

# IMPERIAL

## **Vice-President, Advancement Candidate pack**



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## Introduction from the President

Dear Candidate

Thank you for your interest in the role of Vice President, Advancement at Imperial College London.

Imperial is one of the world's leading universities, founded in 1907 and long recognised for its strengths in research, education and innovation. Throughout our history we have sought not only to be a world-leading university, but a world-changing one, with real-world impact at our core.

Each day our outstanding community of students, staff and partners come together to interrogate the forces that shape our world, in order to tackle the biggest challenges facing humanity.

Our strategy – Science for Humanity – is bold and ambitious and reflects the purpose of our global community. It goes beyond words to serve as an actionable plan across all areas of our activity, a template for greater impact.

To achieve our strategy, we will need to harness the collective power of our community of friends and supporters and be ambitious. A crucial part of this is a

significant increase in philanthropic support through Imperial's most ambitious fundraising campaign to date. We have an incredibly powerful story to tell, and a compelling strategy.

We are fortunate to benefit already from a diverse and generous range of philanthropic supporters. A strategy this bold requires us to think even more boldly though, and we are in the silent phase of a campaign that will launch publicly in 2027. We are seeking an outstanding individual to lead this process, working directly with me, alongside the University Management Board, our volunteer leadership and across Imperial.

The implementation of our Strategy and the campaign to support it will be transformational for Imperial, and we welcome your interest.

Professor Hugh Brady  
President, Imperial College London



# About Imperial

Welcome to Imperial, a world-leading university for science, technology, engineering, medicine and business (STEMB).

We were founded in 1907 with a mission 'To be useful' – but we know that before anyone can usefully change something, they first need to understand it.

That's what we do here: we use science to try to understand more of the universe and improve the lives of more people in it.

Sometimes that understanding arrives in big leaps and breakthroughs, sometimes over generations, or even in failure. There are no shortcuts to progress, only good science.

At Imperial, we are deeply engaged in the central forces that are shaping the future. The research and innovations we produce are right now helping to navigate some of the world's toughest challenges in global health, climate change, AI, business leadership and more.

Our work impacts the world, and our community reflects it, brought together by the incredible gravitational pull of London's energy, economy and opportunity. Here, you'll find a welcoming and diverse home for everyone who believes in the power of science to build, to heal and to lead.

