

DEPUTY VICE-CHANCELLOR

We are one of the great British art schools: a specialist creative university that draws on our 180 years of history. As a university, we excel in our disciplines and understand powerfully the transformative potential of creative practice for individuals, communities and industries.



As we expand our specialist character and bring the power of creative, practice-based education to a wider range of subjects, we celebrate diversity and believe it to be at the core of any creative endeavour. Whatever your background, identity and prior experience, wherever you are from, we want you to bring your whole self to work each day, in an environment that recognises your unique contribution.

In choosing to work at Norwich University of the Arts, you will join a community of creative academics, technicians and professional experts who are committed to delivering exceptional Creative Education, Research and Knowledge Exchange. You will work in a stimulating and critically engaged workplace, where the creativity of all our students will develop because of your commitment.

We are the only specialist creative arts and design university to have achieved Triple Gold in the most recent Teaching Excellence Framework (TEF) and were named Arts University of the Year 2025 by the Daily Mail. In 2023, we were the highest climber in the Complete University Guide and recognised as the top specialist creative arts university outside London. This year, the Guardian University Guide 2026 ranked us as the highest-rated university in the East of England after the University of Cambridge.

You will work in the heart of Norwich. Our award-winning campus has played a key role in the regeneration of one of the city's most vibrant quarters. Our 21st-century teaching spaces and workshops occupy renovated buildings with medieval, Victorian, and Edwardian heritage. The University has recently expanded with Bank Plain, a 37,000 sq. ft city-centre building — a major investment that reflects our ambition to be a leading civic university championing creativity in all its forms.

Ninety-four per cent of our graduates are in work or further study within six months of graduating. Our innovative approach to employability and entrepreneurship has been nationally recognised, and our graduates hold key roles across and beyond the creative industries — from Oscar and BAFTA nominees to D&AD Pencil winners, fine artists, designers, and creative technologists. This track record gives us confidence that our success in graduate outcomes will continue as we apply our distinctive culture and practice to an expanding range of specialist subjects.

Creativity is not only what we teach but how we engage with the world. Through our Research and Knowledge Exchange Institutes, we lead cross-disciplinary projects that address social, cultural, and environmental challenges — from immersive digital experiences tackling climate change to arts-led initiatives in mental health. At the centre of this work is the Interactive Visualisation and Simulation Lab (IVSL), funded as part of the Creative Research Capabilities (CResCa) world-class labs programme. The IVSL supports research into climate futures, virtual heritage, spatial computing, applied games, and virtual production.

Our growing research reputation is also reflected in recent grants and collaborations, including a major award from the Water Restoration Fund (WRF). These achievements demonstrate our expanding contribution to creative innovation, cultural development, and social impact — shaping the future of creative higher education in the UK and beyond.

We hope that as you learn about us, you are inspired by our ambitions for the future.

Professor Ben Stopher,
Vice-Chancellor Designate

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 all of our students to be valued and productive members of society, with ambitions to change the world.

Deputy Vice-Chancellor

Situated in the historic city centre of Norwich, with an impressive estate that encompasses both historic buildings and brand new state-of-the-art facilities, the University is a vibrant community that forms the beating heart of the city and the region's arts and cultural worlds.

Norwich University of the Arts is a forward-looking specialist creative institution, punching well above its weight with ambitious plans and a strong record of accomplishment in securing funding for large-scale infrastructure development. The University is an evolving environment that provides exciting opportunities for personal and professional development for both our staff and students. As such our community is one that enjoys learning and working together with exceptional commitment.

In an exciting period of development, we are looking to appoint a Deputy Vice-Chancellor (DVC) who will lead on the delivery and development of our academic strategy, the expansion of our specialist character, and our global engagement as we pursue the internationalisation of the staff and student experience. Leading on Teaching and Learning and Research and Knowledge Exchange, the DVC will be responsible for our academic and related community and will represent the University's interests at home and abroad. They will be closely involved on a day-to-day basis in strategic development and operational management, having a significant impact on all areas of the University.

Strong candidates will have an established record of success in senior strategic leadership in Higher Education, ideally in the creative disciplines

that we offer. They will be experienced in developing and delivering significant projects that have proven success. Highly credible in international networks, we are looking for a confident and inspirational leader, with experience of delivering a significant and successful portfolio expansion in an internationalised context. The appointee will be a member of the Senior Leadership Team and will deputise in all areas for the Vice-Chancellor.

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Ideal candidates will have the vision, passion, creativity and determination to make a difference.



Competitive salary

For more information about this role, including how to apply, please visit our retained advisers, Minerva:

www.minervasearch.com/current-opportunities/norwichdvc/

The deadline for receipt of applications is midnight on Monday 1st December 2025.

