



BUCKINGHAMSHIRE
NEW UNIVERSITY

EST. 1891

Independent Council Members

Recruitment Pack

BNU.AC.UK



BNU



Welcome from the Chair of Council and the Vice-Chancellor

Thank you for your interest in the role of Independent Council Member at Buckinghamshire New University (BNU).

BNU is a modern university, with a proud 130-year heritage of transforming our students' lives. Now is an incredibly exciting time to be joining our governing body, the University Council.

In spring 2026 we will launch a new focused Five Priority Plan through which we will deliver our strategic ambitions. Introduced by myself, Professor Damien Page, in February 2025 on my appointment as Vice-Chancellor, the Plan brings renewed focus to five core priorities that guide all institutional activity; ensuring our resources, people, and investments are aligned to strengthen student outcomes, research capability, and long-term financial sustainability.

Our five priority plan focuses on:

1. Creating a research-rich environment
2. Maximising talent density
3. Restructuring to create efficiency, focus and pace
4. Planning for financial independence
5. Developing a student-focused, financially coherent estate.

We are intensely focused on three key areas: students, research and talent.

Students – Supporting Success and Experience

BNU is a leading institution for student experience, ranked in the **Guardian University Guide** as 4th in the UK for overall student experience and 7th in teaching quality, while continuing to invest significantly in resources per student (ranked 6th in the UK). Our focus on creating a student-focused, financially coherent estate and an inclusive, digitally connected learning environment is reflected in the anticipated launch of our Digital Campus Roadmap and a two-day timetable pilot at High Wycombe, designed to enhance accessibility and student life balance.

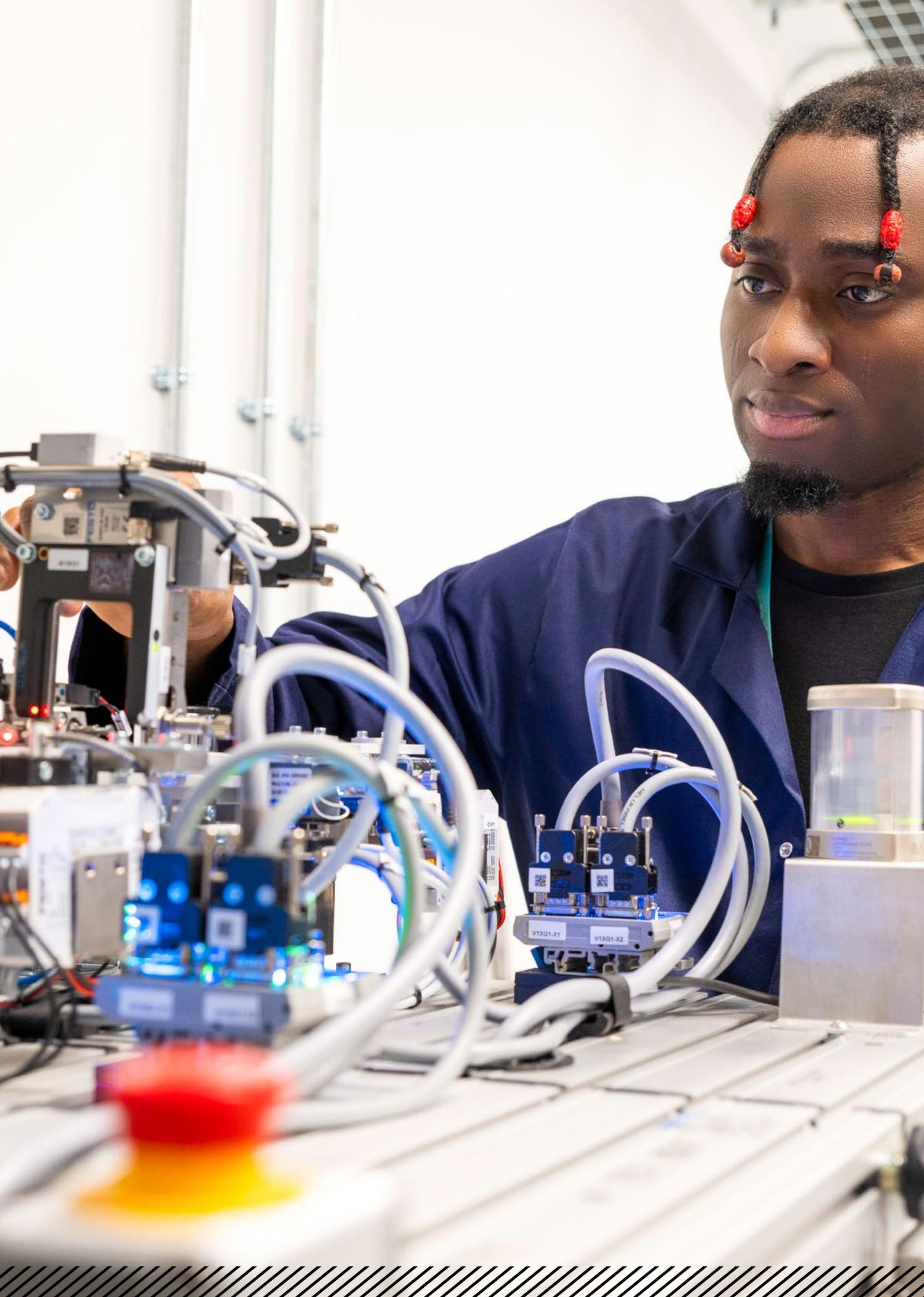
Collaboration with the Bucks Students' Union is central to our student engagement approach, supporting initiatives that enhance belonging, affordability, and participation. We're proud to be the principal funder of **The Big Deal initiative** which is curated and delivered by Bucks Students' Union. No other university offers as full a range of free sports, recreation, societies and skills development - it is a unique differentiator for BNU.

