



# Associate Director of Campus Development and Strategy

Prepared by Castlefield Recruitment

# Welcome

Welcome to the University of Hull's Estate and Facilities recruitment site which presents a range of opportunities to join the Estate and Facilities Department across a variety of disciplines.

Our dynamic team of over 200 people provide everything needed to design, equip, run, maintain, manage and operate our buildings. We have talented space management and development teams who create and deliver state-of-the-art buildings and refurbishments, working closely with our student and staff communities to transform the way research and education is delivered. We have dedicated teams of skilled maintenance experts, specialists in sustainability, facilities and accommodation management, cleaning and security to ensure we provide an outstanding experience for our communities. The University of Hull's Estates and Facilities department is an progressive team, who together deliver exceptional results.

Aligned to our 2030 strategy, our emerging Campus Development strategy and ambitious Carbon Neutral Campus 2027 strategy sets out a blue print for significant and sustained investment in our physical and digital estate to support the provision of world class, sustainable facilities and services to guarantee the best possible experience and outcomes for our students, staff and visitors helping ensure the successful delivery of our ambitious vision.

With a sustained and continued programme of investment in our people and the services we offer, there has never been a more exciting time to join us and for those with the right mindset, the possibilities are endless. So if you think you have what it takes to join a team of professionals who are really going places, we want to hear from you. In return, we offer flexible working, excellent training opportunities and huge amount of support from a highly experienced and very friendly team.

**Stephen Dale - Director of Estates and Facilities**

# About Us

## About the University of Hull

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The University of Hull has been changing the way people think for over 90 years. The University's motto, *Lampada Ferens*, translates as 'carrying the light of learning', and over the years, they've shared that light with thousands of people from across the world.

As England's 14th-oldest university, they have a proud heritage of academic excellence, and a history of creating and inspiring life-changing research.

The University of Hull was founded in 1927 – originally as University College Hull. The foundation stone was laid the following year by the Duke of York (later King George VI, of The King's Speech fame) and opened for business with 39 students and 14 'one-person' departments. The University now has more than 16,000 students and around 2,500 employees, including more than 1,000 academic staff.

## About Estates and Facilities

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After our students and staff, our physical and digital estate is the largest single enabler for our world-class teaching and research and provides a fantastic student experience.

Our estate is large and varied with the main campus covering over 153 acres, with over 106 buildings of different ages, complexities, listing status, physical condition and use, ranging from grade two and grade two star listed properties to brand new state-of-the-art learning and research spaces.

The estate is generally located on our main campus on the outskirts of the City along with a selection of additional satellite buildings across the region.

A focus in recent years has been delivery of an unprecedented level of capital development across the University with over £300m being invested in new build or refurbishment projects with a planned strategic programme of further significant investment over the next 10 years focusing on transformation and provision of world class, sustainable facilities and services to guarantee the best possible experience and outcomes for our students, staff and visitors.

# Why Hull?

## 10 Reasons to Work for the University of Hull

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### **We're Going Places**

We're investing heavily in transforming our campus into a high-tech learning hub for the 21st century.

### **Career Opportunities**

If you have the ambition, we'll help you gain the knowledge and skills to succeed. We want you to have a long-term career with us, so we'll support you every step of the way.

### **Fantastic Environment**

Situated in the leafy suburb of Newland, our beautiful red-brick campus is well known for its friendly atmosphere. We've got Costa, Starbucks and Illy coffee shops on site. And our restaurants - which promote fair trade and organic products - cater for all tastes.

### **Great Benefits**

We offer a competitive salary, generous holiday allowance, excellent contributory pension schemes, hybrid-working and time off for family priorities.

### **Our People**

Work with people whose interests and ambitions match yours. We're investing in recruiting the best possible professors, lecturers, researchers and support staff. There's never been a better time to join us.

### **Superb Facilities**

The University has one of the country's finest libraries and excellent sport and fitness facilities, which we're currently upgrading. We've also got a world-class concert hall, a surround-sound cinema and a fantastic art gallery.

### **Location**

Hull is a city with a spring in its step. The 2017 UK City of Culture has benefited from huge new investment, especially in the renewable energies sector. What's more, the surrounding East Riding of Yorkshire contains some of the country's most unspoilt scenery.

### **Affordability**

Hull is one of the least expensive cities in Britain. According to Numbeo.com (December 2021), renting a one-bed city centre apartment here is 70% cheaper than in London and more than 30% cheaper than Manchester.

### **Staff Support**

We'll make sure you're well looked after. Our range of services includes a generous relocation package, the Cycle2Work scheme, free eye tests for computer users and access to support and advice when you need it.

