



Loughborough  
University

Job Ref: REQ171222

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Dean of the  
School of Science

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[www.lboro.ac.uk/join-us/dean-science](http://www.lboro.ac.uk/join-us/dean-science)



# ABOUT LOUGHBOROUGH UNIVERSITY

Loughborough University is a fantastic place to work and study. There is a real pride in the University that touches everyone associated with it.

Throughout our history we have built upon our distinctive characteristics and enhanced our strengths. Our origins in 1909, as one of the UK's foremost technical institutes focused on meeting society's needs, set in train an ethos that is still evident at Loughborough today.

Our campus in the heart of Leicestershire – one of the largest in the UK, spanning 440 acres – provides a supportive and enriching environment with first-rate facilities for both staff and students.

Loughborough University London, our postgraduate campus on Queen Elizabeth Olympic Park, the former site of the 2012 London Olympics, offers education, research and enterprise opportunities in London's newest innovation quarter.

In the 21st Century we are one of Britain's leading universities. Our combination of world class research, enterprising outlook, unparalleled sporting achievement and excellent student experience gives rise to something that is truly special, and distinctive among the UK's universities.





# OUR ACHIEVEMENTS

## **BRITAIN'S BEST STUDENT EXPERIENCE OVER THE LAST 10 YEARS**

Times Higher Education Student Experience Survey 2007-2017

**RATED GOLD** in the Teaching Excellence Framework 2017

## **RANKED 6TH IN THE UK**

Times Higher Education (THE) 'Table of Tables' 2017

## **UNIVERSITY OF THE YEAR FOR SPORT**

Times Good University Guide 2017

## **BEST SPORTING UNIVERSITY IN THE WORLD**

QS World University Rankings by Subject 2017

**AWARDED 7 QUEEN'S ANNIVERSARY PRIZES**, second only to Oxford

## **TOP FOR HIGH QUALITY FACILITIES**

Times Higher Education Student Experience Survey 2017

## **1ST FOR GIVING BACK**

WhatUni Student Choice Awards 2017

## **RATED FIVE STARS FOR EXCELLENCE**

QS Stars

## **A TOP 10 UNIVERSITY IN ENGLAND FOR RESEARCH INTENSITY**

according to the Research Excellence Framework

## **1ST IN THE UK AND GLOBALLY FOR OVERALL SATISFACTION WITH THE UNIVERSITY**

Student Barometer Autumn Wave 2016 – out of 45 participating universities globally, based on overall score across all measures



# OUR STRATEGY – *BUILDING EXCELLENCE*

Our strategy has four core drivers – Investing in our staff, Educating for success, Growing capacity and influence, and Raising standards and aspirations – with research, teaching, enterprise and sport embedded in each.

## **Investing in our staff**

We will be an outstanding employer, supporting our staff to achieve their full potential through development opportunities. We will recognise excellence and achievement through performance and reward mechanisms and ensuring that all staff are empowered to operate at their highest levels.

We will maintain a staffing profile that allows us to enhance our centres of research excellence and enrich the academic student experience we offer. By attracting the highest quality staff and maintaining the best possible student staff ratios, we will provide our students with a dynamic learning environment.

## **Educating for success**

We will develop our students as individuals, enhancing their capabilities as creative, confident and adaptable 21st Century citizens who will make a significant contribution to global society.

Loughborough University London has facilitated an expansion in our postgraduate population with an increase year on year since opening in 2015. Under the current fee regime, we will maintain our undergraduate numbers but review our approach should Government policy change.

## **Growing capacity and influence**

We will grow capacity in key areas of teaching, research and enterprise by investing strategically and developing international partnerships and collaborations. We will advance areas in which we have a critical research mass and withdraw from those where this is unachievable.

We will reinforce the breadth of our academic offering across both our campuses, with continued emphasis on

subjects with international recognition. We will listen to our students, employers and other key partners to ensure that our academic provision develops in line with their requirements. By capitalising on emerging opportunities to review the scope of our academic provision, we will introduce new areas and withdraw from those that are no longer appropriate.

We will raise our profile and strengthen our connections with policy makers, business, industry and the community, achieving recognition as a leading international university, whose contributions are sought and valued.

## **Raising standards and aspirations**

We will enhance our effectiveness and minimise the barriers to achieving our aspirations. We will build on our strengths and focus on developing the activities we do well to help us achieve our goals and raise our international profile.

Through our rigorous planning processes we will ensure we identify where we should invest. Our focus will be on internationally excellent research and a high quality student experience.





# OUR AMBITIONS – BY 2020 WE WILL HAVE ACHIEVED THE FOLLOWING:

## **A distinctive international reputation for excellence**

The relevance of our research to real-life issues will place us at the forefront internationally, increasing significantly the global visibility and reputation of the University. Our contribution, at the very highest levels, to new knowledge and understanding, will boost our links with some of the best universities in the world and expand our breadth of well-established partnerships with leading international companies.

