



**UNIVERSITY
OF WARWICK**

Point the way ahead

Director of Construction
Recruitment Pack – June 2026



We all have it in us

Born in the 60s, the University of Warwick has always been a forward-facing organisation and today is no different; we're still here to point the way ahead.

As the world faces a future of faster, more profound change, with all the possibilities, pressures and uncertainty that brings, we know the role of higher education will be more vital than ever.

We do what we do at Warwick because, even in the face of this uncertainty, we believe we all have it in us to find the answers and make a better world. Especially when we're powered by knowledge, curiosity, creativity and compassion.

Professor Stuart Croft

Vice-Chancellor and President



This is Warwick

Ranked 68th in the world and 10th in the UK, Warwick is one of the world's leading universities for teaching and research. With an absolute commitment to excellence and an ambition to challenge the status quo, we've inspired positive change, sparked innovation and created opportunity across our local community, our region, the country and beyond.

Our campus, on the border between Coventry and Warwickshire, is home to over 28,000 students and 7,000 staff. You'll be joining a diverse, innovative and globally connected community committed to igniting real world progress.

Here at Warwick, we offer you opportunities to follow your ambitions as long as you bring the energy and determination to succeed.

We're incredibly proud of our global reputation as a centre of excellence for learning and research. It is our mission to point the way ahead and open our doors even wider – to work hand in hand with industry, to connect with academics and partners around the world, to bring opportunity to our region and our country, and to engage students, staff and communities from all walks of life, all parts of society, all cultural backgrounds.



Warwick in 2030

In 2030, our University will be larger than now, both in our student population and our research. That growth will be sustainable and will never compromise on quality.

Our growth will be particularly in STEM subjects (science, technology, engineering and maths) and Social Sciences, but will also build on our other existing strengths across all our disciplines.

Our research will be, without exception, world class: increasingly international and multidisciplinary; always seeking to create knowledge which has a genuinely transformative effect.

From plastics to poverty, our aim will be always to impact positively on the world's major societal, industrial and cultural challenges.

Whether it is challenge, curiosity or career aspirations that drive our students, our education and student experience will provide a diversity of exciting opportunities: more research based, more international, with greater interdisciplinarity. A Warwick education will not only prepare our students for productive employment, it will enable them to impact still more powerfully on their worlds.



Warwick in 2030

By further developing our campus to meet our aspirations for growth, we will develop exceptional spaces and facilities for our students to study, collaborate and socialise, for teaching and research, and for collaborations with industry and community partners. Partnerships in our region, nationally and internationally, will be at the heart of this renewal.

Our talented staff and students will be our priority and must feel secure and be well supported, whatever their background. Studying, working and partnering with Warwick will be built on an exceptional experience, place and quality of life, with soft boundaries between campus life and that of our neighbours through easier and more sustainable commuting and travel, and ready access to training and development, wellbeing services, sport and culture.



Warwick in 2030

By 2030, Warwick will be one of the world's exceptional universities, helping to transform our region, country and world for the collective good.

Above all, life at Warwick will be underpinned by an unchanging set of values based on openness, diversity, respect and trust. We will defend academic freedom, welcome difference and always challenge and stand up to intolerance, prejudice and unacceptable behaviours.

In all that we do and seek to achieve, we must and will ensure the sustainability of our University in all senses – financial, social and environmental – by embedding innovative sustainable development ambitions and practices throughout our strategic plans and activities. This means realistic and robust financial planning; nurturing and developing our staff, students and communities in an inclusive way; utilising more efficient fuels, transport and energy generation methods, and making our campus greener, more attractive and more welcoming.





UNIVERSITY
OF WARWICK

**Deliver construction
excellence across our
most ambitious
projects yet**

Director of Construction

Reporting to the Director of Capital Programmes

A strategic delivery leader providing cross-cutting construction execution leadership, assurance and resilience for the University's highest-risk, construction-intensive capital activity, operating within a live campus environment.

