

# Deputy Clerk to Council

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.



For further information about Norwich University of the Arts and our community please visit [norwichuni.ac.uk](https://norwichuni.ac.uk)

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

Committed to

# EQUALITY 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.

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 region's arts and cultural worlds.

Situated in the historic city centre of Norwich, with an impressive estate that encompasses a mix of 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 region's arts and cultural worlds.

We are seeking to appoint a Deputy Clerk to Council (the University's governing body) to join Norwich University of the Arts at an exciting time in our history. The postholder will join our professional services team supporting the University's Senior Management Team and will have the opportunity to work at the heart of our vibrant creative community.

As Deputy Clerk you will be working directly with the Clerk to the Board of Governors to support the work of the University Council (its governing body). You will be providing a comprehensive administrative service including secretarial support for the Council and its sub-committees. You will also play a key part in maintaining effective communications with our governors and ensuring that the Board operates efficiently.

You will be expected to undertake relevant training to develop a good working knowledge of higher education governance and the role of the Clerk.

You will be an ambitious individual with excellent interpersonal and communication skills, a highly organised administrator able to work to multiple deadlines and be willing to develop your knowledge to keep pace with a fast moving and changing higher education sector.

Informal enquiries about the role can be directed to Angela Beckett, Pro Vice-Chancellor (Student Experience) & Academic Registrar/Clerk to Council at [a.beckett@nua.ac.uk](mailto:a.beckett@nua.ac.uk).



Deputy Clerk to Council

Full-time

37 Hours per week for 52 weeks per year

Salary: From £33,002 to 37,694 per annum.

Closing date for applications: 29<sup>th</sup> January 2026  
at 5pm

Interview date: 10<sup>th</sup> February 2026









Job Description

# Deputy Clerk to Council

Reporting to: Clerk to Council

# Job Purpose

- To support the Clerk to the Board of Governors, as Deputy Clerk, providing effective day-to-day administration to support the governance of the University, including meeting management, maintaining effective communications, providing regulatory updates, Committee servicing, coordinating inductions and training, and communication with a wide range of internal colleagues and external stakeholders.
- To collaborate with colleagues to develop and promote creative, innovative, and efficient administrative processes across the University.







# Duties and Responsibilities

- Provide professional, efficient, and accurate administrative support to the Clerk to the Board of Governors (University Council), ensuring that the business of the Board is conducted in accordance with the policies and procedures that support the University's governing documents, and that expenditure associated with governance business is kept within pre-agreed limits.
- To provide regular sector policy updates for the Chair, the Vice-Chancellor, the Clerk, and the governing body, ensuring that Governors are kept up to date with policy developments that may impact on the business of the University.
- To facilitate effective communications between the University and its governing body and between the Chair and University governors, drafting communications for a wide range of internal and external stakeholders.
- Provide secretarial support for committees and other meetings of the University Council and its sub-committees, including producing agendas, papers, and minutes, ensuring they are in the required format and circulated within the timescales prescribed by the University.
- To support for the recruitment and appointment of new governors, coordinate inductions and training, booking events, arranging travel and accommodation, and administering governors' expense claims as required.
- To coordinate the ongoing governor development programme, ensuring that internal training materials are regularly reviewed and updated, and to publicise external training and development opportunities.
- To manage projects that relate to the governance function of the University, undertaking project research, evaluating research findings and using these to implement agreed projects and propose new initiatives.
- Maintain confidentiality at all times, ensuring that information and records are processed in accordance with the University's data protection procedures.
- Undertake any other duties as required.

# Person Specification

## Essential

- Educated to degree level or with relevant experience
- Excellent analytical and problem-solving skills, with the ability to understand, interpret and apply complex legislation, and evaluate the implications of legislative changes in an organisational context.
- Ability to analyse research and data, identifying trends and drawing conclusions
- Confidence and diplomacy to communicate effectively with senior post-holders, governors, official visitors, students, and staff, and the ability to maintain confidentiality when handling sensitive data.
- Well-versed in written and visual forms of communication with the ability to present complex ideas persuasively and creatively to a variety of audiences.
- Excellent administrative and organisational skills, with the ability to plan, organise, and prioritise own workload effectively in an environment with demanding deadlines.
- Experience of evaluating and monitoring service delivery and identifying enhancements for effective service improvement
- An excellent level of accuracy and attention to detail and commitment to high standards of working

## Desirable

- Experience of working in a governance or clerking role within a higher education or similarly regulated environment
- An understanding of the UK higher education governance and/or regulatory frameworks and/or Charity Commission requirements
- Experience of using MS365 and/or Adobe Creative Suite applications.





# Further Information

## **Equality, Diversity and Inclusion**

It is important that our University community supports our policy on equality, diversity and inclusion and that each of us reflects this in the way that we work.

