

**Candidate Pack**

# **University Librarian**

**March 2016**





## The Vice-Chancellor, Professor Calie Pistorius



Professor Calie Pistorius took up the position of Vice-Chancellor at the University of Hull on 1 September 2009. He was previously Vice-Chancellor and Principal of the University of Pretoria in South Africa from 2001 until 2009, and a former chairman of the National Advisory Council on Innovation (NACI) in South Africa.

Professor Pistorius obtained a BSc (Eng) *cum laude* in electronic engineering from the University of Pretoria in 1979, and a BEng (Hons) *cum laude* in electronic engineering from the same university in 1981. He obtained a Master of Science degree in electrical engineering from the Ohio State University in 1984, a PhD in electrical engineering from the same university in 1986, and a Masters degree in the management of technology from the Massachusetts Institute of Technology in 1994. He is also an alumnus of the Harvard Business School, having completed the AMP programme in October 2003.

Professor Pistorius is a Chartered Engineer, a Fellow of the IET, the Royal Society of South Africa, the South African Institute of Electrical Engineers and the South African Academy of Engineering, a Senior Member of the IEEE and a Member of the Academy of Science of South Africa. He is a member of the boards of the Humber Local Enterprise Partnership (LEP) and JISC, an Academic Council Member of the National Centre for Universities and Business and chairs Yorkshire Universities.

Professor Pistorius' research interests are focused on issues relating to the management of innovation, management of technology, national and regional science and innovation policy, and the role of universities in stimulating innovation, economic development and competitiveness.



## About the University of Hull

The University of Hull is an institution rich in tradition and with a long heritage of academic excellence. Established in 1927 as University College Hull, it was initially a college of the University of London. In 1954 it was granted a Royal Charter and became England's fourteenth university.



***“...advance education, scholarship, knowledge and understanding by teaching and research, for the benefit of individuals and society at large”***

**Royal Charter, University of Hull, 1954**

The University's illustrious history includes pioneering developments in science and engineering, health, business, education, humanities, social sciences and performing arts. Its alumni and staff include some of the most inspirational figures of modern times. The University today is a vibrant and future-oriented institution, recognised for excellence in learning and teaching, as well for its commitment to research, enterprise and engagement. The University is an internationally engaged, anchor institution for our region, and is known for its friendliness, high quality student experience and outstanding student satisfaction. The University of Hull ranks in the top 20 of mainstream HEIs in England for student satisfaction and employability and was recently ranked as one of the top 10 safest campuses in England.<sup>1</sup>

The University's main campus is located in Kingston upon Hull on the north bank of the River Humber in East Yorkshire. It is one of only a handful of universities on the east coast of England, and is the primary provider of higher education in its hinterland in Hull and the Humber region, the East Riding of Yorkshire, Scarborough and North Yorkshire, North Lincolnshire, and North East Lincolnshire. Currently around 16,300 students are enrolled on University programmes, including more than 2,500 international students from more than 100 countries.

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<sup>1</sup> NSS (2015) 86% on overall satisfaction with course; EPI (2013 Cohort, 93% progressed to work or study within six months of graduating); Student Safety (2015) National Student Survey 2015

The University's academic structure is arranged in six faculties: the Faculty of Science and Engineering, Hull University Business School, the Faculty of Arts and Social Sciences, the Faculty of Education, the Faculty of Health and Social Care and the Hull York Medical School (jointly with the University of York).

Research and enterprise are core academic activities of the University. Amongst its most well-known achievements are the discovery of stable liquid crystals, which made the commercialisation of liquid crystal displays (LCD) possible, and the bone density scanner, which revolutionised the detection of osteoporosis. Both of these were featured in *Eureka UK's* list of '100 Discoveries and developments in UK universities that have changed the world'.

### *Strategic Intent*

The University is in the process of developing the next phase of its strategy to steer the institution through the period to 2020. Strategic Plan (2016-2020) will rearticulate the University's long term vision, which embodies a spirit of 'going beyond' and emphasises the pursuit of an excellence agenda. The University aspires to be a 'University of choice': an innovative and sustainable internationally engaged anchor institution which inspires and has a transformative impact on people and society.

This vision is underpinned by our continuing mission to offer excellent learning and teaching, an emphasis on research and innovative enterprise, an outstanding student experience and to be an engaged and international university. As an anchor institution, our objective is to ensure that our regions benefit by our presence and activities by contributing towards longer term outcomes. For example, a recent independent study demonstrated that in 2013/14 the University generated £913.2m gross added value (GVA) and supported 7,972 jobs in the UK<sup>2</sup>. It is only by being a university that is recognised on an international level for excellence that we can fulfil our mission as an excellent anchor institution.

The aspirations and ambitious performance targets articulated in the previous Strategic Plan (2011-2015) set the University on a trajectory of strategic renewal. Much has been achieved during this period and Strategic Plan (2016-2020) is an investment-driven change strategy that builds on our momentum. It will take forward the major initiatives that we developed during 2011-2015, introduce new initiatives and position us to excel in the tumultuous, uncertain and increasingly competitive new higher education environment that is unfolding. It is evident that step change rather than mere incremental change is required, and that is what will drive the new strategic planning imperative.

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<sup>2</sup> [The Anchor Institution For Our Region](#)

Four major strategic change initiatives are already being pursued, and will form key elements of the next phase of the strategic plan, viz.

- The *Student Experience Programme* keeps our students at the heart of the University and ensures they are offered a personalised experience in a supportive and creative environment, with an emphasis on employability.
- The *Academic Investment Initiative* is shaping the profile of the University's academic staff for 2020 and supporting them to develop their research and teaching in new and exciting ways;
- *Curriculum 2016+* is refining the University's core offer so that our students benefit from modern, attractive and stimulating courses;
- The *IT Transformation Journey* is enhancing and enabling academic and non-academic life across the University by improving information systems and services and introducing innovative solutions.

A significant enhancement in the scale and scope of the University's research and enterprise activities is also underway. This includes the recruitment of further outstanding research scholars, enhancements to research, enterprise and postgraduate support services, and the creation of multi-disciplinary academic initiatives which will build on the disciplinary strengths across our faculties, departments and schools. These University-level institutes are flagship initiatives, viz.

- Institute for Energy and the Environment
- Institute for Research on Culture and the Creative Industries
- Logistics Institute
- Maritime Institute
- Clinical and Applied Health Research Institute
- Wilberforce Institute for the Study of Slavery and Emancipation (WISE)

The University institutes operate across faculty boundaries and provide vehicles through which the University can engage with industry to provide multi-disciplinary problem-based solutions.

Only by doing things exceptionally well can the University achieve its vision. The challenge is great, but the University of Hull is a place where everyone contributes and is inspired by our ethos of 'going beyond'. The University is seeking and attracting people who share these ambitions and our passion for building a better world.

### **More information**

Detailed information regarding the University of Hull can be found on our website at: [www.hull.ac.uk](http://www.hull.ac.uk).

Key documents, including Strategic Plan (2016-2020), annual reports and statements of accounts, are located at:

[http://www2.hull.ac.uk/pdf/University Hull Strategic Plan 2016-2020.pdf](http://www2.hull.ac.uk/pdf/University%20Hull%20Strategic%20Plan%202016-2020.pdf)

## *A Profile of the University Library*

### **Users and Engagement**

The University Library is designed primarily to meet the needs of the staff and students of the University. The Library's vision – *to be at the heart of the success of the University* – expresses the close alignment between the purposes and strategic direction of the Library and those of the University. The University currently has a student population of 16,300 and 2,500 staff, of whom 1050 are academic staff.

