

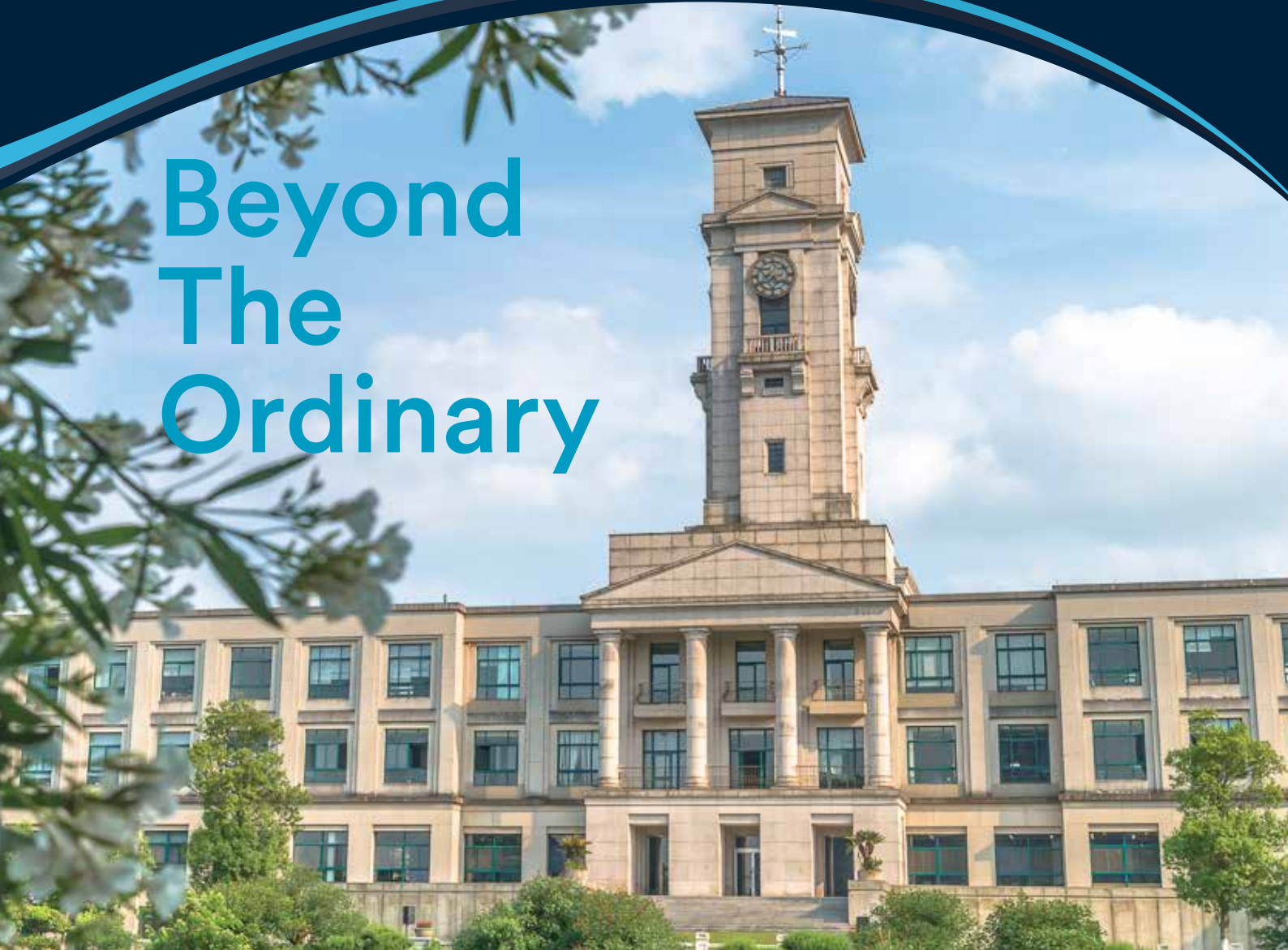


University of
Nottingham
UK | CHINA | MALAYSIA

CANDIDATE[■] BROCHURE

Chief Financial Officer

Beyond
The
Ordinary



CONTENTS

A Warm Welcome	1
Who We Are	2
Looking Beyond	3
The Position	4
The Person	5
How to Apply	9
Work at UNNC	10
Our Campus	12
Life in Ningbo	13

A WARM WELCOME



Professor Jon Garibaldi
Provost, University of Nottingham Ningbo China
Pro-Vice-Chancellor, University of Nottingham

Thank you for your interest in applying for the role of Chief Financial Officer at the University of Nottingham Ningbo China.