The core purpose is to provide the University with senior resilience across the two highest-value programmes totalling £700m, which sit within the wider 10-year Capital Plan valued at over £1bn.

The postholder provides senior, specialist, portfolio-level construction leadership during the phases where construction methodology choices, logistics constraints, contractor performance and interface risk have the greatest potential to impact:

- institutional operations
- programme affordability and schedule certainty
- health and safety outcomes
- the University's confidence in delivery

The role is particularly critical given the University's adoption of a Construction Management delivery model as a new approach to execution, requiring senior leadership to set standards, manage complex interfaces, and assure performance on two world leading academic projects.

The postholder will exercise senior professional judgement and delegated authority to direct timely construction interventions and recovery actions across live works (e.g., resequencing, logistics controls, performance escalation, and, where required, temporary suspension of high-risk activities) to protect safety, programme certainty and institutional operations.

The role will strengthen the University's capability to deliver large-scale, complex capital programmes by providing a consistent and authoritative focus on construction methodology, sequencing, safety, quality, and delivery assurance within a live campus environment.

Principal accountabilities

Portfolio-level Construction Execution Leadership & Assurance

Provide strategic leadership and assurance of construction execution across the Connect Programmes and wider portfolio interfaces, ensuring delivery is safe, efficient, and compliant while maintaining operational continuity of the live campus.

Set and drive consistent construction standards across methodology, sequencing, quality management, temporary works, commissioning readiness and handover quality, ensuring delivery approaches are coherent and controlled across multiple delivery partners

Act as the senior construction authority to identify material construction risk early, direct mitigations, and intervene decisively where delivery performance threatens programme outcomes, escalation thresholds, or institutional risk appetite.

Deliver to programme, cost, quality, and safety objectives.

Ensure compliance with all statutory, regulatory, and health & safety obligations (including CDM).

Governance, Risk, Decision Support & Institutional Assurance

Provide independent construction assurance to the Director of Capital Programmes and governance bodies on delivery readiness and risk.

Ensure construction risks, programme dependencies, and critical path issues are clearly understood and actively managed.

Support PMO-led governance processes, stage gates, and reporting frameworks, ensuring accurate and timely insights on delivery performance.

Contribute to portfolio-level decision-making, ensuring construction implications are fully considered.

Principal accountabilities

Cross Programme Interface, Interdependency & Logistics Leadership

Lead the resolution of complex construction interfaces and interdependencies across the two Connect Programmes, providing very senior resilience across the £700m of highest-value workstreams, and ensuring that programme decisions are optimised for the benefit of the wider 10-year Capital Plan (over £1bn) rather than any single project in isolation.

Facilitate decision-making that optimises outcomes across the entire portfolio rather than individual projects

Provide senior leadership over construction logistics strategy within a constrained campus setting, ensuring phasing, access, enabling works and operational interfaces are coordinated to minimise disruption and reduce compounded risk across concurrent programmes.

Operate as the senior point of integration for construction delivery constraints that cut across programme boundaries (e.g., shared enabling works, infrastructure constraints, campus congestion), ensuring timely resolution through structured options, trade-offs and escalation when required.



Principal accountabilities

Contractor / Supply Chain Performance, Methodology & Commercial Influence

- Provide senior oversight of contractor and supply chain performance across the construction phase, ensuring clear performance expectations, coherent delivery plans, and consistent application of controls, KPIs, and assurance processes.
- Provide expert leadership on construction delivery models (including Construction Management where adopted), ensuring the University has the capability, controls and leadership focus required to execute safely and predictably.
- Provide senior oversight of contractor and consultant performance across the construction lifecycle.
- Support Programme Directors and Core Projects Director by strengthening construction performance governance, enabling effective challenge and intervention without diluting accountability for programme outcomes.
- Ensure consistent application of commercial, contractual, and performance management frameworks across delivery teams.
- Drive high standards of collaboration, quality, and productivity across tier one contractors and delivery partners.
- Deal with potential claims from contractors ensuring that these do not escalate into actual claims.

