To support this, we are also making changes to Executive Group, the senior leadership team led by Vice-Chancellor Karen Cox. Professional service departments will be reshaped and aligned to the new EG portfolios, as below:

**Deputy Vice-Chancellor (DVC) Education and Student Experience: Professor Christina Hughes (interim)**

To include: education strategy, student experience strategy, employability strategy, graduate attributes, quality of education programmes, quality of the student experience (curriculum, learning environment, welfare and support, NSS, TEF), academic performance and development in education and teaching, student-facing support services

**DVC Engagement and Civic Mission: David Nightingale**

To include: international, European and regional strategy and engagement, development and fundraising, alumni relations, corporate communications, brand (mission and values), positioning

**DVC Research and Innovation: Professor Philippe de Wilde**

To include: research strategy, knowledge exchange and innovation strategy (REF, KEF), doctoral support, training and development, ECR support and development, research supervisor support, researcher development and leadership

**DVC Academic Strategy, Planning and Performance: Professor Georgina Randsley de Moura (interim)**

To include: major change projects, academic divisions (including division strategies, academic portfolio, student number planning), market intelligence, marketing, recruitment (home, EU and international), school partnerships and admissions, student administration, student data, scholarships and student finance (if used as recruitment incentives)

**Chief Operating Officer: Denise Everitt**

To include: strategic campus developments and physical resources, information services, campus services and commercial activity

**Director of Finance: Jane Higham**

To include: all financial strategy and related planning and performance

**Director of Human Resources and Organisational Development: Alison Ross-Green**

To include: all HR strategy and related planning and performance, health and safety, staff wellbeing

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