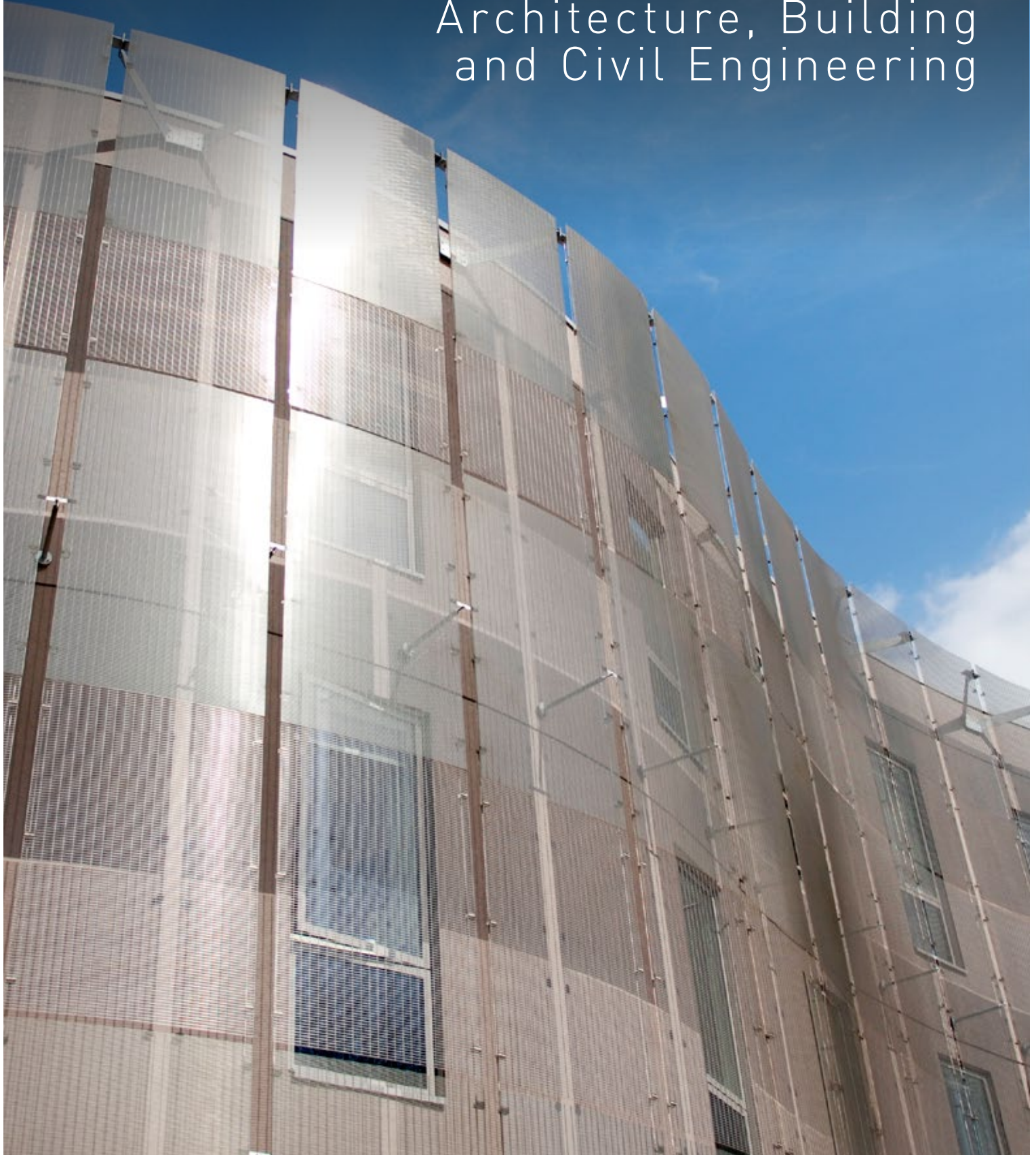




Loughborough  
University

Appointment of the

# Dean of the School of Architecture, Building and Civil Engineering



# Welcome

Loughborough is an exceptional University. More broadly, our excellent student experience, unparalleled sporting achievements, and commitment to change, allow us to offer something truly distinctive from that of other UK Universities. We continue to make significant steps towards being a proactively equitable, diverse and inclusive University. A key ambition for our future is to continue to build our already outstanding Research and Innovation agenda. At Loughborough, change is catalysed through our staff, students, and research, which the Deans of our Academic Schools witness and engage with first-hand.

