

Brief for the appointment of

Principal and Vice-Chancellor



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ODGERS BERNDTSON

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Welcome from the Chair of Edinburgh Napier University Court

Dear candidate,

Thank you for your interest in becoming the next Principal and Vice-Chancellor of Edinburgh Napier University.

We are extremely proud of how the University has grown and evolved over the past decade. The relentless pursuit of building for the long term has been key to our success. We want to sustain this momentum by appointing a leader who has the passion, energy and drive to continue to build Edinburgh Napier University as a distinctive university to develop future generations and advance knowledge. Our purpose – to deliver high quality education and research that adds value to the communities we serve and shapes their development – comprehensively encompasses our place and role in Scotland and beyond.

Edinburgh Napier's Principal and Vice-Chancellor will be an experienced individual with a sustained track record of excellent achievement in the roles they have held and will confidently steward the organisation for the next part of its journey, continue to build on the momentum achieved thus far, and be a key influencer across our diverse stakeholder community. The Principal will instinctively understand that what makes Edinburgh Napier stand out is our people: our students; staff; partners in the third sector, business and industry; and our supporters, both domestically and internationally. Edinburgh Napier is the home of difference makers – a bold brand proposition that distinguishes us strategically in a tight and crowded market where students and families have many further education choices.

The existing leadership team recognises the value in creating an organisation that is financially and commercially strong, places huge value on the wellbeing of students and staff, is inclusive, celebrates diversity, and invests in the student experience.

We understand the importance of providing high quality teaching and learning, student support, and employability and widening participation initiatives, as well as academic and research excellence and impact. These organisational strengths sit alongside our drive to sustain a culture that has made Edinburgh Napier a highly resilient and energised community with an inherent institutional ability to navigate challenging times effectively. We take great pride in our key strengths and qualities, while our values – professional, ambitious, innovative and inclusive – guide us in all that we do and how we behave.

We appreciate you would be joining us at a time of many uncertainties for the HE sector. The external environment continues to offer up challenges beyond our control, including government policy reform, constrained domestic funding and a highly volatile international student recruitment market. Despite these challenges, we are confident we can continue to enhance Edinburgh Napier's growing academic and institutional reputation as we maintain focus on developing the University as a highly impactful entrepreneurial research institution and first choice destination for home and international students alike.

We seek to appoint an inspiring and motivated leader who will build upon our existing strategy and who has the commitment and vision to lead Edinburgh Napier to long-term success. If your professional goals align with this expectation and you are excited about the prospect of joining our community, we would be delighted to receive your application.

June Boyle
Chair of Edinburgh Napier University



Role of Principal & Vice-Chancellor

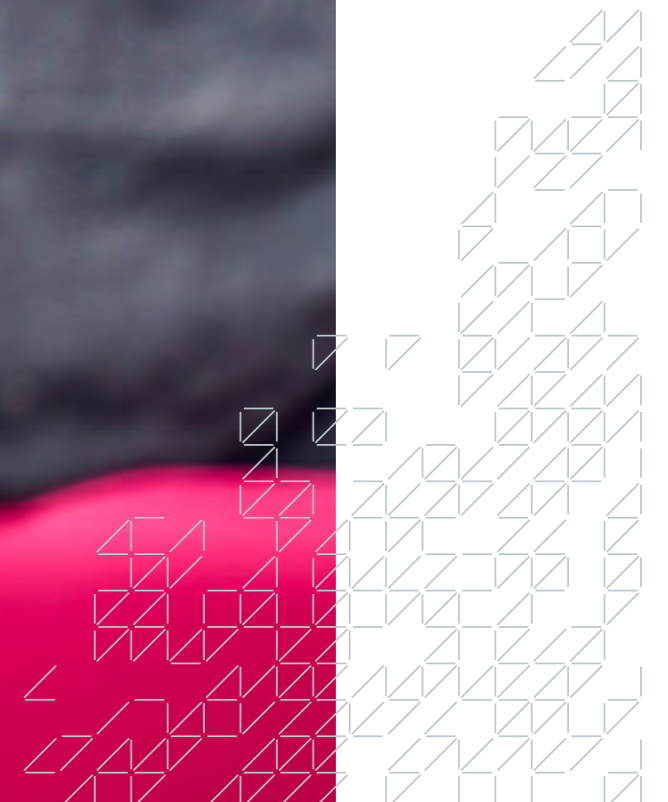
The Principal & Vice-Chancellor is the University's Chief Executive Officer. In this capacity, accountable to the University's Court, the Principal is responsible for setting and agreeing the strategic direction and financial sustainability of the University.

