



Loughborough
University

Appointment of

Dean of the School of Business and Economics



Welcome

Our School of Business and Economics is home to a vibrant academic community of students, scholars and professional services staff. Our research centres and interest groups provide clusters of expertise recognised internationally for the quality of their research, including areas such as Information Management, Service Management and Corporate Entrepreneurship and Innovation.

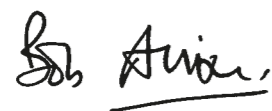
Through our research, staff engage with individuals and organisations, helping to transform them. We are deeply committed to positively impacting practice, with teaching and consultancy that changes the way managers and businesses work. Every year, hundreds of our students are placed in organisations to gain valuable work experience or to carry out projects. Once graduated, they become life-long ambassadors of the School, sharing the knowledge and life-skills they have learnt.

The student experience, both educationally and personally, is central to our ethos, and we have an enviable record of delivering truly excellent teaching. At undergraduate level, we consistently have one of the highest graduate employment rates in the country. On the postgraduate side, our suite of master's programmes provides an opportunity to engage closely with our leading researchers, upskilling students for the workplace. We strive hard to ensure our programmes are truly transformative.

I am looking for an inspiring leader to take this vibrant and exciting School to ever greater success. Working closely with myself and the Provost, Professor Christopher Linton, the Dean leads the strategic vision and operational management of the School, which has over 200 academic and professional services staff and well over 2,500 students – both undergraduate and postgraduate.

The successful candidate will have an internationally recognised track record of leadership and success, research and scholarship and the professional experience to drive forward our goals of research, education and enterprise.

Join us as Dean of the School of Business and Economics.



Professor Robert Allison
Vice-Chancellor & President.



About Loughborough University

Loughborough is an exceptional university. During uncertain times for higher education, and whilst others scramble for the safety of the pack, we are proud to be different. The combination of our excellent student experience, enterprising outlook, world class research and unparalleled sporting success gives rise to something that is truly special and distinctive amongst UK universities.

It is not just what we do that makes Loughborough special, but our ethos and our spirit. We are deeply competitive but committed to partnership working. We are determined to succeed and to motivate everyone to be the best they can be.

Loughborough's sense of community runs deep: it is in our DNA. We value our unique identity and our sector-leading work on diversity and inclusion. We are hugely successful and unafraid of innovation; a learning organisation that pushes boundaries.

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 today. The #LboroFamily comprises over 3,800 colleagues and more than 18,000 students. We are overwhelmingly proud of them and all they achieve. From our 440-acre campus in the East Midlands and our London campus at the Queen Elizabeth Olympic Park, we operate an endeavour with an annual turnover of £330m.



Our people

Life at Loughborough has a strong community feel. It is a factor we pride ourselves on. We are our people.

Our students, graduates, staff and campus based partners are the heart of Loughborough.

Within this close-knit community, there is a shared atmosphere of determination, community, and a will to succeed. It is an environment that involves and motivates everyone to be the best they can be.



applications were made for a total of around 3,500 undergraduate places in 2019/20



students from over 140 different countries



of our students on campus are international

Our students

Student numbers 2019/20 UK/EU and international	
Undergraduate	13,521
Postgraduate taught	2,530
Postgraduate research	1,026
Further education	148
Other (including temporary exchange and staff research)	398

Our alumni

Loughborough University has a global community of over 178,000 graduates from 169 countries.

We have 823 alumni donors worldwide.

Our staff

Staff numbers (Dec 2019)

Administrative, management and specialist staff	1,312
Researching, teaching, enterprise, specialist and supporting academic	1,358
Operational and technical staff	1,281

We are over 3,900 members of staff. One in five of us has an international background, from over 90 different nations.

Our staff to student ratio is one member of academic staff for every 13.4 students at the University (The Complete University Guide 2020).



International QS Stars scheme
Awarded 5* for research



Awarded seven Queen's Anniversary Prizes

Our partners

The University works with thousands of organisations worldwide, exchanging knowledge to drive innovation, boost performance and meet current and future challenges.

