



Coventry University Group

Be a Governor



What does a Governor of the Coventry University Group do?

- Provides effective, efficient and engaged governance across the Group in order to oversee the delivery of the 2030 Corporate Strategy and the Group's evolution as a global charitable education group.
 - Acts as an ambassador for an innovative and diverse education group, and raises awareness about the Group in the education sector and beyond.
 - Serves as a member of the Board of Governors and/or a sub-committee of the Board of Governors.
-

You would be responsible for the following:

- Overseeing the development and delivery of the Group's mission, vision and strategic plan in a sustainable way (financial, social and environmental).
 - Ensuring effective management and mitigation of risk to enable financial sustainability and to protect the legal, regulatory and reputational interests of the Group.
 - Ensuring the collective student interest is protected and promoted in order to provide high-quality student experiences and high-value student outcomes.
 - Promoting the Group's positive values and inclusive, ethical behaviours.
 - Promoting excellence in learning, teaching and research within the Group.
 - Raising the awareness of the Group in the education sector and beyond.
 - Ensuring meaningful engagement with stakeholders regionally, nationally and internationally.
 - Acting as a 'critical, trusted friend' and offering balance, challenge and support as required to the executive leadership.
-

A successful candidate will have the following capabilities:

- Effective communication skills in various forms, including active comprehension and influencing.
- Proactive, persistent and open to change.
- Strategic and independent thinking, with sound judgment and an enquiring mind.
- Strong networking and mentoring abilities.
- A mindset of continuous improvement.
- Commitment to equality, diversity and inclusion.
- A willingness to promote and represent the institution in the wider community.
- A willingness to take decisions collectively and build trust with governor colleagues.
- Self-confidence to contribute their viewpoint and expertise.
- Ability to make informed decisions based on comprehensive data analysis.

Skills or expertise in one or more of the following areas would also be particularly welcome:

- Digital literacy.
- An understanding of and willingness to embrace new technology.
- Expertise in relation to digital estate.
- An accountancy or legal qualification, or similar expertise.
- Expertise as a research practitioner.
- Expertise in physical estates.
- Expertise in apprenticeships.
- Expertise in risk management.
- Expertise in education.
- Expertise in human resources.

We currently hold vacancies across our main Board and all of its Sub-Committees. As such, successful applicants may be appointed as an Independent Governor on a Sub-Committee, or a member of the main Board of Governors, or both, as determined by the current vacancies for particular skills.

As a Governor of the Coventry University Group, you will be working with an engaged and committed executive team as well as the academic and professional service staff and students across the Group. You will collaborate with colleagues within the Governing Body as well as external stakeholders, such as regulatory bodies, MPs and other sector bodies.

You will thrive in this role if you:

- embrace the Group's values — collaboration, determination, diversity and inclusion, integrity and innovation
- hold a personal and professional commitment to undertaking the role of Governor and to contributing to higher education, including acting at all times in line with the accepted standards of behaviour in public life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership)
- feel comfortable working in an agile manner, including maintaining a proactive level of engagement with governance activities outside of planned or typical routines and meetings
- take a balanced attitude to risk, whilst also displaying sound judgement and a sense of moderation about the implications of new and different activities
- are willing to be physically present across group locations (at times) for the purpose of meetings and discussions. To proactively engage with a broad range of stakeholders in order to build a high-level of understanding of the Group's activities, noting that any required adjustments or accommodations in order to do so will be supported
- take an engaging and supportive approach throughout your relationships with key stakeholders while also being able to communicate in a constructive, resilient and pragmatic style in your activities and interactions
- are willing to develop a clear understanding of the role and how the process of governance works in a highly regulated and complex operating environment, including understanding the fiduciary duties of a trustee, advocating for a continuous improvement culture and contributing openly and honestly to reviews of governance effectiveness
- feel motivated to learn widely about the activities and norms of the Group, and actively choose to connect with and contribute to a range of value-added and discretionary activities.

What can you gain from being a Governor?

- The ability to directly contribute to the Group's mission of Creating Better Futures.
- Being part of a dynamic education charity that strives to deliver inclusive and impactful global education for its learners and being able to 'give something back' to education as a key pillar of society.
- Contribute back to the local community across the Group's locations.
- Contribute to the Group's position in the national and international education and research landscapes.
- Enjoy opportunities to be directly involved in a wide range of activities, from Open Days and course activities through to degree shows and graduation ceremonies.
- Benefit from opportunities for training and professional development to build a breadth and depth of knowledge, skills and experience.
- Share rewarding experiences with capable and engaged team members.

How have current Governors found the experience?

"I joined as a Governor some five years ago, both to gain some experience in the education sector and also to utilise and offer my skills and experience of over 30 years in the public sector. Working with a wide range of leaders, academics, staff and student Governors has been a fascinating learning curve with huge support, and a great opportunity to contribute to the wider education agenda both locally, nationally and internationally. I would recommend the role to anyone."