The role of Principal is wide ranging, from leading a multi-disciplinary executive team to ensuring academic, strategic, and operational leadership of the University. The Principal is accountable for complying with Scottish Funding Council regulations and championing the University both at home and internationally. The Principal sets the cultural tone and lives the values of the University, playing an active role in the network of vice-chancellors and principals across Scotland and the UK.

Priorities for the next Principal

- Lead the University to achieve its strategic purpose, delivering an outstanding student experience and impactful research and innovation, and maintaining focus on developing academic reputation, capability and capacity.
- Engage meaningfully across the University to refresh the University's strategic direction, sustaining a cohesive, confident and inclusive community.
- Build on the University's strong foundations, to deliver a sustainable, robust and agile business model, ensuring the University is fit to succeed and lead in a digital age.

- Lead and motivate the executive team, holding individuals accountable for the successful delivery of operational priorities.
- Lead and support the growth of impactful research and innovation, championing and inspiring colleagues to make a positive and distinctive contribution to Scottish, UK and international society.
- Strengthen the University's market position, delivering outstanding student experience that meets the needs of employers as well as the aspirations of students.
- Strengthen the University's civic, national and international relationships, fostering collaboration with strategic partners, government, business, donors and alumni.
- Uphold and advance values of inclusion, tolerance and appreciation of difference.
- Inspire and nurture staff, driving a culture of high performance, where feedback, learning, development and growth is valued by all.
- Lead on the University's commitment to achieving net zero carbon emissions in its operations by 2030.
- Enable the long-term financial sustainability of the University, maintaining high levels of financial discipline, while ensuring the means for investment in campus transformation and growth in new activities.





Person specification

Experience and knowledge

- An outstanding record of achievement and executive-level leadership, gained within an organisation of requisite scale and complexity, underpinned by relevant experience to operate credibly within an academic environment.
- Detailed understanding of current and emerging trends in Scottish, UK and global higher education or the capacity to develop required level of knowledge, recognising the different political and funding arrangements in Scotland.
- Record of leading and implementing change that has delivered sustained impact and improvement, whilst maintaining a working environment where colleagues feel trusted, proud, confident, challenged and supported.
- Record of developing strategic partnerships within universities, government organisations, business and industry, and the third sector, both nationally and internationally.
- Understanding of the importance of digital technology developments including generative artificial intelligence and its impact on higher education.
- Financial and commercial acumen, with experience of being accountable for the delivery of large-scale capital programmes, either as the lead or a core member of the project team.
- Understanding of the internationalisation of higher education and the global student recruitment market in the context of Scottish and UK higher education.

Leadership competences

- Set the tone as an imaginative strategic thinker, communicating a compelling and distinctive vision of the University's future.
- Inspire and engage staff, students and stakeholders, turning vision into action and harnessing the varied perspectives across the University's community.

- Provide visible and accessible leadership, committed to learning and improving from engagement with staff, students, and broader communities.
- Communicate with authenticity, modulating appropriately, according to the audience.
- Lead and sustain diverse and high performing teams, delegating and empowering, and enabling collaboration, and constructive and creative challenge.
- Create a culture of support, belonging and respect, enabling the advancement of diversity, inclusion and widening participation across organisational communities.
- Drive ambitious goals and take tough decisions, recognising the needs of stakeholders and short-term pressures while focusing on long term agreed goals.
- Recognise trends and events beyond the University's immediate control, focusing resources on the issues that drive performance and deliver strategic goals.
- Embrace an inclusive leadership style, displaying excellent judgement and a well-developed political antenna.
- Serve the public good, advocating the values of education and research as a force for positive societal change.

Personal qualities

- Passionate about the societal good that universities deliver.
- Sound judgment with stamina and resilience, able to solve complex problems.
- Ability to build a strong network and be recognised as a trusted adviser in the sector
- Strong self-awareness with clear sense of purpose.
- Confident communicator, approachable, willing and ready to listen and engage.
- Professional, innovative, ambitious and inclusive.
- Team and community builder.
- Accomplished networker with an international mindset.
- Unquestionable record of integrity, openness and honesty.

Number one modern university in Scotland

(Times Higher Education World University Rankings 2024)

Number one university in Edinburgh

for student satisfaction

(National Student Survey 2020, 2021, 2022 & 2023)

Top 10 UK modern university

(Times/Sunday Times Good University Guide 2023)

Top Scottish modern university

for research power and impact

(REF 2021)

Edinburgh Napier University

Since our establishment as Napier Technical College in 1964, Edinburgh Napier has evolved into a bold, progressive university with a reputation and impact that stretches far beyond our shores. But while we've risen in rankings and grown in scope and academic reputation over the years, we've stayed true to our heritage as an institution that prepares graduates effectively for a range of careers and advances knowledge that has a positive impact on people's lives.

