

APPOINTMENT OF THE
DIRECTOR OF FINANCE





WELCOME FROM THE CHAIR OF THE BOARD, AND THE VICE-CHANCELLOR

This is an exciting time to join University of Staffordshire. We recently unveiled our new name and brand identity. A bold step forward in repositioning ourselves as the UK's leading modern university.

With a vibrant new look and feel, and a stronger, more confident and compelling voice, we are celebrating diversity, opportunity and inclusivity. A community that lifts all can be an unstoppable force for change.

The rebranding also reflects our commitment to the county of Staffordshire, the wider region and beyond. It encapsulates our vision for the future and the endless possibilities that education can unlock.

We are delighted that you are considering applying to the University and joining us on this journey. The Director of Finance is a pivotal role in our wider management team, and we are looking for an individual with a passion for making a difference, who can push boundaries, explore new ideas and new ways of deliver our core financial services, shaping the achievement of our financial strategy overall, and enabling our schools and services to deliver their optimum level.

Reporting to the Chief Financial Officer, the post holder will work with the University's Executive Deans, Executive Directors and Directors, in an agile and responsible way in terms of managing our finances, and deliver a relentless focus on performance and effectiveness, ensuring we continue to deliver a financial surplus each year.

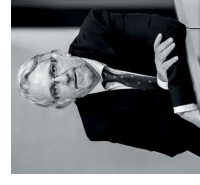
In return, we can offer a supportive, empowering environment where innovation, insight and expertise are valued. Where bold decisions are taken and interpreted at pace, providing you with an opportunity to continue to develop your career in this senior management role.

Higher education is facing turbulent times. As a financially sustainable university, we want to seize opportunities as we tackle these challenges. We have ambitious targets to grow our undergraduate, postgraduate and apprenticeship student numbers, despite the competitive landscape. You will support us in continuing to chart these unpredictable waters, so that we remain a financially sustainable university of and for the region.

We look forward to receiving your expression of interest in this strategically important role.



Martin Pugh
Chair of the Board
of Governors



Professor Martin Jones
Vice-Chancellor and
Chief Executive



WHO WE ARE

At University of Staffordshire, we are forward-thinking, dynamic and built for the changing way we live, work and study. A gateway to industry and the jobs of the future.

We pride ourselves on connecting talent with opportunity and providing a supportive, boundary-pushing culture. A community which is diverse, inclusive and built around the needs of students.

We achieved TEF Silver in the 2023 Teaching Excellence Framework. Through next-level teaching, leading modern courses and hands-on, immersive learning experiences, we equip our graduates with the skills for real success.

Our staff are also engaged in real-world research which is helping to transform people, places and society. And through our wide range of business partnerships and support for start-ups, we are powering an enterprise eco-system, fuelling regional growth.

OUR HISTORY

We have been at the cutting edge of industries for more than a century. Founded in 1914 as an institution specialising in science and technology, we later became a polytechnic and were officially granted university status in 1992. We became University of Staffordshire in September 2024.

We were established in Stoke-on-Trent, a city in the heart of the UK that's internationally renowned for ceramics. Our creative and industrial heritage remains a vital part of our identity.

We have grown substantially and now also have campuses in Stafford and London, as well as a higher education centre in Lichfield. We are home to a global network of more than 20,000 students.

OUR FUTURE

Our ambition is to be the UK's leading modern university, pioneering digital innovation, new ways of teaching and hyper-personalised learning.

Digital is part of our DNA. We were the first university nationally to launch a computing degree in the 1960s, the first to move to the cloud and the first to introduce an AI-powered digital assistant for students. We have continued to invest in virtual platforms, and digital skills are at the front and centre of our academic strategy.

Our innovative approach to the curriculum has also been nationally recognised. Recent staff and student awards include:

- Best Educational Institution for Games – TIGA Games Industry Awards 2024
- Nursing Education Provider of the Year (Pre-registration, in recognition of our Children's Nursing degree) – Student Nursing Times Awards 2024
- Student Placement of the Year – Pact National Volunteering and Citizenship Awards 2024
- Best Educational Institution for Biomedical Science – Institute of Biomedical Science Awards 2024
- Six titles at the Royal Television Society Midlands Student Awards 2024
- Superyacht UK Young Designer 2024

TOP 20 IN ENGLISH SOCIAL MOBILITY INDEX

LSBU and Higher Education Policy Institute 2024

5TH FOR FIRST GEN STUDENTS

The Mail University Guide 2025

TOP 10 FOR SOCIAL INCLUSION

The Times and The Sunday Times Good University Guide 2023

OUR STRATEGIC PLAN (2022-27):

We are University of Staffordshire. A catalyst for change. A force for social good. We are here to transform the lives of people, who will transform our society and the places in which we live.