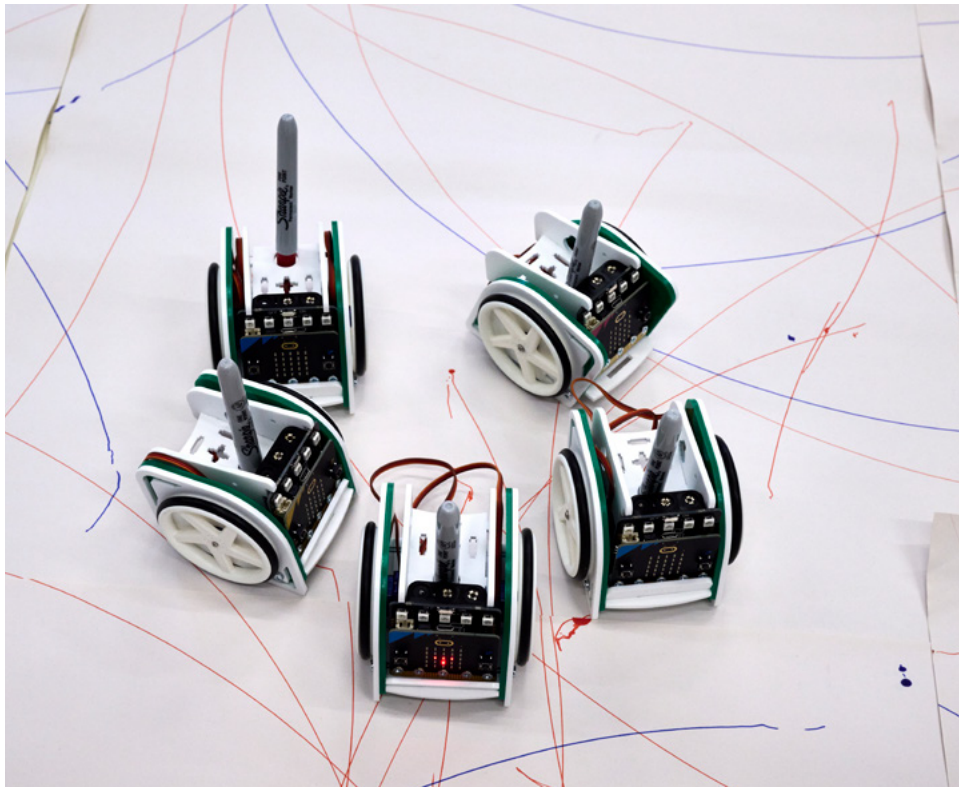
If you would like an informal conversation about this post please contact Minerva:

norwich@minervasearch.com

Interviews are provisionally scheduled for the week commencing 26th January 2026.



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

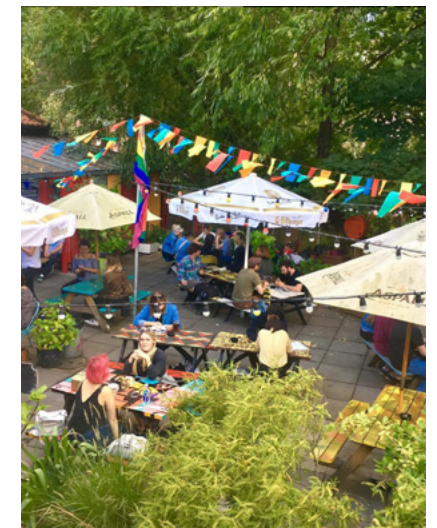
Norwich is a city where creativity, heritage, and innovation come together. With a deep literary tradition, it is a UNESCO City of Literature and continues to inspire writers, artists, and thinkers through its bookshops, festivals, and vibrant arts scene. The city's theatres, cinemas, and galleries offer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

No.1 Creative Specialist

outside London

→ Ranked among the UK's top two specialist creative arts universities – and the highest outside London – in The Complete University Guide 2026, reflecting Norwich's commitment to academic excellence, industry engagement, and an outstanding student experience.

Guardian University Guide Recognition

→ Featured for the first time in the main Guardian University Guide 2026, marking a major milestone in our national recognition – ranked among the top universities in the East of England, second only to Cambridge

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.

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

Deputy Vice-Chancellor

Reporting to: The Vice-Chancellor

Job Purpose

A key member of Senior Leadership Team, attending University Council and deputising in all areas for the Vice-Chancellor, the Deputy Vice-Chancellor leads on the delivery and development of the University's academic strategy and the internationalisation of the institution, with a commitment to ongoing enhancement of the staff and student experience and the expansion of the course portfolio.

The postholder will also be a recognised advocate nationally and internationally for our distinctive range of academic activities and will have direct line management responsibility for the two Deans and the management of designated areas.