For our students and researchers, this means that learning and discovery doesn't just take place in the laboratory or the classroom – it happens also in real work environments. That's what makes us different. Year on year, we deliver personalised education, work-related learning and innovative research that makes a difference and matters, making positive change a daily reality.

We are a broad-based university with five academic schools: the School of Health and Social Care; the School of Applied Science; the School of Computing, Engineering and the Built Environment; the School of Arts and Creative Industries; and the Business School.

Our three Edinburgh campus locations at Sighthill, Merchiston and Craiglockhart provide a diverse network that supports the rich sense of belonging and identity shared by our community. With nearly 22,000 students from over 150 countries on campus, online and at partner universities worldwide and more than 250 degree courses on offer, as well as extensive continuing professional development, transnational education and online learning options, we are carving out a distinct position as an enterprising and innovative institution with an excellent student learning experience.

From our award-winning international campaign to tackle period poverty, our pioneering cardiovascular research on the global detection of abnormal heart rhythms, and our nationally recognised cyber security programs and highly valued Cyber Academy, to our work on complex post-traumatic stress disorder, and our UN award-winning research on mangrove forests and their contribution to environmental sustainability, we are committed to making positive change happen through groundbreaking research, impactful partnerships and the skills and attributes of our graduates that push the boundaries of knowledge

Our 2022 "Shaping our Future: Driving Distinctiveness", is a forward-thinking roadmap aimed at propelling Edinburgh Napier into a distinctive position within the educational landscape.



Our strategy outlines a clear and ambitious vision for innovation and excellence across four themes:



Build Careers – reflects our strong ethos of applied learning and career development, helping create opportunities for all members of our University community to flourish and succeed. We believe this emphasis on personal growth and development, and our approach of connecting research, teaching, professional practice and enterprise is key to helping our students and people build and excel in their careers. With our foundations firmly rooted in the professional, applicable and accredited, complemented by our inclusive networks, we pride ourselves in enabling our staff and students to develop, face challenges, influence policy and practice, and shape our future for the better.



Grow Networks – recognises the emphasis we place on connecting communities locally, nationally and internationally – between our students, people, partners, industry and civic society. These networks are critical in ensuring our curriculum, research and innovation are forward-looking and delivering impact near and far. A strong tenet of collaboration and inclusion runs through the University and, by connecting communities, we aim to enhance the opportunities for our students and staff to develop, adapt, and contribute, all while build their careers, and maximising their impact and influence wherever they are from or go.



Advance Knowledge – speaks to the applied and relevant nature of our research and innovation that delivers impact, improving the lives of individuals and communities and sustaining the wellbeing of people and planet. Our focus on fostering a healthy and nurturing academic environment that supports enquiry and curiosity, alongside leading-edge research will enable our staff and students to thrive. At the same time, our unique breadth of academic disciplines at a scale that can facilitate interdisciplinary working, along with our focus on local and international connections, will enable us to make a difference to the communities on our doorstep as well as towards the grand challenges facing society now and into the future.



Our commitment to **Growing Sustainably** – is not just focused on our financial sustainability as an institution in these challenging economic times but bakes in our wider sustainability responsibilities and opportunities. Beyond a 2030 net zero target for our carbon emissions, we have committed to influencing environmental sustainability within and beyond our campuses. And as signatories of the United Nations Sustainable Development Goals Concordat, we are wholly committed to playing our part towards peace and prosperity for people and the planet, now and into the future through our operations, curriculum, research and partnerships.

In 2023, we launched our first brand campaign, Must Be Napier – an impactful, challenging and energetic showcase of difference-making staff, students, alumni and ideas. This campaign exceeded our expectations in terms of raising the profile of the University and improving brand recognition, all while showcasing our pride points.

Guided by our future-focused strategy, compelling brand and inspiring leadership, the coming years will see Edinburgh Napier continue to contribute to Scotland's National Strategy for Economic Transformation and make significant positive differences to people's lives, the climate and Scotland's place on the global stage.

The City of Edinburgh

Nestled among breathtaking landscapes and steeped in centuries of history, Scotland's capital city boasts a vibrant arts scene, world-renowned festivals, and a thriving economy. With its picturesque medieval streets and stunning architecture, including the iconic Edinburgh Castle perched atop an ancient volcanic rock, the city provides a captivating backdrop for residents and visitors alike. Edinburgh's strong sense of community, excellent schools, and access

to outdoor recreational activities, such as hiking in the nearby Pentland Hills or strolling along the scenic Water of Leith, make it an ideal place to live and work. Additionally, Edinburgh's convenient public transportation system includes buses, trams, and trains and an international airport with non-stop passenger flights scheduled to 150 destinations in 38 countries.