As an institution built on the principle that excellence in education and research must be supported by robust financial stewardship, we are committed to ensuring that our financial strategies align with our academic ambitions and values. The CFO is a key member of our Management Board, responsible for shaping the financial future of UNNC, driving sustainable growth, and embedding a culture of integrity and transparency across all financial operations.

This role is central to the delivery of our Strategic Roadmap to 2030, ensuring that our financial decisions support both immediate operational needs and long-term institutional sustainability. We are looking for a strategic leader who can balance financial acumen with a deep commitment to our people and values.

If you are a visionary financial leader with the ability to inspire confidence, drive transformation, and foster a culture of excellence, we look forward to receiving your application.

I look forward to welcoming you to our community.

WHO WE ARE

UNNC IN NUMBERS

1st

Sino-foreign University in China

1st

postdoctoral research station
among Sino-foreign universities

15

Research centres & institutes

1100+

Staff & teachers

9000+

Students

70+

Countries where staff & students
come from

UNNC AWARDS IN 2024-2025

World's Top 2% Scientists

Published by Stanford-Elsevier in 2024, 39 UNNC scholars were included in the single year database and 21 scholars in the career-long database of the World's Top 2% Scientists

Global Top 1% Subjects

UNNC has 6 subjects ranked in the top 1% of Essential Science Indicators (ESI) global rankings: Chemistry, Economics & Business, Engineering, Environment/Ecology, Materials Science, and Social Sciences, General.

Global Ranking Academic Subjects

Released by Shanghai Ranking in 2024, 7 subjects have been listed in the Global Ranking of Academic Subjects (GRAS).

Highly Cited Researchers

Released by Elsevier in 2024, 12 academics from UNNC were included in the "Highly Cited Chinese Researchers" list.

5 Stars Institution

UNNC was recognised as a 5 Stars institution according to the latest QS Stars Rating results. UNNC also received 5 Star scores in all nine participating categories.

LOOKING BEYOND

OUR VISION

Our vision is to be a university without borders, where we embrace the opportunities presented by a changing world, and where ambitious people and a creative culture will enable us to change the world for the better.

OUR MISSION

We have inspiring campuses in three countries, energising us to be a globally engaged university that is also committed to making a difference in our cities and regions.

We empower and support students and staff to collaborate in learning, scholarship and discovery across all realms of knowledge, solving problems and improving lives.

We are stewards of a pioneering and entrepreneurial tradition of creativity and innovation.

OUR VISION

We are a community where everyone can contribute and be appreciated for who they are.

Inclusivity

We set the highest standards for ourselves and our work and support each other to achieve them.

Ambition

We adopt a straightforward and transparent way of communicating with each other and with the world, championing the free exchange of ideas.

Openness

Our decisions and actions are consistent, impartial and ethical.

Fairness

We have regard for each other's rights and feelings, and demonstrate this in our behaviour, treating each other with kindness.

Respect

THE POSITION

Role Profile for Chief Financial Officer

Job Title	Chief Financial Officer
School/Department	Management Board
Job Family	Administrative, Professional and Managerial
Job Level	Scale B Level 7
Contract Status	Full time, fixed-term for 5 years. This contract may be extended based on mutual agreement.
Working Hour	Irregular working hours
Location	University of Nottingham Ningbo China
Responsible to	Provost & Pro-Vice Chancellor, University of Nottingham Ningbo China

Purpose of role:

The Chief Financial Officer (CFO) is a visionary strategic leader and a member of the Management Board (MB) of the **University of Nottingham Ningbo China (UNNC)**, reporting to the Provost & Pro-Vice Chancellor. The successful candidate will be responsible for ensuring the university's financial excellence while championing a people-first culture. This strategically important role demands an exceptional balance of astute financial leadership with strong alignment to the University of Nottingham's core values.

Responsibilities include managing financial planning, budgeting, forecasting, and reporting, ensuring compliance with regulatory requirements. The successful candidate will serve as a financial architect, ensuring that all fiscal decisions align with UNNC's values and ambitions, as well as driving all the financial aspects of our **Strategic Roadmap to 2030**, thereby ensuring UNNC's financial stability and long-term sustainability.