## **A life-shaping student experience**

We will provide our students with an exceptional learning environment that offers outstanding, innovative teaching, opportunities to contribute to pioneering research, and options to maximise their business potential, coupled with wide-ranging personal support. We will engage with our students to ensure we deliver the best possible academic experience. There will be high demand for our programmes and we will continue to deliver outstanding levels of student satisfaction.

Working in partnership with Loughborough Students' Union, we will offer the best possible all-round experience, providing

our students with a wide range of opportunities that enable them to achieve their full potential, professionally and personally as well as academically.

## **Outstanding partnerships to deliver social, economic and cultural prosperity**

We will realise the commercial potential of our research and forge productive, collaborative links with partners across all sectors. This will ensure that we meet their requirements and that the impact of our activities helps to support economic development and drive innovation and performance on local, national and international levels.

We will work closely with local partners to enhance the social, cultural and economic wellbeing of the communities and regions in which we reside and will embed sustainability and social responsibility into all of our processes, operations and developments.

## **A culture of delivering excellence in all that we do**

Through the integration of influential research, a vibrant enterprising culture and outstanding learning opportunities, we will enhance our ability to drive

forward solutions to contemporary global challenges.

Our staff will be supported to attain the highest standards, and our international profile will attract the very best in their fields.

We will also have cemented our position as the UK's premier university for sport and be recognised globally for our unique ability to shape sport and exercise policy and practice both nationally and internationally.

## **One outstanding university: two vibrant campuses**

Our distinctive ability to integrate research, teaching and enterprise will have strengthened the activities in which we excel and created new capacity in areas of excellence.

Our international ambitions will be further enhanced through a thriving postgraduate campus on the Queen Elizabeth Olympic Park in London, complementing our outstanding green-field campus in Loughborough and creating two inspiring campus communities.



# LEARNING AND TEACHING

Loughborough University provides students with an exceptional learning environment, enhanced by quality teaching and a supportive atmosphere. We pride ourselves on developing highly employable graduates. Our links with leading employers are unrivalled, and our students develop the valuable skills that recruiters seek.

Teaching at Loughborough has consistently been rated excellent in independent assessments, placing the University towards the top of the teaching quality tables, and the Quality Assurance Agency gave Loughborough the highest possible commendation in its most recent audit. The University was also awarded Gold in the first Teaching Excellence Framework.

## Student satisfaction

Loughborough is consistently well placed in the National Student Survey. In the most recent survey (published in 2016) 89% of Loughborough's final year students said they were satisfied with their course.

In the Autumn Wave 2016 international and UK Student Barometer, which allows students to give universities feedback on the services they provide, Loughborough was ranked first in the UK and globally\*, out of 45 participating universities, with 95% of Loughborough students saying they were satisfied with the University overall. Loughborough University London has facilitated an expansion in our postgraduate population with an increase year on year since opening in 2015.

In order to sustain exceptional quality, the University has developed strong academic, guidance and welfare systems to support students throughout their education. The

Careers Network at Loughborough offers a wealth of services, and was voted 1st for satisfaction with the Careers Network (Student Barometer Autumn Wave 2016 out of the 44 participating universities globally).

All Loughborough University London students have access to our pioneering personal development scheme, Enterprise Through the Curriculum, which offers unrivalled opportunities for students to widen their professional skills, interact with potential employers and deepen their work-related experiences.

The Centre for Academic Practice also supports the professional development needs of academic staff and promotes effective practice in learning, teaching and assessment.

## Graduate employability

Established links with industry, business, the public sector and the professions

allow many students at Loughborough to benefit from profitable work placements, both in the UK and abroad. All of our undergraduate courses have a year-long, paid work placement option. Loughborough graduates leave university equipped with the knowledge and employability skills that are in great demand. For this reason, Loughborough was ranked 1st in the UK for employer-student connections in the QS Graduate Employability Rankings 2017.

In 2016, the latest year for which figures are available, 95% of Loughborough graduates were in employment or further study within six months of graduating, (full-time UK first degree students available for work or study).

The University is also top 10 in the UK for graduate prospects in the Guardian University Guide 2018, the Complete University Guide 2018 and the Times Good University Guide 2017.



\* based on overall scores across all measures



# RESEARCH AND ENTERPRISE

Loughborough is renowned for the relevance of its work, driven by society's need for solutions to real-life issues. It contributes at the very highest levels to new knowledge and understanding, helping business and industry to compete more effectively, shaping public policy and, ultimately, helping to improve the quality of people's lives.

The strengths in our academic Schools are complemented by our four Global Challenges, which help to deliver multi-disciplinary solutions to the biggest societal challenges of the day.

In the 2014 Research Excellence Framework (REF), Loughborough consolidated its position in the premier league of research universities. It is ranked 14th in the UK and 9th among universities in England for research intensity. At subject level, Loughborough has the largest concentration of world-leading research in sport and exercise sciences,

and six other subject areas feature in their national subject top ten.