We are the top Scottish modern university for both research power and research impact.



68% of our research is now assessed as "internationally excellent" or "world leading", up 15 per cent since 2014.



80% of our impact is now assessed as "internationally excellent" or "world leading", up 25 per cent since 2014.



We submitted **251 staff** to REF2021 up from 99 in 2014.



We submitted research in **13 units of assessment** and improved in each one that we had submitted to previously, while also entering four new areas of research.



The University's Research Power metric, which assesses the overall quality of the submission and the number of researchers whose work was submitted, rocketed from 250 to **718**



Research and innovation

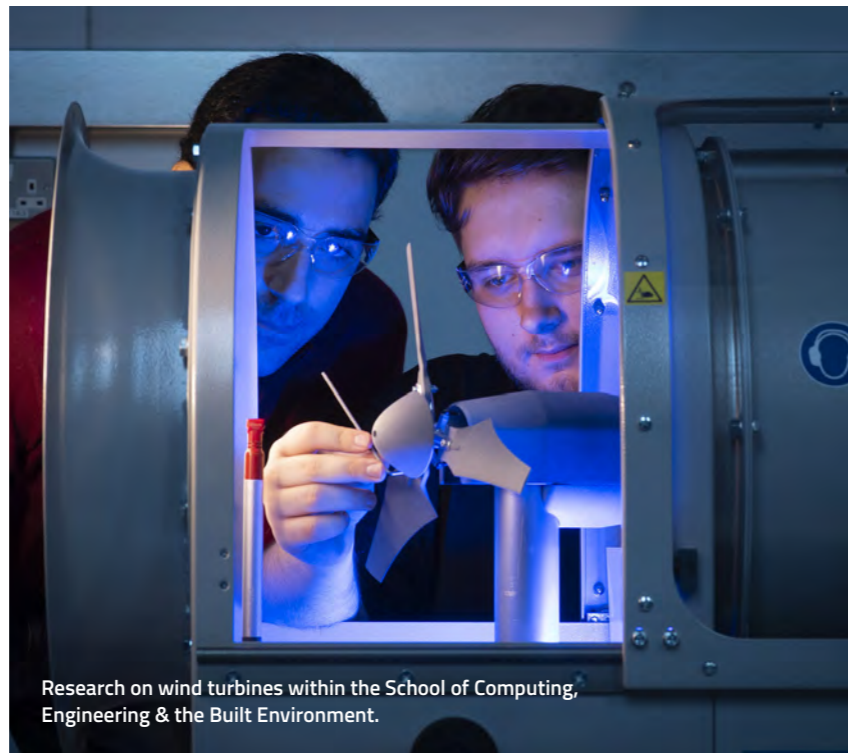
The broad and long-standing aim of our research and innovation strategy is to foster a sustainable and interdisciplinary research environment that inspires and brings together our academic staff, researchers, students and external stakeholders to deliver research outcomes that lead to positive impacts. Together, we solve real world problems and influence professional practice and policy nationally and internationally, driving key societal, economic and environmental impacts. The strategy aligns to the University's ambitions to advance knowledge, grow networks and build careers.

REF 2021

Edinburgh Napier performed extremely well in the Research Excellence Framework 2021. The research submitted covered a wide range of academic disciplines, from environmental science and computer science to the built environment and social policy. It included projects focusing on mangrove and seagrass conservation, cybercrime-busting technology, offsite construction solutions, cardiovascular health and police stop and search policy, to name just a few.

Research environment

Research at Edinburgh Napier is applied and collaborative in our approach and consequently is creating high-quality knowledge that benefits the social, cultural and economic life of the society and communities we serve both in Scotland and beyond. We are building on the success of REF2021, with our research income increasing by 72% between 2019/20 and 2022/23 – an increase that is projected to continue as more of our colleagues are successful in gaining external funding for their work. We offer a full range of research degrees, including Masters, PhDs and Professional Doctorates. We have seen a steady increase in our PGR student numbers over the past few years, albeit from a modest base, from 172 FTE in 2019/20 to 264 FTE in 2023/24.



Research on wind turbines within the School of Computing, Engineering & the Built Environment.

Research themes and centres

Covering our four research themes of health, environment, AI & advanced technologies, and culture & communities (arising from our twin academic pillars, wellbeing and sustainability), our 13 current interdisciplinary research centres bring together academic staff, students and external partner organisations in a united mission to solve real-world problems, influence policy, and deliver positive impact on a local, national and global scale.