Principal accountabilities

Senior Leadership, Culture & Capability (Construction Excellence)

Act as a key member of the Capital Projects senior management team, modelling high standards of leadership unity, safety-first culture, professional excellence and collaborative decision-making across delivery and development functions.

Build construction delivery maturity across the organisation by embedding lessons learned, strengthening assurance behaviours, and raising capability in logistics planning, safety leadership and performance management across the delivery community.

Promote a high-performance, safety-first culture across all delivery teams.

Support development of capability across the organisation in construction delivery and logistics.

Provide expert advice and challenge to Programme Directors and Core Projects Director on construction matters.



Person Specification

Knowledge, Skills and Experience (Essential):

- Extensive experience of Construction Management delivery model and alternative delivery models.
- Excellent change management and leadership skills.
- Extensive senior leadership experience delivering large-scale, complex construction projects / programmes in live operational environments with significant stakeholder complexity.
- Proven experience of managing tier-one contractors and complex supply chains leading on multi-programme logistics strategies.
- Exceptional stakeholder leadership skills, with the credibility to influence across senior leaders, delivery partners and external advisors.
- Strong commercial and contractual understanding sufficient to challenge delivery partners and support performance and risk management decisions at senior level.
- Deep expertise in construction methodologies, logistics, sequencing, safety, quality and performance assurance, procurement routes, and contract management.
- Proven ability to make high-impact decisions under pressure with incomplete information, balancing safety, programme, cost, quality and operational risk.
- Strong knowledge of construction safety, regulatory compliance, and risk management frameworks.
- Strong commercial awareness with experience managing large budgets and contractual risk.
- Demonstrable experience managing complex interfaces and interdependencies across concurrent major programmes.

