

ASSOCIATE DIRECTOR, CHANGE AND IMPROVEMENT

**Strategic Programmes and
Change**

ALC1663

CANDIDATE BROCHURE



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WHAT MAKES UEA SO SPECIAL?

The University of East Anglia is a publicly funded major UK research and teaching university. It was built to embody a radical new vision for higher education, where interdisciplinarity is crucial and excellence in both research and teaching is valued. UEA consistently ranks within the top quarter of universities in the UK for the quality of research and teaching.

As a major regional employer and cultural centre, we take our regional civic responsibilities very seriously and have kept our sights on the people and place we call home. In fact, we launched our University Civic Charter in October 2023; created from in-depth community engagement, renewing our commitment to the region as part of our 60th anniversary.

There are many things which make UEA special, not least of which is the community of staff and students that work and study here. UEA includes three Nobel prize winners, including Sir Paul Nurse and Sir Michael Houghton, and many fellows of the Royal Society and British Academy amongst our alumni and current staff.

Our campus is home to Sir Denys Lasdun's iconic brutalist architecture set in hundreds of acres of beautiful country park that includes a large broad (lake). In the spirit of Lasdun's ambition to inspire an anatomy of ideas, today, UEA is tackling some of the key challenges of the changing world. UEA's research combines disciplines

and breaks new boundaries across its priority research themes of climate, creative and health.

UEA is the place where global warming was first documented. Since the 1970s, UEA's Climatic Research Unit, and more recently Tyndall Centre for Climate Change (Headquarters hosted at UEA), have played a pivotal role in developing temperature records and climate models, contributing to the understanding of climate change, and informing global policy. Many UEA scientists have played significant roles in the Intergovernmental Panel for Climate Change (IPCC), which was jointly awarded the 2007 Nobel Peace Prize for its efforts to increase public knowledge of anthropogenic climate change. Environmental Science and Global Studies at UEA continue to be a major powerhouse for research and teaching.

UEA is widely regarded as a pioneer in creative writing, having established the UK's first Creative Writing Masters programme in 1970. This renowned programme has since attracted and produced numerous successful writers, including Booker Prize winners such as Ian McEwan and Anne Enright, and Nobel Prize Winner Sir Kazuo Ishiguro. In recent years, UEA academics have played a pivotal role in the discovery and presentation of the Gloucester Royal shipwreck (Norfolk's Mary Rose). Our iconic Sainsbury Centre for Visual Arts is a major museum and arts research facility.



Health research at UEA not only embraces the Faculty of Medicine and Health but draws in research from both social and natural sciences. Research under this theme has made major contributions in the fields of healthy ageing, epidemiology and involving citizens (via our innovative Citizens' Academy) in improving health care outcomes. This theme benefits from close association with the other major research institutes on the Norwich Research Park; notably the Norfolk and Norwich University Hospital and the Quadram Institute. The Norwich Cancer Research Network, and Norfolk Institute for Healthy Ageing, are examples of key mechanisms for delivery of real impact from health research at UEA.

UEA has been a major success over the last 60 years and looks forward with confidence to the next 60 years.

For an informal discussion about the post please contact Dr Louise Bohn, Director Strategic Programmes and Change via email: l.bohn@uea.ac.uk

UEA is part of the Norwich Research Park

Norwich Research Park (NRP) membership locates UEA in one of the largest concentrations of research institutes in the whole of Europe – four independent internationally-renowned research institutes: John Innes Centre, Quadram Institute, Earlham Institute and The Sainsbury Laboratory; with the University of East Anglia and Norfolk and Norwich University Hospitals NHS Foundation Trust, supported and funded by The John Innes Foundation, The Gatsby Foundation, and UKRI Biotechnology and Biological Sciences Research Council.

The NRP provides an ideal environment for collaborative use of infrastructure and facilities, with a single portal for academics and businesses to access the specialist facilities across the Park.

The Enterprise Centre is a regional business, knowledge and innovation hub, with workspace provision and supports over 80 businesses working alongside UEA staff and students in a dynamic and vibrant entrepreneurial community. On the wider NRP, there are dedicated laboratory and office spaces in the Innovation Centre and Centrum hosting over 600 staff within a total of 115 businesses and spinouts.



THE ROLE

Job Function

The Associate Director of Change and Improvement provides senior leadership across Strategic Programmes and Change (SPC). The role leads the strategic change management function and provides oversight of a developing business improvement programme, supporting delivery of Strategy 2030 through sustainable change, improved performance and measurable value.