### **Opportunity for All**

We're committed to eliminating discrimination on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

# About the Role

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| <b>Job Title</b>                         | Associate Director of Campus Development and Strategy |
| <b>Faculty/Professional Directorate:</b> | Infrastructure Services Directorate                   |
| <b>Subject Group/Team</b>                | Estates & Facilities, Estate Development              |
| <b>Reporting to:</b>                     | Director of Estates and Facilities                    |
| <b>Duration:</b>                         | Continuing  |
| <b>Job Family:</b>                       | Administration  |
| <b>Pay Band:</b>                         | 9   |
| <b>Benchmark Profile:</b>                | Manager (Administration)<br>Band 9                    |
| <b>DBS Disclosure requirement:</b>       | N/A   |
| <b>Vacancy Reference:</b>                | ES0036  |

## Role Summary

- Lead and direct delivery of the University's capital investment plan and associated projects ensuring work is completed to agreed time, cost and quality parameters
- Significantly contribute to the development, delivery and ongoing monitoring of the Estate, Carbon and Energy Reduction, Travel and Transport Strategies and associated technical specifications, policies and procedures all of which significantly contribute to the delivery of the University's Strategy
- Lead a large and diverse team
- Provide strategic and operational professional programme and project management services
- Take a lead role in the development and implementation of Estate and Facilities services programmes and project management governance systems and methodologies
- Contribute to and oversee delivery of major, minor and long term maintenance capital and revenue projects ensuring they are delivered to business case objectives and all appropriate time, cost and quality parameters
- Support the operational work of the Estates and Facilities Directorate, working collaboratively with faculties, schools, directorates and other internal and external partners and stakeholders
- Proactively contribute to the Estates and Facilities Directorate and the broader University by working in an open and collaborative manner

# Main Tasks and Duties

- Work closely with the Director of Estates and Facilities to provide strategic and operational leadership and be the technical lead for the estate development, fire and safety functions
- Significantly contribute to the development, delivery and ongoing monitoring of the Estate, Carbon and Energy Reduction, Travel and Transport Strategies
- Significantly contribute to the formulation and delivery of long-term directorate strategic plans and operational objectives ensuring each service area has a clear long-term strategic plan
- Significantly contribute to the University's drive to achieve carbon neutrality across all its activities, driving cultural change and promoting sustainability
- Take a lead role in the development and implementation of Estate and Facilities services programmes and project management governance systems and methodologies
- Lead and direct delivery of the University's capital investment plan and associated major, minor and long term maintenance capital and revenue programmes and projects through all RIBA work stages ensuring quality of design and delivery
- Lead, manage and mentor a large and diverse team
- Lead project stakeholders to develop their business case requirements and prepare business cases for capital funding in support of the development of programmes of investment
- Play a key role in the development, delivery and maintenance of the University's condition survey and prepare business case submissions for capital funding
- Oversee and ensure project/programme objectives are clear and understood within the University and external project teams, including BIM strategies, environmental mandates and project constraints
- Review the sustainability criteria of projects and work closely with the Sustainability Manager to work towards the Carbon and Energy Reduction Strategy
- Lead and coordinate the development of Operational Cost (Op Ex) benchmarking and studies
- Oversee strategic space planning and modelling of the University estate against the Estate Strategy and developing masterplan including space planning for new projects
- Work with relevant internal and external colleagues to provide advice to the Director of Estates and Facilities on procurement strategies and forms of contract for project teams and contractors
- Significantly contribute and influence a team of external consultants, external design teams and contractors to ensure delivery of the University's capital investment plan and associated projects
- Oversee and ensure team compliance with the Project Management Handbook and that established gateway review procedures are adhered to by all parties
- Lead project teams through robust Value Engineering exercises, ensuring maximum 'value' is derived from every project in the programme
- Provide high quality clear, concise and timely programme level written and verbal reports to the Director of Estates and Facilities and other stakeholder groups

