



Chief Commercial Officer Role 2026



Welcome from the Vice-Chancellor

Dear Candidate,

Thank you for your interest in the role of Chief Commercial Officer at Health Sciences University (HSU).

This is a pivotal appointment at a defining point in our development. Following the approval of our new university title in 2024 and the integration of the University College of Osteopathy, we are establishing a distinctive, multi-campus institution with a clear purpose and growing ambition.

HSU is uniquely positioned at the intersection of academic excellence, clinical provision and applied research, operating within a highly regulated environment. Alongside outstanding student outcomes, we deliver high-quality CQC-registered clinical and diagnostic services, enabling an integrated model that advances workforce development, patient care and innovation.

As a member of the Executive Leadership Group, reporting directly to me, the Chief Commercial Officer will play a central role in shaping our next phase of growth. You will lead a coherent commercial strategy that strengthens financial sustainability, diversifies income and enhances our external position.

This is not a traditional commercial role. It requires bringing clarity and alignment across a broad portfolio, including partnerships, student recruitment, executive education, transnational activity, research and innovation, clinical services and enterprise. You will build a balanced, high-performing portfolio—ensuring growth is both ambitious and sustainable, supported by strong governance aligned to regulatory requirements and our charitable objectives.

Externally, you will represent HSU at senior levels, building long-term partnerships across healthcare, industry, government and the third sector. You will secure high-value collaborations that enhance our impact and position HSU as a partner of choice in workforce development, clinical innovation and enterprise.

Internally, you will work closely with academic, clinical and professional leaders to embed a more integrated and outward-facing culture. A key priority will be strengthening capability across marketing, recruitment, partnerships and enterprise, ensuring commercial strategy is fully aligned with academic quality, clinical excellence and the student and patient experience.

We are seeking an exceptional, values-driven executive with strong strategic judgement and commercial acumen, experienced in operating at Board level within complex, regulated environments. You will bring a proven track record of delivering sustainable growth, building high-value partnerships and leading organisational transformation.

Above all, you will share our belief in the power of education, research and clinical practice to improve lives. This is an opportunity to shape the future of a specialist university with a clear mission and significant potential.

If this opportunity excites you, we would be delighted to receive your application.

Warm regards

Lesley

Professor Lesley Haig
Vice-Chancellor, Health Sciences University



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Who we are

Health Sciences University (HSU) was established in July 2024, evolving from AECC University College, and was rapidly enhanced through the subsequent integration of the University College of Osteopathy. The University was formally launched in October 2024 when Her Royal Highness The Princess Royal was installed as the University's inaugural Chancellor. Both founding institutions bring with them a proud legacy of innovation and global leadership in health education: AECC University College, founded in 1965, is renowned for its expertise in chiropractic education, and the University College of Osteopathy, established in 1917, has a distinguished history in osteopathic training.

HSU is a specialist institution focused exclusively on health sciences education, research, and clinical practice. The University operates across two sites in Bournemouth and London with around 2000 students and over 300 staff across four academic schools. We offer more than 30 courses in pre and post graduate allied health, sport and exercise sciences, psychology and mental health, chiropractic, and healthcare leadership