The CFO provides comprehensive financial analysis to the university's Joint Venture Board (JVB) and the MB, to support decision-making. The successful candidate will have demonstrated a track record in long-term financial planning, developing funding strategies to embrace opportunities for growth and sustainability. The candidate will have a solid understanding of how financial planning can influence the university's strategy for recruiting and retaining top talent. The successful candidate will collaborate with other relevant MB members to implement policies within a continuous improvement model, ensuring UNNC's financial stability while supporting the institution in its aim to become the preferred choice of employment in China for professionals in the higher education sector.

The CFO will work closely with the Chief Operating Officer (COO) to ensure that they are both fully aligned in terms of services delivered through their respective portfolios, individually and collectively. The CFO will be responsible for the Finance Office and the Business Development Office.



Main responsibilities

(Primary accountabilities and responsibilities expected to fulfil the role)

Approximate
% time per year

Strategic Financial Leadership:

40%

- Develop and execute bold, forward-looking financial strategies that position the university as a sector leader through innovative resource allocation and long-term planning
- Drive financial transformation by implementing best-in-class budgeting, forecasting, and investment frameworks that maximise impact
- Pioneer data-driven decision making to identify strategic opportunities for growth, efficiency, and sustainable funding models
- Lead capital planning with a focus on strategic investments that enhance our competitive position while supporting people and culture priorities
- Provide recommendations, reports and advice to UNNC committees including the Joint Venture Board (JVB), Management Board and Planning and Resources Committee on all matters relating to the role

Financial Operational Excellence:

35%

- Optimize resource allocation through sophisticated financial modelling and scenario planning
- Implement robust financial controls while maintaining flexibility for innovation and strategic initiatives
- Be proactive in identifying suitable tools and systems that can be used to provide critical financial and operational information to the Provost and Management Board Members and make actionable recommendations on both strategy and operation
- Collaboratively develop innovative funding strategies that support both financial sustainability and people priorities
- Lead digital transformation of financial systems to enhance efficiency and strategic insight
- Play a key role in UNNC's annual planning and resourcing process to maintain strategic alignment, supporting the COO and other MB members
- Ensure the integrity of the university's financial and procurement systems and procedures by utilising existing or establishing new robust transparency and accountability systems
- Identify and assess risks and develop strategies for risk management using the University's risk management framework
- Provide leadership to Finance Office and Business Development Office to deliver, empower and support the University's strategy for sustainable growth and development in an environment of rapid change
- Oversee the delivery of Finance and Business Development services and support, ensuring excellent service delivery and compliance with all legal, regulatory and audit requirements

Financial and Cultural Integrity:

20%

- Foster an inclusive, high-performance culture where staff feel valued and empowered, directly contributing to talent retention and satisfaction
- Collaborate with HR and other leaders to refine policies that enhance UNNC's reputation as an employer of choice
- Embed equity, diversity, and inclusion principles across all operations.
- Provide ample opportunities to their teams to ensure that they are best equipped to deliver the state-of-the-art services related to the COSO portfolio

Additional Responsibilities:

5%

- Undertake other tasks and responsibilities as might reasonably be required

This job description may be subject to revision following discussion with the person appointed.



THE PERSON

Person specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Proven ability to develop and execute multi-year financial strategies in complex organizations • Track record of positioning organizations for leadership through innovative financial planning • Experience in strategic scenario planning and risk-adjusted decision-making • Leadership in financial management • Demonstrated success in building high performing, engaged teams • Experience aligning financial decisions with organizational vision, core values and culture • Strong track record of effective and positive partnership with senior leadership • Strong track-record in stakeholder engagement • Background in leading strategies that drive long-term cultural and operational change, embedding new working practices • Understanding of the changing nature of regulatory requirements and ability to ensure the University is best positioned to respond both in governance and compliance • Professional certifications (CPA, ACCA) plus leadership training 	<ul style="list-style-type: none"> • Experience of working in financial sectors in UK or ASEAN region • Experience of working across multiple higher education or research-intensive environments • 10+ years of progressive leadership in financial management • Strong stakeholder engagement in HE, including with faculty, staff, and students
Skills and Knowledge	<ul style="list-style-type: none"> • Strong business acumen with ability to align financial strategy with institutional priorities • Expertise in higher education (or comparable public sector experience) funding models • Mastery of financial modelling, forecasting, and data analytics • Deep understanding of capital planning and investment strategies • Strong emotional intelligence and interpersonal skills • Outstanding communication and influence skills • Ability to translate complex financial concepts for diverse audiences • Strong understanding of diversity, equity and inclusion practices and ability to apply these principles in all financial practices 	<ul style="list-style-type: none"> • Deep understanding of China/ British financial policies and processes • Familiarity with international higher education finance trends, challenges and opportunities (particularly the UK, China, and Malaysia) • Mandarin speaking would be an advantage