With delegated authority from the Director, the postholder oversees the institutional strategy portfolio—maintaining visibility of progress, risks and interdependencies and ensuring strategic priorities are operationalised into delivery plans with clear ownership, governance, reporting and outcomes.

The role sets the university's approach to strategic change: embedding fit for purpose frameworks, strengthening sponsorship and engagement, and acting as a critical friend to senior leaders and programme teams to enable adoption and benefits realisation. Working closely with partners across the university—including the Organisational Development Service—the postholder helps build institutional capability so change is delivered consistently, pragmatically and with a strong focus on people and outcomes.

Business improvement is an emerging area with significant potential. The postholder provides strategic direction, enabling specialist improvement capacity and the wider SPC team to deliver coherent, prioritised and evidence-led improvement activity.

This role works closely with the Associate Director (Planning) and the Head of PMO to ensure change and improvement, strategic planning, analytical insight and programme delivery are aligned and jointly support institutional performance.

KEY RESPONSIBILITIES

SPC LEADERSHIP

- Provide senior leadership within Strategic Programmes and Change (SPC), taking delegated responsibility for defined areas of the directorate's portfolio and ensuring continuity of leadership.
- Act as a trusted senior partner to the Director—progressing operational matters autonomously, ensuring decisions are made at the right level, and escalating only where necessary.
- Contribute to the development and positioning of SPC, shaping its ways of working, capability, reputation and relationships across the institution.
- Represent SPC confidently at governance forums and senior leadership meetings, making an authoritative case for strategic change management and business improvement.
- Lead prioritisation across the change and improvement portfolio, advising on trade-offs, capacity and sequencing and ensuring resources are deployed to highest-value outcomes.

STRATEGY PORTFOLIO OVERSIGHT & DELIVERY

- Hold delegated oversight of the institutional strategy portfolio, maintaining a clear, current view of progress, risks, dependencies and capacity pinch-points across priorities and the suite of strategies.
- Ensure strategic intentions are operationalised into delivery plans with clear accountabilities, milestones, measurable outcomes and benefits.
- Drive the rhythm of strategy monitoring and reporting—ensuring governance cycles are well-managed and decision-making is supported by timely, accurate, forward-looking information.

THE ROLE (CONTINUED)

- Intervene where delivery is at risk: resolve blockers, facilitate prioritisation and re planning, and escalate appropriately to protect strategic outcomes.
- Build shared ownership of strategic delivery across faculties and professional services, clarifying roles and supporting leaders to fulfil their contribution.
- Ensure governance drives action: recommend re-prioritisation and corrective interventions where delivery confidence is compromised.

STRATEGIC CHANGE MANAGEMENT

- Lead the strategic change function, setting expectations for people centred, outcome driven delivery and ensuring change support is seen as credible, pragmatic and value adding.
- Establish and embed an effective change business partnering model, enabling early engagement, strong sponsorship, and cross university buy in for the change agenda.
- Implement and maintain the university's change management framework, methodology and standards—drawing on recognised approaches and adapting them to the institutional context.
- Act as a critical friend to sponsors and senior leaders, providing challenge and support in equal measure to strengthen pace, adoption, benefits and sustainability.
- Facilitate alignment on complex, cross-cutting change (e.g., workshops with strategy leads and senior stakeholders) to resolve conflict, manage dependencies and maintain momentum.
- Ensure appropriate tools and technologies are used to support change delivery, stakeholder engagement and consistent reporting across the portfolio.
- Work in close partnership with the Organisational Development Service to align change activity with leadership, culture and capability interventions, ensuring stakeholders experience a joined up offer and know where to go

for what.

- Build organisational change capability through training, coaching and practical tools for change professionals, sponsors and colleagues across the institution.
- Evaluate impact and change maturity, using insight to continuously improve the directorate's offer and demonstrate value.
- Set expectations for benefits realisation and adoption, and hold sponsors/programmes to account for change outcomes.

COMMUNICATION & ENGAGEMENT

- Lead SPC's communication and engagement approach, ensuring clear, consistent and well timed messaging on objectives, ways of working and outcomes.
- Strengthen the quality of sponsorship and stakeholder confidence through concise narrative, compelling cases for change, and effective engagement planning at programme and project level.
- Promote transparency on progress and delivery risks, supporting constructive dialogue and decisions across governance and leadership forums.