Our collaborative partnerships include:

Advanced Technology Innovation Centre (ATIC)
www.lusep.co.uk/innovation-centre

Caterpillar Innovation and Research Centre
www.lboro.ac.uk/caterpillar-irc

Energy Research Accelerator
www.era.ac.uk

Energy Technologies Institute
www.eti.co.uk

Midlands Innovation
www.midlandsinnovation.org.uk

UK Collaboratorium for Research in Infrastructures and Cities (UKCRIC)
www.ukcric.com

Leicester Biomedical Research Centre
www.leicesterbrc.nihr.ac.uk

Collaborative partnerships in Doctoral Training
www.lboro.ac.uk/doctoral-centres-partnerships

National Centre for Sport and Exercise Medicine
www.ncsem-em.org.uk

Rolls-Royce University Technology Centre
www.lboro.ac.uk/rolls-royce-utc

SportPark
www.sportpark.org.uk

The Manufacturing Technology Centre (MTC)
www.the-mtc.org



staff, Loughborough's biggest employer



TEACHING EXCELLENCE FRAMEWORK
GOLD



We hold the **Bronze institutional award for Athena Swan**. We are committed to recruiting, retaining and promoting women in Science, Technology, Engineering and Mathematics in higher education.



The University has long-standing collaborative links with many public and private sector organisations



Over 90 tenant partners are based on Loughborough University Science and Enterprise Park (LUSEP)

Our achievements

Success is important to us at Loughborough University, where we thrive on aspiration and vision. We have an enviable reputation for the quality of our teaching, student experience and world-leading sports provision, as well as our estate and facilities, and the strength and innovation of our research and enterprise work.



RANKED 5TH
IN THE
GUARDIAN UNIVERSITY
GUIDE 2021



INTERNATIONAL QS
STARS SCHEME 2020
**FIVE STARS PLUS
INSTITUTION**
- ONE OF ONLY
13 WORLDWIDE



QS WORLD
UNIVERSITY RANKINGS
BY SUBJECT 2020
**BEST UNIVERSITY
IN THE WORLD FOR
SPORTS-RELATED
SUBJECTS**



TEACHING
EXCELLENCE
FRAMEWORK
GOLD



TIMES HIGHER
EDUCATION STUDENT
EXPERIENCE SURVEY 2018
**THE UK'S
BEST STUDENT
EXPERIENCE**



BRITISH UNIVERSITY
AND COLLEGE
SPORT CHAMPIONS
**40 YEARS
IN A ROW**


**TOP
10**
IN EVERY NATIONAL
UNIVERSITY
LEAGUE TABLE



RANKED 7TH
IN THE TIMES
HIGHER EDUCATION
'TABLE OF TABLES'
2021



**£311.8
MILLION**
THE
UNIVERSITY'S
ANNUAL INCOME
(2018/19)




AWARDED
**SEVEN QUEEN'S
ANNIVERSARY
PRIZES**
FOR THE QUALITY OF
OUR RESEARCH



RANKED 7TH
IN THE TIMES AND
SUNDAY TIMES
GOOD UNIVERSITY
GUIDE 2021



HOME TO
**LOUGHBOROUGH
UNIVERSITY SCIENCE
AND ENTERPRISE PARK**
A DYNAMIC INNOVATION
COMMUNITY FOR BOTH
ESTABLISHED ORGANISATIONS
AND START-UPS



THE COMPLETE UNIVERSITY
GUIDE 2021
RANKED 6TH
**TOP 10 IN 14
SUBJECT AREAS**



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.

The outstanding quality of our staff allows us to enhance our centres of research excellence and enrich the academic student experience we offer. By attracting the best people 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.

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. Everything we do must be of the highest standard.

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.





We have

A distinctive international reputation for excellence

The relevance of our research to real-life issues places 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 boosts our links with some of the best universities in the world and expands our breadth of well-established partnerships with leading international companies.

A life-shaping student experience

We 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 engage with our students to ensure we deliver the best possible academic experience. There is high demand for our programmes and we deliver outstanding levels of student satisfaction.

Working in partnership with Loughborough Students' Union, we 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 pursue the commercial potential of our research and forge productive, collaborative links with partners across all sectors. We will meet their requirements and our activities helps support economic development and drive innovation and performance locally, nationally and internationally.

We work closely with local partners to enhance the social, cultural and economic wellbeing of the communities and regions in which we reside. We 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 enhance our ability to drive forward solutions to contemporary global challenges.

We support staff to attain the highest standards, and our international profile attracts the very best in their fields.

We have cemented our position as the UK's premier university for sport and are 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 has strengthened the activities in which we excel and created new capacity in areas of excellence.

Our international ambitions are being enhanced through a thriving postgraduate campus on the Queen Elizabeth Olympic Park in London, complementing our outstanding green-field campus in Loughborough and creating distinct campus communities, that share a common ethos, purpose and values.



University governance

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.

