



Director of Student Success

Candidate Pack
June 2026



Contents



UNIVERSITY OF THE
WEST of SCOTLAND
UWS

About us	03
University of the West of Scotland overview	04
Strategy 2030	05
Our five campuses	06
Financial statement	07
Director of Student Success	08
Job description	09
Terms and conditions	13
Maximising our students' success	14
Creating and applying new knowledge	18
Growing our global impact	21
UWS is a great place to work	22
Living and working in the west of Scotland	23



UWS IS COMMITTED TO
THE UNITED NATIONS

SUSTAINABLE
DEVELOPMENT **GOALS**

REF2021
Research Excellence Framework

90 percent of research at UWS is world-leading, internationally excellent, or recognised internationally, according to the Research Excellence Framework 2021.

The University also increased its position for research intensity in the 2021 REF – now ranking within the top 90 universities in the UK.

About us...

24,264

TOTAL STUDENT HEADCOUNT

(includes students with college, TNE & distance learning partners)

105

NATIONALITIES REPRESENTED ACROSS OUR CAMPUSES

72%

OF STUDENTS 21 YEARS +

1,565

STAFF (HEADCOUNT)

(session 2024-25 figures)

4 SCHOOLS

- BUSINESS & CREATIVE INDUSTRIES
- COMPUTING, ENGINEERING & PHYSICAL SCIENCES
- EDUCATION & SOCIAL SCIENCES
- HEALTH & LIFE SCIENCES

From August 2026 these will be reorganised as 3 faculties

5 CAMPUSES

AYR, DUMFRIES, LANARKSHIRE, PAISLEY & LONDON



UWS RANKING FOR SUSTAINABLE DEVELOPMENT

Source: THE Sustainability Impact Ratings 2026



SCOTTISH UNIVERSITY OF THE YEAR FOR SOCIAL INCLUSION

(The Times / The Sunday Times Good University Guide 2026)

University of the West of Scotland

University of the West of Scotland is a large, modern, multi-campus University with its origins dating back to 1897. We have campuses in Paisley, Lanarkshire, Dumfries and Ayr, plus our campus in London Docklands, which has significantly increased our global reach and international student community.

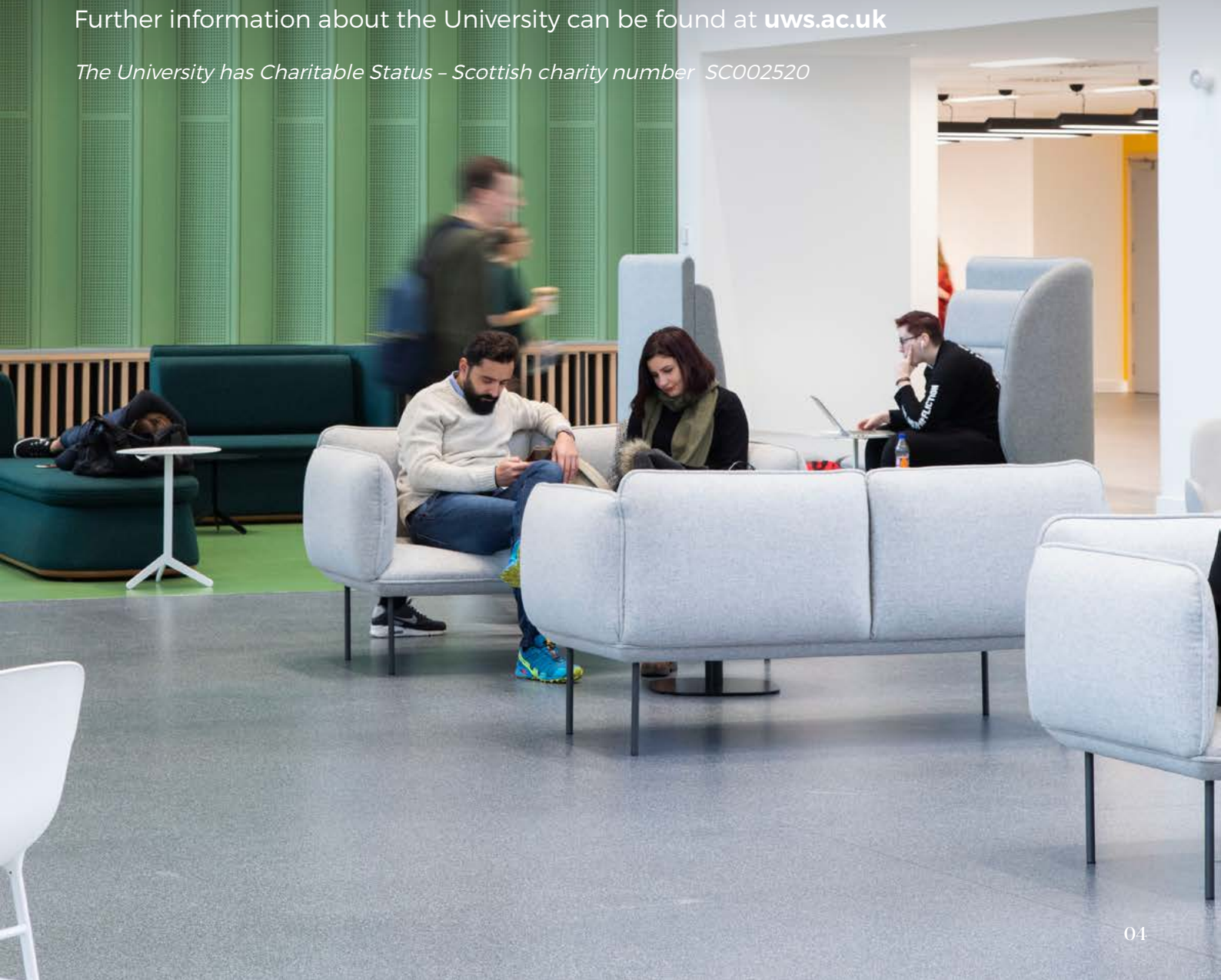
At UWS, we invest in our students' future. Our graduates go out into the world ready to succeed thanks to our industry-relevant courses, cutting-edge facilities and innovative approach to learning and teaching.