BUSINESS IMPROVEMENT

- Provide strategic leadership and oversight of the business improvement programme, ensuring alignment to institutional priorities and measurable value delivery.
- Sponsor and oversee cross functional improvement initiatives where appropriate, ensuring clear prioritisation, appropriate resourcing and delivery of measurable value.
- Champion enterprise approaches that enable consistency and scale (e.g., business case templates, prioritisation frameworks, benefits realisation methods).

THE ROLE (CONTINUED)

- Build a continuous improvement culture through evidence-led advocacy, case studies and targeted engagement with senior leaders and teams.

PEOPLE LEADERSHIP

- Lead, support and develop change and improvement professionals to build a cohesive, expert and future focused service that is seen as a trusted partner across the university.
- Ensure the team maintains and strengthens core professional capability (e.g., strategic change, engagement and adoption, facilitation, improvement methods, benefits realisation) through structured training and development and strategic recruitment.
- Foster an inclusive, collaborative and high performance culture aligned with university values and continuous improvement, modelling proactive leadership and accountability.
- Identify and address skills gaps and resourcing needs over time, evolving team structure and ways of working to meet demand and strengthen delivery across the portfolio.
- Work closely with the Director and Associate Director (Planning), and in partnership with the Head of PMO, to strengthen directorate culture, collaboration and communication—promoting openness, trust and effective stakeholder relationships.

THE PERSON

EDUCATION, EXPERIENCE AND ACHIEVEMENTS

- Degree or equivalent qualification, or demonstrable recent experience in a comparable strategic role (E)
- Change management qualification (e.g. Prosci/ADKAR, CCMP or equivalent) or demonstrable recent experience implementing a recognised change approach (E)
- Significant experience leading or coordinating major strategic change initiatives (multiple projects and/or a programme of work) with measurable outcomes (E)
- Experience operating as a senior partner to senior leaders, exercising delegated authority and building trust through consistent delivery and sound judgement (E)
- Experience of strategy implementation and monitoring, including governance, reporting, risk and performance management cycles (E)
- Experience designing and implementing change frameworks, methodologies and standards at portfolio or institutional level (E)
- Evidence of delivering improved outcomes through strategic change and business improvement, including benefits realisation (E)
- Postgraduate qualification in a relevant

discipline (e.g. change management, strategy, leadership, OD or business) (D)

- Project/programme management qualification (e.g. MSP, APM PMQ, PRINCE2) (D)
- Experience of, or qualification in, business process/continuous improvement (e.g., Lean / Six Sigma / service improvement) (D)
- Experience of working in or with higher education (D)

SKILLS AND KNOWLEDGE

- Exceptional stakeholder management: builds positive relationships and navigates competing priorities effectively (E)
- Excellent influencing and negotiating skills; able to command respect and trust across academic and professional services contexts (E)
- Clear, confident communication: able to convey complex change simply and persuasively to non-specialists (E)
- Proactive, problem-solving approach; provides constructive challenge as a critical friend to sponsors (E)
- Working knowledge of continuous improvement principles and benefits realisation; able to sponsor and challenge improvement activity and support specialist

practitioners to succeed (E)

PERSONAL ATTRIBUTES

- Credible senior presence; confident operating at the most senior levels and representing the directorate with authority (E)
- Self-starting and proactive; comfortable with autonomy and accountability (E)
- Resilient, pragmatic and calm under pressure; able to operate effectively with ambiguity and shifting priorities (E)
- Inclusive leader and natural collaborator; builds trust, develops others and creates a high performance culture (E)
- Ability to lead cross-functional and/or hybrid teams and to lead, motivate, set work, coach, train and monitor performance of staff (E)
- A can-do attitude with the drive to achieve excellence in the performance of the team through innovation and continuous improvement (E)
- Evidence of taking proactive and innovative approaches to deliver strategic goals and the ability to take managed risks (E)
- Handles sensitive/confidential matters with discretion and sound judgement (E)

THE PERSON (CONTINUED)

- Experience in delivering and evaluating initiatives that support equality, diversity and inclusion goals within the context of a diverse community with a wide range of perspectives (E)

SPECIAL CIRCUMSTANCES

- Willingness to be flexible in the nature of the role including occasional additional hours at peak times, additional duties, cross functional team working and co-locating with project teams as required (E)

Essential Requirements (E) are those, without which, a candidate would not be able to do the job.