Our School of Architecture, Building and Civil Engineering (ABCE) is home to a warm and vibrant academic community of students, scholars, and professional services staff. The Dean of ABCE will lead a School which we are extremely proud to say sits 1st in the UK for graduate prospects and research quality in both Architecture and Building. Amongst the School's plethora of current projects, ABCE's research ranges from exploring building design in relation to airborne infection reduction to innovation in energy-efficient retail spaces.

Loughborough University's School of ABCE aims to develop into a world-leader for research and education surrounding the built environment, with our outstanding research, teaching, and facilities all cornerstones of this vision. The School is underpinned by an interdisciplinary approach which sees colleagues draw upon one another's expertise to ensure our knowledge and practices remain contemporarily impactful.

Critically, this position represents a genuine opportunity to guide a nation-leading Academic School lauded for its research quality and student experience. You will be joining Loughborough at an especially exciting time. Our new University Strategy ('Creating Better Futures. Together.') is advancing our purpose, values and aims, offering a platform from which we may change the University for the better.

I look forward immensely to your application and thank you for considering this opportunity.

A handwritten signature in black ink that reads "Nick Jennings". The signature is written in a cursive, slightly slanted style.

**Professor Nick Jennings CB FREng FRS**  
Vice-Chancellor and 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's truly special and distinctive amongst the UK's universities.

It's not just what we do that makes Loughborough special, it's our focus 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's 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 in 2021. Today the #LboroFamily comprises over 3,650 colleagues and more than 18,500 students. We are overwhelmingly proud of them and all they achieve. From our 523-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 £327.3m.





# About The School

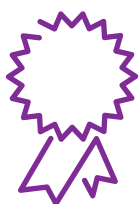
The vision of the School of Architecture, Building and Civil Engineering is to be the world's leading integrated centre for built environment research and education, attending to the entire lifecycle of both buildings and infrastructure through our research and teaching. We bring together outstanding facilities, superb teaching and excellent industry links.

Committed to excellence and impact, we provide an environment where our students, academics and postgraduate researchers can excel and develop knowledge and understanding to build the societies of the future.

Research is one of the founding blocks of our School. External income, which currently, stands at over £19million, supports research from fundamental to applied and multi-disciplinary. Our approach has sustained a long-standing tradition of work with industry, government and the health care sector and with disadvantaged communities across the world. The school performed exceptionally in the last Research Excellence Framework (REF2021) with our premier research environment being ranked one hundred percent 4\*, 'conducive to producing work of world-leading quality'.

Together our 150 staff educate over 1000 students across our undergraduate courses, postgraduate programmes and two Centres of Doctoral training. The School is consistently ranked top or near the top in major university student league tables.

Our School is dedicated to supporting an equitable, diverse, and inclusive environment – to create a better world, together. The diverse characteristics backgrounds, characteristics and opinions of our staff and students is one of our great strengths. We recognise the value of a fulfilling and balanced work and personal life and support colleagues in achieving this balance. Our school is a place where different perspectives, cultures and values are accepted, appreciated and celebrated.



**TIMES AND SUNDAY TIMES  
GOOD UNIVERSITY GUIDE 2023  
1ST IN THE UK FOR  
GRADUATE PROSPECTS  
IN ARCHITECTURE**



**THE COMPLETE  
UNIVERSITY GUIDE 2023  
TOP 10 IN THE UK  
FOR CIVIL ENGINEERING**



**TIMES AND SUNDAY TIMES  
GOOD UNIVERSITY GUIDE 2023  
1ST IN THE UK FOR  
RESEARCH QUALITY  
IN BUILDING**



**TIMES AND SUNDAY TIMES  
GOOD UNIVERSITY GUIDE 2023  
1ST IN THE UK FOR  
RESEARCH QUALITY IN TOWN  
AND COUNTRY PLANNING  
AND LANDSCAPE**

# Our people

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

Our students, graduates, staff and campus based partners are at the heart of all that we do.