Our research work has a tangible, early and positive effect: the innovative technologies we are developing help shape society, nationally and globally.

We help industry partners find solutions, bringing together research expertise, knowledge exchange and bespoke research facilities to deliver positive impacts on society and the economy.

Further information about the University can be found at uws.ac.uk

The University has Charitable Status – Scottish charity number SC002520



Strategy 2030

Transforming communities through research and education continues to be at the heart of all work done at University of the West of Scotland. UWS is an anchor institution within its communities across the west of Scotland and in London, with impact that reaches far beyond the campus regions.

The University is driving an ambitious strategy for impactful research and innovation, aligned with our high-quality learning and teaching. All with a global engagement agenda to meet the needs of the 21st century workplace.

Strategy 2030 launched in Spring 2025, and was developed in consultation with colleagues across the University, to gain their views on UWS's strengths, the challenges we may face in the future, and what we want to achieve by 2030.

Strategy 2030 also documents our University values, a set of values that were established by our community for our community. Our values will guide how we work together, achieving our goals and fulfilling our purpose.

Find out more about Strategy 2030
www.uws.ac.uk/strategy2030

Our values:

- Integrity
- Respect
- Inclusivity
- Accountability

Our goals:

- Maximising our students' success
- Creating and applying new knowledge
- Growing our global impact

LATITUDE 55.843478, LONGITUDE -4.429969

LATITUDE 55.458036, LONGITUDE -4.615296

LATITUDE 55.778264, LONGITUDE -4.104054

LATITUDE 55.047171, LONGITUDE -3.585065

LATITUDE 51.510185, LONGITUDE -0.004900

Our five campuses



Paisley Campus

Close to the centre of Paisley, and 10 minutes by train from Glasgow, UWS Paisley Campus offers excellent teaching and study facilities, including industry-standard specialist labs and simulated healthcare suites.



London Campus

Situated in London Docklands, 1-minute from East India DLR, UWS's next-generation London Campus offers technology-rich, flexible breakout and study spaces that encourage interaction and collaboration amongst our students.



Lanarkshire Campus

Our £110million Lanarkshire Campus was named the UK's most sustainable and inspiring higher education building in the Guardian University Awards 2019. Running on 100% renewable energy, its cutting-edge technology and flexible study spaces embody UWS's belief in sustainability and the power of collaborative learning.



Dumfries Campus

In early 2023, the University's Dumfries Campus relocated to a dedicated state-of-the-art facility alongside Dumfries and Galloway College on the Crichton estate on the edge of town. Facilities include a simulated healthcare centre, to provide health students with the hands-on skills and expertise for their future careers.



Ayr Campus

Blending picturesque riverside surroundings and forward-thinking learning environments – including studios and labs for music, broadcasting, education and healthcare – our Ayr Campus, close to the centre of Ayr, is an exceptional place to study.

