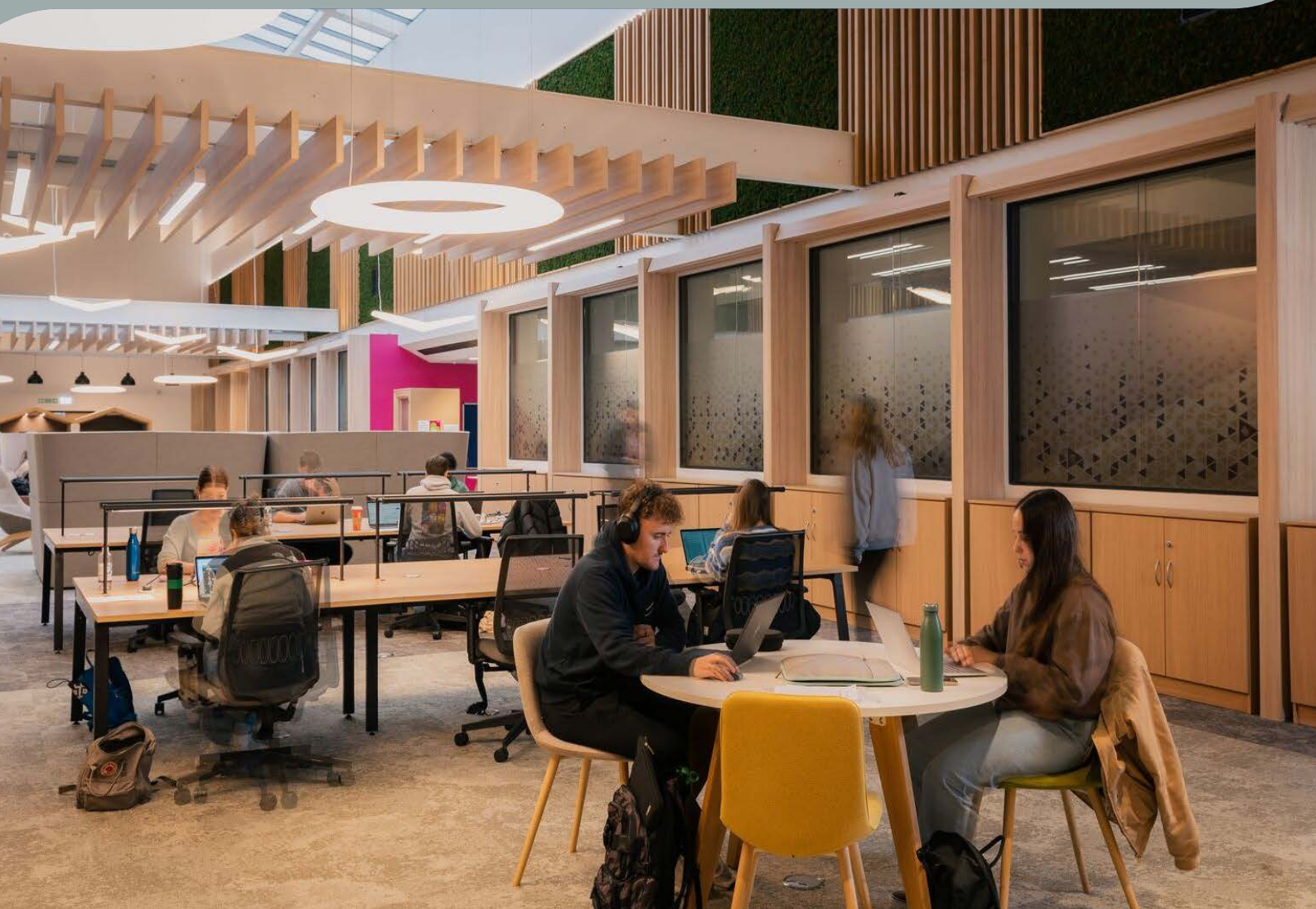




UNIVERSITY
of York

CHAIR OF FINANCE COMMITTEE AND TREASURER

Closing Date: 09 February 2025
Interviews: March 2025 (date tbc)
Reference Number: 13702



INTRODUCTION

The University of York exists for public good. This statement - the first in our University Strategy - signals that we combine academic excellence with social purpose.

We are a world-leading institution and a member of the prestigious Russell Group, combining excellent research and teaching with purposeful community engagement. We take the commitment of our founding generation seriously: we want our research, and the skills our graduates take with them, to improve human life and conditions.