Our research centres of excellence include cardiothoracic health; mental health, policy and law; and biomedicine and global health. Our world-leading expertise in AI and applied technologies has so far produced four successful spin-out companies that are now worth millions and contributed to Edinburgh Napier University being ranked in the top 10 universities across the UK for spin out success (Octopus Ventures 2023). We are dedicated to ensuring the sustainability of the natural and built environment around us – we were awarded the

Queen's Anniversary Prize in 2015 for our internationally acclaimed work in timber engineering, sustainable construction and wood science. We also have pioneering applied expertise in supporting the creative industries and are recognised as a worldwide authority on tourism. We host the Scottish Institute for Policing Research, a strategic collaboration between 15 of Scotland's universities, Police Scotland and the Scottish Police authority, supporting interdisciplinary research that enables evidence-informed policy and practice.

Innovation Hub

Through our Innovation Hub, we help businesses and organisations secure funding and use our skills and knowledge to transfer their ideas into reality. Edinburgh Napier has been growing its Knowledge Transfer Partnerships (KTP), a UK-wide programme that helps businesses engage with academic staff. We also host the East of Scotland KTP centre.

<https://innovationhub.napier.ac.uk/>

Learning, teaching and student experience

We pride ourselves on our exceptional learning experience. Diversity and inclusivity are central to our student-focused education philosophy, which blends applied research with teaching to equip our students for the fast-paced changes of present day and future work environments.

Our curriculum

Our Learning and Teaching Strategy (2020 - 2025) aims to support and enable inclusive and distinctive pedagogic practices through the explicit focus on our student experience, as well as the impact of our high-quality curriculum and our academic signature. To support the delivery of the strategy, the University developed and launched ENhance, our approach to curriculum enhancement, in 2021 to provide a clear framework and support for curriculum design and enhancement work. The five themes of the ENhance framework are employability, global focus, inclusion, sustainability, and research & practice integration. There was recognition for this innovative approach in a recent review by the Quality Assurance Agency (QAA) in Scotland which commended our Curriculum Development Framework (ENhance) for its integration with quality processes in their Quality Enhancement and Standards Review report. This report also highlighted the exceptional role of student contributions in decision-making and the way in which the student voice is platformed/shaping institutional learning and teaching work across the University. The success of ENhance, as well as our recently launched Curriculum Management Environment, lie in their widespread influence and integration into our processes to enhance our student experience.

Our students

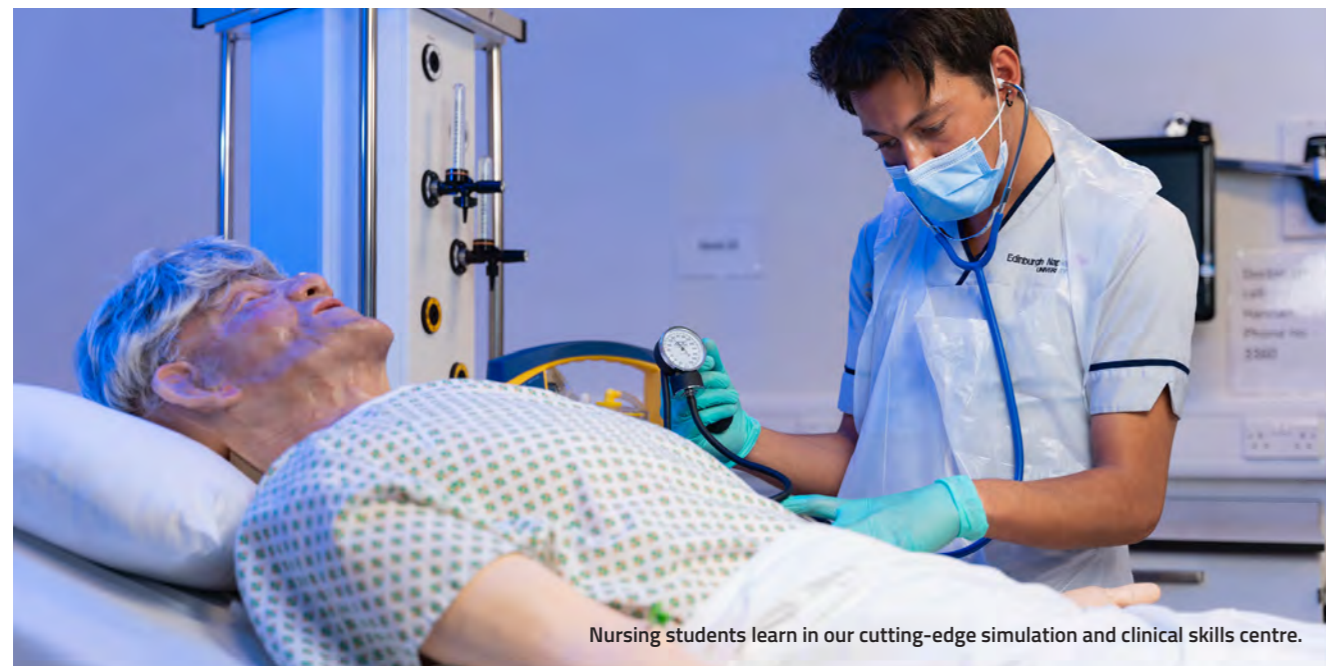
Our student community is made up of learners from a diverse range of backgrounds. Across all locations, 56% of our learners are mature students. Meanwhile, our commitment to widening access is reflected in the 300 students who enrol annually from a SIMD20 background and the 800 students who join us each year after completing a course at a local further education college. Edinburgh Napier is particularly proud to be the host of the **HUB for SUCCESS**, a collaborative project with colleges and universities across Southeast Scotland which is committed to improving the educational outcomes for people with experience of care.