The University also offers **award-winning support** to students. Activities such as maintaining affordable campus services, expanding bursary schemes, and continuing the Big Deal programme help ensure all students can access enriching experiences beyond the classroom.

Work is also progressing to develop a new Student Strategy, scheduled for launch in March 2026, which will align our education offer with the needs and aspirations of future learners while strengthening graduate outcomes and employability. BNU has risen by 2.3% to 77.2% for the proportion of students progressing into professional or managerial employment or further study in the latest published outcomes from the Office for Students.

Research – Building a Research-Rich Environment

The University continues to embed research and innovation across its academic community. The establishment of institutional research targets and the development of an action plan to grow enterprise and research income have laid strong foundations for the next phase of growth. Preparation is underway for the launch of the Research Strategy in March 2026, which will set out clear priorities for enhancing research culture, expanding external partnerships, and increasing engagement in enterprise activity. These efforts aim to create a stronger link between research, teaching, and real-world application, ensuring that knowledge generated at BNU informs practice and benefits society.



Talent – Empowering Our People

BNU continues to invest in the development, wellbeing, and leadership capability of its people. The introduction of Thinking Groups, Industry Sabbaticals, and expanded staff development programmes supports a culture of innovation and collaboration across the university. Through the Emerging Leadership Board and Leadership Succession Programme, we are nurturing the next generation of leaders and ensuring a strong pipeline of talent. Our new Equity Strategy Group reinforces our commitment to creating an inclusive and equitable environment in which all staff can thrive. Restructuring under Priority 3 has continued to drive efficiency and focus, with reviews of academic departments and directorates ensuring alignment with institutional priorities.

Alongside this, we are focusing on increasing our core student numbers, growth in international activity, flexible learning models, and more effective use of estate assets to support long-term resilience and the capacity to reinvest in our people and mission.

We are seeking enthusiastic and energetic individuals who have a keen interest in higher education and bring key skills of collaboration and commercial acumen. We are particularly interested to hear from individuals we have experience in:

- Change Management
- Entrepreneurship
- Start-ups

Additionally, we would particularly welcome individuals with regional connections to Buckinghamshire. We are seeking individuals who will be ambitious in supporting the University in the delivery of our mission to transform lives through inspiring, employment- and profession-focused education, and enabling our students positively to impact society.

We thank you in advance for your interest in joining the University's Council and look forward to hearing from you.



Maggie Galliers CBE
Pro-Chancellor and Chair of Council



Professor Damien Page
Vice-Chancellor





OUR HISTORY

The Schools of Science, Art and Technical Instruction were opened.

1893

Tuition was given to ex-soldiers and sailors of the First World War. It was then known as Chepping Wycombe Technical Institute and School of Art.

1920

After the Second World War, increased demand for technical education led to the College of Further Education being opened on a new site in Alexandra Road.

1963

High Wycombe College of Art and Technology merged with Newland Park College of Education to form Buckinghamshire College of Further Education.