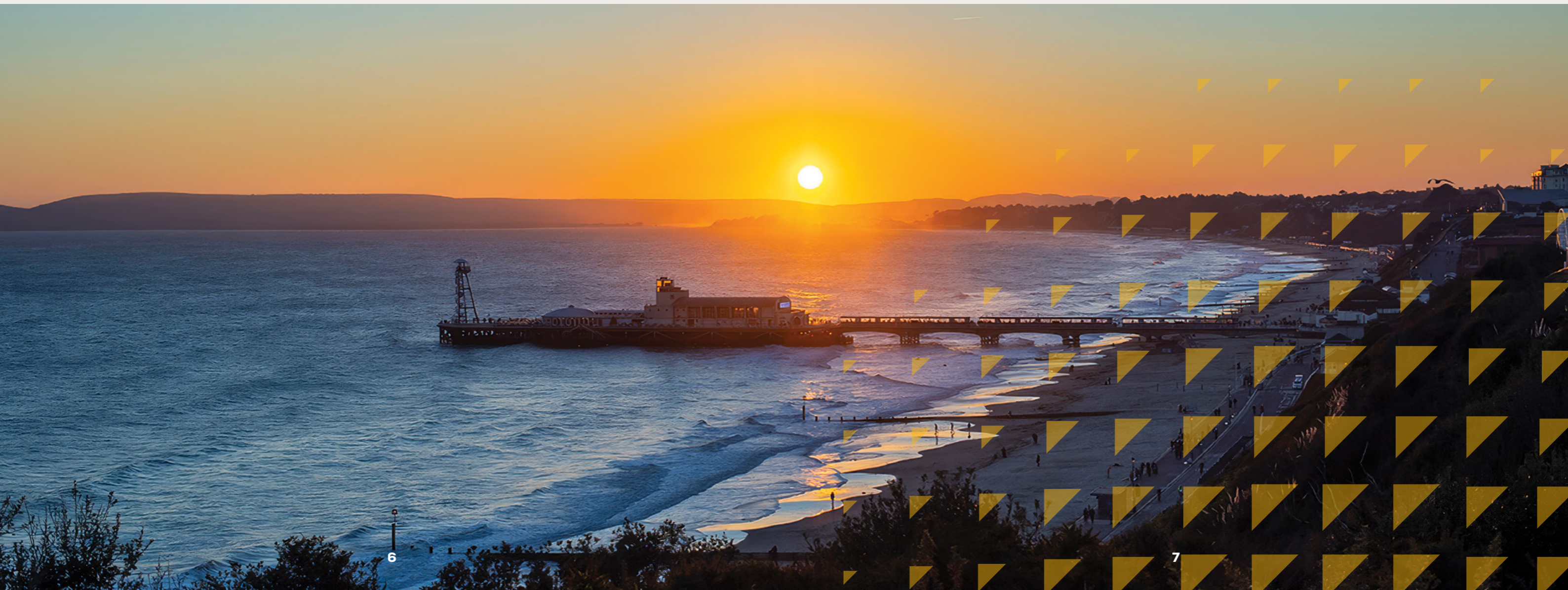
and management. HSU also provides a growing number of apprenticeships alongside a diverse portfolio of accredited CPD and masterclasses to a wide range of professionals more broadly across the registered and unregistered health and care workforce, such as nurses, medics, paramedics, operating department practitioners, and assistant practitioners.

HSU is committed to excellent research, driving innovation in healthcare education, clinical practice, and community wellbeing. Our research is structured across several specialist centres and themes and supports a wide range of funded and self-funded research projects. Its research and innovation aims to: improve health outcomes through evidence-based practice; support sustainable, person-centred healthcare; integrate digital technologies with compassionate care; and shape future-ready healthcare professionals.

As a CQC registered provider, HSU has an advanced clinical infrastructure which supports over 15 clinical services, and operates cutting-edge facilities including an Integrated Rehabilitation Centre, an Open Upright MRI Scanner, Digital X-ray and Ultrasound Suites, and a range of on-site MSK, podiatry and rehabilitation clinics. HSU Clinical Services support around 85,000 patient visits across its two locations each year in its private and student-led training clinics. Clinical and imaging services are commissioned by NHS and PVI partners, and multiple partners are hosted

on-site including one of University Hospital Dorset's Imaging Centres, a charity-based Lymphoedema service, local PCN and pan-Dorset MSK services.

HSU collaborates widely with NHS Trusts, private healthcare providers, local authorities locally, and systems regionally, nationally and internationally, ensuring high-impact education, practice and research which aligns with contemporary health and care sector needs.



Our Values

Our values: Caring, Professional, Passionate, Inclusive and Collaborative, set out to guide not just what we do but also 'how' we do things.

