

WOLFSON COLLEGE, UNIVERSITY OF OXFORD
DIRECTOR OF ESTATES AND FACILITIES
FURTHER PARTICULARS OF THE JOB

OVERVIEW OF THE COLLEGE

Wolfson College was founded as a graduate college in 1966. It is one of Oxford University's largest and most international colleges, with an open and inclusive ethos. Since its foundation, Wolfson College has worked to provide an inclusive home for exceptional scholars. We are proud of our vibrant community of fellows, students, researchers and staff, and of our egalitarian and friendly spirit.

Wolfson is located on the banks of the Cherwell River in north Oxford, with a campus of Grade 2 listed buildings and open parkland. We are the first net zero Higher Education Institution in the UK, following the completion of a multi-award-winning decarbonisation project in late 2023.

OVERVIEW OF THE ROLE

The Director of Estates and Facilities is a senior position that is responsible for the management and upkeep of the College's estates and facilities, including Health and Safety, legislative compliance, and delivery of maintenance, refurbishment and new works projects. The role requires excellent strategic planning, project and operational management. The Director of Estates and Facilities works closely with the President and Bursar, as well as the wider College community, including other staff, fellows and students, in ensuring the smooth day-to-day running of the College. The role therefore requires maturity and flexibility, and strong communication and interpersonal skills. The successful candidate will be a hard-working high achiever, who thrives on being empowered and enjoys adding value every day.

JOB DESCRIPTION

Job Title: Director of Estates and Facilities (Home Bursar)

Main Purpose of Job:

Management of the estates and facilities of Wolfson College, including the health & safety lead and legislative compliance. Delivery of new works projects.

Requires a combination of strategic planning, project management and operations.

The post holder will represent the College at the Domestic Bursars' Committee.

Relationships:

Reports to: the Bursar

Liases with: the President, Heads of Departments, fellows, students and staff.

Direct reports: Estates Manager, Home Bursary Assistant, Head Gardener, Lodge Manager, Accommodation Manager.

Main Tasks of Job

Strategy, Planning and Professional Guidance

- Develop and implement the College's Estate Strategy, in liaison with the Bursar.
- Identify, plan and deliver major estate developments, including long term estate financial planning.
- The Estates and Facilities Director is the College Designated Premises Supervisor, Fire Officer, Alcohol Licence Holder and Lead Safety Officer.

Management of Staff

- Line manage and lead the professional development of the estates and facilities teams ensuring the required skills are in place to support the daily demands of the College.
- Establish and maintain strong relationships with all internal and external stakeholders.

Health and Safety Compliance

- Ensure that the College complies with all current health and safety legislation and best practice as it relates to buildings and premises including, but not limited to, asbestos risk management, fire detection, firefighting equipment, working at height management, PAT testing, COSHH and legionella risk management.
- Oversee site security and line manage the Lodge Manager ensuring all security policies, procedures, processes and equipment are fully functioning.
- Ensure that health and safety processes are in place for staff, as per the College Health & Safety Policy.
- Organise and lead external health and safety reviews of the College and ensure that recommendations are acted upon as required.
- Ensure compliance with fire safety regulations as they relate to buildings and premises, contributing to the development of policies and procedures, facilitate the fire risk assessment visit, respond to actions required under the College's external fire risk assessment.
- Act as site incident lead co-ordinator ('control') in the event of a fire or incident.
- Arrange periodic fire marshal training for college staff and contribute to fire awareness induction for new staff.
- Set the agenda and contribute to the College's Health and Safety Sub-Committee, providing expertise on estate management and processes.

Management of Accommodation Functions

- Working with the Accommodation Manager, ensure that the use of rooms is managed effectively, balancing academic, residential and commercial needs in addition to assessing and analysing the College's future room needs as part of its overall strategy.
- Review annually licensing terms and pricing, proposing changes as required.
- Supervise and support the Accommodation Manager in allocating rooms to students and to conferences.
- Ensure compliance with compulsory, as well as adopted regulatory standards.

Capital Development Programmes/Projects

- Establish and review, with the Bursar, the College's site development priorities and stock condition plan.
- Assist and advise the Bursar with the delivery of the estates capital construction programme within agreed financial budgets and programme schedules. This includes scrutiny of designs, feedback to design teams, ensuring minimal disruption to College life during construction phases and overseeing contractors to ensure site procedures are followed especially in relation to health and safety and CDM requirements.
- Assist the Bursar in the selection and appointment of consultants and contractors to deliver capital projects.
- In conjunction with the Bursar, select, appoint and manage when required planning, design and building consultants and project manage individual developments to time and budget where necessary.
- Work with the Bursar and nominated third-party advisors to plan major development programmes, advising on matters of logistics, buildability, proposed programme and impact to existing College plant and building stock.
- Ensure that long term maintenance requirements are incorporated into the plans.
- Work with the Bursar to ensure that site logistics are in place to minimise disruption during construction.
- Oversee contractors during the build phase ensuring that site procedures are followed including health and safety and CDM requirements.
- Manage the handover of larger works including commissioning, snagging and logistics of moves.

Financial Management

- Prepare the annual premises budget for review with the Bursar and in accordance with the 10-year stock condition plan.
- Plan and monitor the annual maintenance budget.

- Manage the budget for works, including authorising contract payments as necessary.
- Review and tender service contracts as required.

Construction Works

- Work closely with the Bursar and College Leadership Team to lead the Estates Manager through the design and delivery of the annual works programme to time and within budget.
- Complete feasibility studies for potential projects and agree options with the Bursar.
- Manage the undertaking of tendering processes for all agreed projects.
- Ensure all work complies with relevant H&S CDM legislation, regulations and industry best practice.
- Ensure projects are completed to time and budget and take corrective action where necessary.