1975

The college became one of the UK's new independent Higher Education Corporations.

1989

The college became a polytechnic institute.

1992

Missenden Abbey was purchased by the University.

1995

Buckinghamshire College was awarded University College status by the Government, in recognition of its high standards of teaching, training and research, and became Buckinghamshire Chilterns University College.

1999

University title was achieved and the new name, Buckinghamshire New University was approved, meaning that the institution was now officially a University.

2007

An additional site was established in Uxbridge, west London, providing state of the art theaters for the nursing division.

2009

The Gateway building at the High Wycombe Campus won an architectural award from the Royal Institute of British Architects.

2010

Buckinghamshire UTC was given the go-ahead by the Government. The UTC is jointly led by Aylesbury College and Buckinghamshire New University.

2011

Relaunch of our Aylesbury Campus.

2019

Opening of our campus at Pinewood Studios.

2020

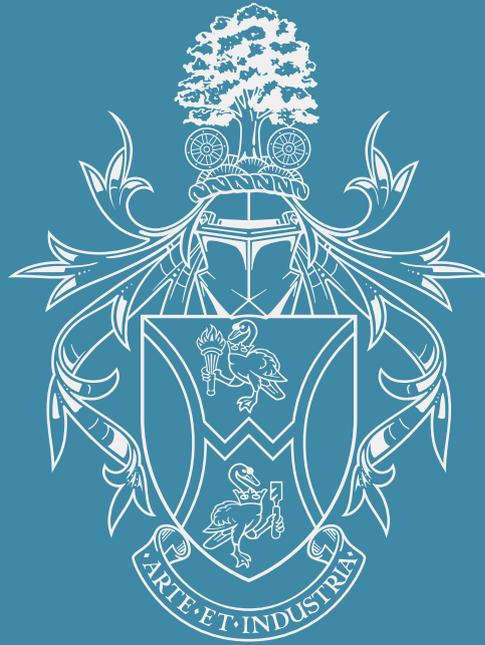
Commencement of the High Wycombe Estates Development Programme

2022

The University restructured into the Colleges of Leadership and Innovation; Health and Society; and Creative Arts, Technology and Engineering

2025





Campuses

High Wycombe Campus

Our main campus sits prominently in High Wycombe and is home to our Colleges of Leadership and Innovation and of the Creative Arts, Technology and Engineering. The campus continues to develop in line with the University's strategic direction. High Wycombe has a vibrant, friendly and inclusive atmosphere. Students benefit from new and evolving facilities that enable them to achieve their potential, both practically and academically.

Over the last few years, we have invested heavily in renovating and expanding the High Wycombe Campus to provide students with cutting-edge resources and facilities. Our state-of-the-art building, the Gateway, won a RIBA Award in 2010 and comprises a learning resource and technology centre, events hall, gym, sports science laboratory, dance, drama, music and video production studios, a library and meeting rooms.

Bucks Students' Union is housed on site, along with a student bar, cafés and an entertainment venue. The University has three self-catering halls of residence in High Wycombe which provide 885 single study bedrooms.

The Human Performance, Exercise & Wellbeing Centre opened in 2015 to bring together our existing health and sports provision with new undergraduate programmes. The Centre also houses a sports injury and physiotherapy clinic open to the public, a human performance laboratory and a three-lane running track with motion-capture technology.

In autumn 2023 the University opened its £16m redevelopment which has provided new student social space including a student hub, collaboration and student refreshment facilities and which has been warmly welcomed by students and staff alike.



