



PRIFYSGOL
BANGOR
UNIVERSITY

Chair of Council

Candidate Pack
Summer 2026



Introduction

Established in 1884, Bangor University has a long tradition of academic excellence and a strong focus on the student experience. Today, around 10,000 students study at the University, which employs approximately 1700 staff across twelve Academic Schools within three Colleges, supported by a range of Professional Services.

Bangor University is proud of its distinctive bilingual character, where Welsh and English are valued equally as languages of learning, work and community. Situated at the heart of one of Wales's strongest Welsh-speaking regions, the University is committed to promoting and celebrating bilingualism in all aspects of its activities. This commitment enriches the student and staff experience, strengthens our connection with the communities we serve, and reflects our belief that linguistic and cultural diversity are a source of academic excellence, innovation and inclusion. As a truly bilingual institution, we seek leaders who will champion and advance this defining feature of the University's identity and future.

The University has been ranked 30th in the UK for the societal impact of its research, according to the last Research Excellence Framework (REF); top in Wales and 17th in the UK in University Compare 2027; 2nd in Wales, 40th in the UK and 360th in the World in the TIME World's Top Universities 2026; top 50 in the UK in the Complete University Guide 2027; and Top 10 in the UK and 74th most sustainable university in the World in the Times Higher Education (THE) Sustainability Impact Rankings 2026.

Mrs Marian Wyn Jones, the current Chair of Council, will step down on 30 November 2026, and we are now seeking to appoint her successor to lead the governing body at a pivotal time for higher education. This high-profile role will provide strategic leadership, robust governance and effective oversight, while acting as a trusted adviser and critical friend to the Vice-Chancellor.

The ideal candidate will have strong leadership skills, having a track record of successfully dealing with complex situations. They will bring senior governance experience within a large organisation, alongside financial acumen, sound judgement and excellent stakeholder engagement skills.

The ability to communicate effectively through the medium of Welsh is essential for this appointment.

They will be influential ambassadors, able to build relationships across diverse communities and navigate the evolving higher education landscape in Wales and the UK and have a strong commitment to the success of the University's students and staff.

Experience in higher education is desirable, but a strong understanding of the sector and its current challenges is essential

We are also keen to attract applications from individuals who would be interested in serving as an Independent Member of Council. Independent Members will be experienced strategic leaders, with expertise in audit, law, cyber security, AI, property, and/or science.

The University is an equal opportunities employer and is particularly keen to encourage applications from candidates who come from a diverse range of backgrounds. The University wants to ensure that the Council is reflective of the diversity of the University community and is committed to improving the gender balance on the Council, the proportion of independent members who can speak Welsh, and the membership from among black and Asian people and minoritised ethnic applicants.

This is an exciting time to join us at Bangor University.





About Us

A Reputation for Excellence

Bangor University's research has been ranked highly in the Government's Research Excellence Framework (REF2021), with 85% judged to be world-leading (4*) or internationally excellent (3*). Bangor's research in Earth Sciences and Environmental Sciences has been ranked in 1st place for research impact, whilst Allied Health Professions, Dentistry, Nursing and Pharmacy is ranked 15th overall in the UK. This builds on our research strengths in Human Sciences and help develop future health and social care that is sustainable, place-based and bolsters the growth of the regional life sciences sector.

Bangor University was the first in Wales to achieve the highest-rated Gold Award in the national Teaching Excellence Framework (TEF) and retained that rating during the time that TEF was active. Subsequently, the University has undergone two Quality Enhancement Reviews with the Quality Assurance Agency (QAA), both of which were awarded several commendations with no recommendations.

Our Mission

Our University is a research intensive university shaped by the heritage, language, culture and communities of North Wales, serving the world. We create positive change through transformative education and world leading research, delivering sustainable growth and opportunity so current and future generations can lead fulfilling lives.

Our Vision

We enhance our status as a world renowned university for education and research and a pioneer for the Welsh language, distinguished by a focused, place rich portfolio with global reach. Our work delivers meaningful social and environmental impact for North Wales and the wider world.