Duties and Responsibilities

The post holder will be responsible for the following, which will evolve in time:

→ **Deputise for the Vice-Chancellor in all areas, as required by the Vice-Chancellor / Chair of Governors.**

→ **Lead on strategic and operational planning and management:**

- Strategic development, effective delivery and enhancement of the University's academic provision, both taught and research, ensuring that we meet stretching KPIs.
- Devise and implement strategies and interventions that will deliver our global engagement and expansion, internationalise the staff and student experience and develop our international reputation.
- Develop and deliver key areas of the University's Strategy, including the expansion and, where appropriate, recalibration of the course portfolio in relation to regional, national, and international industries and markets.

→ **Provide leadership that promotes a culture of excellence:**

- Provide visible, inspirational, and inclusive leadership, engaging our community of staff and students in relation to the University's aims and aspirations.
- Promote a culture in which our commitment to equity, diversity, and inclusion is recognised and embedded, and we are responsive to the diverse needs of our University community.
- Guide and support the work of the Dean of Creative Education and the Dean of Research & Knowledge Exchange in shaping

and delivering the strategies, plans and objectives for their areas and roles.

- Guide the development of the University's teaching resources, library services and other designated areas as required, ensuring that these provide an effective level of support and delivery.
- Deliver academic excellence and maintain an environment of continuous improvement, retaining our Gold TEF status, developing an environment for cutting-edge research, and enhancing our REF output 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.
- Chair governance and management committees across the full range of the University's activities and set up working groups for the development and successful delivery of key projects.
- Chair the Learning, Teaching and Quality and the Research and Knowledge Exchange Committees, ensuring an appropriate level of governance and challenge to support our stretching ambitions.

→ **Secure our future financial sustainability through strategic resource allocation and budget management**

- Lead, with the Vice-Chancellor, on the annual review of the University's Strategy, its Operational Plan, and the strategic

development process, working with colleagues to establish the priorities for funding and the process for making these decisions.

- Deliver the diversification of designated aspects of our portfolio and identify opportunities to grow our income.
- Manage large-scale budgets, ensuring that these deliver our organisational and project goals.
- Promote an understanding of the full economic costs of our various academic activities.

→ **Liaison with external stakeholders to develop and maintain strategic academic partnerships:**

- Champion our vision to be a leading practice-based institution in specialist creative education and to provide graduates with the skills to meet the evolving needs of the creative sector and relevant industries.
- Play a key role in building domestic and international relationships and partnerships for teaching, research, and knowledge exchange.

→ **Other duties commensurate with the level of the role that may be required from time to time.**



Person Specification

The post holder will hold the following skills and attributes.

→ Qualifications

- Professorial or equivalent standing with a teaching and / or research reputation and profile commensurate with a senior academic leadership role.
- Evidence of continuous professional development.

→ Experience

- Breadth and depth of Higher Education experience necessary to deputise for the Vice-Chancellor on a wide variety of issues.
- A proven track record in the Higher Education sector of positioning an institution/division/operation for future success, particularly in relation to teaching, learning and research and the advancement of equality and diversity.
- Demonstrated ability to build and maintain strong international networks and to utilise these in developing and delivering project and curriculum innovation within an internationalised education environment.
- Accomplished record in strategic and operational planning, including the delivery of significant projects and the production of high-quality strategic reports and complex sector submissions.
- Track record of delivery of sustainable development and change, including cultural change.

→ Skills

- Inspirational and inclusive leader, with the ability to engage, motivate and empower colleagues, students and key stakeholders, and to role model the University's values.
- Commitment to delivering high performance and continuous improvement.
- Proven influencing and relationship-building skills and the ability to represent the University's interests domestically and internationally, successfully collaborating and working in partnership with a variety of external organisations.
- Exceptional critical and creative skills.
- Exceptional communications skills, both written and verbal.

→ Attributes

- A positive energy capable of uniting diverse stakeholders to deliver common goals.
- Resilient with an enthusiasm for innovation and ability to constructively challenge and resolve problems.
- An understanding of the current challenges and opportunities facing higher education providers, ideally in a specialist context.
- An understanding of creative pedagogical practices would be preferable.
- An agile and flexible outlook to respond effectively to the pace of change in the HE sector.
- Ability to work strategically and operationally whilst being involved in the day-to-day work of the University.





Application Process

Accessibility

If you require copies of documentation in alternative formats, large print or Braille, please contact our retained adviser.

How to Apply

Applications should comprise a full curriculum vitae and a cover letter (up to two pages) outlining how you meet the job requirements and person specification.

The deadline for receipt of applications is midnight on Monday 1st December 2025.

Applications should be submitted to our retained advisers, Minerva:

norwich@minervasearch.com

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.

Interviews are provisionally scheduled for the week commencing 26th January 2026.





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