Council - the governing body and trustee board of the University - is steward of the University Strategy 2030, advises the Vice-Chancellor and President and the senior team, and ensures they are accountable for the most effective delivery of that strategy. We are delivering our strategy through four overarching aims, centred on: curiosity-driven and action-oriented research; education that empowers; local commitment on a global scale; and a community without limits. Underpinning these aims are a set of principles which act as our moral compass: collaboration across disciplines; internationalism; equality, diversity and inclusion; and environmental sustainability.

www.york.ac.uk/vision-for-york

The Treasurer and Chair of the Finance Committee holds a pivotal role. Through their leadership of the Committee and their wider guidance and scrutiny they ensure the university's financial integrity and sustainability. As Chair of the Finance Committee they review and take oversight of the University's budget planning, financial strategy, and - working closely with the Chair of the Audit and Risk Committee - financial risk management. The Chair guides the committee in making evidence-led financial decisions that align with the university's long-term goals. Committed to transparency and accountability, the Chair collaborates closely with other council members to maintain robust financial health, supporting the institution's mission and growth.

We are looking for an exceptional individual with a strong background in financial management who shares our values and aligns with our purpose of contributing to the public good in everything we do. As Treasurer you will help to create the conditions where the University works strategically towards clear priorities and a compelling vision, all in the context of robust and responsible governance. This is an exciting time to join the University as we deliver the University Strategy 2030.

The University of York strives to achieve a good balance within its governance structure of the rich and diverse communities we serve. **We particularly welcome applications from female candidates and candidates from minority ethnic backgrounds or other under-represented groups** as these are currently not well-represented on Council, its committees and leadership within the University.

Dr Alice Maynard, Chair of Council



JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE

Each member of Council, of any membership category, is a trustee of the University as an exempt charitable body. Council members are collectively and individually bound by the University's status as a chartered corporation and by the collective and individual powers and obligations to act in the best interests of the University. Council members bring a wide range of knowledge and expertise to the high-level deliberations and decision-making of Council. They are expected to make informed, balanced and independent judgements to guide these deliberations and the decisions the Council and University takes as a result.

THE TREASURER CHAIR FOR THE FINANCE COMMITTEE

The Treasurer is ex officio Chair for the Finance Committee and in this dual role plays a critical part in overseeing and guiding the financial strategy, health, and stability of the institution. The terms of reference for the Committee can be seen at: [Finance Committee - Governance and management, University of York](#).

As such the responsibilities of the role include:

- On behalf of Council leading the consideration and where appropriate recommendation of key elements and indicators of the institutions financial plans and performance, including but not limited to: the financial strategy; financial statements; five year forecast; borrowing strategy; capital expenditure (in line with the University's financial regulations) - ensuring that the university's financial strategies align with its mission and strategic goals.
- With the support of the Finance Committee, maintaining oversight of budget planning and progress across the financial year, including quarterly in-year forecasts and performance against spending plans.
- With the Committee, receive and review key financial data and reports, including details relating to subsidiaries, investments and pensions performance.
- Risk Management: Working closely with the Chair of the Audit and Risk Committee, lead the Finance Committee to identify financial risks, such as debt management, endowment performance, and cash flow, overseeing the risk management policies and contingency plans in place.
- Reporting and Compliance: Oversee activity that ensures the university's financial practices comply with legal and regulatory requirements.

The successful candidate will bring their Board-level experience providing knowledge of finance and audit to Council's portfolio of governance oversight and advice to the Executive. Experience from diverse sectors is valuable. A particular understanding of the current financial and operating context in the higher education sector will help you quickly assume the role at a challenging time for the sector.

TERMS OF APPOINTMENT

INDEPENDENT COUNCIL MEMBER

Independent Council members and co-opted members are appointed for an initial three-year term of office, which may be subject to re-appointment for two further three-year terms, up to a maximum of nine years. The basic approximate time commitment for an Independent Council member amounts to around 12-15 days per year. This includes reading time, attending Council meetings and development sessions, and wider involvement in University life, should you wish to participate (for example, at graduation). Council Meetings generally take place in November, February, May and July, with an October development day held jointly with the Executive. Broken down this is as follows:

- four in-person formal meetings of Council per year each of around four hours' duration, plus a development session and dinner adjacent to each meeting date
- an all-day annual Council-UEB development day, normally held on-campus

Regular monitoring of emails is also appreciated to stay abreast of University developments and occasionally to review reports or decisions that may require Council input or sign off outside the meeting cycle.