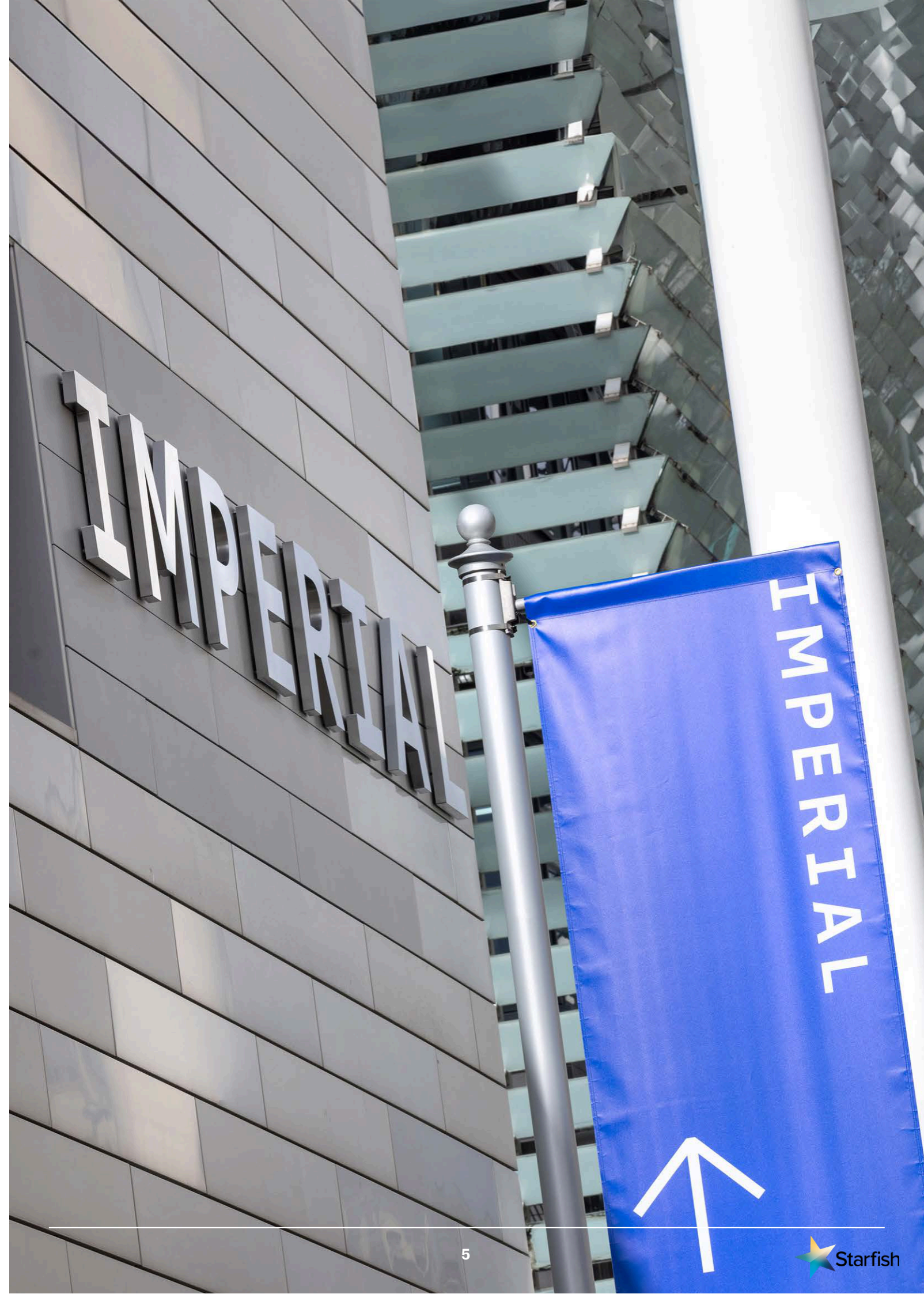
How 'To be useful'? At Imperial, it is to combine exceptional teaching, world-class facilities and a habit of interdisciplinary practice to unlock scientific imagination. To chase the truth, then apply it for the good of all.

It's not magic, of course. But it can sometimes feel that way.

So, who do you want to be?  
 What contribution do you want to make?  
 What problem do you want to solve?

Join us at Imperial – it is a place to ask your questions, and to get closer to the answers, together.

**Imperial College London.  
 Science for humanity.**



# Imperial in numbers

2nd best University in the world

QS World University Rankings 2026  
(first in the UK and Europe)

Ranked Number 1 University in Europe

QS World University Rankings 2026

23,000

students and 9,000 staff  
from 150 countries

Annual income of

£1.33bn

including research income of more  
than £600m

TEF Gold Award 2023

University of  
the Year for  
Graduate  
Employment  
2026

(The Times and Sunday Times  
Good University Guide) 2026

Top in the UK

for research quality, REF 2021

260,000

alumni in 213 countries



# Connect



# About Advancement

As a team, Advancement raises funds for scholarships, academic positions, research centres and capital projects, securing private financial support from those who are committed to our academic mission and building Imperial's global reputation.

Imperial has more than 260,000 alumni forming an international community of outstanding scientists, engineers, medical professionals and business leaders. A key objective of the Division is to build a more vibrant, engaged alumni community which is motivated to contribute to and participate in Imperial's continuing success.

The Division is comprised of:

- [Development: University Programmes](#)
- [Development: Principal Gifts and Global](#)
- [Alumni Engagement](#)
- [Advancement Operations and Campaign](#)

## What is Advancement?

The Advancement Division takes a coordinated approach to building relationships with Imperial's wider community (alumni, donors, volunteers and friends) and with other audiences who have an interest in the College's activities. Advancement integrates activity in alumni relations, communications, events and front-line fundraising.