With staff right across the University involved in pioneering research, Loughborough's students benefit from a vibrant research culture in which they are taught by academics at the forefront of their disciplines.

Loughborough University London is bringing benefit to local and international communities through applied research and sociocultural, interdisciplinary thinking.

We are passionate about developing a pioneering and multi-disciplinary research portfolio. We want to create a vibrant, enthusiastic and forward-thinking research community in London, where world-leading academics and talented students work closely together to discover the latest, world-leading inventions.

## Fostering enterprise

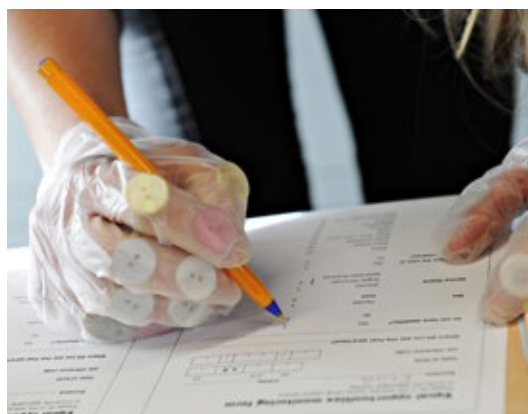
We have excellent relationships with business and public and voluntary organisations and understand their needs.

Our partnerships deliver leading-edge research and development, helping UK and international businesses and organisations to innovate, expand or boost performance.

Our partners also provide student placements and graduate positions and world-leading companies sponsor a range of bursaries and prizes. Student enterprise is at the heart of our curriculum, and The Studio – our graduate incubator – helps former Loughborough students to develop sustainable, and thriving, businesses.

Loughborough University Science and Enterprise Park, based on the Loughborough campus, enables high-tech companies, from dynamic start-ups to established global organisations, to be part of the University's dynamic innovation community.

In London we are very proud of our links with industry and partnerships. We are committed to transforming theory into practice, by offering the latest in industry knowledge and insight through a vibrant calendar of guest lectures and workshops.



# STUDENT EXPERIENCE

Loughborough provides students with every opportunity to achieve their full potential – professionally, intellectually and socially.

We offer a unique experience, combining a first class education with an extensive programme of extracurricular activities, a fantastic campus environment and one of the best students' union in the country. In the Times Higher Education Student Experience Survey 2017 the University was placed 2nd and has enjoyed Britain's best student experience over the last 10 years (2007-2017).

## Loughborough Students' Union

LSU plays a key part in creating the 'Loughborough Student Experience'. It is one of the only unions in the UK to be owned and managed by the students, offering a variety of support services, a packed programme of social events, and more than 150 clubs and societies, which were named 2nd in the country in the 2017 WhatUni Student Choice Awards.

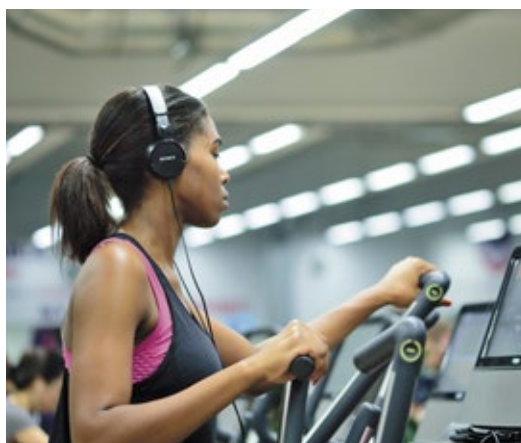
The fundraising arm, Loughborough Rag, is the most successful student fundraising organisation in the country. In 2016/17 it raised over £1 million for local and national charities. In 2016/17 LSU Action students volunteered more than 25,600 hours for good causes.

The LSU community in London offers trips across the UK, as well as a diverse range of activities and events across London.

Societies established in London include the Entrepreneurs' society, Cookery society, LSU Sport, Musicians' society and much more.

## University living

In Loughborough, our halls of residence – which lie on or close to the campus and provide accommodation for more than 5,000 students – are at the very centre of student life. Our off-campus students are supported by a Community Warden scheme. Our students' affiliation with their hall also remains with them throughout their years at the University, producing an enduring community spirit at Loughborough that is unrivalled. In London we have approved a number of secure and friendly accommodation options to suit every lifestyle and budget, including accommodation in the former London 2012 athletes village.





# SPORT

Loughborough is the country's premier university for sport, with an outstanding record of achievement in performance at every level and in sport's underpinning academic disciplines of exercise and health sciences.

Our students and alumni are renowned for their unrivalled sporting success. Loughborough has won the BUCS (British Universities and Colleges Sport) Championship for the last 37 consecutive years and became the first university ever to achieve over 6,000 points in the competition. Loughborough was named 'University of the Year for Sport' by The Times Good University Guide 2017, and the Best Sporting University in the World in the QS World University Rankings by Subject 2017.