Independent members may, during their term, be invited to also participate in one or more of the Council's sub-committees, which undertake business in particular areas (such as Finance, and Audit and Risk) on behalf of Council. Where this is the case the time commitment outlined above will increase, with the majority of sub-committees each meeting four times a year. These meetings are usually held online and take place in the weeks preceding Council meetings. There are further details of the sub-committees later in this document.

The University pays reasonable expenses for travel, accommodation and subsistence to independent Council members in line with its expenses policy and procedures.

Council and its sub-committees are supported by the University Secretary and a specialist Governance and Assurance Team. This team, along with the Chair of Council, will support you through your induction, the confidential management of Council papers, understanding the University's decision making processes, and wider support to help you undertake the role effectively.

PERSON SPECIFICATION

Council members are expected to demonstrate the following skills, experience and attributes:

KNOWLEDGE, SKILLS AND ATTRIBUTES

- A general understanding of universities and an appreciation of broad social and economic value and contribution of universities to society;
- Display a commitment to the University's Vision and Strategy 2030;
- An ability to see issues from all aspects and a range of perspectives;
- An ability to represent an independent and objective viewpoint and not be bound by mandates, even where they have been appointed, nominated or elected by a constituency;
- The ability to evaluate and monitor the performance of the University in a constructively critical manner, whilst respecting the boundary between governance and management;
- The ability and dedication to undertake their Council role with skill, care and due diligence;
- The capacity to question information, explanations and proposals presented by officers of the University and other Council members;
- Constructively challenge without being adversarial;
- An ability to take collective responsibility for Council decisions;
- Honesty, integrity, of good character and ['fit and proper'](#) for governance and leadership as defined by the Office for Students (OfS);
- Display confidentiality, discretion and diplomacy at all times;
- The willingness to undertake an ambassadorial role for the University, and provide useful networks and contacts for the benefit of the University;
- An ability to advise on the public representation and perception of the University;
- An ability to disclose and avoid potential or known conflicts of interest;

EXPERIENCE

- Leadership and management at a senior level in either the public, not-for-profit or private sector, preferably gained over a number of years across large and complex organisations;
- Significant strategic leadership experience in finance, including experience in long-term financial planning and strategy and knowledge of audit processes and regulatory compliance, experience in higher education financial leadership may offer particular benefits.

PERSONAL VALUES, ETHICS AND INTEGRITY

As well as upholding and modelling the Seven Principles of Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership), Council members are expected to provide assurance that they have the necessary qualifications, competence, skills and experience to undertake their role. In turn, Council members, or co-opted members, should not have been party to serious misconduct or mismanagement in their employment or in the conduct of any entity with which they have been associated, or subject to disqualification proceedings as a director or trustee, convicted of a criminal offence or adverse civil proceedings (such as bankruptcy) and disciplinary proceedings. Further disclosures will be sought from Council members prior to, and during appointment.

Council members are also expected to apply the seven 'primary elements' of higher education governance which are identified in [HE Code of Governance \(2020\)](#) produced by the Committee of University Chairs (CUC).



Students relaxing by the lake outside
Central Hall on Campus West.

THE UNIVERSITY COUNCIL

The University of York is an independent corporation with charitable status, established by Royal Charter in 1963. The University's objects, powers and framework of governance are defined in the Charter and supporting Statutes and Ordinances. Comprehensive amendments to modernise the Charter and Statutes were passed by the Privy Council on 12 October 2022, and took effect from 03 January 2023, followed by University Council approval of a new Ordinances framework.

The Council is the University's governing body and trustee board. [University Council](#) comprises up to 23 members, the majority of whom are Independent Members, who are neither employees or students of the University, and volunteer their time to the University in being drawn from a range of backgrounds in the public, private and third sectors.

Council is committed to promoting effective practice in all aspects of corporate governance, principally through its own arrangements, sub-committees and the University Executive Board (UEB) led by the Vice-Chancellor and President. Council provides strategic advice and guidance to the Vice Chancellor and team, is responsible for the administration of the revenue and property of the University, and, in accordance with the Charter, has "general control over the University and its affairs, purposes and functions". Council assumes ultimate legal accountability on behalf of the University, as well being the oversight body for the University's relationship with Office for Students (OfS) - a non-departmental public body, which independently regulates the HE sector in England.