Our current Strategic Plan was created and approved in April 2022. It sets out how we turn our vision into reality and is represented by a dynamic flywheel on the following page. Embedded within all of our activities are four key priorities:

- Next Generation Education
- Next Generation Experience
- Next Generation Engagement
- Next Generation Environment

Through these priorities, we are creating somewhere different. Our place of possibility.

NEXT GENERATION EDUCATION

Our portfolio of awards will reflect the ever-changing needs of business and society, recognising the global shift in demand for new skills and knowledge.

We will continue to champion digital innovation and new technologies. We will build a bridge between learning and real-world practice.

Entrepreneurial skills and enterprise will be a core part of all of our courses. Our students will graduate world-ready.

NEXT GENERATION EXPERIENCE

Through personalised learning journeys, our students will get all the support they need to succeed. They will explore hands-on, practical experiences through our unique approach.

We will take them out of the classroom and into simulated worlds, placing them at the heart of the action with immersive learning.

We will also go beyond the traditional confines of a subject, as we recognise the future will cross boundaries and be interdisciplinary.

NEXT GENERATION ENGAGEMENT

We will continue to work with civic institutions, businesses and industries to regenerate our region and provide better opportunities. We will focus on our innovative research, increasing its quality and quantity, so it is applied to real-world issues and delivers an impact for broader society.

We will work in partnership with established businesses and industries, and support and nurture the growth of new and emerging sectors. Our focus is regional but globally informed.

NEXT GENERATION ENVIRONMENTS

We will transform our campus, building by building, to reflect the changing way we live, work and study. We will be more

sustainable and work actively to reduce our carbon footprint. We will harness all that digital developments have to offer, using new smart technologies.

Our environments will also continue to promote diversity, respecting and celebrating differences, and ensuring we are inclusive to all.

OUR VALUES

Alongside our Next Generation priorities, we will ensure our values are at the centre of everything we do. We are:

- Ambitious and inspirational
- Fair and inclusive
- Curious and daring
- Innovative and enterprising

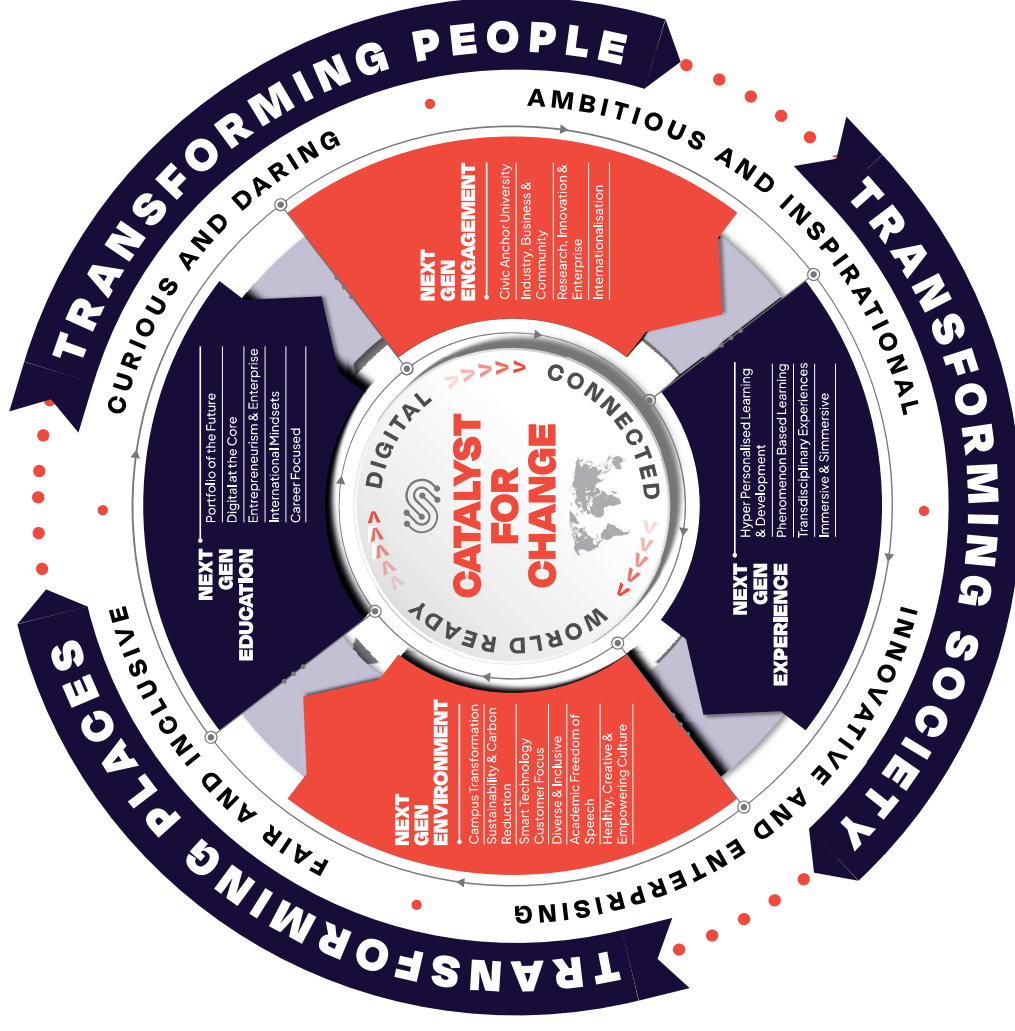
We will live these values every day as we strive to transform people, places and society.