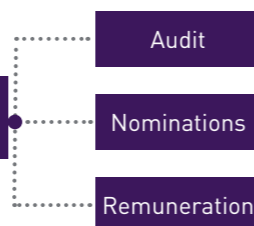
The University Council

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 Chair is the Senior Pro Chancellor, Sir Peter Bonfield CBE.

Senate Committees

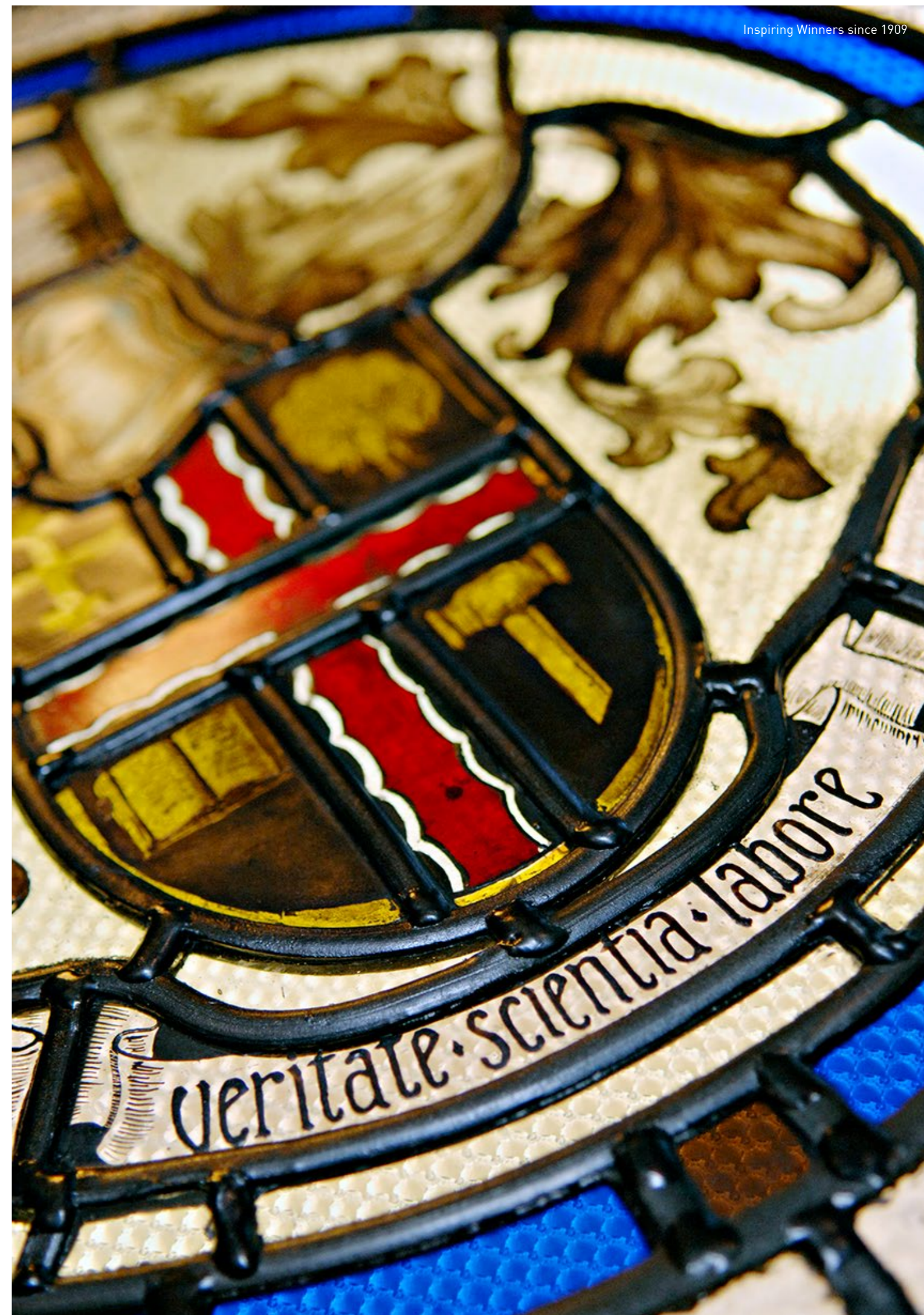
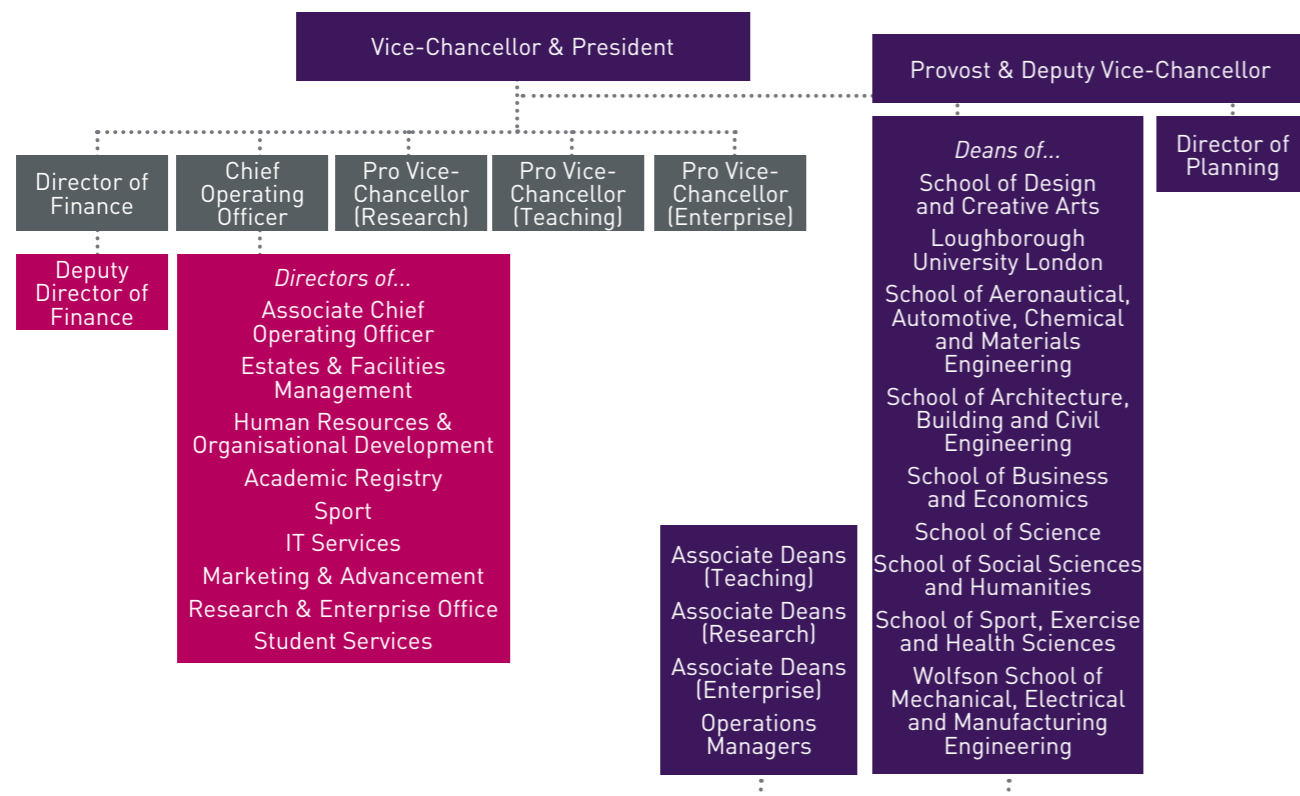