Our work aims to:

- Inspire donors and potential supporters around the world to make a philanthropic gift to the College
- Bring new life to the College's relationship with alumni and supporters and engage them as volunteers, advocates and donors
- Reach out to a range of audiences through a programme of events, targeted communications and other engagement opportunities
- Provide the data, intelligence and administrative systems needed to underpin an effective advancement programme.

# Our strategy

All we have achieved, and all we can imagine

Our strategy, Science for Humanity, is unashamedly ambitious in seeking to maximise Imperial's potential as a force for good in the world.

It builds on the University's strong disciplinary foundations, highly collaborative and collegial culture, passion for innovation, proven convening power, extensive global partnerships, incredible network of alumni, friends and supporters and world top ten rankings.

Our strategy highlights a number of cross-institutional initiatives that will consolidate our position among the world's leading institutions tackling global grand challenges.

The Imperial Class of 2030 is an ambitious multi-pronged programme to nurture the most talented, the most enterprising and the most diverse graduating class we have ever had the privilege to serve. This will be in part driven by new investments in our Imperial Inspires Scholarship Programme, our digital and virtual learning environment, and our campuses, including the next phase of our White City Deep Tech Campus.

We will launch a major recruitment drive, the Imperial Future Leaders Campaign and we are investing in leadership development and skills for our diverse community, including a new Imperial Future Leaders Academy for early-career staff.

We will launch the new Imperial Institute of Lifelong Learning, which will help future-proof careers, businesses and communities by providing the advanced skills training and values-driven leadership needed to thrive in a tech-enabled world.

We are creating a new approach to cross-institutional interdisciplinary working: the School of Convergence Science, which will bring intense focus, interrogation and research impact to the emergent forces shaping our future at an unprecedented scale, with four themes: (1) sustainability; (2) human and artificial intelligence (AI); (3) health and technology; (4) space, security science and telecommunications.

And through our new Imperial Global network we will achieve greater global collaboration to meet global grand challenges.

To further energise our vibrant enterprise ecosystem, we are creating a new venture fund, Science Capital Ventures. We will deepen our partnerships with government, industry, our NHS partners, local communities, and other stakeholders to establish WestTech London, to maximise our collective potential as a powerful engine for innovation, job creation and inclusive growth.

Underpinning everything that we do will be Sustainable Imperial – our university-wide commitment to playing a leading role in the global fight against climate change, biodiversity loss and pollution.

Our founding mission was 'To be useful'; an understated precis of all that our exceptional teaching, research and innovation have made and continue to make possible.

However, before we can usefully change the world, we must first seek to understand it. Our strategy engages with, and animates, this foundational idea: that Imperial's shared purpose is one of inquiry and action. A scientific mindset that encourages imagination celebrates precision, demands patience, insists on humility, rewards accidents, steels our backs and makes us brave

In science, as in strategy, there is no easy prophecy and no shortcut to progress. An understanding – sharpened, deepened, or totally new – is the first and only precondition. While much of our direction in this document will feel new, our destination remains unchanged: to become a global home for everyone who believes in the power of science to discover, to create, to explain and to transform. To understand more of the universe and improve the lives of more people in it.

Imagine that.

Our strategy is available online [here](#).

# Faculties and Departments

Our enduring STEM focus, and the exceptional disciplinary foundations that underpin it, are the reason for our continued high-impact trajectory and established place among the top ten universities in the world. Our four Faculties and their constituent Departments deliver Imperial's academic mission.

## Faculty of Engineering

The Faculty of Engineering brings together ten diverse departments spanning the breadth of engineering disciplines. From aerospace and bioengineering to computing and materials science, the Faculty drives technological advancement through world-class research facilities and industry partnerships. Students benefit from hands-on learning experiences and close collaboration with leading experts who are solving today's most pressing global challenges. The Faculty's commitment to excellence has established the Faculty as a world-class engineering School.

