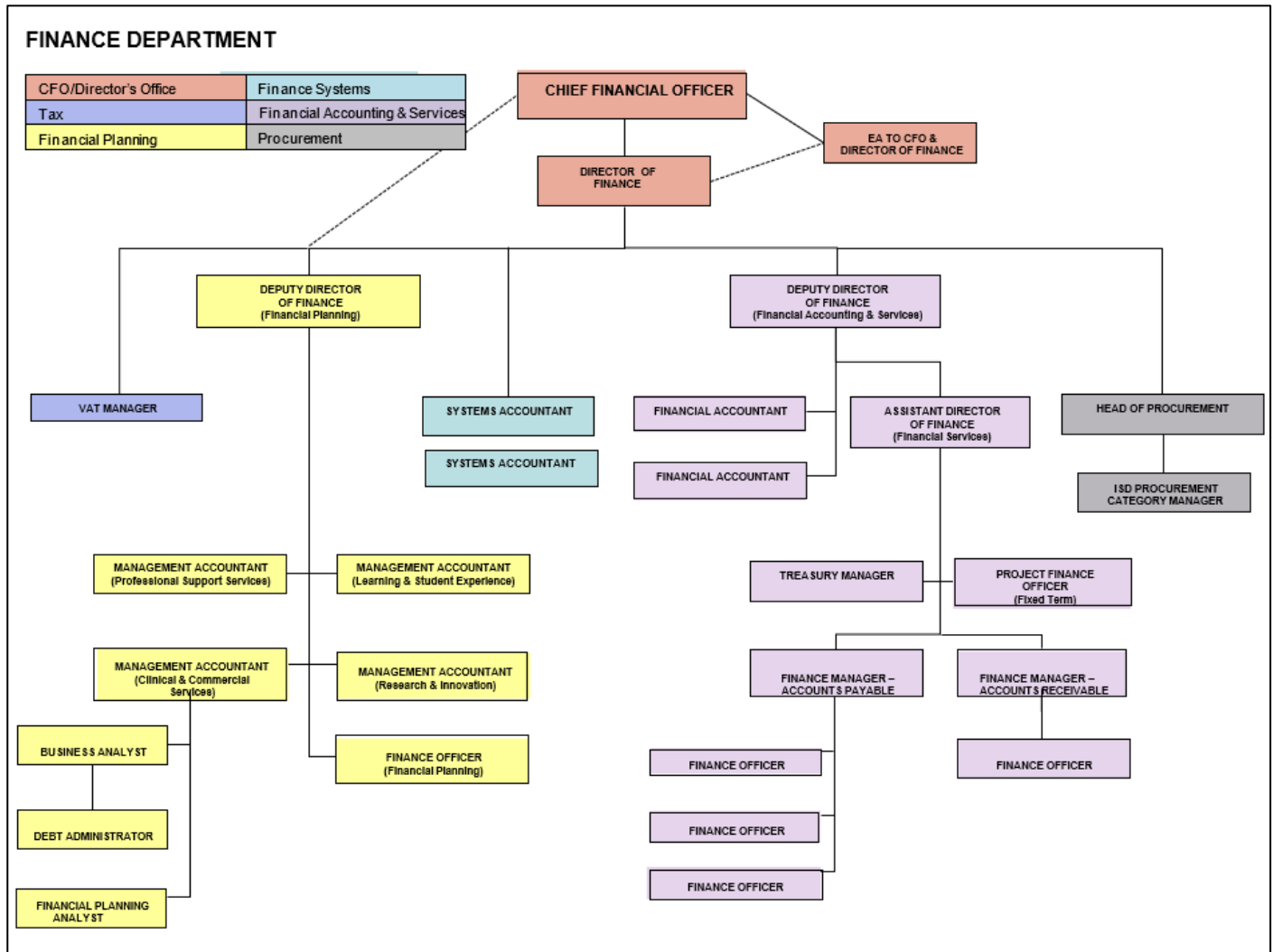
External Relations is responsible for providing guidance and advice on all aspects of promotion to support delivery of the goals set out in the Strategic Plan. The team oversees student recruitment and widening participation, admissions, marketing and communications, trading, public engagement, community relations, fundraising, alumni and events together with the operational management of the Animal Care Trust and the RVC fundraising.