Around 200 elite level athletes are currently studying or training at the University. The Loughborough Sports Scholarship programme enables the finest young athletes to excel in both their academic and sporting achievements.

On the Queen Elizabeth Olympic Park there are of course Olympic standard sports facilities on our doorstep, enabling our staff and student to be inspired by the athletes that continue to train and compete at these venues.

We also have an excellent relationship with BT Sport which includes us having access to their studios for tours, free audience tickets to some of their shows as well as internships for both undergraduates from our main campus and postgraduates from our London campus.

Some of the most celebrated names in sport – including world record breaking athlete and University Chancellor, Sebastian Coe, one of the greatest-ever Paralympians, Tanni Grey-Thompson; Olympic gold medal winning hockey goalkeeper, Maddie Hinch; and World Cup winning England rugby coach Clive Woodward – have studied at Loughborough.

## Sporting excellence and opportunity

In 2016 over 80 students, graduates and Loughborough-based athletes travelled to Rio to participate in the Olympic and Paralympic Games. Loughborough athletes were a dominant force throughout, securing 12 medals in the Olympic competition, including 5 golds; and a further 22 medals during the Paralympic competition. Loughborough coaches also played a key role in the Games, with alumni guiding Team GB, Canada and Fiji to gold medals. Loughborough was also the official Preparation Camp for Team GB in the run-up to the London 2012 Olympic Games. More than 500 Team GB athletes, alongside support staff, coaches and officials visited the camp to be officially 'kitted out'.

The campus has the country's largest concentration of world-class training facilities and support services across a wide range of sports, including an indoor athletics centre, outdoor stadium and a 50m swimming pool. Bases for a number of sports are located on campus, including national performance centres for athletics and cricket.

Recreational sport is equally important and there is a popular programme of opportunities for sports enthusiasts of all levels and

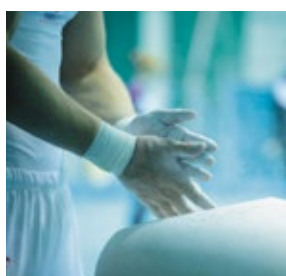
abilities. The University also has the country's largest intramural hall sport programme for those students who enjoy being part of a team with an element of competition. The Sport England Higher Education Participation and satisfaction Survey 2015/16 showed that 71% of students at Loughborough University regularly participate in sport at least once a week.

## Underpinned by academic excellence

The University's sporting excellence is crucially underpinned by internationally renowned teaching and research in sports science, engineering and technology.

The School of Sport, Exercise and Health Sciences is world renowned. Its work to understand the interplay between exercise and disease was recognised as part of the 2012 Olympic legacy, with a multimillion pound Government award to build the National Centre for Sport and Exercise Medicine on campus.

The Sports Technology Institute works with global brands, including adidas, Nike and Speedo, on the design, simulation, testing and manufacture of sporting goods. Its track record of design-led innovation and accelerating novel concepts from initial stages through to commercialisation is unparalleled.