Karen Martin

[Committee Chair and Governor](#)

"Joining the Board is a great opportunity for personal development as well as being both inspiring and rewarding."

Kevin Baughan

[Pro-Chancellor and former Committee Chair and Governor](#)

"The more I found out about Coventry University and the group as part of the recruitment process, the more interested I became in joining the board of such a dynamic organisation. Personally, I have learned a lot more about HE and have also developed my own skills and broadened my role. I have met and worked with some great people."

Helen Nixseaman

[Deputy Chair and Governor](#)

"Education is a cornerstone of modern society and being involved with one of the most progressive, innovative and fast-moving institutions in the world has been both delightful and stimulating in equal measure."

Nick Sale

[Chair and Governor](#)

How do I apply?

The Governing Body welcomes expressions of interest throughout the year.

If you are interested in becoming a Governor, and joining a dynamic and collegiate working culture in Coventry University Group, please submit your [CV and cover letter](#) outlining your suitability for the role and interest in becoming a governor to Claire English, Head of Governance and Group Company Secretary. If you have any questions about the role, please get in touch for an informal discussion.

E: claire.english@coventry.ac.uk

T: +44 (0)79 7498 4523

We value lived experience and acknowledge that it can provide a range of skills and expertise. As such, please do not feel the need to only reflect upon skills that have been acquired directly through employment or other positions held, as we will consider all forms of relevant experience for the role.

Commitment to equality, diversity and inclusion

As part of our commitment to equality, diversity and inclusion, we strive to create a welcoming and inclusive university community that recognises and respects the differences of all individuals. We particularly encourage applications from underrepresented groups or communities.

We are proud to be a Disability Confident employer, and we guarantee an interview to any candidate with a disability or long-term health condition who meets the minimum criteria for the role.

Interview process

Candidates who meet the criteria outlined above will be invited to an interview, which will include a brief presentation. We offer a range of interview times and dates to accommodate your needs and circumstances. If you require any alternative arrangements or formats for your interview, please let us know so we can make the necessary accommodations.

Ongoing support

Successful candidates can rest assured that any accommodations will continue throughout their role to support participation in meetings and governor duties. If you require a BSL interpreter or other external support, you may find the following link helpful: <https://www.gov.uk/access-to-work>.

Alternative formats

If you need this advertisement or any accompanying materials in an alternative format, please contact us at governance.reg@coventry.ac.uk.

Where can I find out more?

More about Coventry University Group
<https://www.coventry.ac.uk/the-university/>

2030 Group Strategy
<https://www.coventry.ac.uk/the-university/about-coventry-university/2030-group-strategy/>

Governor role profile
https://www.coventry.ac.uk/globalassets/media/global/job-descriptions/governors/m1410-24_cov_governor-recruitment-materials_v5_final_digital.pdf

Board of Governors and Committees
<https://www.coventry.ac.uk/the-university/about-coventry-university/governance/board-of-governors/governors/>

Rated Gold Overall

Teaching Excellence Framework (TEF) 2023



**5 QS Stars
Overall Rating**

QS Stars University Ratings



**5 QS Stars
for Research**

QS Stars University Ratings



**5 QS Stars for
Internationalisation**

QS Stars University Ratings



**No. 2 in UK for
International
Student Diversity**

QS Europe University Rankings 2025

Coventry University Group's Governor role description

What we want from our Governors

Independence – you will have the ability to think independently, using your experience and knowledge to analyse situations, ask the right questions and be willing to express concerns in a constructive way. You will be able to provide support and expertise, but also be willing to act as a critical friend where appropriate. You are guided by a strong set of ethical principles and seek to do the right thing, come what may.

Experience of complex organisations – the Group is a large and complex organisation, and you will need to be able to draw on meaningful experiences of organisations of a similar or greater size and complexity.

Engagement – being a Governor of the Group means more than just attending committee meetings. You will want to engage with the organisation to understand how it works, what it needs, and its impact on our students and the communities we serve.

Ability to adapt to changing needs and priorities – the Group's success has been built on its dynamic, disruptive and innovative approach to teaching and managing its business. You will need to be able to appreciate and offer balanced stewardship over the opportunities, as well as the risks that an agile and ambitious organisation generates.

Trusting relationships – you are able to develop trusting relationships and work constructively to win the respect of a diverse range of people. These include other Governors, the executive team and our numerous stakeholders.

1. Overview

For the purposes of this role description, the term Governor refers to members of the Board of Governors, including staff and student governors, and independent members of the Board of Governors sub-committees.

According to the Group's Code of Governance for Higher Education, the Board of Governors, made up of staff and student representatives as well as individuals drawn from outside the Group with experience in the areas of business, industry, education and commerce, is responsible for:

- determining, driving and delivering the University Group's mission and success in a sustainable way (financial, social and environmental)
- protecting and promoting the collective student interest and the importance of a high-quality student experience
- ensuring student outcomes reflect good social, economic and environmental value
- effectively managing opportunities and mitigating risks to protect the reputation of the University Group, ensuring financial sustainability and accountability for public funding
- promoting and developing a positive culture that supports ethical behaviour and equal, diverse and inclusive practices
- promoting excellence in learning, teaching and research, monitoring institutional and governing body performance
- publishing accurate and transparent information which is widely accessible
- leading by example, being flexible and adaptable to create a resilient future
- ensuring arrangements are in place for meaningful engagement with relevant stakeholders (especially students and staff) locally, regionally, nationally and globally.