Financial Review

Key financial highlights of the year ended 31 July 2025

	2024/25 £m	2023/24 £m
Overall Income	162.8	168.5
Expenditure	(168.3)	(183.8)
Underlying operating deficit before FRS102 pension adjustment	(5.5)	(15.3)
FRS102 pension adjustment	(3.4)	–
Net deficit after pension adjustment	(8.9)	(15.3)
Gain on revaluation of Investment & asset disposals	0.6	0.9
Deficit for the year	(8.3)	(14.4)
Net Assets	106.3	111.2
Cash reserves	76.7	67.8



UWS Vice-Chancellor's Executive

Director of Student Success

Paisley Campus base with travel to other locations as required

£95,217- £107,031 (with appointment on a spot salary basis)

Full-time, permanent

THE POST

University of the West of Scotland's purpose is to be a placemaker with its communities, driving social inclusion and reducing inequalities through education, research, and knowledge exchange.

UWS Pro-Vice-Chancellor (Learning, Teaching and Student Success) Professor Rachel Cragg seeks an outstanding individual to join her Team as Director of Student Success.

DIRECTOR OF STUDENT SUCCESS

As a member of the Pro-Vice-Chancellor's team, the postholder will provide leadership across the University's range of student-facing functions and services, advising the suite of professional student services, acting as a voice for students and their issues at a senior level in the organisation, and delivering an excellent and equitable student experience.

See the job description following for details of this exciting and rewarding opportunity.

ABOUT UWS

University of the West of Scotland is a placemaking institution that is proud to be an integral part of its local communities, with a national and international reach: the University has four campuses in Scotland in Ayr, Dumfries, Lanarkshire and Paisley, as well as a campus in London Docklands. UWS has almost 100 international partnerships and its student community comprises more than 100 nationalities.

UWS is committed to providing education opportunities for all, empowering individuals to reach their full potential. The University creates meaningful impact locally, nationally and globally through innovative learning and teaching, pioneering research, and transformative partnerships. UWS is committed to the UNSDGs and was ranked joint 1st in Scotland and joint 4th in the UK for quality education (SDG4) in the Times Higher Education Sustainability Impact Rankings 2026. 90% of UWS research was classed as world-leading, internationally excellent, or recognised internationally in the REF (Research Excellence Framework) 2021.

HOW TO APPLY

For an informal discussion about the position, please contact Professor Rachel Cragg by emailing: **Rachel.Cragg@uws.ac.uk**

Further information, including details of how to apply are available on the University's [jobs site](#)

Closing date for applications: **Wednesday 22 July**

Interview date: **Wednesday 5 August 2026**

UWS is committed to equality and diversity and welcomes applications from underrepresented groups. UWS is a "Disability Confident" employer. University of the West of Scotland is a registered Scottish charity, no. SC002520

Director of Student Success

Job Description

DEPARTMENT Student Success

REPORTS TO Pro-Vice-Chancellor (Learning, Teaching and Student Success)

DIMENSIONS

Financial

- Strategic leadership of circa 120 colleagues across Student Success functions, including student administration, timetabling, student enquiries, early intervention, student support, student mobility and student enrichment.
- Influence across c.1,600 core colleagues, 500 non-core colleagues and 20,000 students across five campuses.
- Budget accountability for the Student Success Directorate, including staffing, systems and operational delivery. Covering approximately £0.6 million non-staff costs and £4.15 million staff costs.
- Senior business ownership of relevant core student-related systems.
- Accountability for delivery of institutional change programmes as appropriate.

JOB SUMMARY:

The **Director of Student Success** provides senior strategic leadership for student and academic administration, student support and student success activity across the University.

Reporting to the **Pro-Vice-Chancellor (Learning, Teaching and Student Success)**, the postholder is responsible for ensuring the integrity, effectiveness and continuous enhancement of student records and wrap-around support throughout the student lifecycle – from enrolment through to graduation.

The Director shapes institutional strategy and culture to improve student retention, progression, attainment and graduate outcomes, working in close partnership with academic leadership, professional services and the Students' Union to deliver an excellent and equitable student experience.

KEY RESULT AREAS:

1. Strategic Leadership and Oversight

Provide clear strategic leadership for the Student Success Directorate that upholds integrity and drives customer focused delivery aligned to university strategy and institutional KPIs, within an oversight structure rooted in accountability, transparency and aligned to institutional risk tolerance.

Demonstrate collective accountability as a member of the University Senior Leadership community, role modelling values-led leadership, supporting university-wide strategy, decision-making and initiatives, whilst actively advocating University decisions.

