

The University of Leicester

Deputy Pro-Vice Chancellor (Equality and Diversity)

Role description

This new role has been created to ensure that we fulfil the equality and diversity commitments in our Strategic Plan. The DPVC (Equality and Diversity) will provide strategic leadership in this vital area, ensuring that the diverse activities currently underway in many parts of our university are effectively coordinated, connected and supported. The role is available to current members of academic staff (Grade 9 or above) and will focus on internal and external championing of our equality and diversity agenda; the DPVC will promote our university's reputation for innovative and effective work in the area of equality and diversity, encourage staff and student engagement in these issues and lead all members of our university community in identifying and making the best contribution they can to the advancement of equalities and the recognition and valuing of diversity.

The DPVC will work with all parts of our university—including colleges, departments, professional divisions and the student body—to raise the profile of equality and diversity. While this will involve some committee and administrative work, much of the role will focus on contributing her or his perspective to a range of institutional change projects, developing events and communications strategies that showcase key issues, achievements and challenges, and supporting colleagues across the institution who are contributing to work in this area. The DPVC will also engage students and student organisations in the task of identifying their role in fulfilling our aspirations. In terms of external focus, the DPVC will ensure that our approach and commitments are highlighted in our student recruitment, widening participation, regional engagement and corporate social responsibility activities and will ensure that Leicester gains a more visible presence, regionally, nationally and internationally, for its focus on equality and diversity.

As the role will focus on maximising the impact of internal and external engagement, the post holder will need a mix of enthusiasm and expertise in communicating about equality and diversity to multiple audiences who have varying degrees of knowledge. It is also important that the DPVC has the credibility, passion and track record to engage effectively with professional and academic staff, students and alumni. They should also be effective and highly engaging as a representative of the entire university and all of its disciplines, as well as an advocate for equality and diversity.

Reporting to the Provost, and working closely with the Director of Human Resources and other colleagues in the Human Resources team, the DPVC will be responsible for developing a challenging and feasible plan of objectives, actions and accountabilities over the period of appointment. The Provost will also assist the role holder in identifying and managing a small budget to support projects, activities and events. The role is available for a period of two years; this may be extended for a further period of two years should our strategic needs warrant it.

Due to the mix of key responsibilities for this role, applicants must be current members of University staff who are Grade 9 or above. The role will form part of the holder's contribution as a member of academic staff and this will be negotiated with the holder and their head of department.

Applications should be made in the form of an email to Nick Donnelly in Recruitment at nd144@le.ac.uk by midnight 31 March 2016. Your expression of interest should describe your suitability in relation to the Essential Criteria for the role and, together with a short CV, should total no more than 3 pages.

[The Job Summary for this role can be found here.](#)

If you wish to discuss this opportunity further, please contact Nick Donnelly on nd144@le.ac.uk in relation to the process or Professor Mark Peel on mp462@le.ac.uk in relation to the role itself.