## **Health and Safety**

We are all responsible for helping to make the University a safe and healthy place to work and study, ensuring that we are compliant with our Health and Safety Policy.

## **Policies and Procedures**

We should keep up to date with the University's policies and processes which are usually available on our intranet, reflecting these in the way that we work.

## **Staff Development**

Our performance and development activities include appraisal and development reviews, participation in learning and development, and a personal responsibility to maintain our own subject knowledge.

## **Confidentiality**

We must maintain appropriate confidentiality in relation to our work and that of the University.

## **Variation to Job Description**

We may vary your duties and responsibilities outlined in the job description to reflect the changing needs of the University.





# General Information

## Terms and Conditions of Appointment

On appointment, you will receive a full statement of terms and conditions for your role.

## Duties

Your duties and responsibilities are outlined in the job description

## Starting Date

This post is offered on an indefinite basis to commence as soon as you are available.

## Hours of Work

The standard hours of work are 37 hours per week.

## Salary

This post is on an incremental salary scale. The salary for this post is Grade 6 which is from £33,002 to £37,694.

## Annual Leave

Your annual leave entitlement will be 26 days per annum on appointment, rising to 28 days per annum between 3 and 5 years of service, and 30 days per annum after 5 years of service by the commencement of the annual leave year, plus 8 statutory days (pro rata). In addition, the University may grant 4 or 5 concessionary days leave per year when the University is closed.

## Pension

Employees have the benefit of joining the Local Government Pension Scheme, a defined benefit pension scheme which builds up a pension on a “Career Average” salary basis to which the University currently contributes an additional 25.3%.

As a member of the scheme, you would be provided with a secure future retirement income, independent of share prices and stock market fluctuations. There is also cover in the event of early retirement on the grounds of permanent ill-health, redundancy or business efficiency. Plus you have the option, on retirement, to exchange part of your pension for some tax-free cash.

From the moment you join, the benefits of the pension scheme also include life cover and family benefits for partners and children in the event of your death.

As a member of the Local Government Pension Scheme you have the security of these valuable benefits at a relatively low cost to you. You can find out more about the pension scheme by visiting the Norfolk Pension Fund website at <https://www.norfolkpensionfund.org>

## 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.

## Offers of Employment

All provisional offers of employment are subject to evidence of eligibility to work in the UK, verification of qualifications, satisfactory references and medical assessment process.

If you are unsure of your right to work in the UK you can use the Gov.uk visa checking tool to establish your eligibility and options relating to visas. Please be aware that all visa routes have their own eligibility criteria and not all roles/applicants will be eligible for sponsorship under the Skilled Worker visa route.

## Referees

References will not normally be taken up unless a provisional offer of employment is made. All offers of employment are subject to receipt of satisfactory references covering current or most recent employment and the past three years of work.



NORWICH  
UNIVERSITY  
OF THE ARTS

Amma Asante, Chancellor



# Application and Recruitment Process

## Job Description and Person Specification

Within this pack you will find the job description and person specification for the post for your consideration before you complete your application form.

The Job Description provides information about the main duties and responsibilities for the position. It also explains the purpose of the post.

The Person Specification sets out the experience, skills, abilities and characteristics to perform the duties in the job description.

We recognise that candidates may sometimes not meet all of our requirements. If you like what you've seen so far, we would still like to hear from you.

## Application Form

We ask that applicants complete the application form in full and as clearly as possible.

You may, if you wish, submit a CV with your application form. However, we are unable to accept CVs without a fully completed application form.

The application form is the first stage in the recruitment and selection process and is a key element in being short-listed for an interview and the possible offer of a job.

## 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 ask that you complete the Equal Opportunities Monitoring section of the application form.

## Submission of Application Form

Please submit both your completed application form and EDI form to [jobs@norwichuni.ac.uk](mailto:jobs@norwichuni.ac.uk) quoting reference A1178.

Please note that we can only accept forms in either PDF or DOC format.

The closing date for this vacancy is:  
29<sup>th</sup> January 2026 at 5pm.

We regret we are unable to accept late applications.

## Interview Arrangements

Interviews will normally be held on campus.

We will be in touch to let you know if you are shortlisted for interview.

The date of the interview will be:  
10<sup>th</sup> February 2026.

Due to the high volume of applications we receive we are unable to provide you with feedback.

If you are shortlisted, we will ask you to provide us with evidence of your eligibility to work in the UK.



Adam Billings

We would like to take this opportunity to thank you for your interest in this position and wish you success with your application. If you have any queries regarding any aspect of the recruitment and selection process, please contact the Human Resources Team by emailing [jobs@norwichuni.ac.uk](mailto:jobs@norwichuni.ac.uk)







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