Other groups, such as University of Hull graduates, local teachers and members of the regional NHS, are also entitled to use the Library. Members of the public may apply for associate membership on an individual basis.

The Library is proud of its high level of engagement with staff and students. The



Volunteer student

Library is represented on most major University committees and groups, including Senate, University Learning, Teaching and Assessment Committee, University Research and Enterprise Committee, Faculty Boards and other faculty committees, and staff-student committees. Each faculty has formal points of contact with the Library, and a wide range of other regular channels of

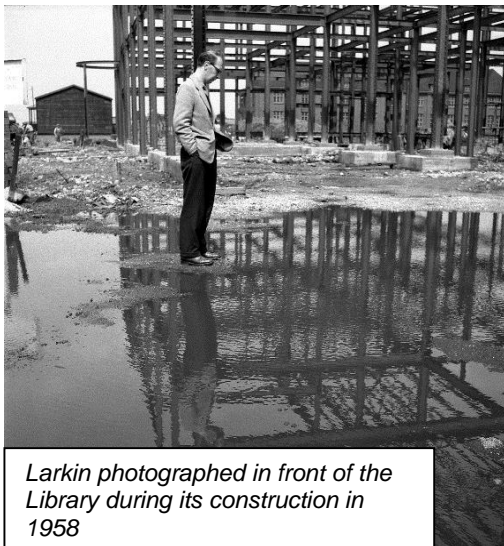
communication. The Library has a long history of partnership with Hull University Union, and students participate directly in the Library's management structures. Around 100 students volunteer each year to assist in the delivery of Library services, the majority of these in the support of other students in the development of academic study skills.

Satisfaction with the Library and its services reached 91% in the 2015 NSS for students on the Hull campus.

### **Buildings**

The Library came into existence in 1929, shortly after the foundation of the new University College Hull – the institution became the University of Hull in 1954 when it was awarded its Royal Charter. For the first thirty years of existence, the Library was housed in a series of increasingly ill-suited rooms in what is now the Cohen Building at the front of the University.

The first purpose-built Library building was opened in 1959. This is the three storey redbrick building that looks out onto the centre of the eastern side of the campus. The



*Larkin photographed in front of the Library during its construction in 1958*

connected eight storey tower block was added in 1969. Its modernist construction is in sharp contrast to the neo-Georgian architecture of the 1959 building.

Following the completion of the extension, the Library had capacity for one million volumes. The west building included six stack floors, each containing a central stack of books organised on a subject basis, and with reading areas and individual carrels around the sides. The periodicals floor allowed up to 10,000 titles to be displayed among working and browsing areas.

The north extension completed in 1967 provided new facilities that evidenced the widening scope of the Library: a rare books room, a poetry room; a record lending library, a microform study room, and space for a short-loan collection of 15,000 volumes in heavy demand.

It was also in 1967 that the Library was named the Brynmor Jones Library after Sir Brynmor Jones, the Vice-Chancellor of the University from 1956 to 1972, who had always been a strong supporter of the Library.

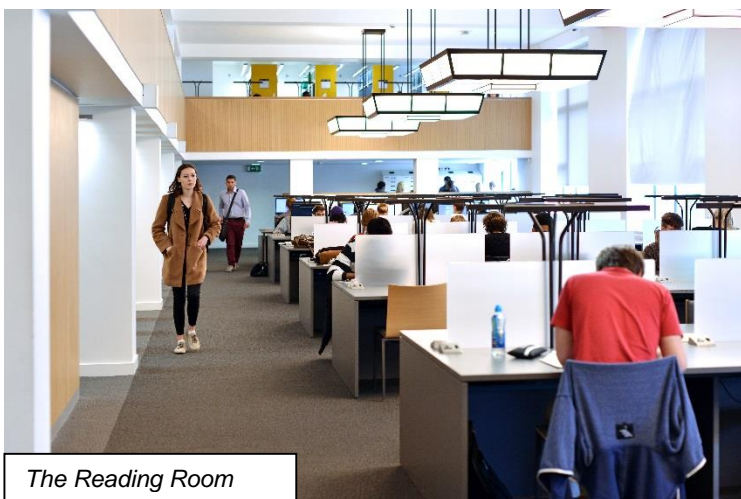
It was in 2010 that serious thinking about the redevelopment of the Brynmor Jones Library got underway. A number of drivers informed this new thinking. First was the determination to transform the student experience by creating a modern, flexible, technology-enabled environment with the rich variety of learning spaces that students clearly needed. Second was the requirement to replace infrastructural services that were by then at the end of life. Third was the desire to solve the long-standing structural problem of the poor integration of the original 1959 building and the 1969 west tower extension. Fourth was the wish to connect the Library better with the west side of the campus, and at the same time to reintegrate into the Library areas of the



*The redevelopment of the Library underway in 2013*

original east building that had been removed from it in 1986. Finally there was an aspiration to make the Library a key gateway into the University for wider communities, particularly a cultural gateway, an aspiration that was eventually to be realised by the incorporation into the Library of a new art gallery and exhibition hall.

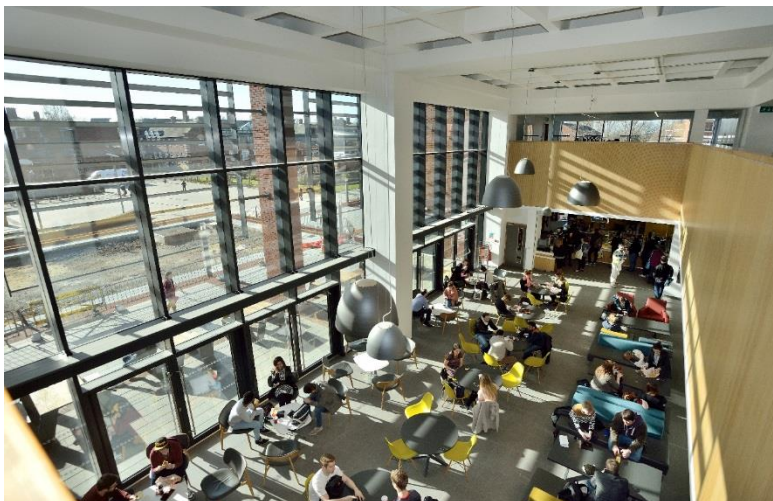
Sheppard Robson were appointed as architects for the project in the summer of 2011, working with Arup as structural engineers and Gleeds as cost consultants. After an intense period of consultation, design and planning, preliminary building work began in September 2012, with BAM as the main contractor. This £28 million project was completed early in 2015. The result has been a stunning transformation of the Library into a modern, flexible, technology-enhanced building that meets the many different ways in which students want to study in the 21<sup>st</sup> century – from the social to the very formal, from the individual to the group, from the silent to the conversational. With cutting-edge technology throughout, the redeveloped Library has transformed the student experience, and is now open 24/7 from September to July.