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

Valuing people

Role models the highest ethical standards to cultivate a collaborative workplace that develops talent and enhances wellbeing, while also balancing the needs of the various stakeholders.

Taking ownership

Translates the vision into a strategy for their own area, enabling people to take the right action for the wider organisation. Can resolve complex problems, balancing the needs of varied stakeholders.

Forward-thinking

Always has the overall strategic goal in mind, manages to stimulate agile and forward-thinking in others, motivating them and giving them the confidence to drive for continuous improvement.

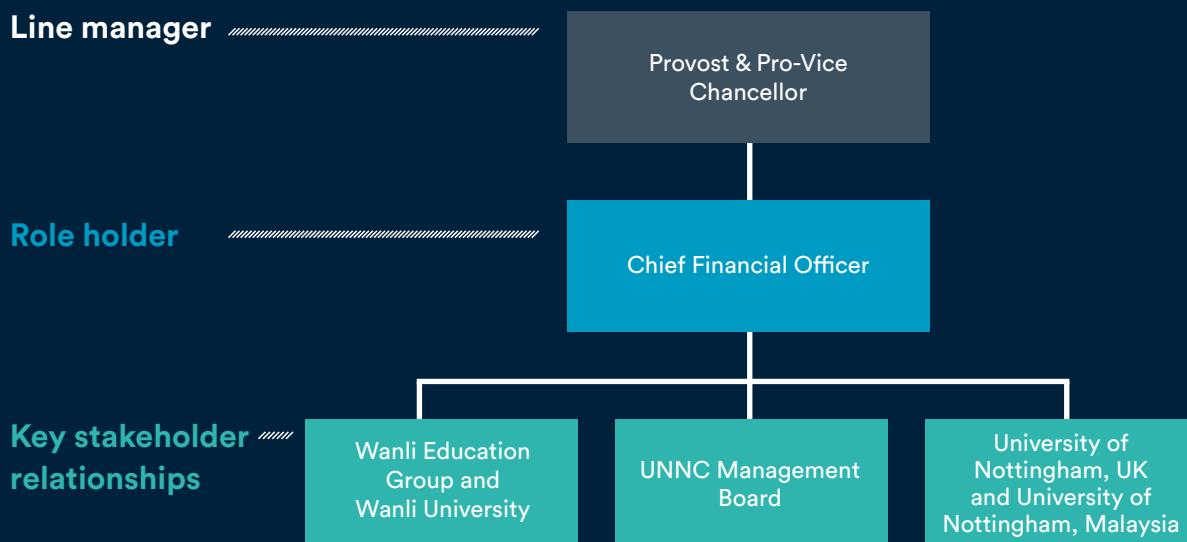
Professional pride

Goal is to be best in class; ensuring this can be achieved in line with long term strategy regardless of short term challenges. Supports people to do what is best for both the organisation and the department.

Always inclusive

Promotes how collaboration and positive partnerships are essential to success, always looking ahead to explore how to involve other potential stakeholders.

Key relationships with others



HOW TO APPLY

The University has partnered with GatenbySanderson for the executive search for this position. To apply, please visit [here](#). For an informal conversation about the role, please contact our recruitment partners at GatenbySanderson: Jacqueline Lau at jacqueline.lau@gatenbysanderson.com or Maliha Ahmed at maliha.ahmed@gatenbysanderson.com.

Applications should include a full CV and a cover letter which addresses the key selection criteria.

The closing date for applications is 13 October 2025.