Governance Services help deliver the RVC's strategic, operational, regulatory and compliance-related objectives and obligations. They provide an advisory function that sets standards and proactively engages with and supports the RVC and its missions. They offer high-quality support to Council, its committees, and sub-committees, overseeing and developing the RVC's governance framework.



Finance

The CFO has overall responsibility for all financial matters relating to the University: strategic, governance-related and operational. They are supported in the latter two functions by the Director of Finance who heads the central Finance Department (organisation chart below).



The Department's main functions are:

Financial Planning

- Provision of regular financial management information to budget holders and the RVC's senior committees
- Developing budgets and forward financial plans and forecasts to support the RVC's Strategic Plan and its ongoing financial sustainability
- Providing financial advice and guidance in the preparation of business cases
- Undertaking costing and pricing exercises to inform resource allocation
- Provision of statutory returns to regulatory bodies (e.g. Office for Students, Research England, professional accreditors)

Financial Accounting & Services

- Preparation of annual financial statements for the RVC Group and its subsidiaries
- Banking, treasury and cash flow management
- Administration of endowment funds
- Financial policies and procedures
- Payment of suppliers
- Invoicing of students and customers and debt collection
- Administration of US federal student loans
- Liaison with external stakeholders, including internal/external auditors, banking and investment institutions

Finance Systems

- Maintenance and development of the Unit 4 ERP Finance system and user training

Procurement

- Ensuring compliance with procurement regulations and developing internal policies and procedures
- Identifying opportunities to secure value for money in the procurement of goods and services
- Supporting staff across the RVC in their procurement activities

Tax

- Ensuring compliance with VAT and Corporation Tax legislation, providing advice and training and liaising with tax authorities and auditors

Insurance

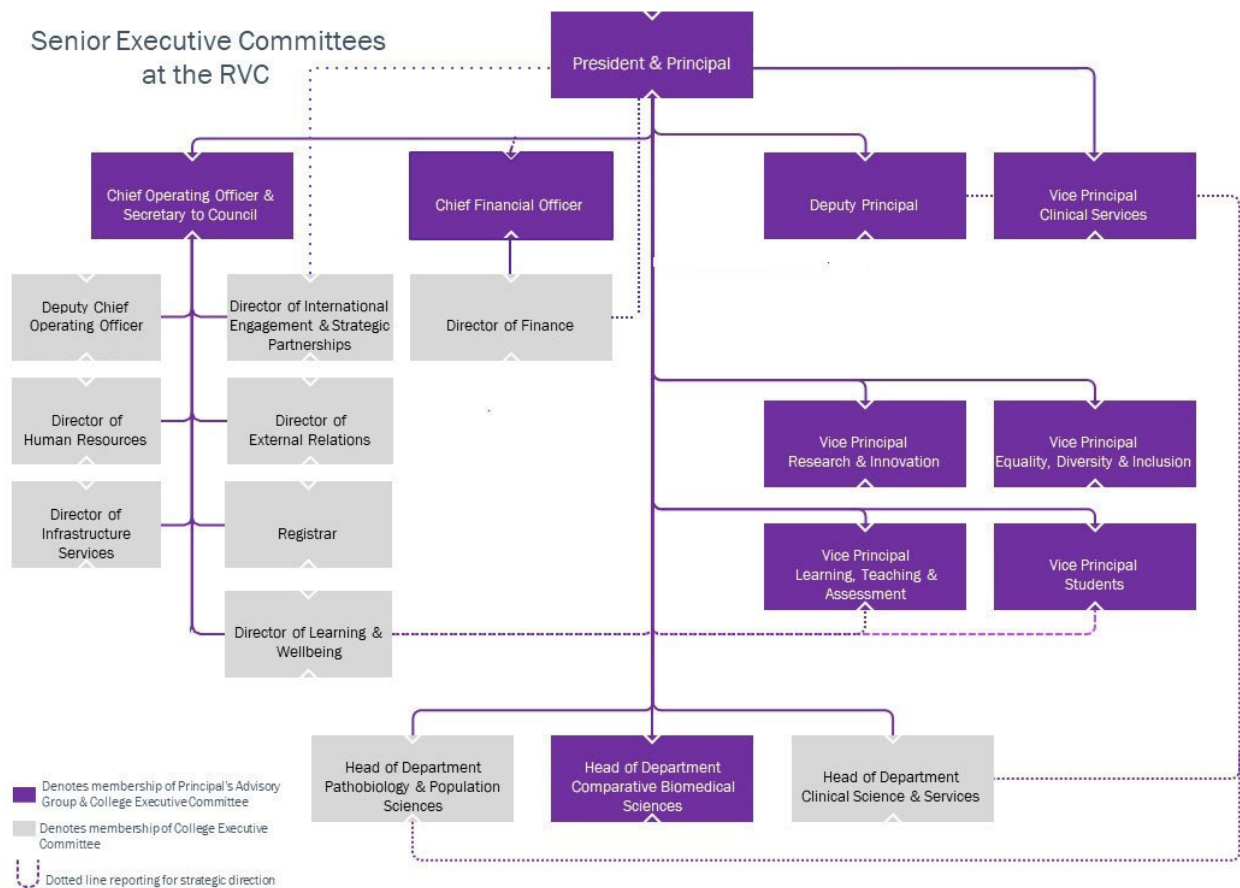
- Management and administration of the RVC's insurance policies