Our Mission

Our mission to 'create a healthier society through education, research and clinical care' is as relevant today as it was when the heritage institutions were launched 61 and 109 years ago respectively.

Our Vision

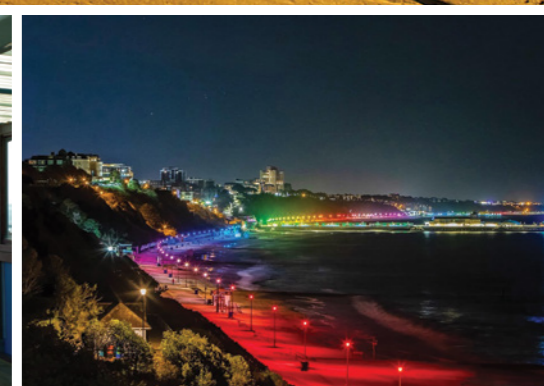
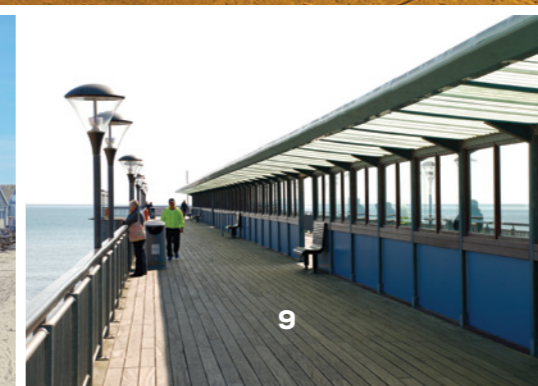
Our vision is 'to be a leading specialist health sciences university providing excellent education, clinical care and applied research. We will become an important anchor institution serving our local communities, recognised nationally and internationally as a centre of excellence.' This vision continues to drive our institutional journey as we develop and diversify our academic portfolio, research and innovation, and patient services.

Our Strategic Aims

Two years post-merger we continue to realise our ambitions and the opportunities associated with our unique brand across both campus locations. We have commenced a strategic review to take stock of our challenges and opportunities, which will guide our direction of travel in the coming years and underpin a multi-year plan.

Our current strategic aims are as follows:

- Provide an outstanding student experience and deliver excellent graduate outcomes
- Support the expansion and development of the health workforce by providing demand-led high quality education and training programmes
- Provide excellent patient-centred and multidisciplinary clinical, rehabilitation and diagnostic services
- Position ourselves as a first-choice partner within specialisms for research and innovation in the health sciences
- Establish ourselves as the anchor University for knowledge exchange and economic development within our communities
- Create a diverse, inclusive and sustainable environment in which we support our people and develop our activities, spaces and facilities



Our Locations: Bournemouth and London

About Our Bournemouth Campus / Parkwood Road

Bournemouth is a beloved seaside destination, renowned for its seven miles of stunning sandy beaches. Nestled between the New Forest and Hengistbury Head - both designated Areas of Outstanding Natural Beauty - the town offers a perfect blend of coastal charm and natural splendour.

The town centre features a wide array of shops, while the nightlife caters to all tastes, with theatres, cinemas, and live music venues.

The HSU main building in Bournemouth is a grade II listed building situated on Parkwood Road which dates back to 1888 and was previously a convent school. HSU's clinical services and state-of-the-art Integrated Rehabilitation Centre are close by. The campus is a 5-minute walk from Southbourne, a chic neighbourhood east of Bournemouth full of artisan cuisine, bars and independent shops, and a 10-minute walk from seven miles of golden Blue-Flag award winning beaches. Southbourne was named as one of the best places to live in the UK by the Sunday Times in 2025.

There are good road networks and rail links to London.