Desirable Requirements (D) are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

FURTHER INFORMATION

The post is available from 3 August 2026 on an indefinite full-time basis.

Salary will be £58,225 to £67,468 per annum on Grade 9 on the single salary spine.

Relocation expenses are reimbursable under certain conditions.

Place of Work - The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during their working week in support of these goals. We have a hybrid-working policy which supports a mix of at home and on campus 'hybrid' working for many roles. For the majority of hybrid roles, the expectation is a minimum of 60% of working time will be spent physically present in the workplace.

The flexibility of the hybrid-working policy allows the possibility of some remote working, but it is the expectation that all appointments will be UK based, with any overseas working agreed in advance by exception only.

If successful you will be asked to show evidence of right to work in the UK prior to any formal offer being made. Non-British and non-Irish nationals entering the UK to undertake employment or who are currently in the UK will have to meet eligibility criteria under the points-based immigration system. The University may be able to provide sponsorship under the Skilled Worker route if relevant criteria are met. Please note, due to the complexities of the immigration system, Skilled Worker visa sponsorship is not guaranteed for every role. If you would like further information about whether this role is eligible for visa sponsorship, please contact staff.visacompliance@uea.ac.uk

The post is superannuable under the Universities Superannuation Scheme and there is an annual leave entitlement of 30 days plus statutory (8 days) and customary (6 days) holidays. The University is committed to creating an environment where the health, welfare and safety of all students and staff is of paramount importance. The University's Safeguarding Policy addresses both child protection and safeguarding children, young people and vulnerable

adults within the work of the University. Appointment will be subject to satisfactory pre-employment checks, which may include an Occupational Health assessment.

Information on the benefits of working at UEA can be found at <https://www.uea.ac.uk/about/working-at-uea>.

If you require the information contained within this candidate brochure in a different format please email staff.recruitment@uea.ac.uk

HOW TO APPLY

To apply for this vacancy, please follow the online instructions at: <https://vacancies.uea.ac.uk/>

The closing date for this role is 11:59pm on **27 July 2026**.

Please note that the application form contains an Equal Opportunities section which must be completed. The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process. .

It is anticipated that presentations and interviews will take place on **19 August 2026** and we will inform you of the outcome of your application prior to this date.

Reasonable travel and incidental expenses incurred in attending the interview will be reimbursed, subject to qualifying criteria (please ensure that you keep all receipts). Please note that if you are offered a post and decline the offer, travel and incidental expenses will not be reimbursed.

ABOUT THE DIVISION

Strategic Programmes and Change is a central enterprise function at UEA, which leads and enables strategic change across the University. We ensure alignment with Strategy 2030 and the successful delivery of institutional priorities.

Our work supports strategic alignment and prioritisation of change initiatives; effective governance, assurance, and risk oversight; consistent and professional project and change delivery; cross-institutional collaboration and innovation; business improvement with a continuous improvement culture; and business benefits realisation.

We operate at a strategic level, with many initiatives sponsored by members of the Executive Team, reflecting the institutional impact of our work. We enable effective, joined-up delivery ensuring that change delivers measurable value and supports the University's long-term success.

Alongside our established Project and Change Management capabilities, SPC carries out a core Data Science & Analytics function, which strengthens our strategic position, bringing together institutional planning, analytics, data science, strategy, programme and project delivery, and change into one aligned division. This integrated approach means high quality evidence, forecasting and insight can directly shape strategic prioritisation, resource planning and the design and monitoring of institutional initiatives.

Our Core Functions

- Strategic Planning and Delivery

We oversee the development and implementation of Strategy 2030 and its supporting strategies, ensuring alignment with local delivery plans and the University's overarching goals. Our work supports the strategic planning cycle, including performance monitoring, and business planning. We facilitate the drafting of the University's Corporate Plan, update it annually, and coordinate regular reporting to University Council, ensuring transparency and alignment with institutional priorities.

- Portfolio, Programme and Project Management

We manage a portfolio of strategic change activity, including digital initiatives, ensuring effective prioritisation, resource alignment, and delivery oversight. We provide programme and project management to deliver University wide initiatives, underpinned by robust governance, assurance, and risk management practices to support informed decision making and ensure benefits are realised.