All users of the Library have delighted in the variety of spaces and facilities, the outstanding interior design, and the sense of quality throughout. The heritage of the Library is respected through fabric and furniture choices that are at once modern and yet possess a retro feel. Wherever possible, outstanding original features

have been retained, and in some cases, key features of the 1959 building that had been lost have been superbly reproduced. In every detail the building expresses the brand of the University: quality; seriousness of academic purpose; the place of students at the heart of everything we do; learning in a research context; respect for heritage; community openness.

The redevelopment has also defined new purposes for the building, giving it yet greater stature. The Library has been positioned as a cultural gateway to the University for wider communities, with a national-standard art gallery containing the University's outstanding art collection, and an adjoining exhibition and event space, now used for everything from photographic exhibitions to poetry readings; from interactive science exhibitions for children to a space where students can curate displays of their own work; from meetings of local societies to business events.



The ground floor café is used not just by the University community but by visitors as well. The top floor of the eight storey tower, designed as an observatory, provides stunning views of the city and the countryside that surrounds it: views that also function as an educational resource for

visiting school parties. The Library is now the central location for all the University's Open Days. Teaching takes place there too; the Library contains seven teaching spaces. In every respect the Library stands at the heart of the life of the campus.

## Librarians



Agnes Cumina

There have been just four University Librarians in the entire history of the University. The first, Agnes Cumina, was appointed in 1929 and served until her retirement in 1955. A former suffragette and thought to be only the second woman university librarian in the UK, she built up the collections from scratch, and planned for their care during the Second World War, when they were mostly dispersed to vicarages in East Yorkshire during the worst of the bombing of Hull.

Agnes Cumina was succeeded by Philip Larkin, Librarian from 1955 until his death in 1985. Larkin, Britain's finest 20<sup>th</sup> century poet, presided over the construction of the first purpose-built library in 1959, and then oversaw the major 1969 extension. Larkin was a superb administrator, a great builder of library collections, and a man who was both respected and greatly liked by his staff in the Library. His personal contributions to the design of the Library buildings were both detailed and profound. He once observed: 'Librarianship suits me ... it has just the right blend of academic interest and administration that seems to match my particular talents, such as they are.' Larkin died aged 63 on 2 December 1985.

Following the death of Philip Larkin, Ian Mowat was appointed to succeed him, moving to Hull from Glasgow University Library in 1986. The difficult challenge of succeeding Larkin was made all the harder given that his first task as Librarian was to oversee a period of physical and financial retrenchment. It was a mark of his fortitude and good

humour that he saw the Library through this harsh time, and he made his mark with several innovations of his own, especially in the application of technology, the pioneering of new management methods, and the introduction of more systematic staff development programmes. He also forged links with university libraries abroad, notably in Eastern Europe. When he left in 1992 to become the Librarian of Newcastle University, he left the Library, and the morale of its staff, in a better state than he had found them in 1986.

Richard Heseltine, who retires at the end of April 2016, has been the Librarian since 1992. He has been responsible for steering the Library through the transition to the digital age and it was his long-held vision which led to the transformation of the Library building that has been accomplished in the past three years.

## **Collections**

The Library's physical collections amount to over 900,000 items, almost all of which are housed on open access in the BJL. Some back runs of printed periodicals are kept in the extensive basement of the building. A high-demand collection of around 60,000 volumes, which is in effect a core undergraduate teaching collection reflecting material on reading lists, is located in the first-floor Reading Room. The Library has a small collection of genuinely rare books, some dating to the 15<sup>th</sup> century. These are located in an environmentally-controlled glass cube on the 7<sup>th</sup> floor of the west tower.

The Library has large and important archival collections, which have been developed since the 1960s, and which contain significant collections in fields such as local and regional history, political history, labour history, civil liberties and human rights. It also contains several important literary collections, including the archives of figures such as Andrew Marvell, Philip Larkin, Anthony Thwaite, Andrew Motion, Alan Plater, and Richard Bean, as well as material relating to the film director Anthony Minghella.

The archival collections were previously kept in less than ideal accommodation in the basement of the Brynmor Jones Library. In 2010 the Hull History Centre was opened in a central part of the city. This modern archival repository was developed as a joint project between the University and Hull City Council with major support from the Heritage Lottery Fund. At the time it was a pioneering example of cross-sectoral collaboration between a university and a local authority in archival provision, and this model has since been copied in other parts of the country. The distinctive building, designed by architects Pringle Richards Sharratt, contains the Council's archives, the Council's local history library, the University's official archives, and the Library's own archival collections. Since its opening the History Centre has attracted thousands of visitors every year.



The History Centre is jointly managed by the City Council and the University, and services are presented seamlessly to visitors. However, the Library's archival staff remain employees of the University, reporting to the Librarian, and the Library's archival collections continue to belong to the University.

The Library's digital collections now absorb around 87% of the £2.4 million annual spend on new materials. The Library provides access to around 85,000 electronic journals and 290,000 electronic books, and a wide variety of databases and datasets. There is an established policy of purchasing e-books wherever available, supplemented where appropriate with print copies. It is also the policy not to subscribe to print versions of journals where electronic versions are available, and not to retain back runs of print journals if electronic archives are available.

In recent times the Library has discontinued the use of formulae to allocate funds for new materials to academic areas. A Library Resources Funding Committee chaired by the PVC (Academic Affairs) decides on a broad division of the new materials budget between different categories of expenditure, and the Library then manages the spending. The purchase of materials required to support learning and teaching is driven by additions to reading lists, the great majority of which are maintained online. Regular value for money exercises are used to determine spending on journals. Increasing use is made of PDA and other methods of recognising the student voice in collection development.

The Keith Donaldson Library (KDL) is located on the University's Scarborough campus, and has a collection of around 63,000 volumes of printed material geared to teaching on that campus. The KDL is locally managed for all operational purposes but the University Library has an overview of the collections there. The University has announced its intention to withdraw from teaching on the Scarborough campus by the end of the 2016/17 session, and library resources required to support programmes of study transferring to the Hull campus will be moved to the BJL.

## Staff and Organisation

The Library has a staff of 81 (66.5 FTE) and is divided into five organisational units, the heads of which report to the Librarian:

- Customer Services Group
- Graduate Development Services Group
- Information Services Group
- The Hull History Centre

- The Library Office

The Customer Services Group is responsible for all frontline services in the BJL, for student engagement, and for the Library's online presence. Its primary duty is to provide an inspirational experience for everyone who comes into the Library or who connects with it online. The Student Engagement team forms part of Customer Services.

The Graduate Development Services Group is concerned with ensuring that the University community is aware of the rich information environment available to it, and with enabling students in particular to develop the digital literacy skills and other academic study skills that will help them to make the most effective use of the Library's resources, to be successful as students or as researchers, and to be employable when they graduate from the University. It provides the institutional lead on the provision of support to students in the development of academic study skills.

The Information Services Group is responsible for all aspects of the development and management of the Library's print and digital collections, for metadata services necessary to facilitate access to the Library's collections of printed and digital material, and for a range of services relating to the University's research activity and delivered directly to the academic community in areas such as open access publishing and research data management. The Group has responsibility for the management of the University's digital repository, Hydra.

As described earlier, Hull History Centre, located in the city centre, is the archival repository developed jointly by the University of Hull and Hull City Council and contains the Library's rich archival collections. The staff there remain employed by their respective organisations whilst collaborating in the provision of frontline services. The University Archivist head the University staff located at the History Centre, and reports directly to the Librarian.