Senior Executive Committees

The Principal's Advisory Group (PAG) is the university senior leadership group that provides strategic advice and support to the Principal in managing the university.

The College Executive Committee (CEC) is the primary decision-making body responsible for overseeing the day-to-day management and strategic direction of the university.



Our Research

The RVC's research mission is to create, communicate and apply scientific knowledge to improve the health and welfare of animals and people and the environments in which they live. The scope of the RVC's research and innovation is defined by this mission – the aim is to conduct world-leading research and discovery in veterinary medicine, comparative biomedicine, One Health, disease biology, animal welfare, and allied disciplines. The past two decades have seen sustained growth in the scale, range and impact of research at the RVC. In the 2021 Research Excellence Framework, the RVC ranked first in the UK for research power and impact in the veterinary, agriculture, food and sciences. University status provides the RVC with a new opportunity to consider how research and innovation is governed and fostered. UK bioscience research has in recent years been supported by relatively steady levels of funding, and the association of the UK to Horizon Europe ended a period of uncertainty.

The UK government's 10-year Life Sciences Vision, published in 2021, includes an aim to maintain and grow investment in life sciences research and to support the UK's rapidly expanding bioscience and MedTech industries. However, financial pressures are increasing at UK's universities, leading to a growing focus on the cost recovery of research activity, which is estimated to average 70% across the higher education sector. The biological sciences are experiencing a period of discovery and rapid advancement, driven by the development and availability of new technologies in multiple fields. In the next decade, animal and veterinary sciences have the potential to be transformed by the application of tools such as genome sequencing, biosensing, gene editing, robotics, bioinformatics, and artificial intelligence/ machine learning. Directed investment in people and skills will be needed to realise this potential and to enable the RVC to fulfil its responsibilities to animal and human health in a rapidly changing world.



Learning, Teaching and Assessment

The RVC staff community consists of highly qualified, award-winning academics who are also world-renowned researchers, and/or clinicians that are passionate about their fields, all supported by an expert team of professionals. We are committed to offering, and evolving, curricula which prepare our students for their career destinations and lifelong learning with a focus on cultural competency and learning outcomes. We deploy modes of delivery which accommodate the needs of all our students, and continue to upgrade and develop learning resources to provide students with a flexible learning experience, for class-paced and independent study. Through our learning, teaching and assessment, we aim to build a diverse community of lifelong learners enabled to understand and proactively curate their own learning and experiences, with a growth mindset and a continuing connection to the RVC as a place to further their development.



Our Campuses

Camden



The historic Camden Campus is where Veterinary Medicine (BVetMed) students spend their first two years, or the first year of the Accelerated BVetMed and Veterinary Gateway, before Gateway students join the BVetMed students for another two years at the Camden Campus. Biological Sciences pathway students study at Camden throughout their courses, except Animal Biology, Behaviour, Welfare and Ethics students who spend their final year at Hawkshead.