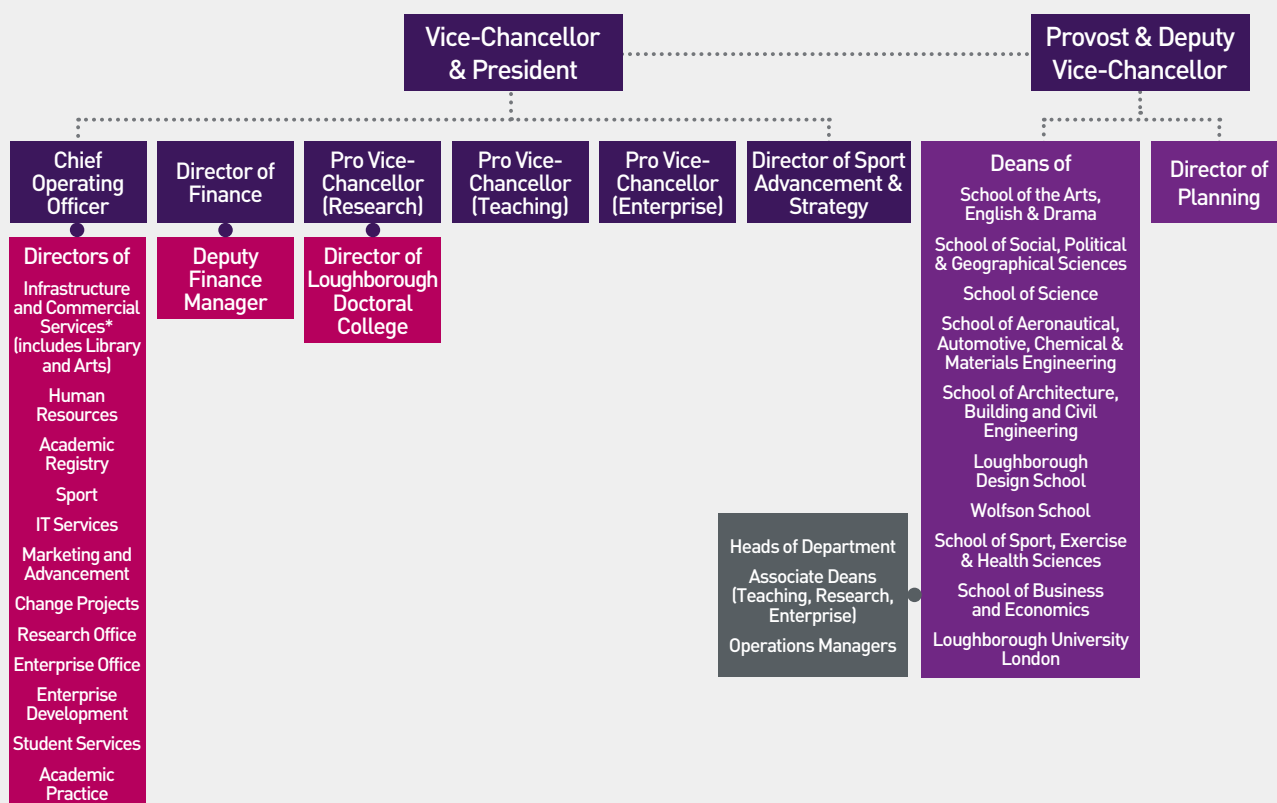


# OUR STRUCTURE

Loughborough University has 20 academic Schools and departments and more than 100 research groups, institutes and centres. In research, we also have four Global Challenges which help to deliver multi-disciplinary solutions to the biggest societal challenges of the day.

The Chancellor is the formal principal officer of the University. The day-to-day running of the University is the responsibility of the Vice-Chancellor and President, who is the academic and executive head. Professor Robert Allison was appointed as the University's eighth Vice-Chancellor in September 2012.

The Vice-Chancellor works closely with the Academic Leadership Team which includes the Provost and Deputy Vice-Chancellor, three Pro Vice-Chancellors, the Chief Operating Officer, the Director of Finance and ten School Deans. He also works closely with other senior officers.



\* Deputy Chair of Professional Services Management Team





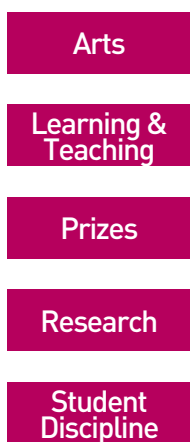
### The University Senate

The University Senate is responsible for the academic work of the University, including programmes, examinations, teaching and research quality. Its membership is drawn from the University.

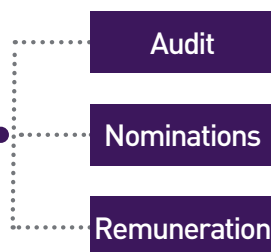
### The University Council

The University Council is the governing body, responsible for the University's finances, buildings and land. It is the official employer of all staff and meets several times a year. Its Chairman is the Senior Pro Chancellor, Sir Peter Bonfield CBE.

#### Senate Committees



#### Council Committees



**SENATE**

**COUNCIL**

#### Joint Senate/Council Committees



\*includes lay members of Council  
sub-committees not included



# THE LOCAL AREA

**Loughborough** is a large market town, with a population of around 60,000, within the borough of Charnwood in the county of Leicestershire. It is home to the Great Central Railway, the UK's only double track, main line heritage railway, and was the birthplace of Ladybird Books.

The town is also close to some beautiful countryside. In the centre of the area is the broad flat plain of the River Soar, and to the east are the rounded rolling hills of the Leicestershire Wolds, with some of England's loveliest and most unspoilt villages. The National Forest and Bradgate Park are both close by. Bradgate Park dates from at least 1240 and has roaming herds of red and fallow deer. Its house was the birthplace and childhood home of Lady Jane Grey, who was Queen of England for nine days in 1553 and who lost her crown, and her head, to Mary Tudor, eldest daughter of Henry VIII.

