

From: [Staff Announcement](#)
Subject: Vice-Chancellor: Recruitment Process and Focus Groups for staff
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Vice-Chancellor Recruitment Process and Focus Groups for staff

Dear Colleague

For those of you who were unable to attend the staff conference I would like to update you on the recruitment process for our new Vice-Chancellor.

After discussions with a number of executive search firms we have appointed Perrett Laver to partner with us in identifying the best possible candidates worthy of leading the University's onward journey. Perrett Laver will conduct an extensive search for candidates and there will of course be an advertisement which will appear during September.

A selection panel will be formed comprising independent governors, the President of the Students' Union, a staff member, and also an external member will be invited to join the Appointing Committee at the shortlisting stage of the process. While the decision of the Vice-Chancellor appointment is unequivocally that of the Board of Governors, I want to ensure active and meaningful consultation with staff and students throughout the process.

Kate Hunter, Sarah John and Imogen Sanders at Perrett Laver will be working with the Appointing Committee on the search and selection process. We have asked Perrett Laver to undertake a broad consultation exercise with stakeholders and the broader staff and student communities. Conversations with a range of staff and students, augmented by focus groups will be used to ensure Perrett Laver develop a thorough understanding of the brief in context, to discuss the skills and experience required of our next Vice-Chancellor, and to consider Middlesex's opportunities and challenges. The information gathered will contribute to the drafting of the person specification and will enable Perrett Laver to act as authentic advocates for the institution in the first phases of this key recruitment process.

We would like to invite colleagues to attend focus group meetings arranged so that staff and students can meet Perrett Laver colleagues to express views on the University's priorities and the attributes of candidates for the role, in particular across the following areas:

- What is distinctive and special about Middlesex University?
- Does the University have a clear sense of what it would like to achieve in its next phase of development? What is the ambition?
- What do you perceive to be the key challenges in achieving this?
- How important is external representation in addition to internal leadership?
- What are the key characteristics you would like to find in the next Vice-Chancellor?

If you would like to attend a focus group meeting, [please click here and select your preferred date.](#)

18th July (Church House, Church End, Hendon)

9.00am – 9.45am

10.00am – 10.45am

11.45am – 12.30pm

25th July (Church House, Church End, Hendon)

9.30am – 10.15am

11.45am – 12.30pm

1.00pm – 1.45pm

Alternatively, staff are also welcome to send your comments and any suggestions about potential candidates directly to mdx@perrettlaver.com

We will be creating a microsite with further details of the recruitment process and timetable which will be shared with the University community in August. I will provide further updates during the recruitment process and thank you all for your continued support and commitment.

Geraldine Proudler, Chair
Board of Governors

Please see the [staff intranet](#) for daily news and announcements.

Please note that links to the intranet will only work if you are logged into the University network. To do this you will need to connect to the network via VPN if you are working remotely.