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.

# Our students

Student numbers 2020/21 UK/EU and international

Undergraduate	14,255
Postgraduate taught	2,857
Postgraduate research	1,190
Further education	118
Other (including temporary exchange and staff research)	171

# Our alumni

Loughborough University has a global community of over 192,000 graduates from 169 countries.

Over £6.1 million has been donated by alumni and friends of the University over the last three years.



over

30,300

applications were made for around 3,800 undergraduate places in 2021/22



More than

18,500

students from over 145 different countries



over

2,870

of our students on campus are international



# Our staff

## Staff numbers (Dec 2020)

Administrative, management and specialist staff	1,297
Researching, teaching, enterprise, specialist and supporting academic	1,390
Operational and technical staff	964

We have over 3,900 members of staff. 17% of our employee numbers are represented by international members of staff, covering over 75 different nationalities\*

Our staff to student ratio is one member of academic staff for every 13.5 students.



Awarded seven Queen's Anniversary Prizes



over

# 3,650

staff, Loughborough's biggest employer



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.

# Our collaborations

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

## Our strategic collaborations include

Advanced Technology Innovation Centre (ATIC)  
[www.lusep.co.uk/atic](http://www.lusep.co.uk/atic)

Caterpillar Innovation and Research Centre  
[www.lboro.ac.uk/caterpillar-irc](http://www.lboro.ac.uk/caterpillar-irc)

Energy Research Accelerator  
[www.era.ac.uk](http://www.era.ac.uk)

Midlands Innovation  
[www.midlandsinnovation.org.uk](http://www.midlandsinnovation.org.uk)

UK Collaboratorium for Research in Infrastructures and Cities (UKCRIC)  
[www.ukcric.com](http://www.ukcric.com)

Leicester Biomedical Research Centre  
[www.leicesterbrc.nihr.ac.uk](http://www.leicesterbrc.nihr.ac.uk)

National Centre for Sport and Exercise Medicine  
[www.ncsem-em.org.uk](http://www.ncsem-em.org.uk)

Rolls-Royce University Technology Centre  
[www.lboro.ac.uk/rolls-royce-utc](http://www.lboro.ac.uk/rolls-royce-utc)

SportPark  
[www.LUSEP.co.uk/sport-park](http://www.LUSEP.co.uk/sport-park)

The Manufacturing Technology Centre (MTC)  
[www.the-mtc.org](http://www.the-mtc.org)



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)

\* Figure based on staff headcount in February 2021

# Our achievements

We successfully combine a world leading research endeavour with arguably the UK's best student experience. We are home to the world's leading academic lead elite sport ecosystem, as well an outstanding estate and innovative enterprise work.



## OUR LONDON CAMPUS

OPENED IN 2015 AND IS HOME TO OVER 1,000 POSTGRADUATES

2<sup>ND</sup>\*

IN ENGLAND  
FOR OVERALL  
SATISFACTION  
NATIONAL STUDENT  
SURVEY 2021



2020 WHATUNI  
STUDENT CHOICE  
AWARDS  
**UNIVERSITY  
OF THE YEAR**



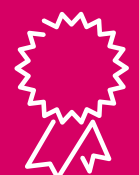
BRITISH UNIVERSITY  
AND COLLEGE  
SPORT CHAMPIONS  
**40 YEARS  
IN A ROW**



THE  
UNIVERSITY'S  
**ANNUAL INCOME**  
(2019/20)



