

VICE- CHANCELLOR



Norwich University of the Arts draws on a distinguished 180-year history and is focused on the future. We are looking for a Vice-Chancellor who will steer the University through the many uncertainties currently facing higher education and build on a period of successful strategic development spearheaded by its current Vice-Chancellor, Professor Simon Ofield-Kerr.

Our next Vice-Chancellor will exhibit similar skills of leadership and vision, while managing the experienced senior management team and staff in a close-knit community that expects its leader to 'roll up their sleeves' and get involved in the day-to-day work of the organisation. The incoming Vice-Chancellor will inherit a strong financial base, an expansion of the undergraduate and postgraduate portfolio of courses, a programme of capital investments in both the physical and digital estate, triple gold in the last TEF, two new research and knowledge exchange institutes, and significant ambitions for the next REF.

We are committed to recruiting students with the potential to succeed whatever their background, who want to enjoy a human-scale student experience within an institution that is equally ambitious for its students, its graduates, and its staff.

Wherever they are from, and whatever their identity and prior experience, we want our staff and students to bring their whole selves to work each day, in an environment that recognises their unique contribution.

In common with other universities, our new Vice-Chancellor will face the pressing challenges facing the UK Higher Education sector, alongside those of climate change and of advancing diversity in our colleague and student community and in the curriculum. A priority will be addressing with agility and dynamism how the University provides graduates with the skills to meet the evolving needs of the UK's creative sector and industries.

The Vice-Chancellor's role in building Norwich's national and international profile will be balanced with playing an active part in shaping the regional economy and the future of its dynamic creative and digital businesses. The University is also a key part of the civic life of the vibrant city of Norwich; accordingly, the Vice-Chancellor is an important ambassador in the city and county of Norfolk.

If you feel this is the job for you and you believe in the life-changing value of education for the individual and society, we look forward to receiving your application.

Cathy Armor
Chair of Council
Norwich University of the Arts

Vice-Chancellor

Creativity is not only what we teach at Norwich University of the Arts, but also how we engage with the world. With nearly 3,000 students and more than 700 dedicated staff, we are proud to be a small university making a big impact.

We are the only specialist creative arts and design university to have earned a triple Gold in the most recent Teaching Excellence Framework (TEF) exercise and we have been named Arts University of the Year 2025 by the Daily Mail. The University is characterised by its innovative and industry-engaged approach to creative education with an excellent reputation for student outcomes and employability.

Norwich University of the Arts bridges academic excellence with real-world relevance. Our Research and Knowledge Exchange Institutes lead cross-disciplinary projects that address urgent social, cultural and environment challenges. From immersive digital experiences tackling climate change to arts-led mental health collaborations, we demonstrate how creative thinking drives positive change.

The University is a vibrant community central to its city and region. Our campus is at the heart of Norwich's creative quarter, comprising brand-new state of the art facilities and including the recently acquired iconic Bank Plain building. We celebrate diversity and believe it to be at the core of any creative endeavour.

We have enjoyed outstanding leadership for many years, meaning the incoming Vice-Chancellor will inherit an ambitious and resilient organisation with a strong financial base, an expanding portfolio of undergraduate and postgraduate programmes and a physical and digital estate benefiting from significant ongoing investment.

Following the announcement of the retirement of our current Vice-Chancellor, Professor Simon Ofield-Kerr, we are seeking a new Vice-Chancellor who will provide visible, inspirational and inclusive leadership, engaging our community of staff and students around a compelling vision and the development of a new University Strategy for 2027 onwards.

Candidates will be able to demonstrate an appropriate balance of strategic and operational leadership capability; a deep understanding of the creative sector and its future skills needs; a track-record of successful leadership in Higher Education alongside the ability to navigate the evolving UK HE landscape with agility and purpose; and a clear commitment to our distinctive ambition, values and vision.



Competitive salary

Candidates should apply for this role through our retained advisors Networked at networkedpeople.com/norwich-vice-chancellor

The deadline for receipt of applications is midnight on Monday 2 June 2025.

Informal questions regarding the post should be directed to:

Hamish Laing at Networked via hamish.laing@networkedpeople.com
Telephone: +44 (0)7861 329463.

Interviews are provisionally scheduled for 1 and 2 July 2025.

OUR UNIVERSITY

Norwich University of the Arts is one of the UK's most distinctive and successful specialist arts institutions, offering a rich and expanding portfolio of undergraduate and postgraduate courses across art, design, media, performance, architecture, computing and business. →

We are a community of creative academics, technicians and professional experts who are committed to delivering exceptional Creative Arts Education, Research and Knowledge Exchange. Our award-winning city-centre campus, where medieval, Victorian, and contemporary architecture converge, provides inspiring spaces where students think boldly, make bravely, and learn through doing.