Provide clear strategic advice and authoritative decision-making on complex issues relating to all aspects of Student Success. Act as a senior adviser to Senate, Vice Chancellor's Executive and leadership teams, ensuring that approaches to the student lifecycle, academic administration and student outcomes are evidence-based and aligned with institutional priorities.

2. Culture, Values & People

Role model the University's values of respect, accountability, integrity and inclusivity and embed them across the directorate, championing and nurturing an inclusive, innovative, entrepreneurial and collegial culture in which colleagues can thrive and perform at their best. Lead strategic change, ensuring the directorate adapts to emerging opportunities/challenges and where performance expectations are no longer being met. Promote a culture where students are active partners in shaping the University experience.

3. Financial Sustainability and Resource Management

Assume accountability for the financial performance of the directorate, ensuring transparent, responsible and ethical stewardship of institutional resources. Embed robust systems to deliver appropriate oversight and delegated authority for day-to-day budget management to ensure performance meets institutional expectations as set out in the planning, budgeting and quarterly performance review processes. Develop and deliver a prioritised strategic workplan supporting academic and institutional needs.

4. Academic Administration and Records

Provide institutional leadership for professional academic administration, ensuring regulatory compliance, data quality and underpinning reporting and decision-making across the University. Ensure the integrity, accuracy and effective maintenance of student records. Oversee continuous improvement of policies, systems and processes supporting data.

5. Wrap-Around Student Support and Outcomes

Lead an integrated, wrap-around approach to student support across the full lifecycle from enrolment through to graduation. Ensure services are inclusive, accessible and responsive to the needs of a diverse student population. Drive effective collaboration between faculties and professional services to remove barriers to student success. Lead institutional approaches to improving student retention, progression and completion and graduate outcomes and destinations. Ensure systems and processes utilise student data and insight to identify performance gaps and target strategic interventions and enhancements. Lead student employability-related initiatives in partnership with academic colleagues and external stakeholders.

6. Quality, Risk and Compliance

Lead and support a culture of effective risk management across the University to provide assurance to senior leadership that student-related risk is effectively managed. Ensure appropriate systems and controls are in place to maintain full compliance with all legal, regulatory and governance requirements, including effective risk management and quality controls.

7. Engagement, Communication and Partnerships

Communicate clearly, consistently and respectfully across the Directorate, ensuring inclusive practices that enable colleagues to understand University priorities, performance and take appropriate accountability for action to achieve acceptable outcomes. Work in partnership with Deans, Associate Deans and Directors to enable faculty-level enhancement and alignment with institutional priorities. Act as a trusted advisor to senior academic leaders, supporting them to shape and commission work from the student success portfolio. Lead meaningful engagement with the student population, including strategic partnership with the Students' Union, allowing the student voice to inform policy, service design and continuous enhancement activity. Enable mechanisms for sharing and scaling effective practice from within UWS and the wider Scottish, UK and international community.

WORKING RELATIONSHIPS:

- Provide inspirational, inclusive and values-driven and visionary leadership to the Directorate and wider University colleagues modelling respect and fostering trust and integrity.
- Encourage shared accountability for University performance and strategic goals.
- Operate as a highly visible and collegial member across the University's senior leadership team, role modelling matrix working by partnering with others to deliver the University strategy.
- Build internal and external networks and partnerships that enable the adoption of best practices and effective delivery.
- Develop trusted relationships with professional experts, including academics and external agencies.

PLANNING AND ORGANISING:

- Responsible for the Student Success strategic plan and ensuring its implementation, carrying out planning on a long term and strategic basis.
- Assume accountability for the delivery of the Student Success operational plan to meet targets, with alignment to university strategy and related thematic plans.
- Provide effective advice where there is a lack of precedent which calls for innovation and creative thought to develop appropriate solutions.
- Ensure that the operational teams are structured and resourced appropriately to deliver optimal value within a constrained financial environment.
- Identify innovative solutions to the University's challenges within the risk appetite and financial constraints.

QUALIFICATIONS, EXPERIENCE, SKILLS & KNOWLEDGE

Qualifications

- Relevant degree required as a minimum.
- Preferred postgraduate qualification or membership of recognised professional body
- Evidence of relevant continued professional development.

Experience

- Proven senior leadership experience with institution-wide impact.
- Experience of influencing at a board/executive level.
- Ability to shape strategy and influence decision-making at Executive and Senate level.
- Experience of leading large-scale change in complex organisations.
- Extensive experience of the student lifecycle and academic administration in higher education.
- Leadership experience covering student records, curriculum administration and/or student casework.
- Demonstrable experience of initiatives focused on student retention, progression, attainment or graduate outcomes.
- Experience of working in partnership with academic leaders and student representative bodies.