The Library Office provides a range of central administrative and clerical services, provides support to events in the Library's exhibition and event space, and also takes the lead on the production of organisational performance data and reports.

This structure was the outcome of a comprehensive restructuring exercise conducted with full staff participation in the first half of 2015. The restructuring had the following objectives:

- Align the organisation better to strategic aims
- Strengthen areas that are strategically important
- Deliver efficiencies through new ways of working
- Remove activities that are no longer central to success

Cost savings were an important output of the process but not a primary driver. The restructuring gave priority to five strategically important areas. Frontline services were strengthened and their management improved as a means of delivering an outstanding customer experience in the Brynmor Jones Library. A new Student Engagement team was established to enhance the Library's activities in this increasingly important area. A new Research Services team was created in recognition of the need to build on the significant progress made by the Library in developing its role in the research process, particularly in respect of the REF, the use of the institutional repository, which is managed by the Library, open access publishing, the management of research data, and the development of the Library's capacity to preserve and manage born-digital archives. The staffing of the Hull History Centre was also reinforced to build on past success, to strengthen its growing national reputation, and to recognise the likelihood of an important role in Hull City of Culture 2017. Finally, a new role of Performance Data Manager was created to address the strategically-important need to make better use of data about both organisational performance and the delivery and impact of the Library's services.

Efficiencies were generated by reducing the top-heaviness of the management of the Library; by streamlining back-office functions and eliminating some functions, and by deploying professional staff more efficiently.

The management and leadership of the Library is the responsibility of the Senior Management Team consisting of the Librarian and the three group heads. This is supported by a Development Team, which includes a wider range of senior staff, and which has, as its name suggests, a primary focus on future service developments. The Engagement Team is made up of staff at different levels of the organisation, and takes responsibility for the Library's People Plan and for ensuring that there is a high level of communication and involvement among all staff.

The culture of the Library reflects a strong belief in the view that performance is dependent above all on values and behaviours, and much effort has been devoted in recent years to developing a healthy organisation with a strong sense of purpose and engagement. This commitment is underpinned by the Library's Professional Behaviours Framework, its Values, its Staff and Leadership Promises, and its comprehensive, evidence-based approach to individual and organisational performance management. Library staff regularly emerge as the most engaged of any large group of staff in the University's own staff surveys.

## **Strategic Direction**

As with other areas of the University, the strategic direction and objectives of the Library are set out in its annual planning statements. There is no separate strategic plan.

The vision of the Library is to be at the heart of the success of the University. As set out in its mission statement, the Library helps to build the stature, reputation and performance of the University by:

- Developing and managing excellent collections of print, electronic and archival resources for learning, teaching and research
- Creating inspirational learning spaces in the real and virtual worlds
- Contributing to the development of distinctive graduates
- Providing expert services in support of research
- Encouraging public engagement with the University

The long-term strategic objectives defined in the 2015 annual planning statement were as follows:

- Energise the organisational culture of the Library to ensure it has the right culture for high performance and success.
- Ensure that the Library provides excellent collections of research and learning resources in all formats, paying particular attention to levels of student satisfaction with the quality and coverage of provision.
- Embed the Library as an essential component of the research cycle by expanding our role in the management of research data and research outputs, and in the promotion of the University's intellectual capital, including its archives and special collections.
- Transform the user experience of the Brynmor Jones Library by creating a modern, stimulating, technology-enabled, flexible learning environment, open on a supported, 24/7 basis, that meets the diverse needs of the University community, demonstrates commitment to the student experience, and enhances the reputation of the University.
- Expand the Library's coordinated approach to the development of graduate attributes and of graduate employability by providing resources, support and expert advice to staff and students, and expanding our pioneering peer-assisted support model.
- Provide an inspirational experience of the Brynmor Jones Library for the wider community by making the redeveloped Library a hub for cultural and educational engagement and by offering a more proactive level of provision of mainstream Library services to external users.

## **The future**

The Library has figured very prominently in the history of the University. Today, following its hugely successful redevelopment, it stands as a powerful symbol of the University's confidence in the future.

The Library is in a very strong position. It possesses a world-class building, an organisational structure that is admirably suited to meet future demands, and a motivated, engaged and skilled group of staff. The way in which the collections are managed and customer services are delivered have been transformed. New services in support of research have been established, and the support provided to students to develop the skills and attributes to be successful has been enhanced. The engagement with students, and with Hull University Union in particular, is deep and productive. In the form of the History Centre, the University enjoys an exemplary partnership with the City Council, and the Library is well positioned to play a leading part in Hull City of Culture 2017. There can be every confidence that the University Library will continue to make a very significant contribution to the fulfilment of the University's ambitions as set out in its new Strategic Plan.



### **Building for the future**

Providing first-class facilities and an ideal learning environment for our researchers, students and staff remains at the heart of everything we do.

## **Role and person specification**

### *University Librarian*

#### **Background and context**

The Library is a key element of the University's academic infrastructure and plays an important role in enabling the University to deliver the objectives set out in its Strategic Plan (2016-2020), specifically with regard to learning and teaching, research and enterprise, delivering a quality student experience and being an anchor institution for our regions.

The University Library is responsible for developing, managing and providing access to the print, archival and electronic resources required to support the learning, teaching and research activities of University staff and students. It is also responsible for ensuring that users have the skills to make the most of these resources, and for creating inspirational learning spaces in the Brynmor Jones Library (BJL), in the Hull History Centre, which houses our archival collections alongside those of Hull City Council, and through its online presence. The Keith Donaldson Library on the University's Scarborough campus is managed locally for all operational purposes; the University Library has oversight of the development of its local collections.

As set out in its mission statement, the Library helps to build the stature, reputation and performance of the University by:

- Developing and managing excellent collections of print, electronic and archival resources for learning, teaching and research
- Creating inspirational learning spaces in the real and virtual worlds
- Contributing to the development of distinctive graduates
- Providing expert services in support of research
- Encouraging public engagement with the University

The Brynmor Jones Library, which was completely redeveloped between 2012 and 2015 at a cost of £28 million, provides access to almost one million printed books, journals and items in other formats, almost 100,000 electronic journals, around 250,000 electronic books, and a wide range of databases, datasets and other digital resources. It has an annual budget in excess of £5 million, of which the budget for information resources is £2.4 million. The BJL provides a superb learning environment with a wide variety of learning spaces matching the different ways in which students want to study and learn. The redevelopment has successfully combined the need for modern, flexible, technology-enabled spaces with a strong respect for the heritage of the building.

The Library is also an important gateway to the University for wider communities, particularly a cultural gateway, and the BJL incorporates a national-standard art gallery and an adjoining exhibition and event space. The art gallery contains the University Art Collection, which is an important collection of British art in the period 1890 to 1940. These facilities mean that the Library is excellently placed to play an important role in Hull City of Culture 2017.

The Library has a staff of 81 (66.5 FTE) and is divided into five organisational units, the heads of which report to the Librarian:

- Customer Services Group
- Graduate Development Services Group
- Information Services Group
- The Hull History Centre
- The Library Office

The Customer Services Group is responsible for all frontline services in the BJL, for student engagement, and for the Library's online presence. Its primary duty is to provide an inspirational experience for everyone who comes into the Library or who connects with it online.