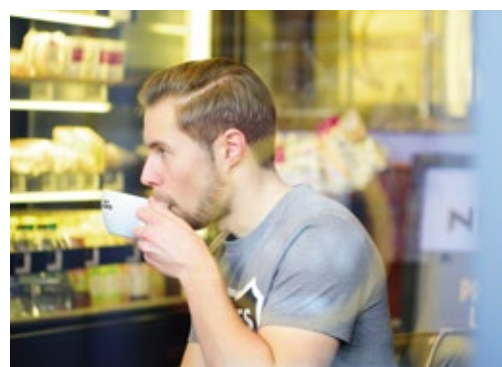
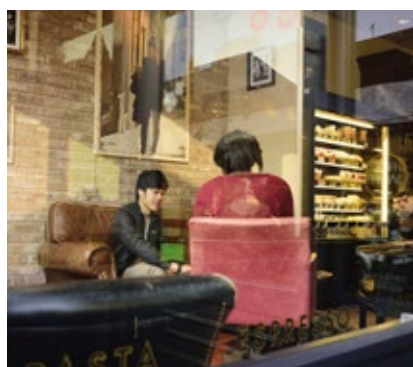
Loughborough's central location is also ideal for exploring the nearby cities of Leicester, Nottingham and Derby, which offer an array of shopping, dining and cultural attractions. Leicester boasts the National Space Centre and the King Richard III Visitor Centre – the King's skeleton was discovered in the city and now lies in Leicester Cathedral. Nottingham is home to the legend of Robin

Hood, Nottingham Castle and Sherwood Forest and was recently announced as a UNESCO City of Literature. The beautiful Peak District National Park and historic Chatsworth House are situated just outside Derby.

**London** has been named the best city in the world for quality of life, beating Paris and New York (PWC, 2015) Loughborough University London is at the heart of a dynamic, new community at the East side of London. The area is home to more artists, creators and makers than anywhere else in Europe.

It is not surprising that the city attracts people of all ages, from all over the world. There is an array of architectural masterworks to discover, as well as many beautiful and natural green spaces that are carefully looked after for everyone to enjoy. Artistic and creative individuals can enjoy the timeless masterpieces found at Tate Britain, the National Gallery and the Royal Academy of Arts.

To experience the best that London has to offer, you can enjoy a panoramic view of the city from the famous London Eye, standing proud amongst some of UK's most iconic buildings, including Tower Bridge, Kew Palace and the Shard.





## GETTING TO LOUGHBOROUGH

Loughborough is easily accessible by road, rail and air.

The campus is less than two miles away from junction 23 of the M1 motorway. Nottingham, Leicester and Derby are all within a 40 minute drive.

London (St Pancras International) is one-and-a-half hours away by train. Birmingham is one hour and Manchester and Leeds around two hours. Loughborough station is around 10 minutes away from the campus, and a regular bus service connects the station with the University.

Coach services to UK and European destinations are available through National Express and Megabus.

There are regular scheduled flights from UK, European and international destinations to East Midlands Airport, which is only seven miles away from the University campus.

## GETTING TO LOUGHBOROUGH LONDON

Loughborough University London is convenient and accessible, with easy and affordable transport connections to central London, the UK and Europe.

The University is just ten minutes' walk from Stratford International station, Docklands Light Railway (DLR), London Underground and several bus services, including National Express and Megabus.

From Stratford International Station you can get to St Pancras International Station in fewer than seven minutes. St Pancras International offers high speed rail access direct to a number of European cities including Paris and Brussels. It also provides links to the UK's major cities, including Birmingham, Manchester, Cardiff and Edinburgh. Loughborough University is just 90 minutes away.

London's major airports (City, Gatwick, Heathrow and Stansted) are between 15 and 60 minutes away, offering both international access and cheap budget flights across Europe and beyond.

# THE SCHOOL OF SCIENCE

Today, Loughborough University is one of the UK's leading centres of excellence for teaching and research in STEM – with a proven track record in supplying industry with high calibre, highly motivated graduates, and a vibrant international research culture.

Bringing together the Departments of Chemistry, Computer Science, Mathematical Sciences, Physics and the Mathematics Education Centre, Loughborough's School of Science boasts state-of-the-art facilities, an active research community and a range of options for undergraduate study, postgraduate study and research – all based on the University's expansive green campus.

## Outstanding student experience

Boasting outstanding facilities, including state-of-the-art computer labs, our own campus observatory and the newly opened £17million STEMLab, our courses place the emphasis on both theory and practical application, supporting students to achieve their potential and realise their aspirations. Industry partners help inform our teaching, provide prizes and project opportunities, and give our students the chance to secure paid placements with such organisations as CERN, IBM, Renault F1, Fujitsu, PricewaterhouseCoopers and GlaxoSmithKline.

With many of our courses regularly scoring strongly in the National Student Survey and achieving high rankings in the national newspaper subject tables, Loughborough University offers an exceptional student experience for budding scientists.

## Research with impact

With multi-million pound funding for research, the School is engaged in wide-ranging research driven by international collaboration and industry partnerships. Loughborough scientists are actively engaged in cutting edge theoretical and applied research that is shaping the future and transforming the world through technological advances and scientific discovery.

In the most recent Research Assessment Exercise (RAE) each of the academic department has at least 85% of their research ranked as "internationally recognised". In addition to carrying out research in their respective disciplines, staff in the School of Science are engaged in multidisciplinary research in collaboration with other academic Schools and departments across the campus – from Engineering to Arts, English and Drama – creating an exciting and truly stimulating research environment.