With nearly 3,000 students and more than 700 dedicated colleagues, Norwich University of the Arts is proud to be a small university making a big impact. We are the only specialist creative university to achieve a triple gold rating in the Teaching Excellence Framework (TEF) and were recently named Arts University of the Year 2025 by the Daily Mail. In 2023, we were the highest climber in the Complete University Guide and ranked as the top specialist creative arts university outside London.

The University doesn't simply prepare students for employment – it empowers them to shape the future. 94% of our graduates are in work or further study within six months, and our innovative careers platform Profile, which gamifies career planning, earned us the Guardian University Award for Employability and Entrepreneurship.

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address urgent social, cultural, and environmental challenges. From immersive digital experiences tackling climate change to arts-led mental health collaborations, we demonstrate how creative thinking drives positive change.

At the heart of this innovation is the UKRI-funded Interactive Visualisation and Simulation Lab (IVSL), part of the Creative Research Capabilities (CResCa) world-class labs scheme and located at our Havers Road site. The IVSL is a pioneering facility supporting research into climate futures, virtual heritage, spatial computing, applied games, and virtual production. Current initiatives include Living in Changing Landscapes, exploring coastal communities through immersive technologies; ART//TECH//PLAY, enhancing art-tech collaborations and dissemination; and Ginn-Jinnaye, investigating the cultural representation of women and historic memory.

Our growing reputation for research excellence is being recognised through significant new grants and collaborations, including a recent major award from the Water Restoration Fund (WRF).



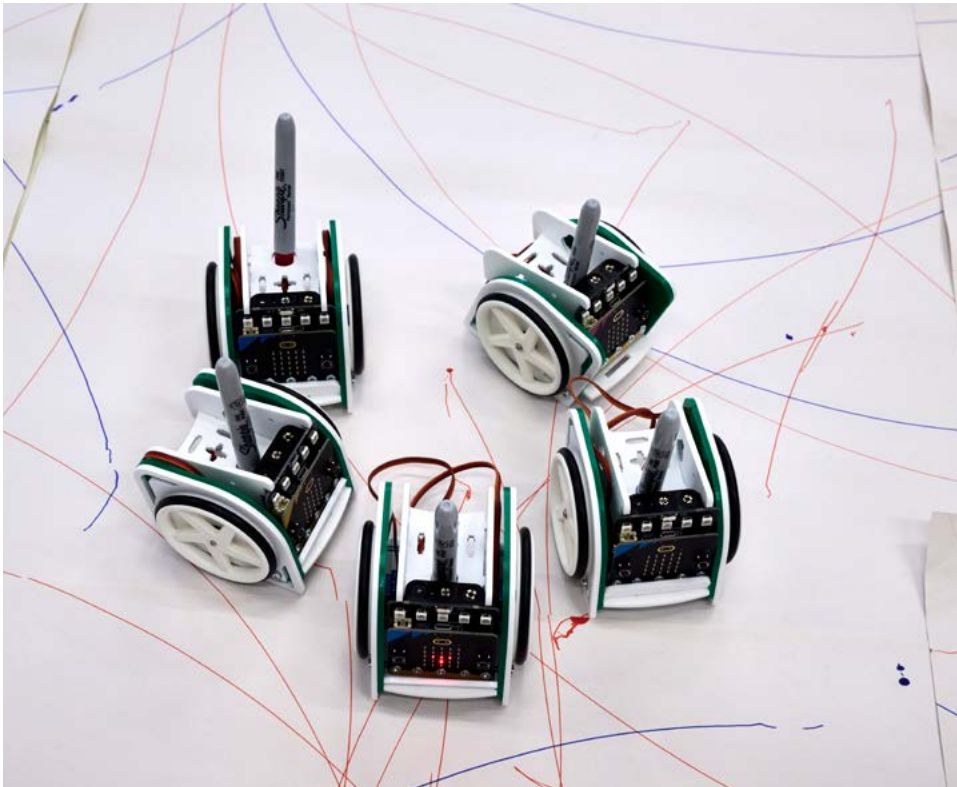
EQUALITY DIVERSITY

Committed to equality
and valuing diversity

Norwich University of the Arts is committed to being an inclusive community that offers equality of opportunity and enables our staff and students to flourish and succeed, regardless of their background or personal circumstances.