Sustainability

- Play a key role in creating and driving sustainability initiatives, ensuring alignment with the University's environmental goals as well as the College's sustainability strategy.
- Developing and implementing strategies to reduce the College's carbon footprint, managing energy efficiency and waste reduction programs, and promoting sustainable practices across all domestic operations. The role involves collaborating with staff, students, and external partners to embed sustainability into daily activities, as well as reporting on progress toward key environmental targets.
- Ensure that procurement policies within the estates and facilities team prioritise environmentally responsible suppliers and practices.

ACOP Compliance

- Monitor compliance with ACOP guidelines on the standards of student accommodation and manage the improvement of any shortfalls.
- Ensure that all policies and documentation required for compliance with ACOP are kept up to date and are readily available in the event of an audit or student query.

Physical & Working Environment

- Mostly office based but must be physically able to climb ladders, carry heavy objects, bend and stretch as required, and hold a UK driving licence.
- Occasional working outdoors in hot and cold weather.

Other Tasks

- Create and regularly update a Building Condition Survey, advising the Bursar on required operational and capital budget allocation where necessary.
- Plan and oversee the annual Fireworks Display, the College Ball, and the staff punting trip.

Generic Responsibilities

- Responsibilities carried by all Staff in the College to comply with the contract of employment.
- Follow and advise on the College's Safeguarding policies.
- Play a full part in the life of the College community to support its mission and ethos and to encourage staff and students to follow this example.
- Maintain up to date professional knowledge and personal, professional development.
- To ensure that all personal, sensitive and confidential information and documentation to which the post holder has access and for which he/she has responsibility is safeguarded and updated in line with the requirements of the General Data Protection Regulation (GDPR) and the College's Data Protection Policy, and to ensure that such information is not disclosed to any unauthorized person.
- Any other work as reasonably requested by the Bursar and/or President to ensure the smooth running of the College.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A qualification in Health and Safety Management and Associate membership of IOSH or another relevant qualification • A qualification in and/or extensive knowledge of building maintenance and refurbishment • Good standard of general education (at least A-levels or equivalent) 	<ul style="list-style-type: none"> • A Degree, HND or HNC in a building related discipline • A qualification or degree in management • NEBOSH
Knowledge and Experience	<ul style="list-style-type: none"> • Extensive experience in leading Estates and Facilities functions in an organization, both on strategic and operational level • In-depth working knowledge of Health and Safety Regulations, Policies and Procedures • Working knowledge of Fire Safety Regulations and Risk Assessments • An understanding of building construction and maintenance 	<ul style="list-style-type: none"> • Previous experience in building construction and maintenance • Experience in ensuring Health and Safety compliance • Experience working in higher education

	<ul style="list-style-type: none"> • Solid experience in leading a diverse team of staff • Good awareness of the requirements of the Data Protection regulations 	
Skills	<ul style="list-style-type: none"> • Excellent communication skills with the ability to communicate professionally, sensitively and effectively at all levels and across all College departments • Strong organisational skills including the use of IT where appropriate and an ability to prioritise effectively • Strong management skills • Ability to quickly establish excellent working relationships at different levels • Willingness and ability to design and provide Health and Safety training • Ability to juggle multiple tasks and work to deadlines in a calm and systematic manner • Ability to understand and value the academic purposes of the college and to gain the confidence of and relate to the academic staff 	
Personal qualities	<ul style="list-style-type: none"> • Approachable but capable of setting boundaries • Dependable and willing to work unsocial hours if required, able to come to College in a reasonably short time to attend to emergencies • A proven leader taking responsibility for and pride in excellent service provision • Understanding of and commitment to working in an international, multicultural and egalitarian environment 	

TERMS AND CONDITIONS:

Appointment:	The post is available from 2 June 2025. It is full-time and permanent with 6 months' probation.
Hours:	Working hours are 42 hours per week, excluding time taken for lunch, and such hours as are required for the proper performance of the duties. The hours of work will normally be during office hours from Monday to Friday, but may vary according to the peaks and troughs of College activity and there will be some weekend working and

	extra hours to enable the post holder to deal with contractors and emergencies. Time off in lieu may be given in these instances at the discretion of the College.
Annual Leave Entitlement:	39 days <i>pa</i> including Bank Holidays for full time positions. The holiday year runs from 1 October to 30 September.
Salary and Benefits:	The salary for the 42 hours' week will be between £60,000 and £65,000 per annum, depending on the candidate's qualification and experience. Benefits include an attractive pension scheme (USS), free lunch within allowance when on duty, free parking.
Notice period:	1 week during probation, 3 months thereafter.
Other conditions	The post is subject to obtaining satisfactory references, a satisfactory completion of the health questionnaire, satisfactory completion of the right to work check, and signing a contract of employment.

Equality of opportunity

The Equal Opportunities policy of the College requires that all staff are offered equal opportunities within employment. Entry into employment will be determined only by personal merit and the application of criteria related to the post. Subject to statutory provisions, no applicant will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Data Protection

All data supplied by candidates will be used only for the purposes of determining their suitability for the post and will be held in accordance with the principles of the UK GDPR and Data Protection Act 2018, and the College's Data Protection Policy which can be found on the College's website at www.wolfson.ox.ac.uk/policies/data-protection-policy.

APPLICATION:

Applications should be sent by post to HR Department at recruitment@wolfson.ox.ac.uk and should include:

- an application form completed in full
- a covering letter which explains why you are interested in this post, why you are a suitable candidate and why you are leaving your current job

We will contact your referees at the shortlisting stage unless you make it clear in your application that you do not wish us to do so.

The closing date is midday on Friday, 21 March 2025. Interviews will take place on Monday, 31 March 2025.