KEY PERFORMANCE INDICATORS

To be achieved by 2027:

- Grow full-time undergraduate on-campus students to 0.7% of market share
- Grow full-time postgraduate on-campus students to 0.7% market share, with increases reflected in domestic and international student numbers
- 75% of graduates in graduate-level roles, classified in accordance with Graduate Outcomes Survey
- Delivery of Carbon Net Zero (Scope 1 & 2) by 2030
- Student Demographic Profile that mirrors the post-92 sector norms
- Staff Demographic Profile that mirrors the regional profile
- £1.5m income from externally-funded research per annum
- 55% of our research outputs will be internationally co-authored as measured by Scopus
- 20% graduate retention in graduate roles within Staffordshire as proportion of all graduates
- Secure entry into the QS World University Rankings by 2025-26 and progress to 'Top 1,000'
- 5% of Staffordshire young people progressing into HE at University of Staffordshire
- 20% of all impactable spend will be spent in the Staffordshire postcode area
- Teaching Excellence Framework - Gold Rating
- Top 50% of the key UK League tables
- Reduction in all awarding gaps to less than 10%

This is who we are. This is what we are about. Together, we can make it happen.



Find out more about our Strategic Plan:
<https://www.staffs.ac.uk/about/corporate-information/strategic-plan>

OUR PEOPLE

University of Staffordshire employs staff across our campuses in Stoke-on-Trent, Stafford and London and our higher education centre in Lichfield.

The organogram opposite explains the portfolio areas of the members of Executive. The Vice-Chancellor and Executive report to the Board of Governors and its sub-committees.

Our University Executive Board is the main decision-making body and it meets fortnightly.

Wider engagement and ownership of decision-making is gained through the Creating Connections weekly meetings. These provide a forum for senior managers, professors and academic leaders.

UNISON and UCU are the recognised trade unions, representing staff on employment matters. The University has a strong working relationship with both unions.

The Vice-Chancellor also leads Staffordshire University Academies Trust (SUAT).

University of Staffordshire has a number of wholly owned subsidiaries. These include:

- Unitemps – this works as a franchised model of operation, sourcing employment opportunities for current students and alumni.
- University of Staffordshire Services Ltd - this employs our professional services and academic staff since 2018.



ORGANISATION STRUCTURE

PROFESSOR MARTIN JONES
VICE-CHANCELLOR AND CHIEF EXECUTIVE

THE EXECUTIVE TEAM, AND ALL COLLEAGUES WITH EXECUTIVE IN THEIR TITLE, FORM THE UNIVERSITY EXECUTIVE BOARD (UEB) – THE MAIN DECISION-MAKING BODY OF THE UNIVERSITY.



OUR FINANCES

Our medium-term financial sustainability is built on growing income from increasingly diverse sources so we can generate annual operating surpluses of at least 5% of income per year. We are also investing in facilities and projects, which will contribute to the longer-term financial sustainability of the University.

Between 2019–20 and 2023–24, our income grew from £122.8m to £166.9m, an increase of 36% in five years. The most significant area of growth in those years was our apprenticeships provision.

The operating surplus for the years between 2019–20 and 2022–23 exceeded the target of 5% of income in each year, having only been at 2.4% in 2017–18. In 2023–24 we still achieved an operating surplus of 3%, despite a difficult external environment.

The University generated £10.5m of operating cash in 2023–24 (£16.4m in 2022–23). On 31 July 2024, the University held £37.8m in short-term cash investments, targeted to fund future capital investments.