Our commitment to equality, diversity and inclusion is embedded in everything that we do. We celebrate the diversity of our backgrounds, cultures, and actions, promoting art and design as a catalyst of social change. As such, we are champions for the creative arts; empowering our students to be valued and productive members of society, with ambitions to change the world.

Strategy 2022-27



This is a university where creativity isn't just taught - it's tested, challenged, and transformed into action. Our 2022-2027 strategy sets out a clear and confident vision: to be a place where the future of creativity and creative arts education is not only imagined but passionately debated, actively shaped, and meaningfully realised.

It's a vision rooted in people - our students, our staff, and the wider communities we serve. It places creativity at the centre of everything we do: from teaching and research to civic partnerships and global exchange.

We are expanding our academic horizon, welcoming new disciplines such as business, psychology, and creative technology, because the world needs creative minds not just in studios and galleries, but in boardrooms, classrooms, labs, and beyond.

We're also growing our footprint in the city. The acquisition of Bank Plain, a 37,000 sq. ft. civic landmark in the heart of Norwich, represents more than extra space, it's a bold declaration of intent. It's a platform for ambitious, outward-facing projects that invite collaboration between students, academics, industry leaders, and communities.

But strategy isn't about buildings. It's about purpose. And ours is clear: to empower individuals while enhancing the creative sector locally, nationally, and globally. Whether through digital innovation, new international partnerships, or the quiet, powerful work of nurturing wellbeing and inclusion, we are shaping a future defined not by certainty, but by possibility.

→ [View our strategy](#)

→ [Information on the University's finances](#)

Working and living in Norwich

Norwich is a city where creativity, heritage, and innovation come together. With a deep literary tradition, it is a UNESCO City of Literature and continues to inspire writers, artists, and thinkers through its bookshops, festivals, and vibrant arts scene. The city's theatres, cinemas, and galleries offer a year-round programme that makes culture part of everyday life.

Norwich's architectural mix reflects its character—from the 11th-century cathedral and medieval lanes to bold modern landmarks like The Forum. Norwich shows how a city can evolve without losing its roots. Alongside a growing digital and creative economy, Norwich has been named one of the UK's official Tech Cities. It supports a strong network of start-ups, studios, and innovation hubs where culture and technology meet.

The surrounding landscapes of Norfolk — from the Broads to the coastline — add another dimension to life here. But they also face growing environmental pressures from climate change and erosion, which are shaping research and policy in the region.

At the same time, Norwich and Norfolk grapple with complex social and economic challenges: rural isolation, housing pressures, skills gaps, and health inequalities. These realities are driving serious conversations about resilience and inclusive growth. Devolution offers a chance to address these through local leadership and place-based solutions — not just responding to challenges but shaping a more sustainable and creative future for everyone.

Norwich is a city that invites participation — in its culture, ideas and ongoing evolution.





Norwich Market

Norwich University of the Arts: at a glance

180 years

of Creative Heritage

→ Founded in 1845 as the Norwich School of Design, the University has been a centre for art and innovation for nearly two centuries.

Triple Gold

for Teaching Excellence

→ The only specialist creative arts university to achieve a Triple Gold rating in the Teaching Excellence Framework (TEF) 2023, recognising outstanding teaching quality, student experience, and graduate outcomes.

Top 10 in the UK

for Teaching Quality

→ Ranked among the UK's top ten universities for teaching quality in The Times and Sunday Times Good University Guide 2022.

Arts University of the Year

→ Named Arts University of the Year by the Daily Mail University Guide 2025 for excellence in creative education and student experience.

Top 30

Global Creative Schools

→ Ranked 30th globally in The Rookies Global School Rankings 2023, including 6th for 2D Animation and 7th for 3D Animation, highlighting international excellence in creative practice.