## Faculty of Medicine

The Faculty of Medicine embodies Imperial's commitment to advancing healthcare through pioneering research and exceptional education. As one of the world's foremost medical schools, with a rich history, the Faculty combines clinical expertise with scientific innovation across its diverse departments, spanning public health, surgery, primary care, and biomedical sciences. Through the School of Public Health, the Faculty is playing a central role in the academic development of the White City Campus, and the Faculty's translational approach accelerates the journey from laboratory discovery to patient benefit, tackling global health challenges through interdisciplinary collaboration.

## Faculty of Natural Sciences

The Faculty of Natural Sciences embodies Imperial's pursuit of fundamental scientific discovery and its application to society's greatest challenges. Spanning disciplines from mathematics and physics to chemistry and life sciences, the Faculty cultivates deep theoretical understanding alongside practical innovation. Students engage with world-renowned researchers in state-of-the-art laboratories and facilities, exploring the building blocks of our universe and the complexities of living systems.

## Imperial Business School

Imperial Business School combines world-class business education with the scientific and technological excellence for which Imperial is renowned. The School offers a distinctive approach to business education that integrates innovative management thinking with technical expertise and data-driven insights. Students benefit from cutting-edge research in areas such as finance, innovation, entrepreneurship, and sustainability, learning within a vibrant ecosystem that bridges academic theory with real-world application. The Business School's close integration with Imperial's engineering, medicine, and natural sciences faculties creates unique opportunities for cross-disciplinary collaboration and innovation.

# Education at Imperial

Imperial is distinct as the UK's only STEM university and has a crucial role in tackling humanity's most complex problems such as climate change, clean energy, global healthcare, responsible AI, international security, and innovation-driven economies. Our most pervasive pathway for international impact and influence comes from our highly skilled graduates. We train the next generation of innovators, researchers, doctors, entrepreneurs, and leaders to tackle these challenging problems in their stride. To do this, our education must reflect modern, relevant, innovative, and evidence-based teaching practices.

We strive for this outcome knowing that our students are graduating into an increasingly uncertain global economy and may well follow careers that do not yet exist. The future will demand new skills – particularly emotional resilience, flexibility, and creativity, alongside exacting technical knowledge and sophisticated communication skills.

Our graduates are sought after internationally both by employers and other universities for their distinctive attributes including independent problem-solving, multi-cultural and multi-disciplinary team-working, strong digital and interpersonal skills, and as entrepreneurial initiators of innovation that brings benefit to society.

## Delivering Excellence

Imperial's dedication to the highest quality of learning and teaching has been acknowledged in a variety of external measures of esteem. The university has secured its highest ever student satisfaction scores in the National Student Survey in recent years, a Gold Award in the Teaching Excellence Framework, and several University of the Year awards from respected, high-profile rankings.

Our Learning and Teaching Strategy has facilitated investment in our people and places, our digital and physical infrastructure, and the student experience. Building on this momentum, we are embarking on the next phase with a sense of confident determination. Through collaboration with academic departments, faculties, our student support teams and the student body, we have identified five key aims that align students' experience with the broader objectives of Science for Humanity:

- Reviewing our approach to assessment and feedback, with the aim of improving quality and reducing workloads for students and staff
- Delivering degree programmes that challenge students to achieve their full potential through authentic discovery-based learning
- Developing lifelong learning opportunities for our current students, alumni, and a global community of learners yet to discover us
- Growing our digital education capabilities both in scale and in scope to enhance our use of novel digital technologies, virtual educational spaces and data
- Fostering a supportive environment which offers a sense of community both inside and beyond the learning environment

You can find our teaching and learning strategy [here](#).