Our History

The University was founded as a direct result of a campaign in the late nineteenth century for higher education provision in Wales. Funds were raised by public subscription to establish a college of university rank in Bangor.

An important feature of its foundation was the voluntary contributions made by local people, including amongst others, many farmers and quarrymen who could ill afford to donate money, but did so despite the difficulties in order to benefit future generations.

The University has a keen memory of those founding subscriptions and the community support that it has continued to enjoy from those founding days and remains true to that founding vision and the need to remember those roots as we build the University for the future. Indeed, these values have a modern reflection in the University's support for the Wellbeing of Future Generations Act (2015).



Our Campuses

Bangor's location - close to the mountains and the sea - has been described as the best university setting in the UK. For example, North Wales was named as the 4th best region in the world to visit by the travel guide, Lonely Planet, due to its stunning location and "shiny new adventure sports facilities".

The University was rated as having the Top Student Halls in Wales and was 12th in UK in the Best Universities for Accommodation Uni Compare 2026.

The University's reach extends way beyond the campus in Bangor. The University has facilities and campuses across the region including a significant campus in Wrexham with students being taught from that base and further research facilities across North Wales. There are also clinical teaching facilities for medical and healthcare students at Ysbyty Gwynedd, Glan Clwyd and Wrexham Maelor hospital sites and at several community hospitals. There is also a close working relationship with Betsi Cadwaladr University Health Board and primary health care providers across North Wales.

Teaching and Learning

Bangor University offers a learning environment that is academically excellent, future-focused and deeply supportive, connected to the cultures, languages and communities of our students, staff and the region we serve. Our educational portfolio is purposeful and aligned to the skills and workforce needs of the future, with programmes that are high quality, research-informed and designed with clear pathways to graduate success. This commitment to quality has been independently recognised through two successive Quality Enhancement Reviews by the QAA, both of which received several commendations and no recommendations.

Learning is accessible, flexible and digitally enabled, delivered across campus-based, online and distance provision with widening access and inclusivity integral to our approach. Our distinctive commitment to Welsh-medium and bilingual provision, alongside a diverse community of home and international students, creates a rich and globally connected learning environment. Through partnership, wellbeing support and a connected student experience, students are empowered to thrive from entry through to graduation and beyond, preparing them for meaningful careers and lifelong success.

Student Experience

Bangor University is committed to delivering an integrated and inclusive student experience, with wellbeing, belonging and success at its core. From induction through to graduation and beyond, students are supported at every stage, across all modes of study and through a vibrant extracurricular life, with a wide range of Students' Union clubs, societies and sports to suit every interest.

We work in genuine partnership with our students and the Students' Union, ensuring the student voice shapes the design and continuous improvement of learning and the wider student experience. Our Student Services Hub provides joined-up advice and guidance, including support around finance, housing, disability, counselling, employability, and study skills, so that every student has what they need to thrive.

Research

Bangor's mission is for a research-led University of and for North Wales, providing transformative learning experiences and nurturing a positive impact on society regionally, nationally, and internationally (**Strategy 2030**). Across the University, research and teaching are closely inter-linked: almost all research academics teach, ensuring that our students benefit from the knowledge created by our research. In REF2021, 40% of our research is considered 4* or world-leading and 45% is 3* or internationally excellent. 77% of Bangor's research was scored as 4* or 3* in the last REF in 2014. In REF2021, it has increased to 85%. In REF2021, Bangor is 41st for the proportion of our research environment judged to be world-leading and 46th (out of 129 - excluding six single-subject institutions) in the sector for research outputs such as publications.

Our Commitment to Sustainability

Bangor University is committed to being known globally as 'The Sustainable University'. Much of what we do is based on our desire to bring sustainability to life, whether through our teaching, research or public engagement. Using a holistic healthy University approach, we support our staff to realise their potential, cope with the normal stresses of life, work productively and contribute to their community. Our priorities focus on prevention and early interventions to build resilience, wellbeing for future generations, and movement, physical activity and sport.

University Management and Governance

The University is incorporated by a Royal Charter, first granted in 1885, and subsequently re-written and revised on several occasions. The Charter (and supporting Statutes and Ordinances) provide a broad framework for the legal structure and governance of the University.