## Working with business and industry

Enterprise is a vital part of our activity as a School, ensuring that the research we conduct is cutting edge, impactful and relevant to the real world. Through Knowledge Transfer Partnerships and consultancy we provide businesses and organisations with access to our wide-ranging expertise, providing innovative solutions to complex and time-critical challenges, while also making specialist analytical facilities and analytical instruments available to business and industry, in a service managed on campus by the Loughborough University Enterprise Office.

Further information on the groups can be found at:

[www.lboro.ac.uk/science](http://www.lboro.ac.uk/science)  
[www.lboro.ac.uk/chemistry](http://www.lboro.ac.uk/chemistry)  
[www.lboro.ac.uk/compsci](http://www.lboro.ac.uk/compsci)  
[www.lboro.ac.uk/maths](http://www.lboro.ac.uk/maths)  
[www.lboro.ac.uk/physics](http://www.lboro.ac.uk/physics)  
[www.lboro.ac.uk/mec](http://www.lboro.ac.uk/mec)



THE GUARDIAN  
UNIVERSITY GUIDE  
2018  
**4TH FOR  
COMPUTER SCIENCE**



THE GUARDIAN  
UNIVERSITY GUIDE  
2018  
**5TH FOR  
CHEMISTRY**





**£17 MILLION  
INVESTMENT**

IN STATE-OF-THE-ART  
STEMLab FACILITIES



**£19.7 MILLION**

REGENERATION  
OF SCHOOL OF  
SCIENCE FACILITIES

**£83M**

NET EPSRC GRANT  
INCOME PORTFOLIO

**WZNO**: OF ONLY FIVE MATHS  
: DEPARTMENTS WITH  
: AN ATHENA SWAN  
: SILVER AWARD

**85%+**

RESEARCH RATED  
INTERNATIONALLY  
EXCELLENT OR ABOVE

REF 2014



# THE ROLE

Deans are senior members of staff appointed to provide leadership not only of their Schools but across the University. Deans are members of the Academic Leadership Team (ALT), whose purpose is to put academic leadership at the centre of the decision-making processes in the University. Matters considered at ALT feed into the activities of the University and its main committees. Deans report to the Provost and Deputy Vice-Chancellor and have regular contact with other Senior Officers including the Pro-Vice-Chancellors, Director of Finance, Chief Operating Officer and Vice-Chancellor and President. Deans are also the crucial, active link between the centre and subject groupings, ensuring that each is aware of the other's concerns and priorities and that policy is effectively developed and implemented.

## 1. Job purpose:

- To lead by example the University's commitment to excellence and encourage all individuals to realise their full potential.
- To be an integral member of the University's Academic Leadership Team, chaired by the Vice-Chancellor, thereby contributing to the strategic leadership of the whole University.
- To provide strategic and operational leadership for the School, responsible for maintaining and developing the School's outstanding international reputation in research, scholarship, teaching and enterprise in line with the University's strategy.
- To ensure that statutory requirements are met.

## 2. Duties and responsibilities:

- (a) To lead the School, developing and delivering a rolling strategic development plan, designed to maintain and further develop the School's excellence in research, scholarship, teaching and enterprise in line with University strategy.
- (b) To represent the School in the international and national academic and practitioner communities, with the object of promoting the School and enhancing its status and esteem.
- (c) To appoint (in consultation with the Provost and Pro-Vice-Chancellors) and work with the School's Senior Management Team to foster an environment and culture that delivers excellence in all activities and which includes:
  - i. Enhancement of the University's distinctive international reputation for research,
  - ii. Support for a life-shaping student experience and the generation of an international reputation for undergraduate and postgraduate learning and teaching,
  - iii. Development of an international reputation for enterprise activities,
  - iv. Investment in all staff and their career development via appropriate training and through annual Performance and Development Review (PDR).
- v. The setting and achievement of targets for the School, its sections, and all staff,
- vi. Promotion of collaborations in research, teaching and enterprise leading to outstanding partnerships which deliver social, economic and cultural prosperity,
- vii. An inclusive and equitable environment for all staff and students and visitors,
- viii. A collegial approach to delivering success..
- (d) To exercise high standards of skill and care in managing the School's finances, its organisational structures, resource allocation and deployment; staff development arrangements (including PDR and promotion); reward & incentive mechanisms; safety and risk management, in the pursuit of strategic aims and objectives.
- (e) To receive and implement the approved School budget, devising appropriate arrangements for the management of resource. Whilst Deans may delegate authority for the day-to-day management of budgets, they retain authority and responsibility for them at all times.
- (f) To represent the School at appropriate University decision-making bodies.
- (g) To chair appointment panels for appointments within the School and to serve on other appointment panels as required.
- (h) To identify and then manage underperformance.
- (i) To undertake appeals/grievance/disciplinary issues as required.
- (j) To contribute a School perspective to the collegial development of the University.
- (k) To pursue his or her own research, scholarship and teaching and contributing to the School's research and teaching programmes.
- (l) To engage in training programmes in the University (e.g. as provided by Staff Development section), consistent with the needs and aspirations of the post holder and the University.
- (m) To implement the University's health and safety management systems and policies and ensure effective arrangements with regard to employees, students and other individuals whilst engaged in School activities.