# Education and Science for Humanity

As referenced earlier, Imperial's institutional strategy intersects with the education and student experience in a number of critical areas, and we highlight three key intersections below in slightly more detail:

## Imperial Inspires

Imperial has a proud record of innovative, inclusive and impactful approaches to engage young people and underserved communities in STEM. However, we are acutely aware that students across the UK and around the world still face significant barriers in accessing an Imperial education. Our new Imperial Inspires Scholarship Programme will transform our ability to support underrepresented groups to enter and excel in our STEM degree programmes.

We will take Imperial medical education beyond our London campuses with the opening of the new Pears Cumbria School of Medicine, training more doctors in an underserved region of the UK, whilst Imperial Global's network of international hubs will broaden our outreach programmes to engage underrepresented communities worldwide. Our extensive public engagement activities bring the wider public closer to the scientific imagination central to our work, with the flagship annual Great Exhibition Road Festival welcoming over 50,000 visitors and the Invention Rooms at White City bringing together the local community with Imperial staff and students to imagine, innovate and create. These initiatives reflect our ambition to inspire, build and nurture the world's most diverse STEM student body – because the most creative ecosystems are the most diverse.

## The Imperial Class of 2030

The Imperial Class of 2030 will be the most talented, the most enterprising and the most diverse we have ever had the privilege to serve. We host ambitious students from across the globe, with teaching founded in strong, core disciplines that is research-rich and intellectually stretching. Our taught Master's programmes deliver specialist education at the leading edge of STEM. In the last five years, Imperial has been awarded the Queen's Anniversary Prize, the Times and Sunday Times University of the Year and a Gold Award in the Teaching Excellence Framework.

The Imperial Class of 2030 will be educated in a welcoming, supportive environment where disciplinary excellence, interdisciplinary working and entrepreneurship training are seamlessly integrated. Students will explore greater interdisciplinarity through Imperial's I-Explore Programme and new advanced skills modules offered by the Imperial Institute of Lifelong Learning. We will transform our digital education infrastructure, including our Digital Media Lab and Virtual Learning Environment, incorporating virtual reality and other digital technologies into teaching.

Major investments in physical infrastructure include the Sherfield Student Hub, upgrades at Silwood Park and our NHS clinical campuses, and the next phase of our White City Deep Tech Campus. Our Enterprise Lab supports over 2,000 students annually, whilst programmes like the Venture Catalyst Challenge and WE Innovate nurture student entrepreneurs, ensuring the Imperial Class of 2030 has the freedom to imagine, the encouragement to challenge and an environment to flourish in.



## Imperial Empowers

For more than a century, Imperial's research-rich educational programmes have inspired many of the world's STEMB leaders. In the last decade, we have grown to include exciting new interdisciplinary programmes in response to scientific advances, emerging global challenges and changing workplace skills needs. Our graduates are sought after for their talent, solution-focused mindset and track record of creating innovations of real significance.

To help future-proof careers, businesses and communities in a tech-enabled world, we are expanding beyond degree programmes to offer flexible and lifelong advanced STEMB training through the new Imperial Institute of Lifelong Learning. The Institute will leverage disciplinary excellence within our academic departments and the interdisciplinary capacity within our Schools of Convergence Science to provide advanced skills training for individuals, businesses, governments and other knowledge organisations. For individual learners, Imperial's cutting-edge short courses will unlock new career opportunities or stack over time to achieve formal degree awards.

For organisations, we will customise STEMB-led short courses and leadership programmes to meet their specific skills and business development needs. The Institute will ensure participants are equipped with the knowledge, skills and leadership capability to grasp new opportunities in rapidly advancing fields such as AI, cleantech, deep tech, quantum, engineering biology and climate science, reinforcing Imperial's role as a world-changing university that's as future-ready as our learners.





# Our Values

Our values are at the root of everything we do and everyone in our community is expected to demonstrate Imperial:

- Respect
- Collaboration
- Excellence
- Integrity
- Innovation

Employees are also required to comply with all Imperial policies and regulations.

We are committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation. You can read more about our commitment [on our webpages](#).