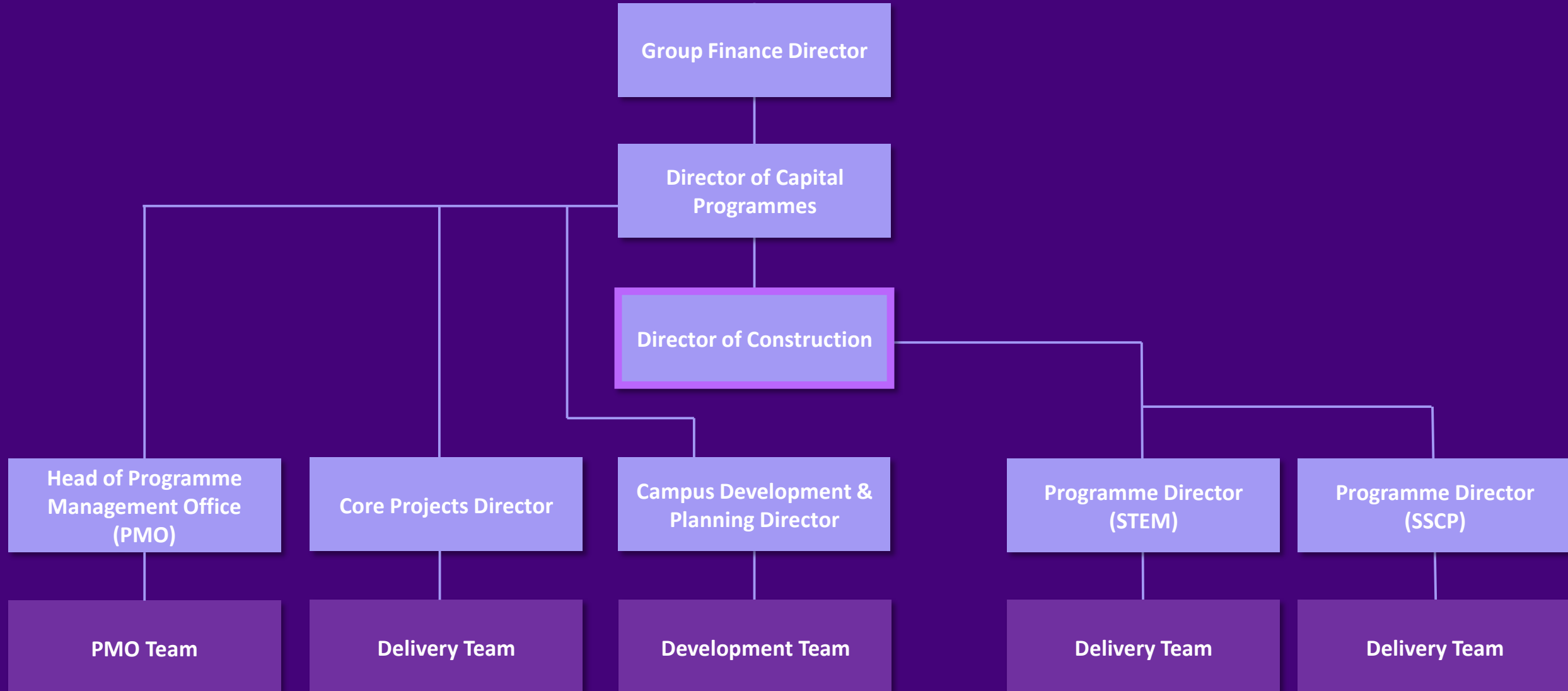
Person Specification

Knowledge, Skills and Experience (Desirable):

- Experience working within a PMO-governed portfolio environment with stage-gate assurance and portfolio controls.
- Experience within higher education or complex public sector estates.
- Senior professional membership of a relevant body (e.g. CIOB, RICS, ICE).
- Degree or equivalent professional qualification in construction, engineering, surveying, project / programme management or a relevant built environment discipline.



The Capital Projects Senior Team



A great place to work

Warwick is a fantastic place to work, a place where you should expect the unexpected. No two days are the same, and plenty of perks come with this role.

Core Benefits:

- Competitive salary
- Attractive pension scheme with excellent employer contributions
- Generous annual leave to keep you energised
- Relocation support (if applicable)

Recognition:

- Senior performance and remuneration review
- Recognition scheme to celebrate the excellence and contribution of staff
- Staff awards to recognise peers and colleagues and their great work

Health and wellbeing

- Employee Assistance Programme (EAP), a confidential support service to help you through any of life's issues or problems
- Discounted private healthcare and cash plans to keep you and your family happy and healthy
- Health and Wellbeing policies

Learning and development

- Development opportunities including workshops, coaching and more

A great place to work

Fitness and lifestyle

- Warwick Family activities including family days and events in the Arts Centre
- Flexible and hybrid working to help your work/ life balance
- Warwick Arts Centre offers seasonal staff discounts for its programme of events

Family

- Family friendly benefits including maternity, paternity, shared parental leave and adoption leave, career break and Time Off for Dependents for that vital family time
- University Nursery and Children's Services in a convenient on-campus location
- Warwick Family activities including family days and events in the Arts Centre

Transport

- Cycle to work scheme
- Car share scheme
- Electric car scheme

As well as those listed above, there are many other benefits of working at Warwick. Find out more at www.warwick.ac.uk/benefits



How to apply

The University of Warwick has appointed SearchHigher as their recruitment partner for this campaign.

please apply below by submitting a CV & Cover Letter in Word Document format or via email to enquiries@searchhigher.com

We're proud of our diverse community and are committed to ensuring equality of opportunity for all, fostered in an environment of mutual respect and dignity. We strongly encourage individuals from all backgrounds to apply for this role.

The closing date for applications is Sunday 26th July .

We know that attracting the highest quality staff is fundamental to achieving our aims. We're committed to ensuring that our recruitment and selection practice is professional, fair and effective.

Find out more at www.warwick.ac.uk/services/equalops.