Research Excellence

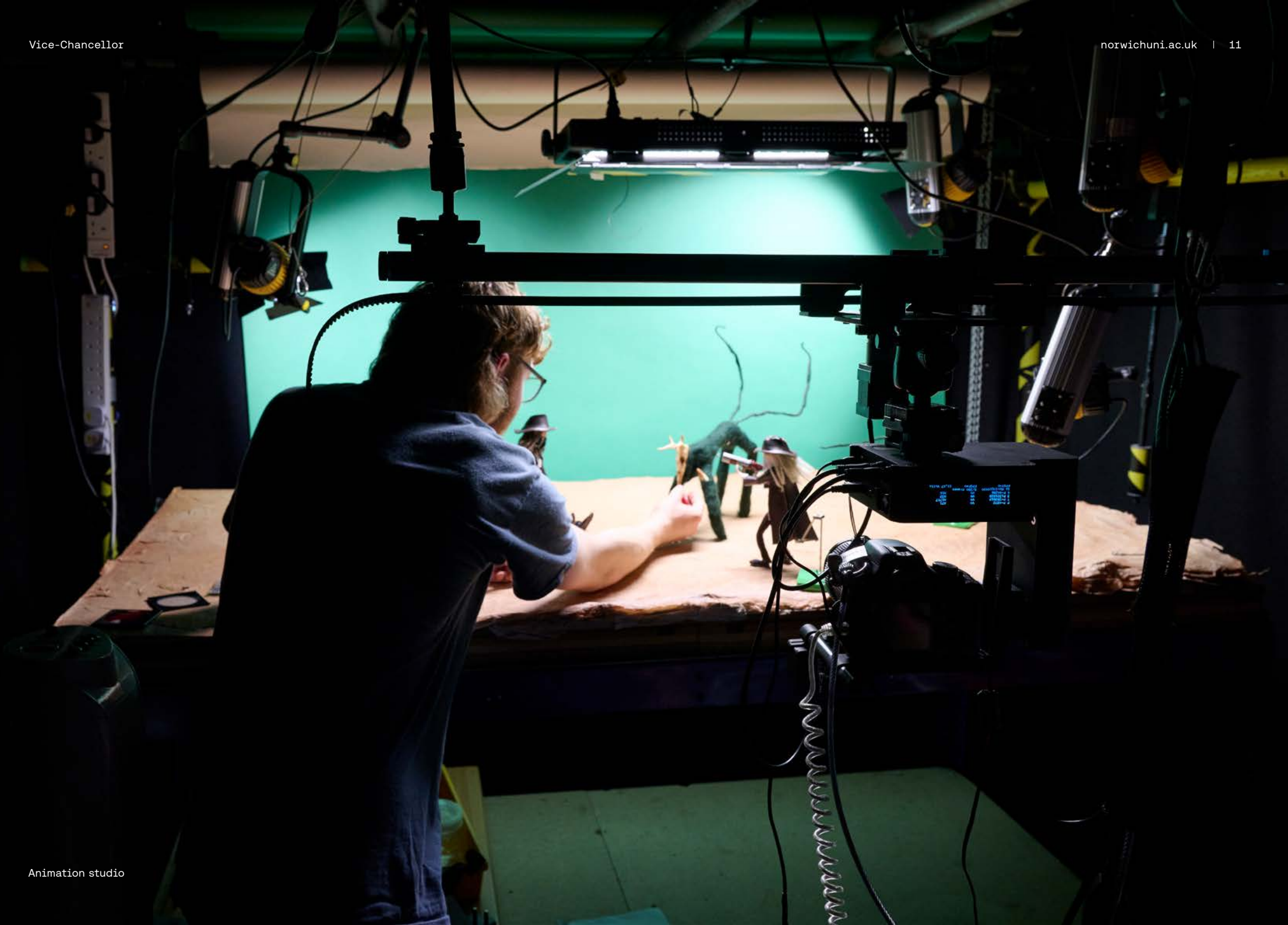
→ In the Research Excellence Framework (REF) 2021, 69% of the University's research outputs were rated as world-leading or internationally excellent.

Outstanding Graduate Employability

→ Over 96% of graduates are employed or in further study within 15 months of graduation (Graduate Outcomes Survey 2024), reflecting strong career support and creative sector readiness.

Real Living Wage Employer

→ Norwich University of the Arts is proud to be a Real Living Wage Accredited Employer, paying staff a wage based on the real cost of living, above the statutory minimum.





Job Description

Vice-Chancellor

Job purpose

The Vice-Chancellor is the Chief Executive Officer and is accountable to the University Council for the effective leadership of the institution, encompassing strategy and, given the University's size and scope, involvement in its day-to-day work.

They are also responsible for ensuring positive relationships with staff, students, and key stakeholders, and for embedding the culture and values of the University throughout the organisation.



Principal Responsibilities

→ CULTURE

- Foster a culture in which our staff and students are supported in their intellectual and creative growth, our commitment to equity, diversity, and inclusion is recognised and embedded, and we are responsive to the diverse needs of our University community.