Knowledge and Skills

- In-depth understanding of academic regulations, governance and student administration.
- Strong understanding of the drivers of student success across diverse student populations.
- Ability to use data and insight to inform strategic planning and improvement.
- Excellent communication, influencing and stakeholder engagement skills.
- High level of credibility and authority to operate at senior institutional level.
- Sound financial and budgetary management skills.
- Understanding of the higher education sector and a good grasp of strategic opportunities and challenges.
- Ability to work under pressure and respond to challenging timeframes, ensuring outcomes are effectively delivered.
- High level of IT literacy with a keen understanding of student information systems.

Values and Behaviours

- Commitment to championing the University's values of respect, accountability, integrity and inclusivity.
- Upholds compliance, confidentiality and ethical practice.
- Models' collaborative, people-centred, values-aligned leadership.

Terms and Conditions

LOCATION

The post holder will be based at Paisley Campus, but notwithstanding this, will be required by the University to work at any other location such as the University's business may require subject to any request to do so being reasonable.

ANNUAL LEAVE

31 days' paid holiday in addition to the normal 12 days' statutory and public holidays. The University's holiday year commences on 1 October and ends on 30 September.

HOURS OF WORK

The post holder will be required to work such hours as are necessary for the full performance and efficient discharge of the duties. This will include cover as may be necessary to sustain the management of the University in the absence of colleagues.

SICK PAY

The University will pay salary during any period of absence on medical grounds for a maximum of 26 weeks' full pay, followed by a further 26 weeks at half pay in any period of 12 months subject to specific provisions.

SUPERANNUATION

The post is superannuable under the Local Government Pension scheme (Strathclyde Pension Fund). Your remuneration will be subject to deductions of contributions from your basic salary. Should the successful candidate currently be a member of an alternative pension scheme then this can be explored during the appointment process.

EQUALITY AND DIVERSITY

UWS prides itself as being inspirational, innovative, international and inclusive. We celebrate and value the diversity of our student and staff populations and are committed to providing Higher Education and employment opportunities to people of all backgrounds, cultures and other characteristics outlined so that they can fulfil their potential in an environment that is free from any forms of discrimination, harassment or prejudicial behaviour.

The following are protected characteristics: age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We are proud to excel in the HE sector as a University that encourages and values staff and students from widening participation backgrounds.

Our staff work to promote understanding and integration and will not tolerate exclusion, bullying, harassment or victimisation of students or visitors to the University. We are committed to eliminating discrimination, promoting equality of opportunity and understanding between people of diverse backgrounds. Full details on our EDI activity are available [here](#).

RELOCATION

Subject to the terms of the University Relocation Policy and HMRC guidelines, the maximum amount of relocation expenses that can be reimbursed in relation to this position is £8k.

Maximising our students' success

At UWS, our students' success is our success. Everything we do - through innovative learning, teaching and wraparound student support - is aimed at empowering our students to fulfil their potential. Together, we make the difference so they can be the difference, creating a better future for Scotland and the world.

Our inclusive learning and teaching and assessment approaches, informed by the voice of our student community, are targeted to meet the skills needs of the places we serve and will maximise our students' success

Over the five years of Strategy 2030, we will shape our inclusive learning opportunities to support student success, as we become recognised for our excellence in securing success for students from all backgrounds.



Proudly, UWS learners are a diverse, global community brought together by our purpose of social inclusion and reducing inequalities in Scotland and around the world.

Our graduates go out into the world ready to succeed thanks to our career-focused courses, cutting-edge facilities and innovative approach to learning and teaching.

We have a proud record in developing effective partnerships with business, industry and the public and voluntary sectors.

We equip our students with the skills and confidence to shape their futures, while ensuring that they have the best possible experience and outcomes.



From the most recent Graduate Outcomes Survey of UWS graduates:



Our student body is unique - many UWS students are the first in their families to go into higher education and we have a high level of mature students with caring and work responsibilities. Our diverse student population means we need to deliver learning in innovative, flexible, personalised and supportive ways. Through Strategy 2030, we will further enrich the diversity of our student body - and will continue to ensure our students have a successful journey from admission to employment. Our learning and teaching and wraparound student support will deliver a learner-centred approach to ensure that all students are empowered to shape their future.