The Graduate Development Services Group is concerned with ensuring that the University community is aware of the rich information environment available to it, and with enabling students in particular to develop the digital literacy skills and other academic study skills that will help them to make the most effective use of the Library's resources, to be successful as students or as researchers, and to be employable when they graduate from the University. It provides the institutional lead on the provision of support to students in the development of academic study skills.

The Information Services Group is responsible for all aspects of the development and management of the Library's print and digital collections, for metadata services necessary to facilitate access to the Library's collections of printed and digital material, and for a range of services relating to the University's research activity and delivered directly to the academic community in areas such as open access publishing and research data management.

Hull History Centre is the archival repository developed jointly by the University of Hull and Hull City Council with support from the Heritage Lottery Fund. Located in the city centre and opened in 2010, it contains the Library's rich archival collections, with specialities in local and regional history, political movements, civil liberties, and modern literature. It is the principal centre in the world for material relating to Philip Larkin. The collections in the History Centre remain the separate responsibility of the two organisations according to ownership, and staff remain employed by their respective organisations. Council and University staff collaborate in the provision of frontline services.

The Library Office provides a range of central administrative and clerical services, provides support to events in the Library's exhibition and event space, and also takes the lead on the production of organisational performance data and reports.

## **Overall purpose of the role**

Within the context of the University's overall strategy and priorities, the University Librarian is expected to set the strategic direction of the Library; the Library's vision – *to be at the heart of the success of the University* – expresses the close alignment between the strategic direction of the Library and that of the University.

Reporting to the Pro-Vice-Chancellor (Academic Affairs), the University Librarian has overall responsibility of the leadership and management of the Library and its services, and for the development of its collections. Working within the University's overall management structures, the Librarian is specifically responsible for the financial management of the Library; the planning and use of resources; the management, development, structural organisation and performance of the Library's workforce; the development of the Library's digital, print, archival and other collections; the planning and development of the Library's services in support of learning, teaching and research; the deployment of IT in the Library; and for the measurement of the overall performance of the Library. The Librarian is also responsible for the learning environment provided in the Brynmor Jones Library, for the development of the Library's online presence, and for engagement with users of the Library, giving a high priority to the student experience.

The Librarian takes the lead in building relationships and partnerships between the Library and other parts of the University, including the students union (Hull University Union). As a senior officer of the University, the Librarian is expected to make a significant contribution to the management and leadership of the University as a whole, and participates in a wide range of institutional committees and groups. The Librarian also plays an important role in representing the Library and the University externally, is a senior ambassador for the University, and is expected to play a full part in the life of the University in general.

The Librarian is expected to contribute significantly to the expertise of Library staff, to be recognised institutionally as an authoritative source of knowledge in the field of academic librarianship, and to have a high level of knowledge and understanding of relevant developments in the higher education sector both nationally and internationally.

## **Main duties**

- To ensure that the digital, print, archival and other collections of the Library develop in line with the learning, teaching and research needs and priorities of the University
- To ensure that the Library makes best use of IT systems and services in the provision of access to the collections, as well as for the management of the Library's operations, and provides high quality metadata services in support of collection access
- To ensure that the University community is aware of the rich information environment available to it, and to enable students in particular to develop the digital literacy skills and other academic study skills that will help them to make the most effective use of the Library's resources
- To provide the institutional lead on the provision of support to students in the development of academic study skills.
- To provide excellent services in support of research, particularly in areas such as open access scholarship, research data management, and bibliometrics
- To provide an inspirational customer experience both in the Brynmor Jones Library and through the Library's online presence, maintaining an outstanding learning environment and ensuring that the quality of the redeveloped BJL building is maintained

- To ensure that the Library makes a full and effective contribution to the management and development of Hull History Centre, working in partnership with Hull City Council, and ensuring that the work of the History Centre remains aligned to the teaching, learning and research interests of the University
- To maintain an oversight of Library provision on the Scarborough campus, ensuring in particular that the collections available to students at Scarborough remain fit for purpose
- To maintain and develop effective means of engaging with users of the Library, particularly with student users: providing excellent means of communicating with users; seeking feedback from them, measuring satisfaction; engaging students in the delivery of services through volunteering schemes, and seeking their participation in the design of services
- To maintain effective financial management of the Library, and in particular to provide advice to the Library Resources Finance Group on the deployment of the Library Grant, the element of the budget, currently £2.4 million annually, intended for the acquisition of new information resources
- To manage the physical resources of the Library effectively
- To ensure that the Library recruits and retains high quality staff, invests in their development, engages with them and empowers them, and manages their performance effectively
- To ensure that the Library has appropriate organisational structures, and to keep these under review in the light of changing needs and priorities
- To maintain and develop means of measuring and, where appropriate, benchmarking the performance of the Library
- To ensure that relevant University policies and procedures are observed, including Library Regulations, Financial Regulations and institutional HR policies
- To foster close and productive relationships with other parts of the University, in particular with the academic units of the University, ensuring that the Library is well represented on appropriate faculty and school committees and groups, and with other professional service areas
- To work in close partnership with Hull University Union
- To fulfil the duties associated with *ex officio* membership of University bodies, including Senate, Senate Executive Board, University Learning, Teaching and Assessment Committee, Faculty Boards, Ferens Fine Art Committee, University Leadership Group, and others as designated
- To participate in the management and leadership of the University through committees, groups and other activities as required
- To represent the University on external bodies as required, including *ex officio* membership of Hull History Centre Board of Management
- To ensure that the Library plays a full and constructive part in regional and national bodies concerned with academic libraries, in particular SCONUL and the Northern Collaboration
- To maintain an awareness of external funding opportunities available through bodies such as Jisc and the Heritage Lottery Fund

**Additionally the post holder will be required to:**

- Fulfil the employees' duties described in the University's health and safety policies and co-operate with the health and safety arrangements in place within the Library
- Fulfil the managers' responsibilities as described in the University's health and safety policies, including responsibility for ensuring that suitable and sufficient risk assessments are in place for activities within the Library and for ensuring appropriate health and safety training is in place.
- Support staff to demonstrate their commitment to equality, diversity and anti-discriminatory behaviour, including making time available for staff to undertake mandatory equality and diversity training
- Raise awareness amongst staff and support staff to fulfil their responsibilities to comply with University regulations, policies and procedures

**To be accountable for:**

- Health and safety matters within the Library, including the establishment and maintenance of safe working practices in accordance with legal requirements and University procedures.
- Implementation of all the relevant equality and diversity statutory requirements within the Library, in accordance with legal requirements and University policies.
- Data protection and Freedom of Information issues within the school, in accordance with legal requirements and University policies.
- Prevention of fraud and bribery in accordance with legal requirements and University policies.

**Qualifications and experience**

- A good honours degree and relevant professional qualifications at postgraduate level
- Record of engagement with appropriate leadership and management development programmes
- Substantial managerial experience and record of achievement at a senior level in academic libraries
- Knowledge and understanding of the challenges and opportunities facing academic libraries in the UK and elsewhere, and of the changing landscape of scholarly communication and academic publishing globally
- Knowledge and understanding of the application of ICT systems and services to the delivery of library services
- Record of engagement with professional library bodies at regional or national levels
- Experience of involvement in wider institutional management activities in higher education institutions
- Knowledge and understanding of current developments in higher education

## Application Protocol

The University of Hull is delighted to receive applications for the above post through the recruitment section of its website.