Council's 'Statement of Primary Responsibilities' sets out its role:

1. To approve the mission, strategic vision, long-term academic and business plans and key performance indicators of the University.
2. To ensure that processes are in place to monitor and evaluate the performance and effectiveness of the University against the plans and approved key performance indicators, which should be benchmarked against other comparable institutions.
3. To delegate authority to the Vice-Chancellor as head of the University and to establish and keep under regular review the policies, procedures and limits within which such authority is exercised.
4. To ensure the establishment and monitoring of systems of control and accountability, including financial and operational controls and risk assessment.
5. To ensure that an effective framework is in place to manage the quality of the student academic experience and the maintenance of standards.
6. To establish processes to monitor and evaluate the performance and effectiveness of the governing body itself, with a formal review at least once every five years.
7. To conduct its business in accordance with best practice in HE corporate governance and with the principles of public life drawn up by the Committee on Standards in Public Life.
8. To safeguard the reputation and values of the University.
9. To appoint the Vice-Chancellor (in consultation with the Senate), put in place suitable arrangements for monitoring his/her performance and set appropriate remuneration (through the Remuneration Committee).
10. To appoint a Secretary to the governing body and to ensure that, if the person appointed has managerial responsibilities in the University, there is an appropriate separation in the lines of accountability.
11. To be the accountable financial and business authority of the University, to ensure that proper accounts are kept, to approve the annual budget and financial statements, and to have overall responsibility for the University's assets, property and estate.
12. To ensure that systems are in place for meeting all the University's legal obligations, including those arising from contracts and other legal commitments made in the University's name.
13. To receive assurance that adequate provision has been made for the general well-being of students.
14. To ensure that any property, legacy, endowment, bequest or gift made to the University is used to support its work.
15. To ensure that the University's constitution is followed at all times and that appropriate advice is available to enable this to happen.

COUNCIL SUB-COMMITTEES

The University Council has oversight of and is responsible for a range of areas and decisions. To support it in undertaking this business in a timely way, it has several sub-committees or bodies that report to it and make recommendations about key areas. Independent Council members have the opportunity to sit on the subcommittees to contribute specific expertise in particular areas, develop a deeper knowledge and support wiser decision-making.

Senate (Chair: Vice-Chancellor and President) sits at the apex of the academic governance of the University; it oversees and regulates the academic work of the University in both teaching and research, and approves policy, regulation and procedures governing this activity. The Senate is responsible for providing assurance to Council in relation to all matters of academic quality and standards, the student academic experience and outcomes.

Audit and Risk Committee (Chair: independent Council member) comprises independent Council members (including co-opted member(s) who do not sit on Council) and meets five times per year. The internal and external auditors are invited to the Committee, and senior management officers are in attendance.

Finance Committee (Chair: University Treasurer) considers the financial implications of the University's strategic plans as well as the annual budget and the medium-term financial forecast. It also reviews the University's borrowing strategy and the financial aspects of any projects deemed to have significant budgetary implications, and has signed off a range of policy matters in-year.

Constitution and Nominations Committee (Chair: Chair of Council and Pro-Chancellor) This group has oversight of the University's honorary degree nominations. It also discusses a range of constitutional matters relating to Council and Court and committee membership (including equality, diversity and inclusion objectives), Chair and Chancellor succession, and the Charter, Statutes and Ordinances Framework.

Remuneration Committee (Chair: a Pro-Chancellor other than the Chair of Council) determines the remuneration of the University's most senior staff, including the Vice-Chancellor (who is not a member of the Committee) and his direct reports. The Committee continues to strengthen its arrangements to ensure consistency with The Higher Education Senior Staff Remuneration Code published by the CUC (revised in 2021).

The Urgent Decisions Group (UDG) performs the self-explanatory role of its title, and meets infrequently to discuss urgent Council business which needs transacting outside of the scheduled cycle of meetings.



Postgraduate students undertaking an experiment in the **School of Physics, Engineering and Technology** Laser lab.

THE UNIVERSITY

The University of York exists for public good. Founded in 1963 with just 263 students, York has become an intellectual powerhouse where research, teaching, student and global alumni engagement are anchored by the highest academic standards and a community of shared purpose. We are committed to demonstrating the transformative power of education and research, to make a difference in the world around us. Our exciting vision for York makes clear our determination that our research, our teaching, and our purposeful partnerships and engagement should all make a positive contribution to the city, region and beyond.