ABOUT THE DIVISION (CONT)

- Improvement and change

We are embedding strategic change management practices to ensure that changes are not only delivered but also adopted and sustained. Our focus on benefits realisation ensures that projects contribute to long-term institutional success. We champion process improvement, continuous improvement, and efficiency, helping to build a culture of innovation and value creation across the University.

- Planning, Analytics & Performance Insight

Through the realignment of the Data Science & Analytics function, SPC provides central leadership for management information, analytics, data science, forecasting and institutional performance assurance. We ensure high quality evidence informs strategic decisions, resource planning and institutional performance reviews.

- Stakeholder Engagement and business partnering

Our collaborative working across departments builds cross-functional delivery teams, fosters alignment, and encourages joined-up thinking. We actively support the collaborative development of plans, working with colleagues to devise creative and innovative solutions to complex issues, ensuring that change is co-created and impactful. Our approach is rooted in strong stakeholder engagement and transparent communication.

- Capability Building and Standards

We are supporting the development of project and change management skills across UEA. Our support for communities of practice will empower and enable staff and ensure consistency and quality in delivery. We define and maintain common tools, standards, and frameworks, for example, developing a university wide approach to prioritisation and a business case framework.





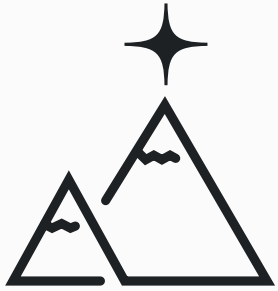
OUR VALUES

Shaped by staff, our UEA values represent a core set of standards for how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

From tackling global challenges, striving for student and staff success, and creating a vibrant inclusive environment, our values are what unite us.

- ✦ AMBITION
- ✦ COLLABORATION
- ✦ EMPOWERMENT
- ✦ RESPECT

OUR VALUES (CONTINUED)



AMBITION

We are ambitious for our future success.

We are forward-thinking and brave in our approach and decisions. We make space for innovation and creativity, seizing opportunities that are responsible and sustainable. We are ambitious for the advancement of education and research.



COLLABORATION

We are collaborative in our approach.

We work together with shared purpose. We build connections, share ideas and develop new networks. We champion our regional, national and global relationships and demonstrate that together we can achieve greater goals and positively influence the world around us.



EMPOWERMENT

We empower ourselves and each other.

We develop ourselves and others, trusting people to make decisions based on their expertise and knowledge. We continually improve systems and processes to support us in working in an agile and efficient way.



RESPECT

We respect each other.

We treat everyone with respect and dignity. We value diversity and foster a community where people can express different thoughts and views. We are open to challenge, so we can learn and improve. We encourage a positive, inclusive environment where everyone has opportunities to fulfil their potential.

ACCOLADES

- Queen's Anniversary Prizes for Higher and Further Education have been awarded to UEA for international development studies (2009), creative writing (2011) and environmental sciences (2017). Notable alumni include Sir Paul Nurse (1973, Nobel Prize for Medicine 2001), Sir Kazuo Ishiguro (1980, Nobel Prize for Literature 2017), Sir Michael Houghton (1972, Nobel Prize for Medicine 2020) and Sarah Gilbert (1983) who led the Oxford University team to develop a COVID-19 vaccine, approved in 2020.
- Our Doctoral College, established in 2018, hosts six Doctoral Training Partnerships and integrates Faculty and School provision for 1600 Postgraduate Research Students (including those from across the Norwich Research Park), enabling collaboration and innovation.
- We recognise our global impact and were one of the first universities to declare a climate and biodiversity emergency in June 2019. Our sustainable campus, including over 50 acres of environmentally valuable parkland, is constantly evolving with ambitions to be 100% net zero by 2045 or sooner.
- UEA is a University of Sanctuary, an accreditation given to universities that show an ongoing commitment to creating a welcoming culture of inclusivity and awareness.
- UEA was awarded the Silver Athena SWAN Award in 2019, and all our Schools hold awards at Bronze or Silver.

A vibrant place to study, learn and work, UEA is a very special place.



A SUSTAINABLE UNIVERSITY

At UEA, we are now working to create a university that will be even better in the future, and we are working to achieve net zero carbon by 2045 (or earlier). Our Sustainable Ways vision is one of a resilient university – where consumption is efficient and self-generated energy supports low carbon goals, supported by a vibrant community of world-leading researchers and inspired graduates.

At a basic level, our sustainable development means that we try to balance the 'three pillars' of environmental, economic and social elements.