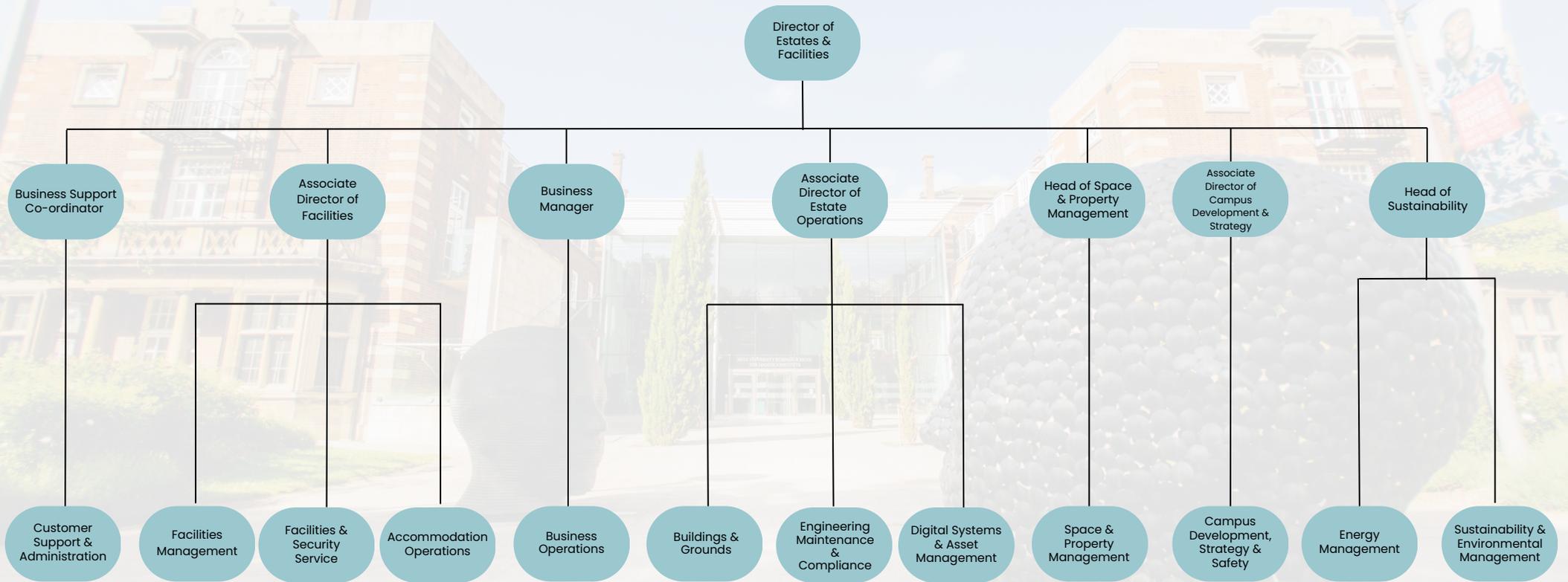
# Person Specification

The successful candidate will demonstrate the following;

- A relevant degree or equivalent qualification and/or experience
- Experience of successfully managing a large capital plan and programme of estate developments
- Experience of leading a development team including; space management, property and sustainability management in a large and complex organisation, including experience of acting in an advisory capacity to project management teams
- Professional project/construction management specialist knowledge with a high level of expertise
- Evidence of delivering high value and complex projects on time and within quality and budget requirements
- Proven leadership, people management and team building capabilities, including the ability to motivate, develop and encourage the commitment of others in order to secure high performance
- Ability to effectively manage health and safety issues across a range of functions within the job specification and takes personal responsibility for leading by example and ensures that a robust framework of risk management policies and procedures are in place
- Significant experience of procurement, contracts and regulations experience of developing and implementing Programme and Project management governance systems, processes and reporting structures
- A full understanding of common contract forms and the contract administration process, including the NEC4 suite of contracts and JCT contracts
- Strong commercial and financial acumen with an ability to demonstrate excellent negotiation skills
- A full understanding of the application of BIM across the whole lifecycle and the application of Soft Landings
- The ability to support the development of project business cases

For full job description and person spec, please click [here](#)

# Infrastructure Services Directorate Estates and Facilities Senior Management Team



# Pay and Benefits Package

- Pay Band 9: £56,048 - £63,059 (increasing to £57,696 - £64,914 in August 2023) + potential market supplement
- 28 days annual leave, plus three bonus holidays for Christmas, and Public Holidays
- We offer generous salary-related pension schemes based on employee and employer contributions
- 36.5 hour working week, but this can vary based on contract
- Annual increments are paid subject to satisfactory service on the date specified in your contract. This is normally 1 August, if you've completed more than six months' service in your current pay band.
- Family leave:
  - Up to 76 weeks of maternity or adoption leave, as well as paternity leave, parental leave, dependants' leave, carer's leave, leave for fertility treatment and the option to request flexible working
- We offer an extensive range of training and development opportunities delivered in-house, online and externally.
- Newly appointed staff who need to move house to take up a job offer can claim up to £10,000 to help meet the costs of moving to the area
- The University runs a Cycle2Work Scheme, which enables you to buy a bike tax-free to make your commute cheaper, healthier and greener. The scheme is normally open during May and November each year
- We do our best to make sure that you have an affordable space to park your car on campus. Charges depend on which car park you use



# Contact Us

**Chris Page**

Principal Consultant

0113-212 4612 / 07900 731 075

[chris.page@castlefieldrecruitment.com](mailto:chris.page@castlefieldrecruitment.com)

**Hannah Penny**

Resourcing Manager

0113-212 4617 / 07826 062 738

[hannah.penny@castlefieldrecruitment.com](mailto:hannah.penny@castlefieldrecruitment.com)

**Castlefield Recruitment Limited**

14 King Street

Leeds

LS1 2HL

0113-212 4610

[www.castlefieldrecruitment.com](http://www.castlefieldrecruitment.com)