The Hobday Building is the centre of the Camden Campus. In 2021 it benefitted from extensive redevelopment. Approximately £14 million was invested to provide students with new classrooms, extra social learning spaces, an extended dining facility, larger common rooms, and much-improved social areas. It also holds lecture theatres, a learning resource centre, a teaching laboratory and dissection room, World-class laboratories including molecular biology labs with cell culture, as well as state-of-the-art cell and tissue imaging facilities. There is also student accommodation on site which is currently undergoing extensive renovation and improvements.

The RVC Beaumont Sainsbury Animal Hospital is a first-opinion practice and animal hospital located right next door to the main campus and is the starting point for hands-on clinical experience for veterinary medicine and nursing students. The practice is also a leading centre for veterinary nurse training.

Also located next door to the main Camden campus is the **London Bioscience Innovation Centre (LBIC)** which is wholly owned by the RVC and is home to over 60 biotechnology and life sciences companies, from small start-ups to established global organisations, who regularly provide placements for our Biological Sciences pathway students. LBIC is shortly due to expand into new leased premises in the London Kings Cross Quarter.

Hawkshead

The Hawkshead Campus in Hertfordshire houses facilities to deliver both the theoretical and practical elements of the RVC courses as well as student accommodation, Students' Union and other student facilities including sports and social spaces. It is where veterinary medicine students are based for their final three years, alongside student veterinary nurses, final year Animal Biology, Behaviour, Welfare and Ethics students and specialists-in-training.

The campus has recently completed the largest and most ambitious single capital development the RVC has ever undertaken providing new teaching laboratories, a library and a main lecture theatre, alongside informal social learning spaces. The campus also houses other modern lecture theatres and laboratories. The redevelopment has significantly increased research facilities, including the launch of the RVC Centre for Vaccinology and Regenerative Medicine. This is the latest specialist centre on campus, which already houses the Centre for Emerging and Endemic Diseases, Structure and Motion Laboratories, Clinical Skills Centre, and Clinical Investigations Centre. The RVC small animal referrals operate from the Queen Mother Hospital for Animals which is one of the largest and most advanced veterinary hospitals in the world, treating in excess of 20,000 cases each year. Veterinary medicine and nursing students spend much of their clinical experience working here – meeting and treating patients and learning to carry out procedures – all supervised by expert senior vets and vet nurses.

The RVC Equine runs both an equine practice and referral hospital combining a first-opinion ambulatory practice with 24-hour emergency and referral services, complemented by world-leading research with the largest number of RCVS Equine Specialists of any UK veterinary teaching hospital. Veterinary medicine students undertake Equine rotations as part of their clinical training.



Boltons Park Farm

Based less than a mile from the Hawkshead Campus in Hertfordshire, Boltons Park Farm is a working dairy and sheep farm and provides practical teaching facilities for students.

The farm consists of 200 hectares of mainly grazing grass, along with 14 hectares of wildlife stewardship plots and 20 hectares of ancient mixed woodland along with the younger woods that we have planted over the years.

Equity, Diversity and Inclusion

The RVC's core values of compassion, professionalism, respectfulness, and commitment speak to its institutional determination to undertake its mission in a manner that aspires to the highest standards of behaviour, a culture that is open and inclusive, and a full commitment to Equity, Diversity, and Inclusion (EDI). Whilst working within the legislative framework provided by the Equality Act 2010 for all organisations, the aim is to go beyond legal statutory duties and integrate EDI into all the RVC operations and processes, and in the daily experiences of all members of the RVC community.



The role of the Chief Financial Officer

Job Summary

The RVC has a longstanding and proud reputation as a leading provider of veterinary and biological science education, globally significant research and outstanding clinical services. It is unique in its autonomy and governance structure amongst UK veterinary schools. The recent acquisition of full University title opens new strategic opportunities for the RVC to continue to develop its strategic themes.

The Chief Financial Officer (CFO) reports to the President & Principal and provides strategic leadership and oversight of all financial matters relating to the University. They are responsible for developing the RVC's Finance Strategy and aligning financial and capital resources to deliver a Strategic Plan, which is financially sustainable.