Enhancing our students' skills and employability

We are passionate about empowering our students and equipping them with the skills they want and need to succeed in life. We created the Aspire curriculum to further support our students and offer them a tailored approach to their academic, professional and personal development. Forming part of many of our degree programmes, Aspire includes a set of common modules that support students to shape and chart their own unique path. Through a wide range of personally selected learning activities, the Aspire curriculum provides students with the ability to enhance their own degree experience while developing their skills and employability - for whatever the future holds.

Inclusivity

We are incredibly proud to be leading the way in inclusivity in Scotland: The Times / The Sunday Times Good University Guide 2026 recognised us as Scottish University of the Year for Social Inclusion. The University has a clear commitment to the support, retention, and success of students and is dedicated to providing education opportunities for all.

- The latest report from the Scottish Funding Council (released in July 2025, and covering the 2023-24 cycle) showed UWS had – for the eleventh consecutive year – recruited the highest proportion of SIMD20 students, with 32% of students from SIMD20 areas, demonstrating the University's continued commitment to contributing to the Scottish Government's widening access priorities. (*Scottish Index of Multiple Deprivation SIMD – a statistical tool using postcodes to determine levels of deprivation*)

- **49%** of UWS undergraduate students are first in family to go to university
- **2%** of UWS undergraduate students are care-experienced
- **68%** of UG students are female
- **62%** of UG students aged 21 or older

(HESA data report 2023-24)

- The UWS Foundation Academy was launched in 2022 to support senior school pupils across the West of Scotland. The initiative gives school pupils the opportunity to access the university pathway of their choice, to develop academic skills in a specific subject area and improve the quality of their eventual university application. The Foundation Academy runs for a full year and pupils have access to a broad range of personal, career and transition support. Since its launch, the Foundation Academy has engaged with over 3500 senior pupils in more than 30 schools across our key campus regions. The Foundation Academy was shortlisted as 'Widening Participation Initiative of the Year' in the Times Higher Education Awards 2024.
- Through the Graduate Apprenticeship scheme UWS also encourages engagement from those less likely to enter Higher Education. We saw a 35% increase in GA student numbers over session 2024-25.



"In my first semester I was questioning why it was taking me longer to understand things and to read things. I spoke to my personal tutor, who set up an appointment with the (UWS) psychology team and I got tested for dyslexia and ADHD – which came back as positive. It gave me the biggest confidence boost ever. And an ego boost as well, in a sense, because I'd not been strong academically through school and college. The University gave me the tools to learn differently; the tools that I needed to be able to flourish. And it's led me to be able to chase my dreams."

Brian, BA (Hons) Business and Marketing

Creating and applying new knowledge

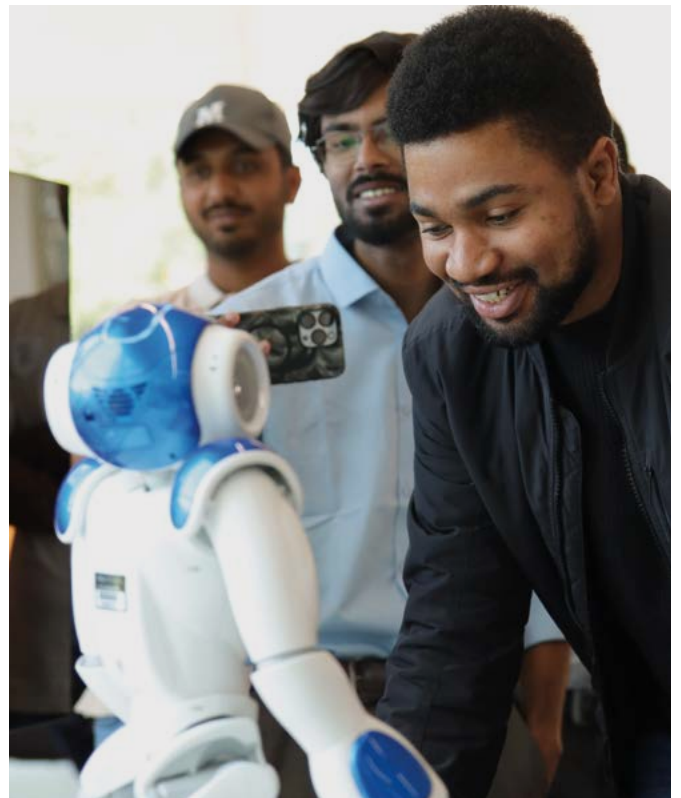
We have established ourselves as a force for good through our internationally relevant research which is making a real difference across the globe. Our ground-breaking research in areas including drone technology, artificial intelligence, thin films and sensors, 5G networking, aquaculture, and dementia care is driving innovative technology developments and shaping society. These endeavours inform our teaching, meaning our students' learning is shaped by those working at the very forefront of their profession.