Support for colleagues

We value and recognise the learning and teaching practices of all staff contributing to the student learning experience. The Department for Learning and Teaching Enhancement leads on supporting and working with our staff to enhance their practice. We are proud that 76% of our academic staff have Advance HE fellowship.

Entrepreneurism

We actively support our community of students, alumni, and staff to develop the enterprise skills required to capture opportunities, develop ideas, and to start businesses. Our entrepreneurship hub, Bright Red Triangle, provides free business advice, training and access to resources and connections, for our staff, students and alumni, as well as startup studio space and an Entrepreneur in Residence scheme. BRT has supported over 900 startups to date, which equates to 27% of all Scottish student start-ups. In 2023, over 2,000 individual people attended their programme of events and training.



Nursing students learn in our cutting-edge simulation and clinical skills centre.



A jazz music session in the School of Arts & Creative Industries at Merchiston campus.

An exceptional supported experience

Delivering an excellent and inclusive student experience is core to our mission. We have invested in strong support services to ensure our students can thrive, benefit and succeed on their programme regardless of their background or circumstances. It is our aim that every student at Edinburgh Napier has an enjoyable and enriching experience that positions them well for their chosen career and future life.

We offer a full range of support services including student funding, confidential advice from counsellors and the safeguarding team, and dedicated assistance for students with disabilities and learning difficulties. Our Student Futures team helps our students into placements and builds career readiness through a range of services.

On each campus, our receptions and school offices offer assistance and advice to help our students keep on track. For our international students, we offer dedicated visa support and advice, and for those for whom English not a first language, we help build student confidence through English Language support. We will continue to redefine the learning and teaching landscape, providing an empowering environment where every member of our community can realise their potential.

International



Edinburgh Napier has an impressive history of global engagement, and internationalisation is at the heart of our work.

As a high performing Scottish university, based in the UK's second-best student city (QS Best Student Cities 2024), we are ideally placed to appeal to a global market. Our community benefits from having around 4,000 EU and international students on-campus in Edinburgh – the equivalent of 31% of our on-campus student population. This international and EU on-campus population are made up of 18% undergraduate students and 82% taught and research postgraduate students. These overseas students make a significant contribution to the vibrancy of our campuses, and we are committed to supporting their success and enhancing their experience. Furthermore, 24% of our staff also originate from the EU or other international countries, echoing the diversity we are fortunate enough to enjoy across our student body.

In 2023, Edinburgh Napier launched an international pathway college, in collaboration with Oxford International Education Group, to offer students from around the world a new route into our undergraduate and postgraduate degree programmes.

Transnational and Global Online education

The University has extensive transnational education (TNE) partnerships dating back over 50 years and a highly successful track record of delivering degrees overseas. Around 6,000 or 30% of our total student body are taught in their home country through our transnational education partnerships or Global Online (GO) provision.

We currently deliver transnational education with partners in China, Hong Kong, Singapore, Sri Lanka, Switzerland and Vietnam, and we have plans in place to grow our portfolio with several new opportunities currently being explored. Since 2012, our Global Online platform has delivered 16 programmes to over 7,900 students worldwide. Between our TNE and GO provisions, we generated £10m income in 2022/23.

A worldwide presence

We also recognise the value of providing our students with options for an international experience as part of their degree programme and ensuring our staff have opportunities to connect with international partners through our networks. We are a founding member of the U!REKA European University Alliance – an association of over 30 HE institutions and partners – which received prestigious European University Initiative funding in 2023.

With overseas recruitment offices in China, India, Malaysia, Nigeria, Pakistan and the USA, we have an established foothold in some of the UK HE sector's most significant international markets, and our global network of over 165,000 alumni across 183 countries reflects our growing international presence.