About Our London Campus / Borough High Street

Our London campus is situated in Borough High Street, which offers a rich blend of history and culture, perfectly fitting for a location in the heart of the capital. The area is steeped in literary heritage, with strong ties to the life and works of Charles Dickens. Close by, you'll find the iconic Borough Market and the historic London Bridge, making it a vibrant and culturally significant part of the city. The area is dynamic, with modern living spaces, shops and restaurants.

Our modern main teaching building in London is on Borough High Street and has excellent public transport links. The London Clinic is just a short walk away.

Job Description and Person Specification

Position: Chief Commercial Officer (CCO)

Reporting to: Vice-Chancellor

Responsible for:

Head of Marketing and Communications

Head of Recruitment and Admissions

Head of Engagement and Partnerships

Member of:

University Executive Leadership Group

Location: Onsite, based Bournemouth or London (with travel to between campuses, partner institutions, and occasional international travel)

Contract type: Full-time, permanent

Salary Scale: Competitive, commensurate with experience

Closing date for applications: Friday, 24 July 2026

Interview date: Thursday, 13 August 2026

Job Purpose/Summary:

The Chief Commercial Officer (CCO) is an executive Board-facing role with responsibility for shaping and delivering the University's commercial strategy, growth portfolio and external market positioning.

The postholder is accountable for driving sustainable, diversified income growth, strengthening financial resilience, and optimising the University's commercial performance in alignment with its mission and charitable objectives. They will be accountable for the performance, balance and risk profile of the University's commercial portfolio, including delivery against agreed income, margin and return targets.

Working closely with the Vice-Chancellor, ELG, Board of Governors, the CCO will identify, develop and scale diversified revenue streams, build high-value partnerships, and embed a strong commercial mindset across the institution, working collaboratively with academic, clinical and professional service leaders.

The postholder will play a critical role in supporting the University's strategic ambition to be the leading UK university in health sciences, supporting HSU's financial sustainability and driving its reputation and impact through the development of new markets, partnerships, products and income streams.

Key Responsibilities:

1. Strategic Commercial Leadership

- Own the development and delivery of the University's commercial and growth strategy aligned to the University's vision, values and strategic plan.
- Own the University's commercial portfolio, including prioritisation, performance management, and the balance of income streams to optimise growth, margin and risk.
- Lead the identification, evaluation and delivery of new commercial opportunities and income-generating activities.
- Advise the Vice-Chancellor, Executive Leadership Group and Board on commercial performance, portfolio risk and market positioning.

- Provide forward-looking market intelligence and scenario analysis to inform institutional strategy and investment decisions.
- Lead major institutional growth initiatives and transformation projects.
- Ensure all commercial activity supports the University's mission, values and charitable objectives.
- Promote innovation, entrepreneurship and commercial awareness across the University.

2. Income Generation and Growth

- Accountable for delivering agreed income growth targets, contribution margins, and return on investment across commercial activity.

- Establish and oversee a balanced portfolio of income streams, managing risk, dependency and scalability.
- Develop and manage a multi-year commercial pipeline, ensuring visibility and conversion of opportunities into sustainable income.
- Identify and deliver new and diversified income streams, including (but not limited to):
 - Partnerships with healthcare commissioners, providers, employers, industry and government (both local and national)
 - Domestic and international student number growth
 - Transnational education and distance learning
 - Executive and professional education
 - Academic programmes
 - Clinical services
 - Consultancy, contract research and knowledge exchange
 - Commercialisation of intellectual property and innovation
 - Fundraising and philanthropic giving
- Work with the Vice-Chancellor and Executive Leadership Group to set and deliver ambitious, realistic income targets, ensuring alignment with academic priorities and capacity.

3. Partnerships and External Engagement

- Build, manage and sustain strategic partnerships that enhance reputation, impact and revenue.
- Originate, structure and close high-value, multi-year commercial agreements that generate material income and strategic advantage.
- Ensure a disciplined partnership lifecycle approach, including pipeline development, due diligence, contracting, risk management and governance, performance monitoring and exit strategies.
- Build, maintain and cultivate relationships and activity with alumni, donors and corporate partners to secure philanthropic income, sponsorships, and volunteer time.
- Represent the University externally at senior level with partners, stakeholders, funders and investors.
- Support the development of international partnerships and transnational education opportunities.