ACADEMIC EXCELLENCE

The University's academic endeavour is shaped around our three faculties - Arts & Humanities, Social Sciences and Science - and more than 30 academic departments and research centres. The equal emphasis we place on the importance of teaching and learning, and world-leading research, is reflected in our Teaching Excellence Framework (TEF) Gold and our recent Research Excellence Framework (REF) results, which positioned us as 10th in the UK in the 2022 Times Higher Education REF rankings. Our REF performance is particularly pleasing because it demonstrates a breadth and depth of academic excellence across the whole institution.

The REF outcome overall places York as only one of two Northern UK universities ranked in the top 10. We are also consistently in the top ten UK research universities, attracting over £100m a year of funding from research alone.

York is one of only four universities in the UK to be in the REF top 10 whilst also being awarded TEF Gold (the others being Oxford, Cambridge and Kings).

We have also been ranked well inside the top 150 universities in the Times Higher Education world rankings (the fastest rise for a UK university) and in the top 20 in the Times & Sunday Times, Guardian and Complete University Guides.

Our commitment to equality, diversity and quality is also reflected in our five Queen's Anniversary Prizes, our long association with Athena SWAN, holding multiple awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

AT THE HEART OF THE REGION

The University is deeply embedded in the local community of York & North Yorkshire. Our values and commitment to the public good have never been more important. We are a hub for sharing knowledge, inspiring collaboration and enriching lives.

Our discovery research spans areas from mental health, fusion clean energy and safety assurance for autonomous systems, through to digital and creative technologies, environmental sustainability and much more. These are the sectoral strengths through which we engage new partners, including business and industry, and social, charitable and voluntary groups, and which underpin the region's future inward investment opportunities.

We have actively helped to shape and deliver a devolution deal for York & North Yorkshire, which includes a significant ambition to deliver net carbon negativity for the region through the [BioYorkshire](#), a public-private partnership designed to transform the UK's bioeconomy. Playing a leading role in helping the City of York develop its 10 year economic strategy, we have recently amplified our support for entrepreneurship through a new innovation hub, [Enterprise Works](#) - including brokering the development of the City's first Barclays Eagle Labs - all of which is located in the newly refurbished Guildhall in the centre of the City as a focus of our activities to support and drive start-ups and job creation.

We are active partners in helping to shape a vision for York Central - one of the largest brownfield sites in the UK and equivalent to the size of Kings Cross - that will create new knowledge based businesses aligned to key sectoral research strengths, enhance inward investment opportunities and help more of our graduates stay in the city and region.

The York Festival of Ideas is led and delivered by the University in collaboration with more than 100 programme partners, including many in the City, and every year delivers more than 200 free events to thousands of people who typically do not engage with universities as a means of building public trust and understanding of the integral contribution of universities to society.

OUR CAMPUS

Centred around the picturesque village of Heslington on the edge of the City of York, our University Colleges are set in an attractive landscaped campus that enjoy protected status. The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new Colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

A UNIVERSITY FOR PUBLIC GOOD

In October 2021 the University Council approved the strategic aims and principles for our new strategy, '[Vision for York](#)'. Everything that we strive to achieve in this strategy is underpinned by an abiding commitment: the **University of York exists for public good**.

STRATEGIC AIMS

Curiosity-driven and action-oriented research

We embrace the complexity and uncertainty that arises in an increasingly interconnected, rapidly changing world. By investing in people and systems to advance curiosity-driven research and its action-oriented applications, we are at the forefront of providing the evidence base and practice that are required for communities to flourish both at home and abroad.

Education that empowers

We transform the whole student experience to create high-quality, flexible, inclusive and accessible lifelong learning journeys. The University of York nurtures and fulfils ambitions and prepares students for an everevolving world. We design innovative pedagogies and curricula underpinned by technology, widen access locally and globally, and eradicate achievement gaps.

Community without limits

Our diverse community, which reflects both wider UK society and our principle of internationalism, fosters a sense of belonging and operates at the highest academic and ethical standards.

By establishing an inclusive environment, removing barriers to progression for our staff and students, and creating physical, virtual and cultural spaces that facilitate rich exchanges, we transform perceptions and enable a culture of possibilities where new knowledge is generated and everyone can thrive.

Local commitment on a global scale

We build strong partnerships to expand and share knowledge for local impact on a global scale. By promoting collaboration beyond disciplinary boundaries, and with diverse people and entities from across society, we combine relevant expertise and experiences, generate synergies for lasting benefit, and expand the reach of our research and education.