Council Committees



*includes lay members of Council sub-committees not included

Leadership team structure



School of Business and Economics

The School of Business and Economics is increasingly recognised as one of the brightest and best business schools in the UK. It seeks to provide high quality management education and research that is tailored to the demands of today's business environment.

Academic excellence

Triple-accredited business school (AACSB, EQUIS, AMBA)

Consistently ranked as Top-10 UK business school

5th for Accounting and Finance
(Guardian University Guide 2021)

6th for Business, Management and Marketing
(Guardian University Guide 2021)

8th for Business Studies
(The Times and Sunday Times Good University Guide 2021)

8th for Accounting and Finance
(The Times and Sunday Times Good University Guide 2021)

12th for Economics
(The Times and Sunday Times Good University Guide 2021)

Top-150 in the world for Business and Management Studies
(QS World University Rankings 2020)

Top-200 in the world for Accounting and Finance
(QS World University Rankings 2020)

A great place to study

1st in the UK for Finance and 6th in the UK for Management Studies in terms of 'overall satisfaction' in the National Student Survey 2020

Top-20 in the UK for overall satisfaction in both Accounting and Economics in the National Student Survey 2020

A vibrant academic community

Over 140 lecturers and researchers supported by our excellent support staff

Offering nine undergraduate and 22 postgraduate degree courses, and home to over 100 research postgraduates