In addition, some sub-committees of the Board of Governors are also required to have staff and student governor representatives as well as external representation.

2. Accountability

- As a Governor, you must be satisfied that the Board of Governors receives the appropriate assurance that the Group meets all legal and regulatory requirements imposed on it, complies with its Instrument and Articles of Government, and meets the requirements falling upon the institution in respect of public funding issued by bodies.
- Governors should discharge their duties in line with the accepted standards of behaviour in public life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) and values in the Group's Code of Governance for Higher Education, accepting individual and collective responsibility for the affairs of the Group.

3. Sustainability

- Governors shall contribute to the definition of the mission, character and reputation of the Group, setting the values and standards that underpin the Group's strategy and operation.
- Governors shall monitor, evaluate and constructively challenge performance against the strategic plan.
- As a Governor, you must be satisfied that the Board of Governors and sub-committees are in receipt of the necessary assurance that academic governance is robust and effective.

4. Reputation

- Governors shall make a full and timely personal disclosure of their interests in order that the integrity of Board of Governors' and sub-committee's business shall be, and shall be seen to be, maintained.
- Governors should be satisfied that the Board and sub-committees appropriately engage with stakeholders in decision-making, publish information, and report performance to stakeholders.

5. Inclusion and diversity

- As a Governor, you must be satisfied that the Board of Governors, through the sub-committees, receives assurance that the Group is compliant with equality and diversity legislation and that there are arrangements in place for the elimination of discrimination, harassment and victimisation, the equality of opportunity and the promotion of an inclusive culture.

6. Effectiveness

- Governors shall contribute to a culture where all members can question intelligently, debate constructively and challenge rigorously, and ensure that the culture reflects the articulated values and culture of the Group as a whole.
- Governors will be invited to participate in regular reviews of governance effectiveness.
- Governors should be satisfied that the Board is able to focus on strategic risks and emerging opportunities for the Group and has the flexibility to respond to these quickly and effectively, on the advice of its sub-committees.

7. Engagement

- As a Governor, you should be satisfied that the Board has the necessary assurance, through the sub-committees, that the activities of the Group are in the interests of students (current and future) and other stakeholders, and that regular and effective two-way communication with students, staff and other stakeholders takes place.
- Governors shall contribute to the promotion of the social, cultural, economic and environmental impact of the Group, ensuring that the Group is accessible, relevant and engaging with local communities to deliver public/community benefit and economic, civic duties, cultural and social growth.

8. Personal attributes

- A strong personal commitment to higher education and to the values, aims and objectives of the Group.
- A proven track record of leadership, change management and personal achievement in a complex environment whether in the private or public sector, with a demonstrable understanding of governance good practice.
- A commitment to act fairly and impartially in the interests of the Group as a whole, using independent judgement and maintaining confidentiality as appropriate.
- The ability to analyse and review complex issues and evaluate conflicting opinions.
- The highest standards of integrity, honesty and demonstrable commitment to equality, diversity and inclusion.
- A clear interest in or connection to Coventry, London or Scarborough and/or the other campus locations, together with regional, national or international networks of contacts.

9. General information

- The performance of Governors will be periodically reviewed by the Chair and Deputy Chair of the Board of Governors, in consultation with the relevant sub-committee Chair where relevant.
- The expected overall time commitment required of a member of the Board of Governors for the effective conduct of the duties of the post is a minimum of 10 days per year. This will increase if Governors are appointed to more than one Board/Sub-Committee.
- Governors will be expected to attend all Board and Committee meetings of which they are a member, or give timely apologies if an absence is unavoidable, and to attend induction/training events organised by the university or other appropriate bodies.
- Governors are not remunerated for undertaking the role of governor but are encouraged to reclaim all reasonable travelling and similar expenses incurred during university business via the Head of Governance.
- Governors are formally appointed by the Board of Governors following a recommendation by the Governance and Nominations Committee. The exception to this is in the case of staff governors (who are elected via a vote by the staff population), and student governors who are elected through Your Students' Union. The initial term of office is three years renewable for a maximum of one further three-year term subject to the continued support of the Board.

If you are interested in becoming a Governor and joining a dynamic and collegiate working culture at Coventry University Group, please contact Claire English for an informal conversation.

T: +44 (0)79 7498 4523

E: claire.english@coventry.ac.uk





Coventry University
Priory Street
Coventry
CV1 5FB

T: +44 (0)24 7765 7030

**[www.coventry.ac.uk/the-university/
about-coventry-university/governance/
board-of-governors](http://www.coventry.ac.uk/the-university/about-coventry-university/governance/board-of-governors)**