GUIDING PRINCIPLES

Inclusion

Freedom of enquiry and expression are central to intellectual advancement and to social and economic development. Upholding them is essential to ensure that every single member of our communities – whatever their heritage, creed or orientation – is treated with the respect we expect for ourselves, is afforded the same opportunities, and feels at ease with being in our midst.

Environmental sustainability

Improving environmental conditions is a prerequisite for societies and economies to flourish and for people to live healthy and fulfilled lives. It is also a powerful driver for research, education and partnerships, because the complexity of the challenge requires distinctly new knowledge, fundamentally new ways of generating it, and radically new ways of acting on it.

Collaboration

Through the partnerships we create in research, education and engagement, we put to rest the assumption that competition lies at the heart of progress in the teaching and research arena. Instead, it will be the collaboration across different disciplines, by people from different backgrounds and with different expertise and experiences, from York and around the world, that will bring in a new era of prosperity and health.

Internationalism

We embrace global awareness and responsibility in all that we do. We seek partners with complementary skill sets, ambitions and networks, so that together we can address pressing and emerging environmental, social and economic challenges efficiently and effectively, wherever we are.

ORGANISATION

How we best organise ourselves to pursue our goals, with a focus particularly on academic departments, is a fundamental part of our development. A key aspect of the new strategy is organisational agility.

A 'programme for change' was established, which included:

- introduction of a new teaching programme and semester structure in 2023
- decentralisation of financial planning to Faculties
- establishment of new Schools that combine the strengths of different departments to open up new opportunities in research and teaching



The **inclusive crossing**, outside the Spring Lane Building on Campus West.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

OUR VISION

The University of York emerged from a campaign in this city in the 1940s and 1950s which foresaw a university whose work would 'contribute to the amelioration of human life and conditions.'

Our commitment to Equality, Diversity and Inclusion is more important than ever and that's why Equality, Diversity, and Inclusion is at the heart of the University's 2030 Strategy and is exemplified in our values, shared sense of purpose enquiring minds, to make equality, diversity, and inclusion everyone's business.

OUR COMMITMENTS

As a University that exists for Public Good, through purposeful action we are committed to equality of opportunity. Engendering inclusivity, and nurturing an environment where our students and staff can study, work, and live in a community which fosters a sense of belonging, is reflective of our values, and demonstrates a measurable difference to driving forward an innovative agenda for change which tackles.

- Barriers to progression for our staff and students
- Gender, disability, and ethnicity pay gaps
- Continuation, progression, and eliminates awarding gaps across the diversity of our student cohorts at any stage in the student lifecycle
- Diversifying our staff and student community through our transformational initiatives and leadership
- Create a working, learning, social and living environment that will enable all staff and students to achieve their full potential

What we gain from diversity is immeasurable. Our Equality, Diversity, and Inclusion Strategy, which was developed in partnership with our staff and student communities, describes our commitment to create an inclusive environment where everyone can make a positive contribution to university life, the city region and beyond.

The recruitment, retention and success of a more ethnically diverse staff and student community; an accessible and inclusive campus, and ensuring that the values and behaviours we expect from everyone embrace inclusive responsibility and leadership.

OUR ACTIONS

Our strategy sets out an ambitious set of objectives to succeed in our commitment.

At the University of York, Equality, diversity, and Inclusion is critical by design, delivering on its extraordinary founding principles for the advancement of equity, diversity, and inclusion for all.

We see equality, diversity, and inclusion as critical to deliver on our extraordinary founding principles for the advancement of equity, diversity and inclusion for all.

Will you join us in this journey?

www.york.ac.uk/about/equality/





Undergraduate Students at Summer
Graduation.



UNIVERSITY
of York

HOW TO APPLY

APPLY ONLINE

We particularly welcome applications for both roles from female candidates, including from minority ethnic or other under-represented groups.

- Go to <https://jobs.york.ac.uk>
- Find this job using reference 13702
- Complete the online application form
- You will need to submit your completed application by midnight (local UK time) on 09 February 2025

WHAT WILL I NEED?

We will ask you for details of:

- Your CV
- A cover letter outlining your motivation for application and contribution you hope to make

HELP AND ASSISTANCE

For an informal discussion regarding this post, please contact;

Paul Ellison (HR Recruitment Adviser)
paul.ellison@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk

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