The CFO takes the lead in annual strategic and financial planning across the institution and, working alongside other senior colleagues, drives a culture of financial improvement through income generation and diversification and effective cost management.

The RVC strives to underpin all its activities with robust and efficient business structures, systems and processes. In this context, the CFO, supported by the Director of Finance, has overall responsibility for the RVC's financial governance and the efficient and effective delivery of finance functions within a sound

and resilient financial control environment. The CFO also works closely with the Chief Operating Officer (COO) to promote collaboration and efficiency across the RVC's professional service functions.

The RVC has a significant portfolio of commercial activities, including two subsidiary companies, of which the CFO is a Director and, in relation to the London Bioscience Innovation Centre Ltd (LBIC), line manages its CEO. More widely, the CFO works with other senior colleagues to promote commercial awareness and good practice in all the University's business operations.

The CFO is a member of the Principal's Advisory Group and the College Executive Committee. They act as Secretary to the Finance & General Purposes Committee and attend meetings of the RVC Council, Audit & Risk Committee and the Animal Care Trust, the RVC's separate charity arm.

With other changes in the RVC's senior leadership taking place during 2025, including the appointment of a new President & Principal, the CFO will have a key part to play in shaping the future strategy and direction of the University. These changes may also present an opportunity for the CFO's role to evolve and take on other responsibilities.



Responsibilities

Leadership and Management

- As a member of the senior leadership team, contribute to the development of the University's vision, direction and objectives within a financially sustainable model
- Responsible for the development and delivery of the RVC's Finance Strategy, and associated financial KPIs, to support strategic and operational planning, resource allocation and investment decisions
- Senior Finance lead to the RVC's governing body and its sub-committees
- Ensure the highest standards of financial management, probity and accountability across the institution
- Oversee the Director of Finance in their operational leadership of the Finance Department ensuring key deadlines are met and a high quality, professional and customer-focused service is delivered
- Oversee the CEO of the London Bioscience Innovation Centre Ltd (LBIC) in their management of the company
- Strategic lead for the engagement of, and ongoing relationship with, the RVC's bankers and investment fund managers
- Director of the RVC's two active subsidiary companies: LBIC and RVC Veterinary Practices Ltd, providing advice on financial and governance matters relating to these
- Chair, or participate in, appropriate committees and groups as directed by the Principal
- Represent the University at external events and meetings, and on external bodies and committees, as directed by the Principal

Strategic and Financial Planning

- Direct the University's annual strategic and financial planning process leading to the preparation of the budget and five-year financial forecasts for governing body approval and submission to the Office for Students
- Lead on financial planning for the RVC's capital investment programme, including establishing requirements for external financing, advising the governing body on potential options for this and leading the process for recommending and securing funding
- Be alert to, and advise on, the potential financial impact on the University of changes in the external Higher Education environment and the wider economic and political climate
- Adopt a proactive financial planning approach underpinned by robust cashflow forecasting, rolling financial forecasts and scenario planning
- Monitor and report on performance against strategic financial KPIs
- Senior Finance lead for the development and leverage of major new initiatives and projects, including funding bids to external agencies

- Ensure that relevant stakeholders, including Council and its sub-committees, and individual budget-holders, receive timely and accurate reports on in-year financial performance
- Promote a value-for-money culture across the institution, spearheading initiatives which deliver this
- Working with relevant senior colleagues e.g., the Vice-Principal (Clinical Services), improve commercial awareness and good practice in the University's business operations