In the most recent round of research assessment in the UK - Research Excellence Framework (REF) 2021, 90 percent of research at University of the West of Scotland was classed as world-leading, internationally excellent, or recognised internationally.

The University also increased its position for research intensity, now ranking within the top 90 universities in the UK.

UWS is a place where the application of knowledge and skills has a positive impact on our communities.

Our collaborative approach recognises that our greatest impact comes from uniting talented partners across the developed and developing world to support growth in our local communities in Scotland and global communities that share our values.





In a Scottish Higher Education first, in 2019 the University established its own Knowledge Transfer Partnership (KTP) Centre to ensure business partners, KTP Associates and UWS staff have exclusive access to an in-house specialist team to support their KTP activities.

To date, the Centre has supported over 70 businesses secure more than £16million in Innovate UK funding.



The University's KTP projects are gaining recognition, with several awards highlighting the impact of our collaboration with industry and the charity sector:

- **Our partnership with Phoenix Instinct** won the Knowledge Exchange Excellence category at the Ceed Awards 2025, recognising the development of an ultra-light, smart wheelchair.
- **Our project with charity Kibble Care** won the Making a Social Difference Award at the Scottish Knowledge Exchange Awards 2024 for developing a remote health monitoring and behavioural analysis tool designed to support the wellbeing of vulnerable young people.
- **Our international footprint** has been extended through partnerships in Kenya and Nigeria: UWS was shortlisted for the Best African Agriculture KTP Project Award at the Innovate UK KTP Awards 2024.
- **Our global activity** has also seen collaboration on a pioneering AI project - see more below.

Working towards a world without water scarcity

Pioneering artificial intelligence developed through a partnership between UWS and industry partners FIDO Tech is saving billions of litres of water being lost from pipeline networks, worldwide – tackling climate change and directly addressing the United Nations' Sustainable Development Goals.

The technology incorporates innovative cloud correlation, developed by UWS, that receives sensor readings via a smart phone app to source the exact location of underground water leaks.

The UWS/FIDO AI technology was promoted at the COP28 Fringe Showcase in Dubai; and was **shortlisted in the Times Higher Education Awards 2024 for 'Knowledge Exchange Initiative of the Year.'**





UWS Spin-Outs

Each with the potential to generate millions of pounds for the economy:

- **Novosound** is advancing the application of thin film technology in multiple industries. Formed in 2018, Novosound was the first spinout company from UWS, developing a groundbreaking technique to mass-manufacture printable ultrasound sensors using thin film technology.
- **WellFish Tech** is revolutionising health diagnostics in the global aquaculture sector. Traditional methods of fish health assessment are often slow and lethal, but UWS research led to the development of the world's first non-lethal approach using blood sampling.
- **Focalise AI** is delivering innovative solutions that create meaningful "impact for good" through Artificial Intelligence. In response to growing demand from the Search and Rescue community, Focalise AI collaborates with professionals and volunteers to develop cutting-edge technology that enables faster, more accurate identification of missing persons, even in conditions where human detection is impossible.

Alzheimer Scotland Centre for Policy and Practice

Founded in 2013, the Centre is an innovative partnership between UWS and Alzheimer Scotland, providing a high-quality environment for applied research, education and social enterprise.

Through the partnership, the Centre has delivered Scotland's National Dementia Champions programme and developed the award-winning Carers' Academy, which supports the information and practical skills needs of family members caring for a relative with dementia. Currently, there are Carers' Academy Hubs based at the UWS campuses in Ayr, Lanarkshire and Dumfries, with a fourth Hub based in Angus. The Centre's award-winning 'Class in a Bag' programme has also helped thousands of schoolchildren across Scotland to become more dementia aware.

In 2024, UWS researchers secured a grant of £1.2m to lead the national Working with Dementia Network Plus project aimed at transforming understanding of how dementia affects employment and driving positive change for those affected.

The Centre won the '**Outstanding Contribution to the Local Community**' category at the Herald Higher Education Awards 2023.



Alzheimer Scotland
Action on Dementia

Growing our global impact

UWS is a place where local action has global impact through our research, education and knowledge exchange.

We are a global university, proud of our roots in the West of Scotland and the opportunities for learning, research and innovation we have provided in Scotland since our foundation in 1897. Since our origin, the knowledge and skills of our graduates and colleagues have supported educational development and promoted prosperity across the world.