- Strengthen HSU's role as a partner for enterprise, innovation and workforce development across public, private and third sectors locally, regionally, nationally and internationally.

4. Financial Management

- Accountable for the financial performance and risk profile of the commercial portfolio, ensuring robust oversight and reporting.
- Ensure all commercial activities are supported by robust business cases, investment appraisal and monitoring, and are compliant with regulatory, contractual and governance requirements.
- Ensure commercial activity aligns with the University's charitable status and public benefit obligations.

5. Innovation, Enterprise and Market Development

- Lead the identification and development of new markets, new products, delivery models and business lines, including digital, transnational and clinical-commercial opportunities.
- Champion entrepreneurial activity and innovation across the University.
- Drive speed to market and commercialisation pathways for institutional capability and expertise in research, innovation and professional practice.

6. Leadership and Organisational Impact

- Provide visible, University-wide leadership for commercial performance and customer strategy.
- Build capability, capacity and succession within commercial, marketing and partnership functions.
- Foster a culture of collaboration, accountability and continuous improvement.
- Act as a catalyst for cultural change, embedding commercial awareness across the institution.
- Work in close partnership with academic leaders across the organisation to integrate commercial thinking without compromising academic integrity.
- Embed a University-wide, insight-driven customer strategy, ensuring all engagement with students, patients and partners is responsive and aligned to growth, experience and reputation objectives.

Job Description and Person Specification continued

ESSENTIAL EXPERIENCE

- Proven senior-level commercial leadership experience within higher education, healthcare, life sciences or a related complex organisation
- Experience of delivering enterprise-level growth, transformation or commercial turnaround
- Demonstrable success in developing and delivering commercial strategies that generate sustainable income growth
- Experience of building and managing high-value partnerships and negotiating complex agreements
- Strong financial acumen, including experience of managing budgets, forecasts and performance against targets
- Experience of operating with Board-level accountability for income and performance

SKILLS AND KNOWLEDGE

- Excellent strategic thinking and analytical capability
- Ability to manage complex commercial portfolios and competing investment priorities
- Strong capability in data-driven decision-making and commercial analytics
- Strong negotiation, influencing and relationship management skills
- Sound understanding of the UK higher education and/or health and life sciences landscape
- Ability to assess market opportunities and translate them into deliverable initiatives

LEADERSHIP AND PERSONAL ATTRIBUTES

- Highly credible executive leader with demonstrable impact at Board and system-level
- Entrepreneurial mindset balanced with sound judgement and risk awareness
- High levels of integrity, resilience and personal credibility
- Commitment to the University's values
- Ability to influence across complex stakeholder environments without direct authority
- Substantial professional networks in relevant sectors

DESIRABLE

- Postgraduate qualification in business, management or a related discipline
- Experience of international markets and global partnerships
- Knowledge of intellectual property, technology transfer and spin-out activity
- Experience working within regulated or charitable environments

KEY RELATIONSHIPS

- Vice-Chancellor and Executive Leadership Group
- Board of Governors and relevant Committees
- Academic leaders and Heads of Schools
- Professional service leaders
- Clinical leads
- External partners, funders and stakeholders

APPOINTMENT AND PERFORMANCE

The Chief Commercial Officer will be appointed by the Board of Governors and will be subject to annual performance review against agreed objectives, aligned to the University's strategic priorities.

This role is critical to the University's future sustainability, growth and impact, and will play a central role in shaping its next phase of development.

NB: The purpose of the job description is to indicate the general level of responsibility of the position. The duties may vary from time to time without changing their general character or level of responsibility.

HSU is committed to equality of opportunity and welcomes applications from everyone regardless of ethnicity, gender, age, faith or sexual orientation.





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