**The closing date for applications is midnight on Sunday 3 April 2016**

Applications should please include:

- A covering letter explaining why this appointment interests you and setting out details of your current position, including a brief description of your duties and responsibilities, start date, current remuneration and notice period.
- Complete curriculum vitae, including full details of:
  - Educational and professional qualifications (indicating where and when they were obtained).
  - Employment history, giving details, where applicable, of management experience, budgets and numbers of people managed, and relevant achievements in recent posts.

**It is important that you indicate in your covering letter how you adhere to the criteria set out in the role description and person specification, referring to evidence presented in the curriculum vitae.**

- Current contact details, including postal address, daytime, evening and mobile telephone contact numbers, and e-mail address, which will be used with discretion.
- Details of three *relevant* referees (referees will only be contacted with your knowledge).
- Indication of eligibility to work in the UK.

### *Queries*

If you have any queries about any aspect of this appointment, or merely wish to have an informal discussion, please contact Lee Brown, Resourcing Manager, email [Lee.Brown@hull.ac.uk](mailto:Lee.Brown@hull.ac.uk) or telephone on 01482 465668.

### *Appointment Process*

The recruitment process will be notified to shortlisted candidates in due course and shortlisted candidates will be invited to have familiarisation visits prior to this. These visits are an essential part of the recruitment process.

### *Expenses*

Reasonable out of pocket expenses, supported by receipts, will be reimbursed, including second class return rail fare.

### *References*

The appointment will be subject to the receipt of relevant and satisfactory references and medical clearance.

### *Relocation support*

Relocation support is available.

### *Equality*

The University of Hull is committed to promoting equality and diversity in all its activities, and aims to provide a work, learning, research and teaching environment free from discrimination and unfair treatment. This commitment is set out in our Equality and Diversity Policy and other related policies.

The University of Hull is committed to eliminating unlawful discrimination, promoting equality of opportunity, and promoting good relations between people of different racial groups, abilities, gender, age, sexual orientation, religion and belief.

### **How you can help us**

All candidates are requested to complete the University's online Equal Opportunities Monitoring Form which can be downloaded from the University website. The information on the form will be treated as confidential and used for statistical purposes only and will not be treated as part of your application.



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## About Hull and the East Riding of Yorkshire

The University of Hull's main campus is located in the City of Kingston upon Hull. The city sits on the North bank of the River Humber, at the point where it is joined by the River Hull. The Yorkshire and Humber region has a population of nearly 5 million – and 12.5 million live within 2 hours' drive of Hull.



The city of Kingston upon Hull has a proud history. Founded in the 12th century, it received its Royal Charter in 1299 and has seen considerable fame and success as a market town, port, fishing and maritime centre, and industrial metropolis. Hull has a marked tradition of non-conformity, innovation and enlightened thought, reflecting the fact that, whilst it is on the eastern-most edge of England, it has been at the heart of a network of world-wide trade

routes for centuries, and remains a key gateway to Europe. The city featured prominently in the outbreak of the English Civil War in the 17th century, the abolition of slavery in the 19th century, and the fishing industry in the 20th century.

In 2014 national estate agency *Rightmove* named Harrogate (Yorkshire and the Humber) as the happiest place in Britain to live. Hull itself was placed 7th out of 100.

'People are slow to leave Hull, quick to return. And there are others who come, as they think, for a year or two, and stay a lifetime, sensing that they have found a city that is in the world, yet sufficiently on the edge of it to have a different resonance.'

Phillip Larkin, *A Rumoured City*

### *City of Culture 2017*

In 2017 Hull will be the UK City of Culture and host to a year-long programme of world-class arts and culture. A spectacular programme will deliver artistic excellence and events on a scale never seen before in the city. It will bring visitors from the whole of the UK and beyond, and take Hull to the world. The year 2017 has an added significance for the University, as the year when the institution will celebrate 90 years since its founding as 'University College Hull'.

Inspired by Larkin's poem 'Days', the ambition is for each day of City of Culture 2017 to make a difference to a life in the city, the UK and the world. There will be 1,500 events across 365 days, with 25 festivals and 15 national and international commissions.

City of Culture is a cornerstone of the city's new 10 year City Plan. It will generate a further 1,000 jobs, transforming the city through top-quality public realm works and major capital projects. It will celebrate the city's phenomenal contribution to the world, from the Freedom Movement to the pioneering work of our artists, writers, musicians and inventors. We will also be welcoming the world to Hull, from our twin cities in Europe and Africa, and from international arts companies. With participation, volunteering, engagement and fun at its heart, everyone will have the chance to be part of a £30 million programme that aims to do nothing less than change lives.

The University is a key partner in UK City of Culture 2017. At the forefront of the bid, the University and its alumni are already major players in the programme. The Chair of UK City of Culture 2017 is Rosie Millard, one of our alumni. We are on the board of the delivery company, strategic partners in the programme, and will be represented as participants, artists and contributors, venues, supporters and researchers.

For further details on Hull's UK City of Culture programme you can visit: [www.hullcc.gov.uk/2017Hull](http://www.hullcc.gov.uk/2017Hull).

## *Business and the Economy*

### **Ports and Logistics**

The economy of Hull was built on trading and seafaring, firstly whaling and later sea fishing. After a period of industrial decline the city is now once again resurgent and vibrant. Although the fishing industry declined in the 1970s, the city remains a busy port, handling 13 million tonnes of cargo per year. In fact, Humber ports are the busiest port complex in the UK. One million passengers come through the Port of Hull every year, as does a third of the UK's coal and biomass. The University of Hull is home to the Logistics Institute. Established in 2005 with £20 million of investment from the European Regional Development Fund and others, the Institute is a world-class centre of excellence in global logistics and supply chain management.

### **'The Energy Estuary'**

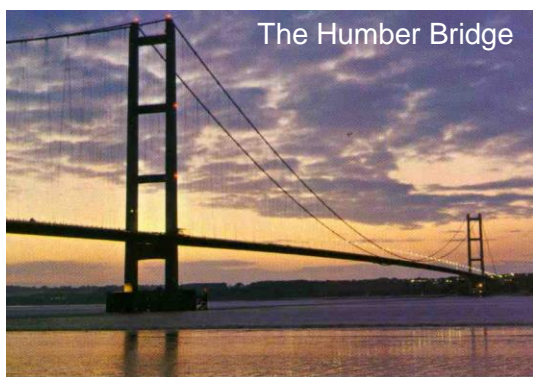
As well as the import of coal and biomass through the Humber ports, one fifth of the UK's natural gas comes ashore here. The region refines a quarter of the UK's oil, produces 17% of the UK's electricity through its power stations, and is the UK's number one biofuel producer. With three of the world's largest wind farms on our doorstep, the region's claim to be the UK's Energy Estuary was underlined by the recent investment in renewable energy and Greenport Hull – including £310 million from Siemens, who are investing in the creation of an enormous offshore wind turbine manufacturing and installation facility in Hull. This major investment in the UK's offshore wind industry will create a large number of new jobs directly in the Humber region, with many more in the supply chain, along with hundreds of jobs during the

construction phase. The University of Hull has been heavily involved in these developments.

### *Living in the Region*

Hull is an exciting city, surrounded by the East Riding of Yorkshire. It is a fast paced riverside city that is investing in its people and its community. It is a thriving and dynamic waterfront community with a proud maritime heritage. With the celebrated engineering masterpiece of the Humber Bridge as a backdrop, the city played host to the Clipper Round the World Yacht Race in 2009/10, and the river is now one of the hosts of the annual P1 Powerboat Championship, adding a modern dimension to the city's maritime life.