The Council

Under the Charter and Ordinances, the Council is the governing body of the University. The University Charter was modernised and updated in 2025. It currently has 20 members, including staff, students, and the majority who are independent members. The current Chair of Council is Mrs Marian Wyn Jones. Members of the University's Council play a key role in driving the institution forward and in shaping its strategic direction and mission and ensuring it is governed and managed effectively.

The role of the Council

The role of the Council's is to set the University's strategic direction, oversee performance, and ensure effective governance and financial sustainability.

There is a clear boundary between 'governance' and 'management' and members of Council are not involved in the day-to-day executive management of the University. Council's powers are set out in Ordinance 1. Information on the Council can be found on the University [website](#).

The Council has a small number of Committees who assist the Council to discharge its functions:

- Audit & Risk Committee (sub-committee: Health, Safety and Emergency Management Committee)
- Finance Committee (sub-committee: Investment Committee)
- Nominations & Governance Committee
- People & Culture Committee
- Remuneration Committee
- Welsh Language Affairs Committee

The Court

The Court is the stakeholder group for Bangor University and provides a forum in which members of the community can interact with the University. The University Chancellor, Sir Robin Williams, presides over the meeting, which includes representatives from local authorities, members of parliament and members of the Senedd, the local health board, university alumni representatives, as well as other key stakeholders. The Court meets at least once a year.

The Executive Board

The **Executive Board** is the University's senior management group and is responsible for the overall day to day management and administration of the University.

The Vice-Chancellor, Professor Edmund Burke, Chairs the Executive Board.



The Role

Post title:	Chair of Council
Term:	An initial term of four years, with the possibility of a second 4-year term
Time Commitment:	Four days per month averaged over the year, with the majority of the work completed during term time.
Remuneration:	This role is unremunerated although reasonable expenses may be reclaimed.

Key elements of the role

Leadership

The Chair is responsible for leading the Council, as the governing body of the University, and ultimately for its effectiveness.

The Chair is responsible for ensuring that Council conducts its affairs professionally, embracing selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

The Chair is responsible for ensuring that Council establishes oversight and concentrates its attention on those issues which it needs to discuss.

The Chair ensures that Council acts in accordance with the Charter and Ordinances of the University, with relevant rules and regulations including Medr's Financial Management Code.

The Chair plays a central role in the business of the university without becoming engaged in day-to-day management, ensuring a constructive working relationship with the Vice-Chancellor and the Executive Board. There must be a constructive and challenging working relationship between



the Chair and the Vice-Chancellor, as executive head of the institution, with the Council holding the Executive Board to account. The Chair and the Vice-Chancellor must recognise that their roles are necessarily distinct.

Best practice requires the Chair of Council, the Vice-Chancellor and the University Secretary to work closely together within the legal framework provided by the University's Charter, and Ordinances, the CUC Higher Education Code of Governance and the terms and conditions of funding laid down by Medr.

Review, on behalf of the Council, the performance of the Vice-Chancellor on a regular basis and to make recommendations to the Remuneration Committee accordingly.

Review the performance of individual members of Council, and the Secretary to the Council, on a yearly basis.

Ensure, through the University Secretary, that all new members of Council are fully inducted and briefed on the terms of their appointment and their responsibilities for governing the University.

Delegated Authority

Act in accordance with established protocols for the use of delegated powers as prescribed in Bangor University's Ordinance 10.

The Chair of Council is authorised to take such actions only where it would be inappropriate to wait for the matter to be considered at a scheduled meeting of Council.

Key elements

The role of the Chair will include the following commitments:

Chair Council meetings (five ordinary meetings and one strategic awayday per year), ensuring that they are conducted efficiently and as openly as possible.

Chair meetings of the Nominations Committee (4 per year) and working with the University Secretary to ensure an effective process for the recruitment and appointment of independent members of Council, and to achieve an appropriate mix of skills, experience and diversity.

Attend meetings of the Finance Committee (six per year)

Attend the annual meeting of the Court, including chairing the meeting in the absence of the Chancellor.

