

ADVERTISING FEATURE

# Uniquely placed to attract the brightest

Scotland’s newest university is looking to fill a key role in its quest for world-class status. By **Ken Mann**

IT’S rare to be able to describe a university as unique without being accused of exaggerated licence in the pursuit of marketing collateral. At University of the Highlands and Islands the claim can be substantiated beyond doubt.

“We are not a traditional university. We are different,” Fiona Larg, Chief Operating Officer and Secretary, categorically states at the beginning of her explanation. “Under recent Scottish Government legislation, in addition to higher education, the university now has responsibility for all further education within its region, creating an integrated tertiary institution that is unique in the UK.

“We are part of a new breed of tertiary institutions, one of only a few in Europe.

“Our partnership of 13 independent colleges and research institutions is locally based and rooted in communities, but with national and international reach, as part of a regional university structure.

“Our reputation is built on our innovative approach to learning and our

distinctive research and curriculum – all enriched by the people, natural environment, economy, culture and heritage of the Highlands and Islands and its communities.

“We have 40,000 students at the heart of our university partnership and we are measured by their success. Our curriculum portfolio across both further and higher education is designed to meet current and future local and regional needs and to attract other students to the Highlands and Islands to study.”

A Director of Corporate Resources is now needed, the post playing a pivotal role in providing strategic and operational leadership of the corporate resources functions of the university. The post will be based at the university’s executive office in Inverness, the selected candidate – who will possess an understanding of the further and higher education sector – will be responsible for planning, directing and controlling the financial and human resources of the university.

The new post holder will have 37 staff across a range of disciplines including finance, human resources,

procurement, grants and contracts, European Funding, facilities management, health and safety, philanthropy and commercial activities.

He or she will have responsibility for the strategic allocation and control of the overall institutional budget of around £80 million and direct departmental responsibility for £2.4m.

“The financial strength of the university and our academic partners is vital if we are to achieve our overarching vision, achieve global reach and become a distinctive, world-class institution,” Larg adds.

“It needs an increasingly collective and collaborative approach to the strategic management of our university partnership and activities, but one which is sensitive to the diversity within the partnership and the need to remain responsive to local and sub-regional needs.

“Our staff are geographically dispersed across multiple campuses and employers. This increases the complexity of achieving our goals, but it should not diminish our ambition.

“Our priorities will include greater alignment of employee terms and con-

ditions and reward structures across the university partnership, recognising the distinctive and diverse roles within it, and improved opportunities for networking and collaborative working across organisational boundaries.”

There are three themes for the university’s strategy in the coming five years – based on Students, Focused Research and Creating a University “For All Our Region”.

The university has applied for what it calls “the final element” in its journey to becoming a fully-fledged university – research degree awarding powers. “I hope a favourable result from the Quality Assurance Agency will allow us to be able to award our own research degrees in the near future,” says Larg with some pride. “I look forward to us being able to award the first University of the Highlands and Islands PhD.

“Being the ‘university for all of our region’ can be achieved by acting as a force for economic, social and cultural change across our region, by connecting and collaborating with businesses, public and third sector partners and

communities. This is underpinned by our participation as an active partner in community planning, contributing to reduced inequality, improved services, enhanced training and skills development and the promotion of sustainable economic growth.”

With an impressive platform set for development, the university carries the expectations of the region it so eagerly wants to serve.

That, in turn, requires its academic structures and associated work practices to respond not just adequately, but in a highly effective manner in line with the needs of local micro economies and important sectors across the Highlands and Islands.

“For example, with increasing numbers of parents returning to work, the need for qualified childcare professionals is on the increase,” Larg indicates.

“Coupled with a growing commitment in Scotland to provide high quality education and care for children and young people, there is a need for well-qualified and motivated staff to deliver what children and their families expect.”

## A CENTRE OF EXCELLENCE

“OVER 69 per cent of the research we submitted for review to the Research Excellence Framework (the UK Government benchmarking for the overall value of universities’ research) achieved the two top grades: Internationally Excellent and World Leading,” says Fiona Larg, University of the Highlands and Islands’ Chief Operating Officer and Secretary. We outperformed the newer universities in Scotland; ranked 63rd in the UK and eighth in Scotland by Times Higher Education.

“A fantastic result for such a young university.”

Health research is a rapidly expanding centre of excellence at the university. Since inception in 2006, the research team has grown to around 20 academic staff, postdoctoral fellows, support staff and postgraduate students.”



BLUE SKY THINKING: The new Inverness College UHI building opened for students last week, just one of the 13 members in the university partnership.



University of the Highlands and Islands  
Oileigh na Gàidhealtachd agus nan Eilean

aspennpeople.co.uk/uhi

Director of Corporate Resources

c.£85,000

The University of the Highlands and Islands is a unique higher and further education institution providing teaching and research through a distinctive educational partnership of colleges, research institutions and learning centres to some 7000 students.