In recent years, the University has invested significantly in estates and facilities, including the award-winning £43m Catalyst building, the £5.9m development within the Centre for Health Innovation in Stafford, and the creation of the award-winning £4.5m Woodlands Day Nursery and Forest School. The latter is the University's first carbon neutral building.

Construction is currently underway on a low carbon 'student village', set within a biodiverse landscape on our Stoke-on-Trent campus. It is due to be completed in 2026.

RESULTS FOR 2023–24

The inclusion of non-cash pension adjustments and capital disposals within the surplus, which have been required since the introduction of FRS102 in 2015, present a challenge in terms of understanding the University's underlying operating performance year on year.

The non-cash pension adjustments arise from the annual restatement of the long-term pension liability. These items have been isolated within the following table in order to present the underlying operating surplus of the University more clearly.

	2023/24				2022/23 as restated			
	Operating Activities	Pensions Adjustment	Capital revaluations/ Disposals	Total	Operating Activities	Pensions Adjustment	Capital revaluations/ Disposals	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Total Income	166,880	0	0	166,880	168,075	0	0	168,075
Total Expenditure	161,544	(2,005)	0	159,539	154,713	(1,810)	0	152,903
Operating surplus for the year	5,336	2,005	0	7,341	13,362	1,810	0	15,172
Loss on disposals of fixed assets	0	0	(1)	(1)	0	0	(2,953)	(2,953)
Unrealised (loss) on revaluation of investment properties	0	0	(205)	(205)	0	0	(515)	(515)
Actuarial (loss)/gain in respect of pension schemes	0	(1,640)	0	(1,640)	0	(999)	0	(999)
Total comprehensive income and expenditure for the year	5,336	365	(206)	5,495	13,362	811	(3,468)	10,705

Follow this link to view our [2024 financial statements](#)



OUR ACADEMIC SCHOOLS

SCHOOL OF DIGITAL, TECHNOLOGY, INNOVATION AND BUSINESS

- Institute of Games:** As the largest games department in the UK, it offers a wide range of degrees at both the Stoke-on-Trent and London campuses, including Computer Games Design, Games Art, and Computer Games Programming. Students and staff regularly win national awards and the University was recently named the Best Educational Institution for Games (TIGA Games Industry Awards 2024). Alumni work at games studios across the UK and abroad.
- Department of Creative Industries:** Home to a portfolio of art and design-related courses, including Fashion, Fine Art, Automotive and Transport Design, Illustration, and Photography. The department also oversees degrees across film, media, acting and drama, Journalism and English. Facilities include professional studios for motion capture, virtual production and broadcasting. Graduates include TV and film actor Amit Shah and designers with major brands such as SuperDry, M&S and Habitat.
- Department of Computing:** It oversees Tech Industry Gold-accredited courses across the Stoke-on-Trent and London campuses, such as Computer Science, Cyber Security and Artificial Intelligence. Students benefit from extensive industry connections, including with BAE Systems, AWS and Cisco.
- Institute of Business and Innovation:** The portfolio includes Business Management, Accounting and Finance, Digital and Social Media Marketing, and Visitor Attraction and Resort Management. The institute's staff carry out world-leading research into issues such as tackling environmental inequality, and are also involved in knowledge exchange partnerships.
- Department of Engineering:** Students can specialise in aeronautical, electrical and electronic, automotive or mechanical engineering. They have achieved notable success as part of the ImechE Formula Student racing team. Facilities include the SmartZone for 3D printing, prototyping, laser cutting and robotics. There are also specialist labs for areas such as renewable energy and plastic electronics.

Across the school, academics work with a wide variety of regional, national and international partners, including the V&A, BAFTA, Epic Games, and local and national governments.

SCHOOL OF HEALTH, EDUCATION, POLICING AND SCIENCES

The school supports students through all stages of their career, from their first degree to continuing professional development and postgraduate studies. Departments include:

- Department of Nursing and Midwifery:** With undergraduate and postgraduate courses, areas include Adult Nursing, Children's Nursing, Mental Health Nursing, and Midwifery. Most of these degrees are taught at the Stafford campus. The University is nationally renowned for Children's Nursing, in particular, and was named Nursing Education Provider of the Year (Pre-registration) in the Student Nursing Times Awards 2024. Facilities include clinical simulation suites, which can be turned into wards and an emergency department.
- Institute of Education:** The IoE brings together a wide range of expertise, including early years, teacher training, research projects and bespoke support for primary and secondary schools. There are also a variety of undergraduate and postgraduate degrees, as well as teaching apprenticeships.
- Department of Allied Health:** The portfolio includes subjects such as Operating Department Practice and Paramedic Science. Students can practise their real-world skills using immersive facilities, including training ambulances, simulated wards and an operating theatre.
- Department of Sport and Science:** This is home to a variety of courses including Sport and Exercise Science, Sport and Exercise Psychology, and Sport Business Management. The department also covers Forensic Science and Biomedical Science. Facilities include a Sports Therapy Clinic, where students can treat real patients, a Telehealth Hub and specialist laboratories. Graduates have gone on to work for professional sports clubs, the NHS and life sciences industry. Successes include being named the Best Educational Institution for Biomedical Science (IBMS 2024).
- Department of Psychology:** The academic portfolio includes undergraduate degrees covering areas such as Psychology and Child Development. Psychology and Counselling, and Forensic and Criminological Psychology. There are also postgraduate opportunities across clinical and health psychology. Successes include being ranked in the top 10 for student satisfaction in psychology (Complete University Guide 2025).
- Institute of Policing:** It offers courses in areas such as policing, investigative practice, and policing and leadership, along with policing apprenticeships. The institute also leads research projects and has partnerships nationally and internationally.
- Department of Social Work, Law and Criminology:** It brings together the University's expertise across a range of subjects. The Criminology degree is rated in the top 3 in the UK in the 2024 Guardian University Guide.

Staff across the school are involved in a multitude of partnerships, including with NHS and social care providers, Staffordshire Police and the Ministry of Defence.

We also have international partnerships with Sri Lanka, China, Hong Kong and Vietnam.

A full overview of the academic portfolio for the University is available through our [Undergraduate Prospectus 2026](#)



8,395* **2,312*** **9,538^** **1,066^**

**FULL-TIME
UNDERGRADUATE ON
CAMPUS STUDENTS**

**FULL-TIME
POSTGRADUATE ON
CAMPUS STUDENTS**

**FULL-TIME
UNDERGRADUATE
PARTNERSHIP STUDENTS
(UK AND INTERNATIONAL)**

**FULL-TIME
POSTGRADUATE
PARTNERSHIP
STUDENTS
(UK AND INTERNATIONAL)**

Definitions

- * University of Staffordshire Delivery methods, UG/PGT/PGCE/PGR mainstream students, continuing and new entrants for 2022/23, Full-time (Inc. Sandwich) from enrolment report
- ^ All UK partner Delivery methods (Inc. Validation & DJ) UG/PGT/PGCE/PGR mainstream students, continuing and new entrants for 2022/23, Full-time (Inc. Sandwich) & Part-time from enrolment report + Aggregate offshore return student numbers excluding Distance learning.

OUR LEARNING AND TEACHING

Digital innovation and technology, personalised support and real-world learning are at the heart of our curriculum.

We have been a longstanding champion of flexible delivery, ranging from microcredentials to accelerated two-year degrees in subjects such as Law and Accounting and Finance. We offer a unique education experience built around individual student needs.

DIGITAL INNOVATION

Staff explore how to incorporate technology into their own day-to-day practice, giving them the confidence to experiment and innovate. This includes the use of virtual and augmented reality. Academics are also tapping into the potential of generative AI, creating ChatGPT personas to help students practise their skills.

Digital student mentors have also been trained to work with other students and ensure they graduate with digital employability skills.

Our learning areas have been designed with digital innovation in mind as well. At our London campus, for instance, some spaces can be used for multiple classes at any one time, with students getting individual tuition through headsets. The spaces can also double up as collaboration zones, where groups work on live industry projects and run their own simulated companies.

SIMULATION-BASED LEARNING

Our immersive learning opportunities enable students to practise in a safe and realistic environment before they go into a real work setting. At our Centre for Health Innovation in Stafford, they can treat high-fidelity manikin patients on simulated wards and inside an operating theatre and A&E. We also have a giant immersive space, which projects interactive backdrops onto the walls, placing students at the heart of a scene, such as a road traffic collision.

On the back of a recent £2.2m investment at our Stoke-on-Trent campus, we now have 12 simulation suites which are used for a range of subjects.



These include living spaces where students can practise interviewing families or providing care in the community. They can also gather forensic evidence at mock crime scenes, present their findings in our simulated courtrooms, and use our custody suite and prison cell to learn about offender management.

ACCESS

We are determined to provide the right opportunities for people to access higher education and improve their life chances.

The University has been an early champion of microcredentials, which either count as standalone qualifications or are 'stacked up' to form part of a larger study programme. They are helping people to gain new skills, develop their professional expertise and plot progression routes through higher education.