The East Riding of Yorkshire is steeped in heritage and known for its beautiful and unspoilt countryside, open plains and rugged hills. It offers dramatic coastlines, award winning sandy beaches, picturesque villages and historic market towns. The coastal resorts of Flamborough Head, Bridlington, Hornsea and Withernsea are popular family destinations – as are the market towns of Beverley, Howden, Driffield, Pocklington and Market Weighton, which offer a more relaxed pace of life.



The unrivalled quality of life in Yorkshire and the Humber is founded on this combination of cosmopolitan urban areas surrounded by beautiful countryside. With no less than three national parks on the doorstep of a thriving commercial landscape, this is a region where work and life really can be kept in balance. As Britain's biggest county, Yorkshire has more historic houses, castles and national parkland than anywhere else, along with the best shopping in the North.

### *Leisure*

#### **Museums and Galleries, Theatres and Festivals**

Entry into all of Hull's museums and galleries is free, and the range is exceptional – from the civic art collection, to the world's first museum of Club Culture located in the Fruit Market area.

Hull's Museum Quarter, on the High Street in the heart of the Old Town, is home to *Wilberforce House*, the 17th Century house that was the birthplace and home of William Wilberforce. Next door, *The Streetlife Museum of Transport* houses the city's transport and social history collections, whilst the *Hull and East Riding Museum*, also on the High Street, houses many of the city's most remarkable collections, ranging from prehistory to the 18th century. Highlights include the Hasholme Logboat, Britain's largest surviving prehistoric logboat; a major display of Roman mosaics; and extensive Viking collections.

Other visitor attractions include the Maritime Museum and the Ferens Art Gallery. The gallery's permanent collection of paintings and sculpture spans artistic periods from medieval times to the present day. The collection includes European Old Masters, portraiture, marine paintings, and modern and contemporary British art. Highlights include masterpieces by Frans Hals, Antonio Canaletto, Stanley Spencer, David Hockney, Helen Chadwick and Gillian Wearing.



A popular attraction is The Deep, one of the most spectacular aquariums in the world, an award-winning visitor attraction, and a research partner of the University of Hull.

The city is also home to historic ships such as the Arctic Corsair, a veteran of the Cod Wars, and the Spurn Lightship, moored in the Hull Marina. The Marina is home

to over 250 yachts and pleasure boats, and is the centrepiece of a range of excellent pubs, restaurants and waterfront cafes dotted along the cobbled streets leading to the Old Town.

The city has two main theatres. Hull New Theatre, which opened in 1939, is the largest venue and features musicals, opera, ballet, drama, children's shows and pantomime. The Hull Truck Theatre is a smaller independent theatre, established in 1971, that regularly features plays, notably those written by John Godber. Since April 2009, the Hull Truck Theatre has had a new £14.5 million, 440 seat venue in the St. Stephen's Development. The playwright Alan Plater was brought up in Hull and was associated with Hull Truck Theatre, whilst Richard Bean, writer of the award-winning *One Man, Two Guvnors*, is also from the city. The University is home to the oldest drama studies department in the country, and a number of independent theatre companies have been set up in recent years by graduates of the University.

"A city of generous character, it is difficult to live in it for any length of time and remain oblivious of its available but indefinable identity."

Douglas Dunn OBE, Poet & University of Hull Alumnus  
**Theatre and the Performing Arts**

The city hosts the annual Freedom Festival. Freedom Festival is the lasting legacy of the Wilberforce 2007 campaign, which celebrated the pioneering work of Hull-born MP William Wilberforce and the bicentenary of the abolition of the slave trade in the British Empire. During 2007, Hull was at the centre of the world's bicentennial celebrations, remembering the life and work of Hull's most famous son. The city commemorated with 34 weeks of events and activities, highlighting issues of slavery and emancipation



that are still current today. Following that successful year, it was agreed that Wilberforce's legacy needed to be marked and celebrated annually, and Freedom Festival was born. Recognising this, and the importance of the Festival in the city's cultural life, the University is a partner in Freedom Festival.

The city has a proud popular music tradition. Acts as diverse as Mick Ronson, Roland Gift, the Beautiful South and The Foals (themselves graduates of the University) are from Hull, and the Humber Street Sesh is a popular music festival centred on the city's up and coming Fruit Market area.

### Parks

Hull has a large number of parks and green spaces. These include East Park, Pearson Park, Pickering Park and West Park. West Park is home to Hull's KC Stadium and the annual Hull Fair. Pearson Park contains a lake and a 'Victorian Conservatory' housing birds and reptiles. East Park has a large boating lake and a collection of birds and animals. East Park and Pearson Park are registered by English Heritage as Grade II listed sites. The city centre has the large Queen's Gardens parkland at its heart. The parkland was originally built as formal ornamental gardens to fill in the former Queen's Dock. It is now a more flexible grassed and landscaped area used for concerts and festivals, but retains a large ornamental flower circus and fountain at its western end.

### Retail



Hull city centre offers a varied choice of retail department stores, a number of major shopping centres, and many smaller outlets and designer boutiques. A number of superstores are located elsewhere in the city and surrounds. Since its opening in September 2007, the stunning retail-led mixed-use city centre development, St. Stephen's, has brought 50 big name brands to the city, including Zara, H&M and Lippy. As the second-largest regeneration project of its kind in the UK, the state-of-the-art scheme covers a 40 acre site in the heart of Hull. Princes Quay, a modern glass shopping centre built on stilts over the water in an old

dock, is home to many of the major chain stores and designer outlets, and is a popular choice amongst shoppers. Quay West, a major redevelopment of the area surrounding Princes Quay, will create a dedicated retail and leisure zone as an extension of the shopping centre, and provide flagship stores for retailers not yet represented in the city.



Just a few steps away from Princes Quay, shoppers can relax at the array of waterfront cafes and bars next to the Marina before following the cobbled streets to the Old Town, where the indoor market offers a diverse range of goods, including everything from fresh fruit and flowers to handbags and handmade cards.

## Sport

Hull is one of the sporting capitals of the UK. The 25,000-seat Kingston Communications (KC) Stadium is home to Hull City AFC (“The Tigers”), the city’s football team.



Hull is also a rugby league hub, having two clubs who play in the Super League. Hull F.C. play at the KC Stadium, while Hull Kingston Rovers play at the KC Lightstream Stadium in East Hull.

For those who prefer to participate rather than spectate, Hull offers plenty of opportunities to get the blood pumping. The region has the biggest Sunday football league in the country, and offers top-flight rugby teams, cricket and hockey clubs, as well as public and private golf and tennis clubs. Hull has the North's largest indoor full swing state-of-the-art golf simulator centre and, for climbing enthusiasts, there's Rock City, one of the country's best indoor climbing centres.

The region's abundance of water makes it an excellent location for water sports. Sites include Fossehill, Welton Sailing Club, Yorkshire Water Ski Club and The Deep Dive School.



## *Housing*

The East Riding of Yorkshire and Hull offer a diverse and impressive range of housing choices, all offering incredible value for money.