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As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

- (n) To represent the School and its interests on ceremonial and on other occasions.
- (o) To undertake other duties as required by the Provost and Deputy Vice-Chancellor.

### 3. Special conditions:

- The term of office as Dean of School is for a period of 5 years, at which time the position will be reviewed. The postholder will also hold the role of Professor of the University which is open-ended. While Dean of School, an honorarium is payable in addition to the postholder's salary.

### 4. Organisational responsibility:

- Reports to: Provost and Deputy Vice-Chancellor

### Other:

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at: [www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html](http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html)

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: [www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html](http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html)) In addition, the University is supportive, where operational needs allow, of flexible working arrangements.

We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN: [www.lboro.ac.uk/services/hr/athena-swan](http://www.lboro.ac.uk/services/hr/athena-swan)



# PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
<b>EDUCATION</b>	<ul style="list-style-type: none"> <li>• PhD, or equivalent, in a relevant or cognate discipline (1)</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate Management qualification at Diploma or Masters level (1)</li> <li>• Appropriate professional status (1)</li> </ul>
<b>LEADERSHIP EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Substantial experience of university leadership (1,2)</li> <li>• Substantial experience of medium to long term strategic planning and delivery (1,2)</li> <li>• Substantial experience managing staff, both academic and support personnel (1,2)</li> <li>• Substantial experience managing budgets to planned levels of income and expenditure (1,2)</li> <li>• Substantial experience representing and publicising his/her organisation effectively in national and international contexts (1,2)</li> <li>• Experience leading international research and/or teaching collaborations (1,2)</li> <li>• A sound understanding of the governance of universities and issues facing the UK higher education sector (1,2)</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of successful implementation of change (1,2)</li> <li>• Well-networked and visible in a relevant discipline area, both nationally and internationally (1,2)</li> </ul>
<b>RESEARCH EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Research of international standing in his or her field (1,2)</li> <li>• Substantial experience of publishing research outcomes (1,2)</li> <li>• Substantial experience of securing research funding and project management (1,2)</li> <li>• Extended experience of successfully supervising the projects of taught and research students or company staff at equivalent levels (1,2)</li> </ul>	<ul style="list-style-type: none"> <li>• Record of research congruent with the research undertaken within the school (1,2)</li> </ul>
<b>TEACHING EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• High quality teaching at undergraduate and postgraduate levels (1,2)</li> <li>• Experience of planning and organising the delivery of quality undergraduate and postgraduate teaching (1,2)</li> <li>• Experience of leading programme and curriculum development (1,2)</li> </ul>	
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>• Interpersonal, communication and team working skills, commensurate with leading a large academic centre in a complex organisation (2)</li> <li>• Ability to undertake business planning linked to the University's strategic aims (1,2)</li> <li>• Ability to engage with commercial enterprise and business issues (1,2)</li> <li>• Ability to stimulate and inspire others as reflected in academic leadership and influence beyond own discipline/institution (2)</li> </ul>	
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>• Evidence of commitment to continuing professional development (2)</li> <li>• A willingness to undertake further training as appropriate and to adopt new procedures as and when required (2)</li> </ul>	
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• To lead and role model the mainstreaming of the University's Equality and Diversity policy in all aspects of School activities (2)</li> </ul>	

Assessment stages [shown in brackets]: 1 = Application stage, 2 = Selection stage

## CONDITIONS OF SERVICE

The position is full time. The term of office as Dean of School is for a period of five years, at which time the position will be reviewed. The postholder will also hold the role of Professor of the University which is open-ended. While Dean of School, an honorarium is payable in addition to the postholder's salary. A competitive salary will be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found by visiting: [www.lboro.ac.uk/services/hr/a-z/conditions-of-service.html](http://www.lboro.ac.uk/services/hr/a-z/conditions-of-service.html).

## APPLICATION AND INTERVIEW

### Application

Please complete a University application form online at: [www.lboro.ac.uk/join-us/dean-science](http://www.lboro.ac.uk/join-us/dean-science)  
**The closing date for applications is 31 January 2018.**

### Interview

Shortlisted candidates will be invited to University tours and informal meetings which will be held on the **6 March 2018**.

We will be holding formal interviews on the **20 March 2018**.

## INFORMAL ENQUIRIES

Informal enquiries should be made to Ally McDonald Alonso, Assistant Registrar (Strategic Academic Recruitment) at: [A.Mcdonaldalonso@lboro.ac.uk](mailto:A.Mcdonaldalonso@lboro.ac.uk) or by telephone on +44 (0)1509 227129





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