We challenge our environmental impact through on-site energy generation and a district heating and cooling network, reducing our reliance on grid electricity and therefore fossil fuels. We promote and use recycled and 'eco' products such as biological cleaning materials. We champion local suppliers and ethical causes, including Fairtrade and vegan products. We seek to ensure value for money in a holistic, whole-life costing sense in our new buildings and procurement contracts.

OUR INITIATIVES

Central campaigns, such as holiday shut-downs or awareness day events, support a whole-University approach to energy saving and other initiatives.

Follow us on X [@SustainableUEA](https://twitter.com/SustainableUEA)



OUR CAMPUS

UEA is based on a campus that provides top quality academic, social and cultural facilities to over 17,000 students.

Although located in 320 acres of rolling parkland, virtually no part of the campus is more than a few minutes' walk from anywhere else, so everything is close at hand – the library, nursery, health centre, supermarket (incorporating a post office) and restaurants. Amongst the striking buildings is the UEA's Sainsbury Centre for Visual Arts, which contains the Robert and Lisa Sainsbury Collection – one of the greatest art collections formed in Europe during the 20th Century.

The University has invested in new learning and teaching and research spaces, including a celebrated new Enterprise Centre that underpins its commitment to promoting student enterprise and entrepreneurship.

Sport and Recreation plays a major part in the life of the University of East Anglia, centred around the major Sportspark facility which is one of the most successful community sport facilities in the UK. This accessible and affordable facility provides a diverse range of activities, and incorporates a 50m Olympic size swimming pool, indoor climbing wall, coaching resource centre and sports injury clinic.



NORWICH

A CITY OF STORIES

The city's motto is 'A fine city' and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. Norwich offers miles of riverside walks and cycle ways, and a unique collection of 1930s parks. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast.

Norwich is a UNESCO World city of Literature, the first in the UK, as well as being one of the newly named Tech Cities recognising the growth of digital businesses in the region. The most prominent high-rise building, apart from the castle, is the magnificent 11th century cathedral, which still dominates the skyline. The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity.

The city is consistently rated as one of the top ten shopping venues in the UK. Norfolk and Suffolk attract thousands of visitors each summer. The famous Norfolk Broads are among the most important wetlands in Europe and a haven for rare plants, wildlife and insects. The Broads attract holidaymakers who come to navigate the intricate natural network of waterways formed by the Rivers Bure, Yare and Waveney and their tributaries.

For further information about UEA's excellent facilities, staff benefits, picturesque campus and the UEA working environment, please visit the 'Careers at UEA' microsite <https://www.uea.ac.uk/about/working-at-uea>. Additional information about living and working in the city of Norwich can be found at <https://www.workinnorwich.co.uk/>



If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.

STEPHEN FRY



LOCATION

Some cities you've heard of, others you have to discover. Norwich is one of the most beautiful, modern historic cities in Britain. It's a city that celebrates the independent, stimulates creativity, promotes change and encourages diversity.

UEA is a campus university located 3 miles from the centre of Norwich. Situated in the heart of Norfolk, which means it's an ideal location to explore Norwich and beyond.

BY RAIL

LONDON • 2 HOURS

CAMBRIDGE • 1 HR 15 MINS

BIRMINGHAM • 4 HOURS

Many European cities (including Paris and Amsterdam) easily accessible by train

BY ROAD

KINGS LYNN • 1 HOUR

CROMER • 45 MINUTES

SOUTHWOLD • 1 HOUR

BY AIR

NORWICH AIRPORT • 20 MINUTES

STANSTED AIRPORT • 2 HOURS

London is a major airline hub and all main international destinations are easily accessible



An internationally renowned university, UEA is ranked 26th in the UK (Complete University Guide 2026) and is in the UK Top 25 for research quality (Times Higher Education Rankings 2026) reflecting the international excellence of its research environment. We are in the World Top 60 (QS World Rankings for Sustainability 2025) and the World Top 9th for reduced inequalities (Times Higher Education Impact Rankings 2026). The University holds UK Teaching Excellence Framework Silver status.

Equality, Diversity, Inclusion and Wellbeing

The University is committed to diversifying its workforce and to the wellbeing of all our staff. For example, we hold an Athena SWAN Silver Institutional Award (since 2019) in recognition of our advancement towards gender equality for all. Further details on our broader Equality, Diversity, Inclusion and Wellbeing work can be found on our [website](#).