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## Equality, Diversity, and Inclusion

As a leading institution in the heart of London, Imperial proudly upholds a longstanding commitment to equality, diversity, and inclusion. Valuing the diversity of our community is one of the four cornerstones of our strategy and we further inclusion and equality through numerous formal and informal practices across our institution.

Our aim is to embed equality, diversity, and inclusion into all our work at Imperial. We take pride in our declared mission “to achieve enduring excellence in research and education in science, engineering, medicine, and business for the benefit of society.” This reflects our civic role as a repository for knowledge and culture, as an institution that fosters independent and critical reflection, and as an agent of positive societal change.

As a university, we are defined by our community of staff and students. Therefore, we will only succeed in our mission by cultivating an environment that respects, supports, and celebrates all the people who come to Imperial, enabling them to enrich the world and their own lives through work and study.

Why embracing equality, diversity, and inclusion matters:

In order to ask the right questions and come up with useful answers we need to harness the best minds across the broadest perspectives. Our community therefore needs to be diverse, inclusive, and based on equality.

Embracing equality, diversity, and inclusion is not simply a matter of complying with the law, though clearly, we are bound by its provisions.

Nor is it simply a matter of social justice, though as a public institution, it is absolutely right that we should strive to be representative of the society we serve. Nor is it an alternative to traditional notions of excellence.

Rather, our commitment to equality, diversity, and inclusion recognises the fact that excellence comes in many forms. If Imperial is to thrive in a world that has never been more diverse and inter-dependent, and to play its full part in advancing social progress and mobility through research, teaching, clinical practice, entrepreneurship, outreach, and public engagement, we must become more cognisant of the benefits that will flow from moving equality, diversity, and inclusion to the heart of our institution.



# Imperial Campus

Imperial's thriving campus ecosystem spans across London and beyond, with vibrant hubs of innovation at South Kensington and White City, complemented by six medically-focused locations across the capital and our ecological research centre at Silwood Park, near Ascot.

While our historic South Kensington Campus remains the heart of undergraduate education across Engineering, Natural Sciences and our Business School, it's our bold White City vision that's truly transforming London's innovation landscape.

Our White City Campus represents an extraordinary £2 billion investment — a 23-acre innovation powerhouse where groundbreaking research translates directly into real-world impact. The White City Campus is a collaborative innovation space where brilliant researchers, forward-thinking businesses, and academic pioneers converge to solve humanity's greatest challenges.

White City serves as the beating heart of the WestTech London — an unrivalled innovation ecosystem stretching from Silwood Park through to Paddington and South Kensington. This dynamic technology superhighway

incorporates the transformative Old Oak Development and our cutting-edge White City Deep Tech Campus, establishing Imperial at the heart of London's most exciting innovation district.

In the coming years, the WestTech London will cement Imperial's position at the forefront of technological advancement, spurring unprecedented collaboration between academia, industry, and government — and revolutionising how groundbreaking ideas become world-changing solutions. WestTech London will become a global powerhouse for innovation and entrepreneurship, creating jobs, attracting investment and cementing the UK's position as a leader in science and technology.

Beyond London, Imperial's global footprint includes our Imperial Global Network of hubs in Ghana, India, Singapore and the USA, and high-impact international partnerships spanning continents — from West African digital diagnostics to zero-pollution technologies with MIT and cutting-edge AI applications with TU Munich — extending our innovation ecosystem worldwide.





# Job Description

**Job title:**

Vice President (Advancement)

**Reports to:**

President of Imperial College London

**Direct reports:**

Director of Development, Principal Gifts and Global, Director of Development, University Programmes, Director of Alumni Engagement, Director of Advancement Operations and Campaign, Leadership Engagement Officer, Executive Assistant to the Vice President (Advancement)

**Role purpose:**

The Vice President (Advancement) is a senior managerial position at Imperial College London and requires an individual with extraordinary leadership skills and a proven track record of success in development at a major research university or equivalent globally significant, large, complex, world-class organisation

The Vice President must have a commitment to Imperial's distinctive academic mission in science, engineering, medicine and business and enhancing Imperial's global reputation. It is essential that the post-holder be able to champion the vision – articulated in Imperial's "Science for Humanity" strategy – into tangible fundraising and engagement objectives as part of a comprehensive fundraising campaign.