City living has burgeoned, with apartments in historic old buildings and sparkling new riverside complexes – all at a much more affordable cost than many other cities – attracting people back to the heart of the city. Georgian townhouses stand proudly in the heart of the old town. Just a stone's throw from the city centre, leafy avenues offer more traditional housing in large Victorian properties. Many suburbs are developing a reputation for their bohemian atmosphere, inviting people to enjoy the laid back lifestyle with a growth in café bars, delicatessens, and boutique shops and arts venues. Waterfront city-villages offer excellent modern family housing from 1-5 bedrooms, just a short walk from work in the city centre.



Beyond the city itself, unspoilt village communities and elegant market towns in the East Riding of Yorkshire complement the urban centre. Country life still allows for easy access to the buzzing city, with secluded farmhouses available just 20 minutes from the city centre. The East Riding of Yorkshire is known for its spectacular coast and countryside, and offers a high quality of living in market towns such as Beverley, which is located only a few miles from the University of Hull.

## *Education and Schooling*

The area provides a broad range of educational opportunities close to the University, including a number of Further and Higher Education Colleges (including Hull College, Bishop Burton College, East Riding College and Selby College, as well as the Grimsby Institute for Further and Higher Education and the North Lindsey College in Lincolnshire). A number of schools and academies in Hull and the East Riding have been rated Outstanding by Ofsted. The area also offers a good choice of independent schools with boarding and day school options, from nursery age to 18. Some of the leading independent schools in the area include Hymers College, Hull Collegiate School and Pocklington School.

## Getting to Hull

Hull's position at the gateway to Europe makes it an important centre for national and international travel. The city has excellent transport connections, and a unique combination of air, sea, road and rail links.

### By Road

Hull is equidistant (200 miles) from London and Edinburgh. The M62 joins Hull to Leeds, Manchester and Liverpool. Hull is located 100 miles from Manchester, and less than an hour's drive from Leeds and York.

### By Rail

In addition to the Transpennine Express and Northern Rail, Hull has its own rail company, Hull Trains, which offers special rates to and from the city, providing seven daily direct rail services to and from London in as little as 2½ hours. Visit [www.hulltrains.co.uk](http://www.hulltrains.co.uk) for more details.

### By Air

Humberside International Airport is only five miles south of the Humber Bridge and 30 minutes' drive from the centre of Hull. KLM run four daily flights to Amsterdam, where over 300 worldwide connections can be reached. The airport also offers year round flights to popular holiday destinations. Visit [www.humberside-airport.co.uk](http://www.humberside-airport.co.uk) for more details. Robin Hood Airport is one of the UK's newest Airports, an hour's drive away, offering low cost and holiday flights to many destinations across Europe and beyond.

### By Sea

P&O Ferries offer daily overnight services from Hull to Rotterdam and Zeebrugge. The one million passengers using the port annually can now travel on the *Pride of Hull* and her sister ship, *Pride of Rotterdam*, which are the largest cruise ferries in the world. Visit [www.poferries.com](http://www.poferries.com) for more details.

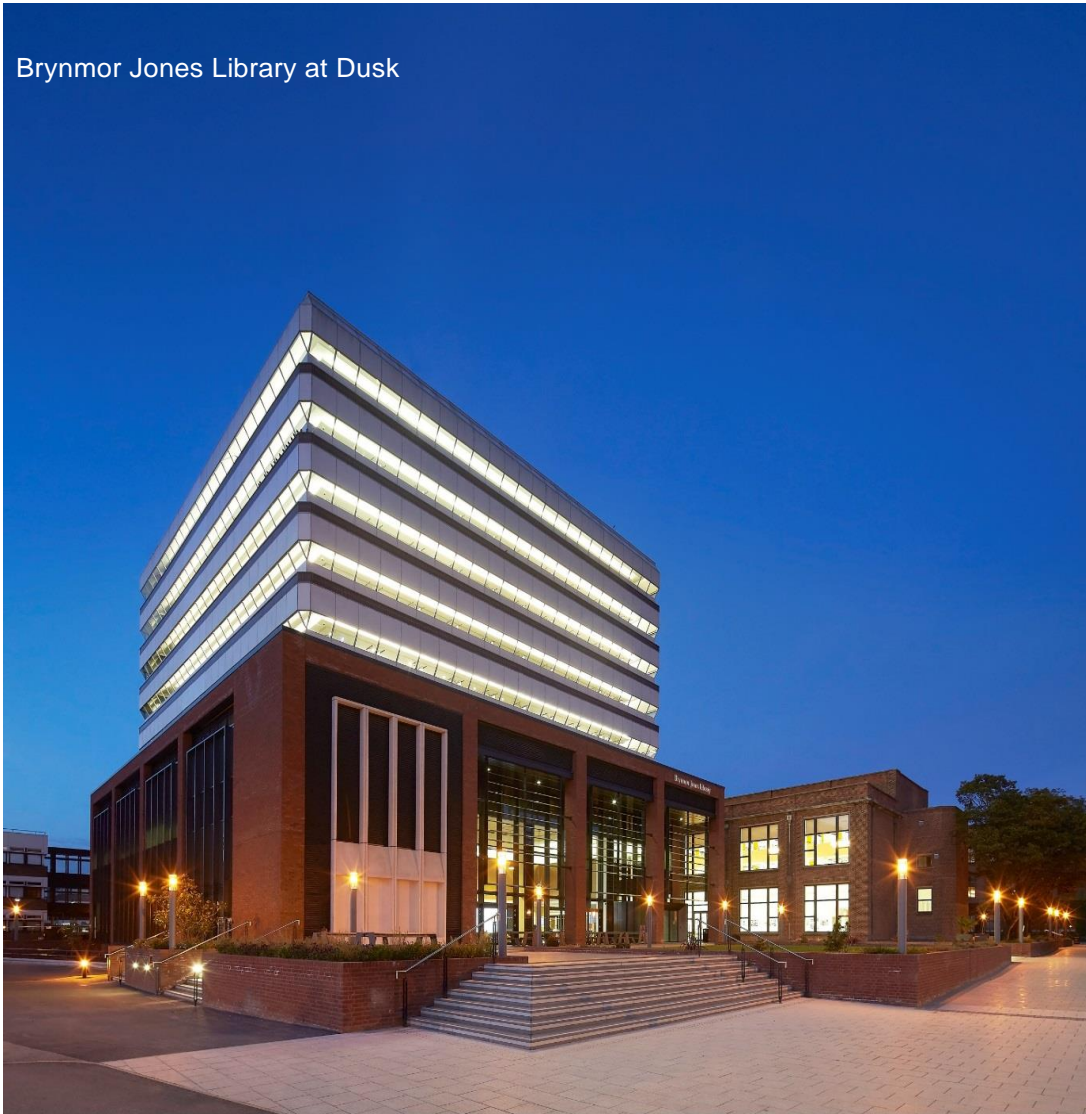
### More information on Hull, the East Riding and Yorkshire

Please visit the following websites:

- [www.hull.co.uk](http://www.hull.co.uk)
- [www.activhull.com](http://www.activhull.com)
- [www.eastriding.gov.uk](http://www.eastriding.gov.uk)
- [www.hullcc.gov.uk](http://www.hullcc.gov.uk)
- [www.yorkshire.com](http://www.yorkshire.com)
- [www.visithullandeastyorkshire.co.uk](http://www.visithullandeastyorkshire.co.uk)



Brynmor Jones Library at Dusk



  
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