Equal opportunities

The University of Nottingham Ningbo China is an equal opportunity employer. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff. It is our intention to ensure that job applicants and staff are treated solely on the basis of their merits, abilities and potential, regardless of gender, race, colour, nationality, ethnic or national origin, age, socio-economic background, disability, religious or political beliefs, trade union membership, family circumstances, sexual orientation or other irrelevant distinction.



WORK AT UNNC

WE aim to foster an environment in which talent is supported, motivated and empowered to reach their full potential and contribute the most to the University's success. We provide internationally competitive compensation and sound benefits. For individuals and families relocating, your journey will be fully supported at every step.

Compensation & Benefits

Our compensation and benefits packages are designed to attract and retain diverse, highly motivated talents while reinforcing our care for staff members and shared purpose to work beyond the ordinary. which includes:

Competitive salary, with a clear road ahead for progression

Various types of leave benefits

Long Service Awards

Team building activities

Annual health check

Additional allowance and support to eligible staff, covering relocation, accommodation, home leave. private medical insurance, education support and more.

Career development

We are committed to a collaborative, flexible and interactive approach to staff learning and development, to empower individuals to contribute fully to the achievement of the University's goals.

The UNNC Learning Academy was launched in April 2021 to provide a wide range of training opportunities in line with the University's strategy by providing our staff with the tools to empower high-performing talent and to unlock their full potential and develop further, cultivate inspirational leadership, and a support a high performing and learning culture across UNNC.

Members of staff have enriched opportunities to engage in a mixture of in-house and externally provided learning and development activities, as well as digital learning.

Support

UNNC provides a variety of staff support allowing you the opportunity to customize an employment journey that meets your personal needs to live beyond the ordinary.

Before you onboard:

For international staff members, we have a dedicated team providing visa support and assisting with the application of the work and residence permits for you and your accompanying family.

For overseas-based staff members, we provide support for flight bookings, airport pick-ups and accommodation arrangements.

As you embark on this exciting chapter of your career, we are dedicated to facilitating your seamless transition and sustained success. From onboarding assistance to induction programmes, buddy schemes, and cultural and engagement events, we are committed to enabling every new colleague achieve a solid start at UNNC.

To promote an inclusive university experience that encourages a proactive, accessible, holistic approach to health and wellbeing, we provide an array of professional services tailored to support your physical, emotional, mental health and wellbeing needs during your time at UNNC.

OUR CAMPUS



To promote intellectual engagement, stimulate innovative inquiry, and preserve knowledge, the University establishes an intellectual setting equipped with cutting-edge technologies to facilitate learning, teaching, and research.

UNNC provides world-class sports infrastructure and campus activities, with staff

Active staff clubs promote activities that foster connection, collaboration, and communication among staff members and their families, such as the Mama and Papa Club, Arts Club, Staff Gardening Club, Staff Wellbeing Club, and many more. There are also numerous sports engagement programmes like badminton, basketball, cycling, Taiji, rugby, and yoga.

With extensive resources, advanced technologies and a welcoming environment, our Library aims to build flexibility and responsiveness to support your working beyond the ordinary.

The comfortable and clean staff lounges offer employees a place to unwind and recharge. For nursing mothers, we have private lactation rooms furnished with confidential access.

There are numerous cafes, restaurants, stores, and canteens on campus to help facilitate daily life.



LIFE IN NINGBO

Ningbo is a dynamic, modern city steeped in thousands of years of history. Eight million people live in this port city at the mouth of the Yangtze, and the Ningbonese people are known for their entrepreneurialism and innovation, as well as their famed Jiangnan cuisine.

Surrounded by mountains and nature, Ningbo has plenty to see and do and enjoys warm summers and mild winters. Many staff members value being able to readily access both a vibrant city and the countryside so easily. Whilst Dongqian lake – which offers hiking and biking trails as well as water sports – is close to campus, there are plenty of shopping centres and city activities to explore, too. Ningbo has always been home to people from all over the world, and as a result the city has many international restaurants, supermarkets and shops.

Ningbo has fantastic transport links to cities all over China and is within hours of other major cities such as Hong Kong, Shanghai, Nanjing and Hangzhou, as well as countryside getaways and tourist spots such as the Zhoushan island chain. Ningbo is home to high speed train stations and an international airport with links to Bangkok, Tokyo and Singapore and other regional hubs.



Find details on
Career Website



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