Colleagues, culture and inclusion



We recognise the vital role our colleagues play in delivering our strategy, creating a great experience for our students, and enhancing our reputation as a top modern university. In return, we aim to provide a rewarding experience that ensures our colleagues feel valued by the University.

We do this by attracting people whose values align with those of the University and who are equipped with the skills to progress our strategic goals. We have a strong and continuing focus on building an employee brand and experience that makes people want to join us and to make a difference through their roles.

We encourage a healthy working environment, promoting positive health and wellbeing and inclusion practices to ensure all colleagues feel supported throughout their time with us and can realise their full potential.

Culture

Our culture is underpinned by four core values: inclusive, professional, ambitious and innovative. This includes taking pride in how the University is perceived, aspiring to continuous improvement, proactively seeking out ways to make a positive difference, and contributing to a culture of support, belonging and respect.

We appreciate that our values and leadership behaviours are what differentiate us. We want to be recognised as acting with respect and integrity and creating an environment where everyone feels proud, confident, challenged and supported. When talking about performance, we place an important emphasis not just on what has been delivered but how it's been delivered.

Our regular survey, Your Voice, gives our colleagues the opportunity to share what matters to them most; listening to and understanding the experience of colleagues is a critical part of efforts to continue to drive improvements in engagement. Finally, our peer-to-peer nomination scheme, Colleague Recognition Awards, is designed to recognise the hard work and passion demonstrated by staff across the University.

Inclusion

We are committed to building a diverse and inclusive workplace where staff can be themselves, and we promote equality of opportunity in all that we do. We also focus on creating an inclusive teaching environment and are committed to widening participation and positive educational outcomes. We are currently reframing our approach to equality, diversity and inclusion (EDI) and have recently reshaped our equality outcomes to ensure we are aligned to the refreshed National Equality Outcomes as set by the Scottish Funding Council.

It's our aim to continue to increase staff diversity to ensure we are reflective of our student community, and we are investing in new approaches to make our recruitment process more inclusive to support that. At present, 14% of colleagues in our senior manager population are from a global majority background. We are continuing to build more diversity in this population and across the whole university.

Work on building gender diversity in senior roles across the University has resulted in improvements in our gender split at a senior level (as outlined below) and our University Court has a 48% female representation, which includes our elected and ex-officio members, and 50% female representation in the lay/appointed membership. Our mean gender pay gap is currently 6.58%.

- University Leadership Team: 4 female and 3 male
- Senior Leadership Team (Deans/Directors): 5 female and 6 male
- Professorial: 32 female and 48 male
- Professional Services (Head of Service Provisions): 8 female and 9 male

Finally, our staff networks are key in building inclusion into our everyday policies, procedures and behaviours. At present we have six staff networks: Armed Forces, BAMEish, Carers, Interfaith, LGBT+, and the Women's Network. Whilst we are proud of the progress we have made in developing an inclusive culture at the University, we recognise that we have a lot more to do.



Sustainability

The University is an active leader within Edinburgh, working collaboratively as a member of the Edinburgh Climate Compact and supporting the city-wide 2030 Climate Strategy. Our overall University Strategy, Driving Distinctiveness, sets out how we will enhance and strengthen our impact; play our part in the post-pandemic recovery, success and sustainability of Scotland; and benefit the wider global community.

A strategic approach

In our Environmental Sustainability Strategy, launched in December 2021, we commit to taking progressive action to achieve net zero carbon in our operations by 2030 at the latest, while also seeking to minimise both our wider and legacy carbon footprint and influence sustainable practices within and beyond our campuses.

We are combining the expertise and motivation of our community to enhance environmental sustainability within and beyond the University through our curriculum, research, operations, partnerships and engagement.

Sustainability in teaching and research

Sustainability is one of five key themes in our ENhance Curriculum Framework, and establishing and embedding the ENhance framework is a key transformational action within the University's current strategy. We were shortlisted by the THE Awards in 2022 (University of the Year) and 2023 (Outstanding Contribution to Environmental Leadership) for our innovative and sector-leading work in sustainability and wellbeing.

Our environmental research covers important local and international issues. For example, using our expertise in wood technology and construction, we evaluated Scottish wood, including Sitka spruce, for its use as a sustainable building material. We are also spearheading an exciting project in the west of Scotland to help rebuild inshore herring populations for economic and biodiversity impact.

Further afield, we've helped protect more than 100 hectares of tropical Kenyan mangrove forests by setting up the world's first community-led mangrove conservation and restoration project supported through carbon credits. In Brazil, another scientific scheme is helping conserve mangrove crabs – a national delicacy and key to the country's coastal ecosystem.