The Vice President will need to combine a passion for research, education and entrepreneurship with a thorough understanding of the academy and a history of success in working with academics of international stature and distinction.

The Vice President will bring experience of best practice in campaigns, fundraising and alumni engagement, including the use of metrics and data to set ambitious goals, evaluate progress, and interpret success for the university's leadership and supporters.

The Vice President must be an effective communicator and be a collegial, team-focused leader who is comfortable participating in a vigorous intellectually-charged environment where decisions are built on consensus.

The Vice President must be able to inspire others, attract senior development professionals to join the Advancement Division and demonstrate an active commitment to Imperial's values.

# Person Specification



## Knowledge and experience:

- Proven track record of success in development at a major research university or equivalent globally significant, large, complex, world-class organisation including campaign experience
- Experience of shaping the strategic direction of own area of responsibility, planning and organising activities of others over time, considering the implications now and in the longer term to the organisation's objectives
- A seasoned professional who has interacted at senior levels within an organisation and has a proven ability to network with fellow professionals in the wider community and represent and promote own work, or that of an organisation, on internal and external platforms
- An understanding of the importance of equality, diversity and inclusion and a firm commitment to working in an inclusive manner with empathy for Imperial's values.
- An ability to engage with members of Imperial's academic community and demonstrate genuine passion for research, education and entrepreneurship in science, engineering, medicine and business.

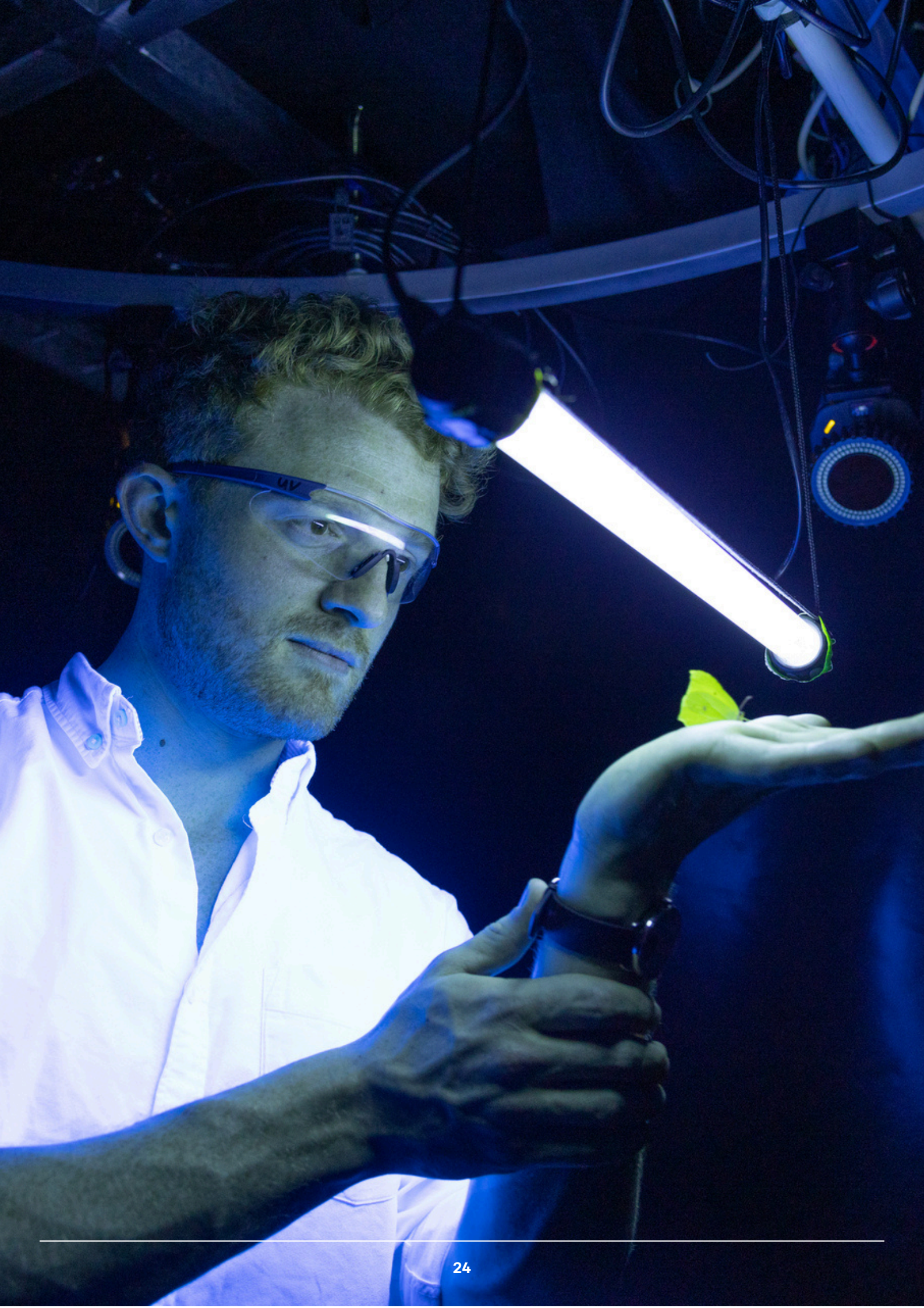
## Skills and Abilities:

- Possess the gravitas, and impactful style, to operate successfully with internal and external stakeholders.
- Demonstrable track record of successfully leading a large multi-functional team, through a senior management team, to ensure all relevant annual organisational targets and campaign goals are delivered within any allocated budgetary/resource constraints
- Excellent interpersonal communication – both oral and written – and influencing/negotiating skills with a demonstrable ability to work in a collegial way with senior professional/academic colleagues
- Our values are at the root of everything we do and everyone in our community is expected to demonstrate Imperial:
  - Respect
  - Collaboration
  - Excellence
  - Integrity
  - Innovation
- Employees are also required to comply with all Imperial policies and regulations.

We are committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation. You can read more about our commitment [on our webpages](#).

Imperial is a proud signatory to the San-Francisco Declaration on Research Assessment (DORA), which means that in hiring and promotion decisions, we evaluate applicants on the quality of their work, not the journal impact factor where it is published. For more information, see <https://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-evaluation/>

Imperial believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes which are ultimately aimed towards finding new treatments and making scientific and medical advances, and where there are no satisfactory or reasonably practical alternatives to their use. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in our care are treated with full respect, and that all staff involved with this work show due consideration at every level. [Find out more about animal research at Imperial.](#)



# Terms of Appointment and How to Apply

## Salary

The salary for this role is £250,000 - £300,000 per annum on a full-time permanent basis.

## Location

Hybrid - (60% of time in South Kensington, London and home-working) with regular travel

## Pension

USS pension scheme, detailed [here](#).

## Annual leave

You will receive 25 days of holiday leave per leave year in addition to mandatory leave dates and holiday closure at Christmas and Easter. You can also purchase up to 10 additional days each leave year as well as carry over up to 5 days from a previous leave year.

## Additional benefits

Relocation package available for those relocating from overseas.

Full details of the benefits available at Imperial can be found [here](#).

We hope you will consider making an application. To make an application, please go to <https://starfishsearch.com/jobs/vice-president-advancement/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

<b>Closing date:</b>	14 <sup>th</sup> June
<b>Preliminary interviews:</b>	18 <sup>th</sup> - 19 <sup>th</sup> June (online via Teams)
<b>Final Panel interviews:</b>	2 <sup>nd</sup> July (in-person, London)