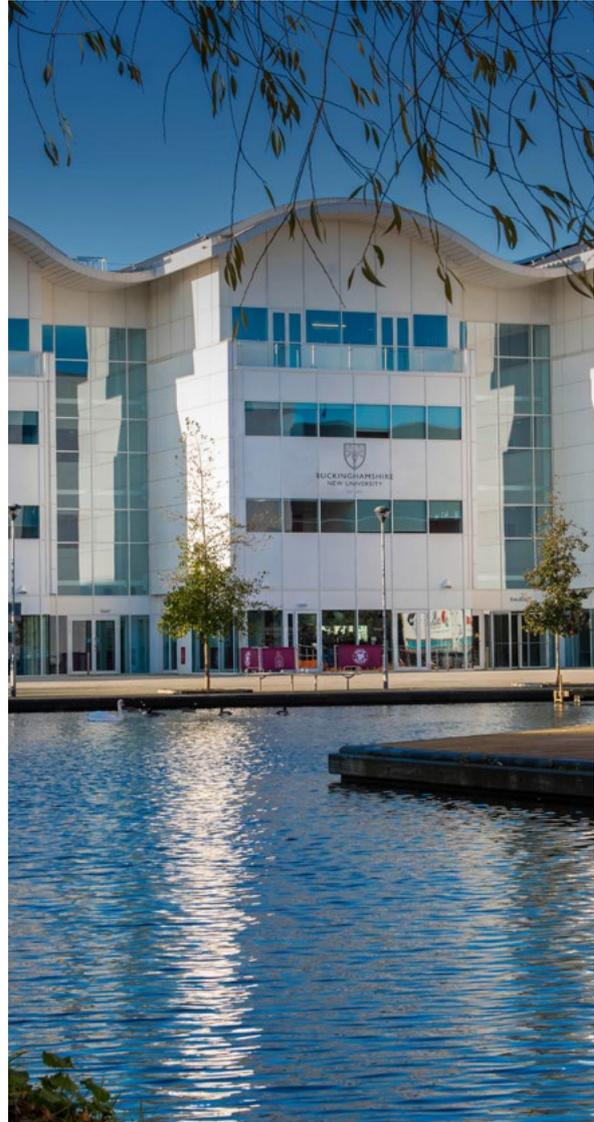


Uxbridge Campus

Our Uxbridge Campus opened its doors to students in 2009. It is the home of our prestigious nursing and health care practice courses and is based in the centre of Uxbridge. The Nursing and Midwifery students in our College of Health and Society benefit from the fantastic facilities this campus offers, including an impressive range of specialist medical equipment and high-tech learning facilities such as clinical skills rooms and simulation manikins.

The campus is contained within one building and students enjoy the same friendly and inclusive atmosphere that flows throughout the University. Permanent representatives of Bucks Students' Union are based at Uxbridge, and it also has its own café.

A shuttle bus runs regularly between our High Wycombe and Uxbridge campuses, ensuring students are able to benefit from facilities on both sites.

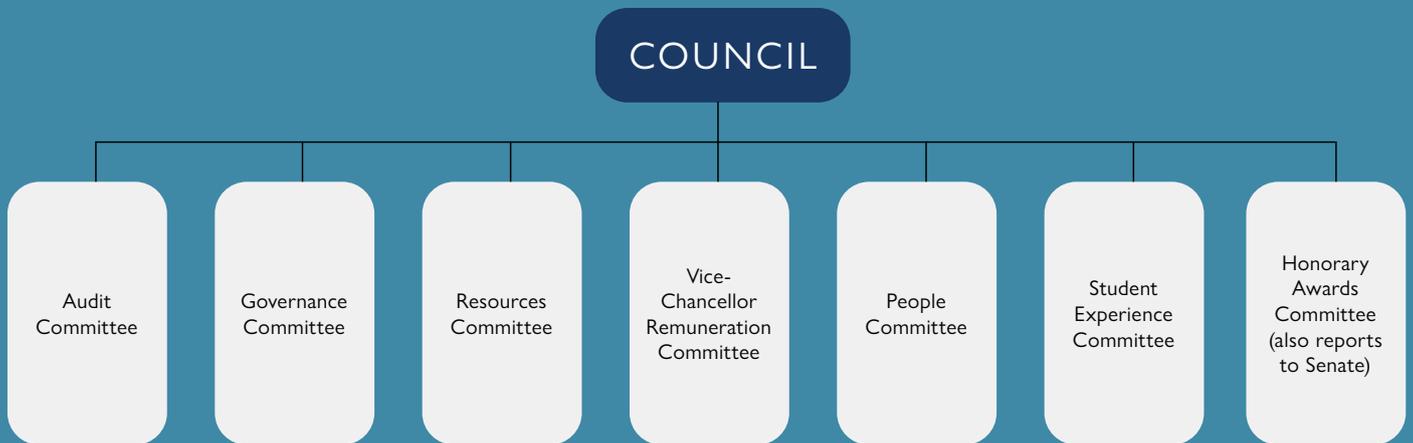


Aylesbury Campus

Our newest campus continues our vision of offering education that equips students with the skills that employers are looking for. The campus provides access to degree level courses and professional development programmes, allowing individuals to access employer-led education and training locally, and for employers to work in partnership with us to meet their needs. Based at the head of the Grand Union Canal basin, next to the Waterside Theatre in Aylesbury, the campus includes specialist and general teaching facilities.