It is internationally recognised for its innovative solutions in teaching delivery to students dispersed across a large and diverse region and is in the vanguard of a new spirit of enterprise and confidence in one of the most beautiful and historically significant parts of Europe.

UHI recognises that ensuring its financial sustainability is essential in delivering its vision of a vibrant new university serving the Highlands and Islands and driving up levels of prosperity in the region.

Based in Inverness and reporting directly to the Chief Operating Officer and Secretary, the Director of Corporate Resources will play a pivotal role in providing strategic and operational leadership of the finance and corporate services functions within the University.

As Director you will lead and develop a high performing team, covering finance, facilities, HR and philanthropic giving. A key element of this position will be maintaining a robust and effective compliance environment and managing the reputational and organisational risk for all operational areas under your control.


You must be financially qualified, with substantial experience of current / recent senior financial leadership, together with the proven ability to build, lead, develop and motivate successful teams with the personal qualities required to operate effectively at the highest levels within the University.

If you would like to know more about the University and this pivotal role please visit our microsite at [www.aspenpeople.co.uk/uhi](http://www.aspenpeople.co.uk/uhi)

If you have any queries please contact Donogh O'Brien, Liam Kelly or Katy Gall at our recruitment partners, Aspen People, on 0141 212 7555.



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This post provides an opportunity for an experienced senior manager to lead a team of managers, providing strategic direction and leadership to ensure the operational delivery and maintenance of Adult Services to support the overall Community, Corporate Plan and Joint Integration Scheme. In this role, you will bring leadership experience within a large complex and multi-functional organisation and be able to evidence strong partnership working. You will be able to demonstrate continuous improvement, as well as managing complex and strategic issues to deliver improved outcomes. Working knowledge and experience of the elements of the Service to be managed is essential.

Application packs are available online by accessing [www.myjobscotland.gov.uk/falkirk](http://www.myjobscotland.gov.uk/falkirk). Closing date for receipt of completed applications is 14th September 2015.




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WEST DUNBARTONSHIRE COUNCIL

EDUCATIONAL SERVICES



West Dunbartonshire Council is looking for candidates who are enthusiastic and committed to sustaining school improvement and providing high quality learning and teaching. This is in line with the key Council priorities of inclusion and of raising the aspirations, achievement and attainment for all students.

Our teachers are skilled in developing literacy, in team-working, in creative and innovative approaches to making learning engaging and motivating for our young people. Everyone in the education service has a clear focus on raising attainment for all, and a strong culture of professional learning has grown around this. As one of the authorities involved in the Scottish Raising Attainment Challenge we have developed improvement plans focussed on raising attainment and identified areas where specific improvement will be targeted. This is a really exciting time to join us as we embark on these improvements, if you could help us make a difference to the learning of our children and young people we would like to hear from you.

The following vacancies are available:

**Quality Improvement Officer**  
Raising Attainment (Fixed Term) – WDN00373  
Location (Council HQ)  
Salary – Q10 Point 1 - £50,418


**Education Support Officer**  
Senior Phase – WDN00369  
Location (Council HQ)  
Salary – ESO Scale 1-3 (£39,606 - £42,768)


**Educational Psychologist**  
(Fixed Term) – WDN00362  
Location (Carleith)  
Salary – Point 0-6 - £39,144 - £49,791

**Class Teachers (Primary) - permanent**  
(denominational/non-denominational) – WDN00371  
Location (various schools)  
Salary – Main Grade Teacher Scale

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Closing date:  
**6 September 2015**





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A vacancy has arisen within our state of the art Print Centre, located at Cambuslang on the outskirts of Glasgow, for a part-time Mailroom Operator (21 hours per week).

Reporting to the Mailroom Shift Manager/ Team Leader the key responsibilities of the role are;

- Set-up and operation of a 4 station Muller Martini Prima saddle stitching line, with in-line cover feeder and ancillary add-ons
- Set up and operation of print finishing equipment
- Operation of a motorised pallet truck to support production


The ideal candidate should have experience of working in a print finishing environment and be used to operating mechanical machinery including motorised pallet trucks. Excellent team working skills, the ability to work with minimum supervision and a good knowledge of Health & Safety requirements in a similar environment is essential.


You must be able to work on a rotational shift pattern covering days and nights and be flexible in working additional overtime shifts as and when required.

To apply please go to: [s1jobs.com/heraldandtimes](http://s1jobs.com/heraldandtimes) and submit a current CV and covering letter or email details to [Annmarie.mcginlay@heraldandtimes.co.uk](mailto:Annmarie.mcginlay@heraldandtimes.co.uk)

Closing date: 11th September 2015


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