Research excellence

13th out of more than 100 institutions that submitted Business and Management entries, based on 'research power' (REF 2014)

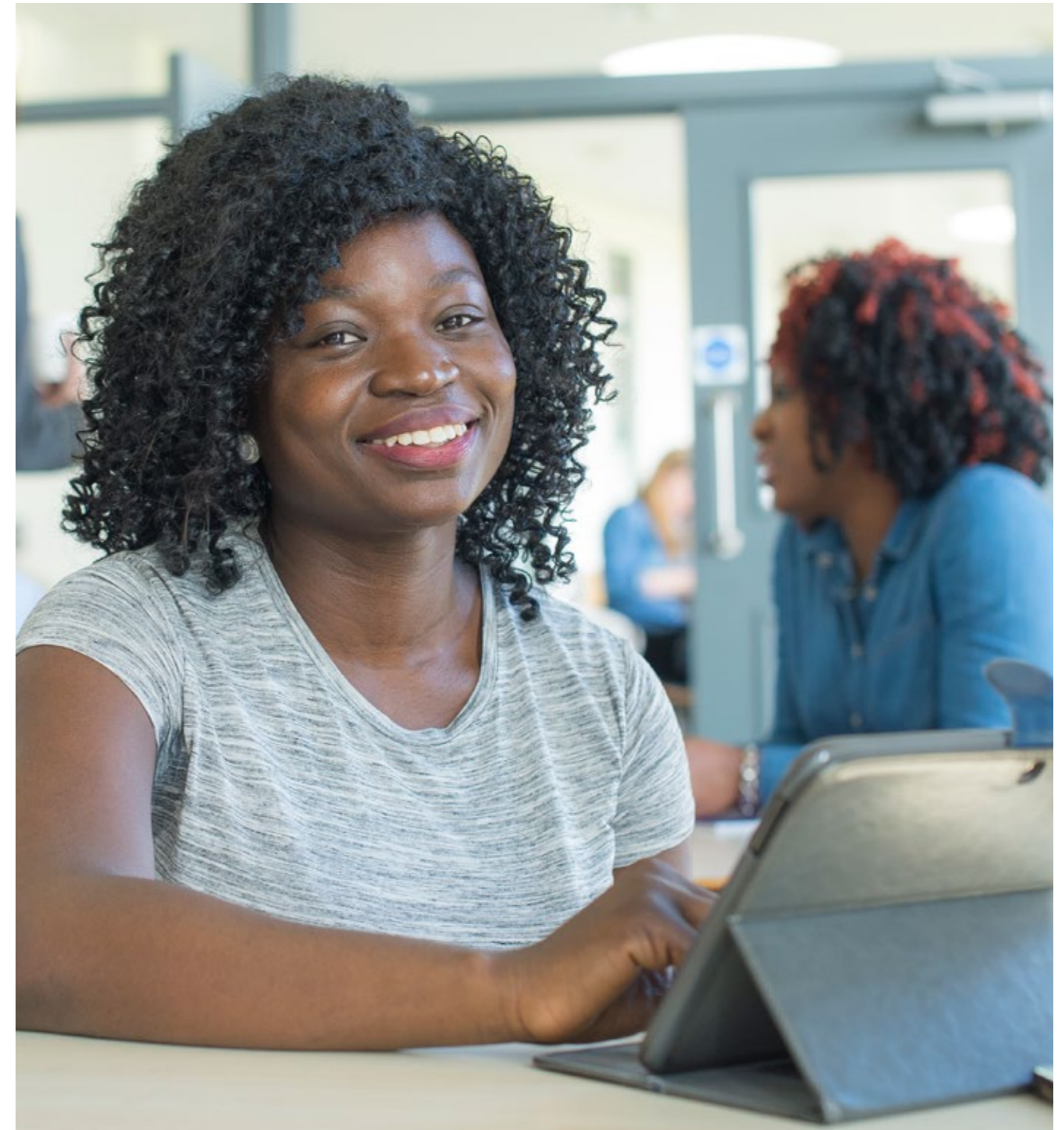
75% of our Business and Management research was rated as 'world leading' or 'internationally excellent' (REF 2014)



TIMES AND SUNDAY
TIMES GOOD
UNIVERSITY GUIDE 2020
5TH IN UK FOR
'STUDENT EXPERIENCE'
IN BUSINESS STUDIES



QS GRADUATE
EMPLOYABILITY
RANKINGS 2020
1ST IN THE UK FOR
EMPLOYER-STUDENT
CONNECTIONS



We have over
2,500 students

1,800 + Undergraduate
650 + Postgraduate Taught
100 + Doctoral Research



**140+ Academic
Faculty**



Proud to hold
triple-accreditation from
(AACBS, EQUIS, AMBA)