→ STRATEGIC LEADERSHIP

- Provide visible, inspirational, and inclusive leadership, engaging our community of staff and students around a compelling vision and the development of a new University Strategy for 2027 onwards.
- Ensure the financial sustainability of the University, delivering the diversification of our portfolio and identifying opportunities to grow our income.
- Lead our senior teams to deliver the University's aims and strategic and operational objectives.
- Deliver academic excellence, retaining our Gold TEF status, developing leading-edge research, and enhancing our REF outputs and KEF impact.
- Facilitate a high-quality student experience and outstanding student outcomes, whereby our students recognise the excellent and varied opportunities that we provide.
- Deliver and embed change including the development of our estate; inspire innovation and the use of new technologies, delivery models, and ways of working to ensure that we are positioned for success within a rapidly changing landscape.
- Promote a responsible and forward-thinking University environment, with a strong focus on delivering our sustainability and Environmental, Social and Governance goals.

→ STRATEGIC PARTNERSHIPS

- Champion our vision to be a leading practice-based institution in creative arts education and provide graduates with the skills to meet the evolving needs of the creative sector and industries.
- Advocate for small and specialist universities and the creative sector locally, nationally and globally.
- Reinforce the University's profile in the city and the region, developing our civic and commercial relationships and facilitating positive economic, environmental, and social change.
- Represent the University at the national and international level, building relationships to influence policy and extend our national and global reach.

→ ACCOUNTABILITY

- The Vice-Chancellor is the Office for Students (OfS) Accountable Officer for the University.
- Work collaboratively with the Council in the pursuit of agreed strategic objectives and in the maintenance of corporate governance of the highest standard, ensuring that the University meets all statutory and regulatory requirements.



Person Specification

The successful candidate will be able to demonstrate impactful and visible leadership, strategic vision, and commercial and financial acumen whilst being involved in the day-to-day work of the University. Alongside a demonstrable commitment to the creative arts, candidates will have the ability to inspire innovation and deliver change and ideally will be able to evidence many of the following criteria.

→ QUALIFICATIONS

- High professional / academic standing to be credible in a higher education environment.

→ KNOWLEDGE AND EXPERIENCE

- Track-record of successful leadership in a complex higher education institution including the advancement of equity, diversity, and inclusion.
- Strong knowledge and understanding of the opportunities and challenges facing UK higher education, together with a credible and sustainable vision for the University in this context.
- Strong belief in the transformative power of higher education and the creative arts and understanding of the creative sector, ideally with experience of working in a creative arts institution.
- Experience of external advocacy at a senior level with diverse stakeholders, ideally to influence policy and generate partnerships and collaboration.
- Strong understanding, and ideally experience, of the international environment in which the University operates / is seeking to expand.
- Successful leadership and delivery of strategic and organisational change within a dynamic landscape, including estates development projects and digital transformation.

→ SKILLS AND ATTRIBUTES

- Inspirational and inclusive leader, with the ability to engage, motivate and empower colleagues, students and key stakeholders, and role model the University's values.
- Ability to successfully lead the creation and delivery of an organisational strategy in a complex institution.
- Financial and commercial acumen, with the ability to effectively manage complex budgets, assets and risks, to ensure the financial sustainability of the University.
- Ability to work strategically and operationally.
- Excellent interpersonal, written and verbal communication skills.
- Resilient with excellent judgement and problem-solving skills and the ability to make bold decisions in the best interests of the institution.
- Ability to create an environment that supports innovation, entrepreneurship, and sustainability.
- Commitment to delivering the highest academic standards, through excellence in teaching, leading-edge research, and knowledge exchange.
- Determination to promote excellent student outcomes and student experience.





Application Process

How to Apply

Applications should comprise a full curriculum vitae and a covering letter of application (up to two pages) outlining how you meet the job requirements and person specification, together with a completed personal details form.

The deadline for receipt of applications is midnight on **2 June 2025**.

Candidates should apply for this role through our retained advisors Networked at networkedpeople.com/norwich-vice-chancellor

Informal questions regarding the post should be directed to Hamish Laing at Networked via:

hamish.laing@networkedpeople.com

or +44 (0)7861 329463

Interviews are provisionally scheduled for **1 and 2 July 2025**.

Equal Opportunities Monitoring

As part of our commitment to equality, diversity and inclusion, we monitor the diversity of our workforce and applicants to help us review the effectiveness of our policies and procedures.

To help us with this, we will ask you to complete an Equal Opportunities Monitoring form during the selection process.

Interview Expenses

Reasonable travel and incidental expenses will be reimbursed when agreed in advance in line with the University's Candidate Interview Expenses Guidelines which are available on request.





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