- UWS has Transnational Education partners in China, Malaysia, Nepal, Singapore, Sri Lanka, UAE, Italy, India, Ukraine and France
- UWS has 48 European interinstitutional partners (including universities in Ireland, Finland, and Spain)
- UWS has 12 North American exchange partners
- UWS has 5 North American recruitment partners
- UWS has 16 recruitment partners in China
- UWS was Scotland's first official training partner for China following accreditation, in 2018, from China's State Administration for Foreign Expert Affairs (SAFEA).



UWS is a great place to work

At UWS we are dedicated to driving positive change in society.

Our staff are our most important asset and play a fundamental role in the UWS student experience.

We work with all colleagues to optimise the impact of their role and their contribution in delivering a student-centred experience in an organisation that is efficient, effective and financially sustainable.

UWS celebrates and embraces the diversity of its staff and students, and strives to create an inclusive culture where everyone can thrive and contribute. The University has a number of initiatives and networks to support equality, diversity and inclusion across the organisation.

The UWS campuses are welcoming and supportive communities where colleagues are encouraged to achieve their best and find their place in a dynamic and innovative HE environment.

A wide range of professional and personal development opportunities and support is on offer from teams across the University, all of which can help enrich colleagues' career journey at UWS.

UWS seeks to develop and empower its leaders and managers, who play a key role in inspiring and motivating staff, as well as delivering the University's strategic objectives.

Feedback from the University's colleague survey informed five inter-related UWS people priorities, which are key focus areas that have been identified for further development:

- **STRENGTHEN EMPLOYEE VOICE**
- **PROMOTE WELLBEING**
- **SUPPORT A CULTURE OF CHANGE**
- **DEVELOP OUR PEOPLE AND ENHANCE PERFORMANCE**
- **ENSURE SUSTAINABLE REWARD AND RECOGNITION**

The University has made a commitment to make improvements within each of these areas and a wide range of work is underway to make UWS an even better place to work.

Living in the west of Scotland

Scotland is a great place to live and work, with a high quality of life and a range of lifestyle benefits such as excellent value house prices, straightforward commuting and easy access to beautiful countryside.

Our campuses in Ayr, Lanarkshire and Paisley are within close proximity to Scotland's largest city, Glasgow, with our Dumfries Campus a 90-minute drive south of the city. There are numerous smaller towns and villages within travelling distance of all of the campuses, so whatever style of living you prefer, you will find something to suit your needs.

Scotland offers a culture steeped in history, dramatic untouched scenery, bustling towns and cities and a world renowned education system. The west coast boasts some of the world's most stunning scenery and wildlife.

The town of Ayr is set among some of Scotland's most impressive scenery and looks out on the Firth of Clyde, with the peaks of Arran in the foreground and the Mull of Kintyre in the background. Packed with historical sites, Ayrshire's visitor attractions and cultural and leisure pursuits include unspoiled beaches and rolling hills, castles, a racecourse and, of course, golf courses. Burns and A' That, a major festival which takes place in June, celebrates Ayr's most famous son, Robert Burns.

Dumfries & Galloway is a region of rugged coastlines, sandy beaches and tranquil lochs; and has over 300 square miles of forest to explore, with the largest forest park in Britain; and in excess of 30 golf courses and driving ranges.

Our Lanarkshire Campus is located on Hamilton International Technology Park, close to a number of country parks and nature reserves such as Strathclyde Park. The cultural cities of Glasgow, Edinburgh and Stirling are nearby, and the beautiful scenery of the Clyde Valley and the Borders is within easy reach.



Paisley combines the heritage and history of the Paisley pattern shawl and the Victorian thread industry with cultural interests including the Museum and Art Gallery (currently undergoing a multi-million refurbishment), the 12th century Abbey, a thriving youth theatre and the Spree Arts Festival. Loch Lomond and the Trossachs are both easily accessible from the town.

Glasgow and Edinburgh are close to our campuses and offer excellent shopping, superb café culture, museums and galleries, world-famous music venues and international cuisine.

Travel

Travelling to and from our campuses is easy thanks to excellent road and rail links. Glasgow International Airport is on the outskirts of Paisley, and Prestwick International Airport is also easily accessible, being around 40 minutes away by road or rail from Paisley Campus; Prestwick is also just a 15-minute drive from Ayr Campus.





Campuses in
Ayr, Dumfries, Lanarkshire,
London & Paisley

uws.ac.uk