Ensure that the Council exercises efficient and effective use of the resources to

further its charitable purposes, its long-term financial viability, and that proper mechanisms exist to ensure financial control and the prevention of fraud.

Ensure that the Council exercises control over the strategic direction of the University, and that its performance is adequately assessed against the objectives which the Council has approved.

Attend events in the University's annual calendar such as Graduation Ceremonies.

Represent Council and the University on the Committee of University Chairs (CUC) and the Chairs of Universities Wales (CHUW).

Act as an ambassador for the University, promoting its activities in the wider community and engaging with audiences locally, nationally and internationally.

Ensure that the University Council, as the legal employer, takes responsibility for the health and safety of staff, students and other people affected by the University's activities.

Declaration of Interest

It is essential to the proper conduct of university business that the Chair should act and be perceived by others to act impartially and not be influenced by external or business interests.

Along with all other members of Council (including staff members of the University), the Chair must declare any outside interests, making a full and timely disclosure

The Chair is responsible for resolving matters of real or perceived conflicts to ensure that Council is not compromised.

Person Specification

Experience of Governance

- Demonstrable experience of governance in a large and complex organisation, either as a trustee / non-executive director or as an executive interacting with the board within an organisation.
- An appreciation of the distinction between governance and management.
- Adherence to The Nolan Principles (selflessness, integrity, objectivity, accountability, openness, honesty, and leadership) and the ability to ensure that all members of Council observe these principles.

Skills and experience

- Experience of Chairing and leading meetings at the highest level within an organisation, including the ability to understand complex matters quickly, to take in and engage with diverse views, and seek progress by consensus.

Commitment to the Higher Education Sector

- Some experience in the Higher Education sector is desirable for this role. The appointee will have, or rapidly develop, a working understanding of the sector and the particular challenges currently faced by universities in a rapidly evolving policy landscape and a competitive global market.
- A strong personal commitment to the mission and values of the University, including its vision and aspirations to national and international excellence.

Personal skills and attributes

The Chair will demonstrate the following key skills:

- A high degree of personal credibility, integrity and sound judgement.
- Excellent communication skills, able to work confidently and effectively with a wide range of organisations and stakeholders both internal and external.
- Excellent interpersonal skills and the ability to establish good working relationships with a diverse range of people including staff, students and other members of Council.
- It is essential that the successful candidate is a fluent Welsh speaker. They will be a strong advocate for the Welsh language and culture, able to lead confidently within a bilingual institution and to conduct the business of the University effectively through both Welsh and English.
- As a visible ambassador for the University, they will help ensure that Welsh continues to flourish at the heart of the institution and the communities it serves.

- Council meetings are held bilingually, with translation, and members are encouraged to contribute in the language of their choice (either Welsh or English).
- Networking, influencing and advocacy skills and the ability to deal with conflict in a constructive manner, with diplomacy and sensitivity.
- An awareness and understanding of the local, Welsh and UK political landscape affecting Higher Education, including the economic and social dynamics of Wales, as a devolved nation.
- Demonstrable high level of financial literacy, including the ability to interpret and challenge complex financial information, understand institutional budgets and financial controls, and contribute effectively to strategic financial planning and decision making.





How to Apply

Applications, which should be in the form of a CV and cover letter, should be sent to bangor@minervasearch.com no later than **7 October 2026**.

All applications will be considered by an Appointments Committee appointed by the Council under the requirements of Ordinance 2. Shortlisted candidates will be invited to a face-to-face interview (**19 October 2026**) to be held at Bangor University.

The University is an equal opportunities employer and is particularly keen to encourage applications from candidates from a diverse range of backgrounds. The University wishes to ensure that the Council is reflective of the diversity of the University community and is committed to improving the gender balance on the Council, increasing the proportion of independent members who can speak Welsh, and strengthening representation from the LGBTQ+ community and from Black, Asian and minoritised ethnic communities.

The University is a registered charity and Council members are trustees. Applicants must therefore be willing to act as a trustee and not be prevented from acting as a trustee for any reason stipulated by the Charity Commission.

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