Sustainability at Edinburgh Napier also goes beyond managing natural resources to supporting sustainable communities: in 2023 Edinburgh Napier researchers completed and launched a new United Nations resource to help cities around the world harness digital technology and develop more sustainable, effective and inclusive urban areas.

Measuring success

We will demonstrate delivery against Scotland's National Performance Framework and the United Nations Sustainable Development Goals. We have also joined our further and higher education peers by signing the Sustainable Development Goals Accord.

"We will work in partnership to achieve net zero carbon in our operations by 2030 at the latest, in line with the City of Edinburgh ambition, while minimising our wider footprint and influencing sustainable practices beyond our campuses."



Students on an MSc Wildlife and Conservation Biology field trip.



Project VISION



Investing in our infrastructure is vital for the University's future and projected growth. That is why we have embarked on Project VISION.

VISION is about delivering the infrastructure that will enable our future strategy and the future of the University over the next years and decades, as well as meet the needs of our diverse University community. It is considering the future of teaching, the future of research and innovation, the future of technology, and how we plan for these.

VISION is more than an estate strategy but a holistic programme of workstreams covering not only where we work but how we work, what we develop, and how we deliver the pillars of our strategy.

At a time of well publicised financial challenges, VISION will futureproof the University to ensure we can continue to grow physically, financially and sustainably, while meeting the challenges ahead and capitalising on further opportunities for growth and development.

This multi-million-pound project has already seen extensive consultation with staff, students and other stakeholders and is being run by a Board of University leadership with consultants and specialists brought in to support various functions and stages. The new Principal and Vice-Chancellor will have a key role in contributing their own expertise and ideas to the project, bringing these ambitious plans to fruition, and championing them to internal and external stakeholders alike.

How to apply

Edinburgh Napier University has engaged the services of Odgers Berndtson, to whom applications should be sent by the closing date of **5pm on Friday 19th April 2024**.

In order to apply, please submit a comprehensive curriculum vitae (CV) along with a covering letter setting out your interest in the role and details of how you match the required criteria. Please include in a separate document, the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

In line with GDPR, we ask that you do NOT send us any information that can identify children/ family members or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious, or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information.

The preferred method of application is online at www.odgers.com/90869

If you are unable to apply online, please email your application to 90869@odgersberndtson.com

All applications will receive an automated response.

All candidates are also requested to complete an online Diversity Monitoring Form which will be found at the end of the application process. This will assist the University in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the forms will not be used as part of the selection process and will be treated as strictly confidential.

Following a longlist meeting of the selection panel, successful candidates will be invited to attend first stage interviews at Odgers Berndtson during **w/c 6th and w/c 13th May 2024**.

Informal engagements with key stakeholders at the University will take place during **w/c 3rd and w/c 10th June 2024**.

Final-stage interviews at the University will take place during **w/c 24th June 2024 (exact date TBC)**.

For a detailed conversation in confidence, please contact:

Enfys Evans, Education Practice
+44 (0)20 7367 9799
enfys.evans@odgersberndtson.com

Should you require access to these documents in alternative formats, please contact natasha.wood@odgersberndtson.com

Also, if you have any comments and/ or suggestions about improving access to our application processes please don't hesitate to contact us at response.manager@odgersberndtson.com



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In order to apply, please submit a comprehensive curriculum vitae (CV) along with a covering letter setting out your interest in the role and details of how you match the required criteria. Please include in a separate document, the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

In line with GDPR, we ask that you do NOT send us any information that can identify children/ family members or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious, or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information.

The preferred method of application is online at www.odgers.com/90869

If you are unable to apply online, please email your application to 90869@odgersberndtson.com

All applications will receive an automated response.

All candidates are also requested to complete an online Diversity Monitoring Form which will be found at the end of the application process. This will assist the University in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the forms will not be used as part of the selection process and will be treated as strictly confidential.

Following a longlist meeting of the selection panel, successful candidates will be invited to attend first stage interviews at Odgers Berndtson during **w/c 6th and w/c 13th May 2024**.

Informal engagements with key stakeholders at the University will take place during **w/c 3rd and w/c 10th June 2024**.

Final-stage interviews at the University will take place during **w/c 24th June 2024 (exact date TBC)**.

For a detailed conversation in confidence, please contact:

Enfys Evans, Education Practice
+44 (0)20 7367 9799
enfys.evans@odgersberndtson.com

Should you require access to these documents in alternative formats, please contact natasha.wood@odgersberndtson.com

Also, if you have any comments and/ or suggestions about improving access to our application processes please don't hesitate to contact us at response.manager@odgersberndtson.com