Financial Governance

- Ensure that the RVC's Financial Regulations, policies and procedures are fit for purpose, comply with external requirements and are appropriately enforced across the University
- Act as Secretary to, and attend, the Finance & General Purposes Committee working closely with its Chair, the Honorary Treasurer, to ensure all relevant matters are brought to the Committee's attention
- Provide high-level advice and guidance to the Principal, the Executive Team and the RVC's governing body (Council) in the areas of financial compliance and risk
- Ensure financial risks are accurately presented in the Strategic Risk Register with appropriate mitigating actions identified and progressed
- Attend, and present papers to, the RVC Council and its Audit & Risk Committee
- Attend meetings of the RVC's charitable arm, the Animal Care Trust, and provide advice and guidance on charity finances and governance
- In conjunction with the COO, act as the key liaison with the internal auditors, developing the annual Internal Audit Plan for approval by Audit & Risk Committee and being Audit Sponsor for relevant reviews
- Oversee the appointment processes for new external and internal auditors
- Ensure that the RVC Group and subsidiaries' financial statements are prepared in accordance with applicable reporting standards (UK/US GAAP), are accurate and submitted on time
- Ensure that statutory financial returns to Higher Education regulators and other external stakeholders, including professional accreditation bodies, are accurate and submitted on time
- With other senior colleagues e.g., the Director of Research & Innovation Services, ensure that robust due diligence processes are in place to manage the RVC's exposure to financial and legal risks of contracts with external funders and collaborators

Person Specification

Essential

- A professional accounting qualification and membership of a recognised professional accountancy body, with extensive experience of UK GAAP reporting
- A proven track record as a senior finance professional within a large complex organisation
- Highly developed skills in strategic, financial and resource planning at an organisational level, including major capital projects and external financing
- Experience of operating at Board level with an appreciation of the interface between governance and executive functions
- Excellent written and verbal communication skills
- Strong negotiating skills and commercial awareness
- Sound judgement and an engaging and collaborative approach which fosters co-operation across functions
- A comprehensive understanding of financial risk management and the underpinning financial control environment

- A demonstrable commitment to delivering continuous improvement in finance functions with experience of change management
- Experience of dealing with a range of external stakeholders e.g., banks and lending institutions, investment fund managers, auditors and governmental agencies
- An appreciation of the broader political and economic Higher Education environment


Desirable

- Experience of senior financial management in a Higher Education institution
- Involvement in the delivery of major capital projects
- An understanding of basic contract law
- Previous representation on, or active involvement with, external professional bodies/networks

Behaviours

The RVC Behaviours & 360 Degree Competency Alignment



 = 360° Competency

What is the RVC Behaviour Framework?



The RVC Behaviours Framework is a strategic initiative designed to enhance individual and organisational performance. The Framework supports the University Strategy and provides a mechanism to help embed the University's Values. The Framework is derived from the Association of University Administrator's (AUA) Continual Professional Development (CPD) framework, a versatile tool that supports the career development of higher education professionals. It works on an organisational and individual level, for professionals at all career stages and can be applied across all roles in the sector. The Framework adds a new behavioural perspective to career development which complements and enhances the more familiar information provided by job descriptions and personal specifications.

Awareness and use of the RVC Behaviours will enhance individual and organisational performance. There are nine main behaviours, with a number of descriptors in each. The Framework refers to nine main behaviours.

1. Managing self and personal skills
2. Delivering excellent service
3. Finding innovative solutions
4. Embracing change
5. Using resources
6. Providing direction
7. Developing self and others
8. Working with people
9. Achieving results

Each behaviour has been divided into three main aspects:

Self: Meaning behaviours that may be observed whatever the working situation.

Others: Meaning behaviours that may be observed when interacting with and influencing others, or when managing colleagues.

The Wider Community: Meaning behaviours that may be observed when influencing at organisational level or representing the organisation.

For each main behaviour the framework outlines 'Required Skills' and 'Core Knowledge' applicable as well as identifying behaviour in each category that would be considered 'Inappropriate Behaviour' hence requiring further development. The framework communicates the university expectations and values and is useful in identifying specific expected behaviours for essential and desirable criteria.



Terms and Conditions of Employment

Terms and Conditions

In addition, the RVC offers a range of excellent employee benefits including:

30 days annual leave entitlement plus bank holidays and concessionary days



Generous sick pay



Family friendly policies



Membership of the USS Pension Scheme



Free state of the art gym



Cycle to work scheme



Access to student discount benefits such as Totum card



Many more

How to Apply

To apply, please send a CV and a covering letter outlining how you meet the job description and person specification to rvc@minervasearch.com on **14 February 2025**.

The interview dates will be confirmed.

To arrange an informal conversation, please email rvc@minervasearch.com

MINERVA