We offer a free 10-week Step Up to Higher Education course as well. This enables students who have been out of education for some time to develop their skills and confidence. Many of our undergraduate degrees also include the opportunity to undertake a foundation year.

EMPLOYABILITY SKILLS

We build enterprise and entrepreneurial activities into every course. Students also have the chance to do work experience or a placement to help get them ready for industry.

Through our student consultancy, they can market their skills to employers. We place students into roles with firms across the UK, where they work on bespoke projects, inject fresh ideas and help the companies to innovate.

There are internships as well, along with support for self-employment opportunities.

NO.1 VIDEO GAME SCHOOL FOR JOB PLACEMENT RATES

Games Schools Ranking by
GAMEducation 2024

3RD FOR CRIMINOLOGY

Guardian University Guide 2025

TOP 5 FOR FASHION AND TEXTILES

Guardian University Guide 2025

8TH FOR STUDENT SATISFACTION IN PSYCHOLOGY

Complete University Guide 2025

TOP 10 FOR STUDENT SATISFACTION AND GRADUATE PROSPECTS IN BIOMEDICAL SCIENCE

Complete University Guide 2025

TOP 10 FOR MEDIA AND FILM STUDIES

Guardian University Guide 2025



OUR RESEARCH

In May 2022, the results of the Research Excellence Framework (REF 2021) were published.

The REF is carried out every six to seven years to assess research across UK universities. It shows the quality and output of research, as well as the impact research has on the academic environment and our society.

Since the previous REF in 2014, the University has made a substantial improvement in research performance. Overall, 68% of our research was recognised as "internationally excellent" or "world-leading". This is an increase from 37% in 2014. In addition, 87% of our University's research impact was rated as "very considerable" or "outstanding". In the Times Higher League Table, we moved to joint 86th from 108th – a rise of 22 places.

University of Staffordshire entered seven units of assessment: Allied Health; Engineering; Archaeology; Business and Management; Social Work and Social Policy; Art and Design and Communication and Cultural Studies. Each unit had research which has been recognised as world-leading.

ALLIED HEALTH

- 100% of research impact is recognised as four-star or three-star
- 73% of research outputs are rated four-star or three-star

86th
OVERALL
TIMES HIGHER RANKING

70th
OVERALL FOR RESEARCH IMPACT
TIMES HIGHER RANKING

ENGINEERING

- 75% of research impact is recognised as three-star or four-star
- 87% of research outputs are rated three-star or four-star

ARCHAEOLOGY

- 100% of research impact is recognised as four-star or three-star

BUSINESS AND MANAGEMENT

- 100% of research impact is recognised as four-star or three-star
- 71% of research overall is four-star or three-star

SOCIAL WORK SOCIAL POLICY

- 64% of research outputs are rated four-star or three-star

ART AND DESIGN

- 100% of research impact is recognised as four-star or three-star
- 91% of research overall is rated four-star or three-star

COMMUNICATION AND CULTURAL STUDIES

- 100% of research impact is recognised as four-star or three-star

The results confirm our research strengths, where we are helping to bring about real-world benefits to business and society and improving the quality of life in communities.

68%
RESEARCH OVERALL
IS RECOGNISED AS

INTERNATIONALLY EXCELLENT OR WORLD LEADING

REF2021
Research Excellence Framework

87%
OF OUR RESEARCH IMPACT
IS RECOGNISED AS

VERY CONSIDERABLE OR OUTSTANDING

REF2021
Research Excellence Framework

OUR ROLE AS A CIVIC UNIVERSITY

At University of Staffordshire, we cover a significant economic footprint both locally and regionally. Through partnerships with business and industry, we help to power an enterprising eco-system of success.

As part of our civic engagement, we also aim to be an "intellectual hub," for the communities we serve. We unlock potential and transform lives.

INNOVATION AND ENTERPRISE

Business expenditure on research and development (R&D) in Stoke-on-Trent and Staffordshire is around half of the England average. But there are areas of strength, including digital, advanced materials and energy. We are supporting these specialist fields through our Innovation Enterprise Zone (IEZ).

The IEZ offers incubation space, nurtures start-ups and gives businesses access to the latest advanced manufacturing technology. Some of our students and graduates also work with the companies on innovation projects. Over a three-year period, more than 500 businesses have benefited from the IEZ, contributing to 60 new products, services or processes.

Securing university enterprise zone status has brought together a range of national and regional businesses, involving research collaboration, knowledge exchange, innovation and skills.

Developments have included SAMPLID – the Staffordshire Advanced Manufacturing, Prototyping and Innovation Demonstrator – which has supported dozens of small and medium-sized enterprises.