Governance

The Council meets six times per year to debate and discuss issues relevant to the University and the higher education sector in general. The Council has a number of committees and members serve on at least one of these committees. In addition, dependent on availability, members support major University events, for example, Graduation Ceremonies, Professorial Lectures or other public events.



The full Council meets six times a year and its committees typically once per term with the majority of meetings being held on the High Wycombe campus either in person or virtually.



Commitment to Equality, Diversity & Inclusion

BNU is proud to have a diverse community and a strong track record of diversity, equality and inclusion. Our aim is to continue to build an environment where everyone thrives and can be themselves. We ensure that our interview/shortlisting Chairs complete the relevant e-learning and/or inclusive recruitment training.

We therefore particularly encourage applications from candidates who are likely to be underrepresented in BNU'S workforce. These include people from global majority backgrounds, disabled people, and LGBTQI+ people. We will also offer alternative interview options for neurodiverse candidates.

Reasonable expenses associated with the interview will be reimbursed.





About the role

Council Members should be passionate about contributing to the development of Higher Education and learning. As a member of the University's Council, they play a key role in ensuring that the University continues to pursue its vision and mission, deliver on its Strategic Plan and meets the requirements of its regulator – the Office for Students.

Responsibilities

University governing bodies are entrusted with funds, both public and private, and therefore have a particular duty to observe the highest standards of corporate governance. This includes ensuring and demonstrating integrity and objectivity in the transaction of their business, and wherever possible following a policy of openness and transparency in their decision-making.

The Higher Education Code of Governance

The **University's Council** subscribes to and complies with the Committee of University Chairs (CUC)' 'Higher Education Code of Governance' which supports governing bodies to deliver the highest standards of governance and sets out the primary responsibilities of Higher Education governing bodies.

The University's Articles of Government detail the responsibilities of the University's Council as being:

1. the determination of the educational character and mission of the University and for oversight of its activities
2. the effective and efficient use of resources, the solvency of the University and the Corporation and, for safeguarding their assets
3. approving annual estimates of income and expenditure
4. the employment of those designated by the Council as Senior Employees and their appointment, grading, assignment, appraisal, suspension, dismissal and determination of their pay and conditions of service
5. setting the framework for the employment, including pay and conditions, of all other employees and contractors
6. corporate policies, regulations and procedures to assure the effective governance of the University and to meet statutory and other legal obligations, including an anti-fraud and anti- corruption policy.



Person specification

Council Members use their skills, knowledge and time to assist the governing body in respect of the entire governance environment of the University.

Individuals will demonstrate the standards expected of appointments to public office. In particular, the University is looking for candidates who:

have experience in **ONE** or more of the following areas:

- **Change Management**
 - **Entrepreneurship**
 - **Start-ups**
- have a strong interest and commitment to education
 - have a good knowledge and experience of working in a senior role relevant to the University's requirements
 - possess independence of mind: a proven track record of providing clear independent, balanced advice and guidance with the ability to challenge constructively.
- have held prominent or senior positions or been Board members within the context of their workplace or profession, have an understanding of corporate governance and will be able to exercise their responsibilities with initiative and discretion
 - possess excellent communication skills with the ability to interpret complex information
 - demonstrate the standards expected of appointments to public office
 - are committed to the ethos, mission and values of the University, and committed to equity diversity and inclusion
 - are willing to act as an ambassador for the University.



Additional information

Time commitment

The Council meets six times per year to debate and discuss issues relevant to the University and the higher education sector in general. The Council has a number of committees and members serve on at least one of these committees. In addition, dependent on availability, members support major University events, for example, Graduation Ceremonies, Professional Lectures or other public events.

Terms of appointment

The initial term of appointment is four years extendible for a second term up to a maximum of eight years.

Remuneration

This role is non-remunerated. Members are able to claim reasonable travel and other expenses incurred whilst undertaking University duties.

Conflicts of interest

All candidates will be asked to declare any conflicts of interest. This will be examined to see if an actual conflict exists.

How to Apply

If you wish to apply for this position, please supply the following by **23.59** on **9 January 2026**.

- A detailed CV setting out your career history, with responsibilities and achievements.
- A cover letter (maximum 2 sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.

If you have further questions after reading this pack, please email council@bnu.ac.uk.





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