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 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) In consultation with the Provost and Pro-Vice-Chancellors, work with the School's Senior Management Team to foster an environment and culture that delivers excellence in all activities and which includes:
 - i. Enhance 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. Develop an international reputation for enterprise activities,
 - iv. Invest in all staff and their career development via appropriate training and through annual Performance and Development Review (PDR),

- v. Set and achieve targets for the School,
- vi. Promote collaborations in research, teaching and enterprise leading to outstanding partnerships which deliver social, economic and cultural prosperity,
- vii. Foster an inclusive and equitable environment for all staff, students and visitors,
- viii. Promote a collegial approach to delivering success.
- (d) 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) 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 responsibility for them at all times.
- (f) Represent the School at appropriate University decision-making bodies.
- (g) Chair appointment panels for appointments within the School and to serve on other appointment panels as required.
- (h) Identify and then manage underperformance, implementing the university's procedures and processes as appropriate including where necessary the dismissal of staff.
- (i) Undertake appeals/grievance/disciplinary issues as required.
- (j) Contribute a School perspective to the collegial development of the University.
- (k) Pursue their own research, scholarship and teaching and contributing to the School's research and teaching programmes.
- (l) 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) 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.
- (n) Represent the School and its interests on ceremonial and on other occasions.
- (o) 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/leave-absence/family-leave/

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/benefits/family/ 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

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.

Person profile

CRITERIA	ESSENTIAL	DESIRABLE
Education	PhD, or equivalent, in a relevant or cognate discipline (1)	Appropriate professional status where relevant (1)
Leadership experience	<p>Substantial experience of university leadership (1,2)</p> <p>Substantial experience of medium to long term strategic planning and delivery (1,2)</p> <p>Proven ability to diversify an organisation and to lead strategies on inclusion (1,2)</p> <p>Substantial experience managing staff, both academic and professional services colleagues (1,2)</p> <p>Substantial experience managing budgets to planned levels of income and expenditure (1,2)</p> <p>Substantial experience representing and publicising their organisation effectively in national and international contexts (1,2)</p> <p>Experience leading international research and/or teaching collaborations (1,2)</p> <p>A sound understanding of the governance of universities and issues facing the UK higher education sector (1,2)</p>	<p>Evidence of successful implementation of change (1,2)</p> <p>Well-networked and visible in a relevant discipline area, both nationally and internationally (1,2)</p>
Research experience	<p>Research of international standing in their field (1,2)</p> <p>Substantial experience of publishing research outcomes (1,2)</p> <p>Substantial experience of securing research funding and project management (1,2)</p> <p>Extended experience of successfully supervising the projects of taught and research students or company staff at equivalent levels (1,2)</p>	Record of research congruent with the research undertaken within the school (1,2)
Teaching experience	<p>High quality teaching at undergraduate and postgraduate levels (1,2)</p> <p>Experience of planning and organising the delivery of quality undergraduate and postgraduate teaching (1,2)</p> <p>Experience of leading programme and curriculum development (1,2)</p>	
Skills and abilities	<p>Strong emotionally intelligent leadership (2)</p> <p>Interpersonal, communication and team working skills, commensurate with leading a large academic centre in a complex organisation (2)</p> <p>Ability to undertake business planning linked to the University's strategic aims (1,2)</p> <p>Ability to engage with commercial enterprise and business issues (1,2)</p> <p>Ability to stimulate and inspire others as reflected in academic leadership and influence beyond own discipline/institution (2)</p>	
Life-long learning	<p>Evidence of commitment to continuing professional development (2)</p> <p>A willingness to undertake further training as appropriate and to adopt new procedures as and when required (2)</p>	

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/conditions-of-service/

Application and interview

Application

Please complete a University application form online at: www.lboro.ac.uk/join-us/dean-sbe
The closing date for application is 3 February 2021.

Interview

Shortlisted candidates will be invited to University tours and informal meetings. We will be holding formal interviews in **April**.

Informal enquiries

Informal enquiries should be made to **Ally McDonald Alonso**, Executive Recruitment Manager at: A.Mcdonaldalonso@lboro.ac.uk or by telephone on **+44 (0)1509 223464**





TOP 10 IN EVERY NATIONAL
UNIVERSITY LEAGUE TABLE