We have also delivered the Staffordshire Digital Innovation and Partnerships Programme, offering academic support to SMEs in conjunction with Staffordshire County Council.

RAISING ASPIRATIONS

The University was ranked 16th in the 2024 English Social Mobility Index, compiled by LSBU and published by HEPI. This marked a rise of 24 places in a year.

It reflects the crucial role we play in widening participation and raising aspirations across the region. The challenges are deep-rooted, with just 17% of Stoke-on-Trent's poorer young people progressing into higher education. Many adults in the city also lack higher qualifications.

A third of our students are local, 70% are commuter students and 59% are mature students. We are also ranked in the top 5 across the UK for supporting first-generation students (Mail University Guide 2025).

Our Access and Participation Plan, which helps target groups and prioritises student access and success, is critical to our ambitions to transform social mobility.

NOTEWORTHY INTERVENTIONS INCLUDE:

- Signing up to the Social Mobility Pledge, championed by former Education Secretary Justine Greening
- Our Passport to Success scheme, which engages with able KS3 and KS4 students who face barriers to applying to university

- Step Up to HE, a part-time academic programme for mature students who have been out of education for some time

CONTRIBUTING TO LOCAL COMMUNITIES

We recognise the importance of listening to the views and concerns of the public and working collaboratively to solve problems.

We have also led on participatory research projects into major local issues. These have included Get Talking Hardship, which generated new insights into poverty across Stoke-on-Trent, as well as policy recommendations. Forty-three local community researchers were recruited to help deliver the research. These researchers experienced significant knock-on benefits, such as being engaged in work. Our civic role has also included promoting volunteering opportunities and placements, with more than 470 community partnerships and 1,200 students active in volunteering each year.

Our Stoke-on-Trent campus has become a hub for community activities. Events have included public lectures, performance arts and exhibitions, and our gym and sports facilities are open to the wider community as well.

The University is also the sponsor of Staffordshire University Academies Trust (SUAT), which includes 21 Staffordshire schools that educate more than 4,000 pupils between them.

INCLUSION

Inclusion is at the heart of life at University of Staffordshire. We aim to ensure equality of opportunity for all our staff and students. But there remain significant challenges.

Inclusion features in a number of our key performance indicators, which we are tasked with delivering by 2027. These include:

- A staff demographic profile that mirrors the regional profile, with an aim of 17% of our staff being drawn from ethnic minorities
- A student demographic profile that matches the post-92 sector norms, with an aim to reach 29% of students coming from ethnic minorities
- The awarding gaps to be less than 10%, with a particular focus on our black students
- 5% of Staffordshire's young people to progress into higher education at University of Staffordshire
- Meeting our commitments to increase equality of opportunity for all diverse students, as outlined in our Access and Participation Plan

We need to achieve a step change in the way we think and act inclusively. It will involve a change in our culture to ensure inclusion is owned and embedded in every part and at every level of the University.

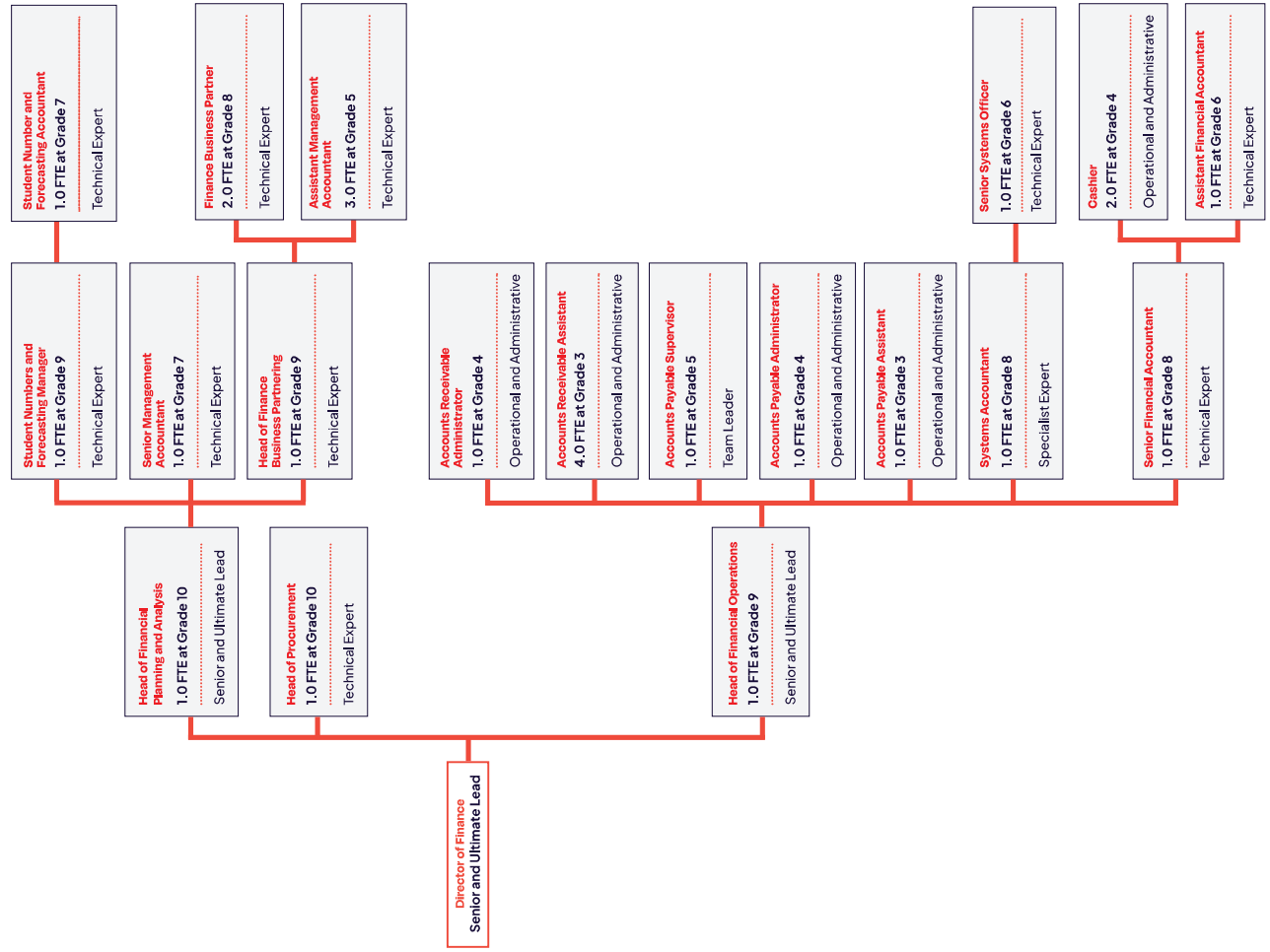
8.08%
GENDER PAY GAP
(2024)

1.21%
ETHNICITY PAY GAP
(2024)

4.18%
DISABILITY PAY GAP
(2024)

FINANCE

STRUCTURE



YOUR ROLE

YOUR ROLE: DIRECTOR OF FINANCE

Reporting to the Chief Financial Officer. Lead the development, deployment and evaluation of the Five-Year Financial Strategy, to support the delivery of the Strategic Plan and the strategic priorities.

Key responsibilities:

- Design and manage the delivery of the operational plan to support the Five-Year Financial Strategy including academic resource planning, student number planning, the further development of the Target Operating Model, budget preparation and forecasting, procurement, treasury management, tax and VAT compliance and the capital master plan.
- Design and manage the delivery of the Financial Regulations and supporting policies and procedures across the university, ensuring that these are designed and implemented in accordance with regulatory, legal and statutory requirements, and are in compliance with internal and external audit requirements.
- Ensure compliance with statutory and regulatory financial requirements including the preparation of the annual consolidated Financial Statements, and the required reporting to regulatory bodies.
- Design and manage the operational approach to supporting all schools and services across the University with their financial management, through the finance business partnering approach.
- Lead and manage the staff within Finance, in accordance with university policies and procedures, delivering our approach for an inclusive culture, in line with our values, whilst ensuring the health, safety and wellbeing of all.

ROLE REQUIREMENTS

QUALIFICATIONS

To be successful in this role you will need to hold the following qualification requirement:

- Relevant professional accountancy qualification (ACA, CIMA, ACCA)

EXPERIENCE AND KNOWLEDGE REQUIREMENTS

To be successful in this role you will need to demonstrate:

- Experience of the UK HE Sector with an excellent understanding of the changing dynamics in the sector and how these impact on financial strategy and implementation,
- Or
- Experience from another regulated and complex business environment undergoing significant sectoral change, where an individual has demonstrated adaptability to understand a new sector, and swiftly deliver positive change.
- Strong analytical skills with both quantitative and qualitative data, coupled with the ability to understand themes and identify key messages from complex data sets.
- An experienced and credible senior leader, comfortable at operating in high profile, uncertain environments, with a style that encourages openness, transparency and empowerment.
- High level communication skills, both written and oral, with the capability of influencing a direction of travel.