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



**RANKED 10<sup>TH</sup>**  
IN THE TIMES AND  
SUNDAY TIMES  
GOOD UNIVERSITY  
GUIDE 2022



INTERNATIONAL QS  
STARS SCHEME 2020

**FIVE STARS PLUS  
INSTITUTION**

– ONE OF ONLY  
13 WORLDWIDE



QS WORLD  
UNIVERSITY RANKINGS  
BY SUBJECT 2021

**BEST UNIVERSITY  
IN THE WORLD FOR  
SPORTS-RELATED  
SUBJECTS**

CONSISTENTLY  
RANKED A TOP

**10**

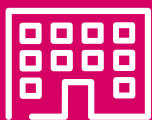
**UK UNIVERSITY**

THE COMPLETE  
UNIVERSITY GUIDE  
2017-23



**UNIVERSITY OF THE  
YEAR FOR SPORT**

THE TIMES AND SUNDAY  
TIMES GOOD UNIVERSITY  
GUIDE 2022



HOME TO

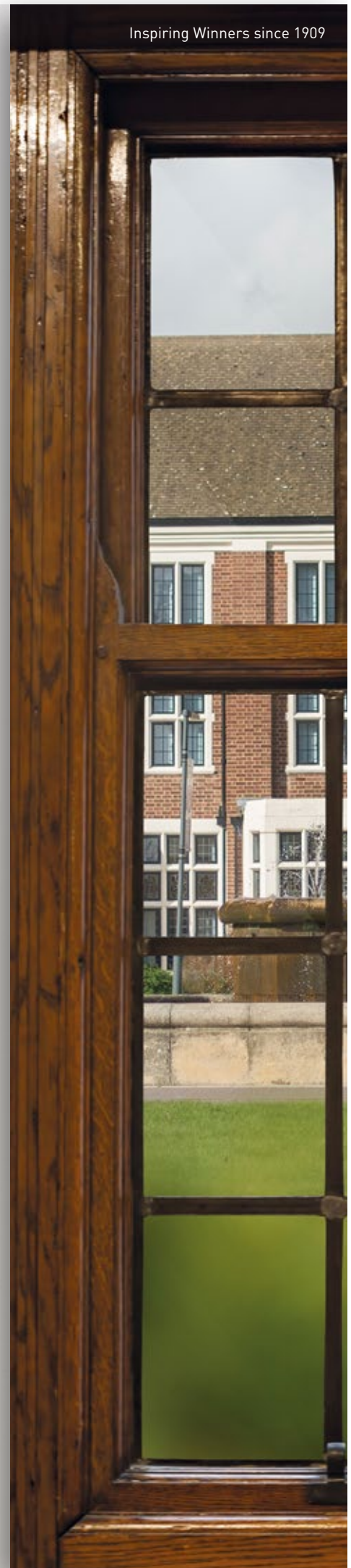
**LOUGHBOROUGH  
UNIVERSITY SCIENCE  
AND ENTERPRISE PARK**

A DYNAMIC INNOVATION  
COMMUNITY FOR BOTH  
ESTABLISHED ORGANISATIONS  
AND START-UPS



THE COMPLETE  
UNIVERSITY GUIDE  
2022

**RANKED 7<sup>TH</sup>**



# Our staff networks

The University has a number of [staff networks](#) which enable colleagues to support each other, discuss issues within our community and wider society, and contribute to future strategic developments at the University.

## Age Appreciation Group

Open to staff of any age, the group champions age diversity. The Group is currently seeking a new Chairperson to lead the development of a strategy that promotes the university as a great place to work for all ages.

## Black, Asian and Ethnic Minority (BAME) Network

The group raises awareness of race and cultural issues and is a forum to raise the profile of black and ethnic minority cultures on campus.

## Staff Inclusivity Group

The Staff Inclusivity Group is committed to achieving equality for all those who work across both campuses. We aim to ensure that the University demonstrates a fair and supportive environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of disability, including mental health difficulties and neurodivergent differences.

We are proud to support our diverse community and wish to encourage and celebrate its full contribution to a University life where all colleagues are treated equally and with respect.

## Part-time Staff Group

An informal support network for people who currently work flexibly or on a part time basis, or who would like to do so in the future.

## LGBT+ Staff Network

The LGBT+ Staff Network encompasses staff that identify as LGBT+ and those who are allies. The Network has monthly meetings where staff highlight LGBT+-related issues, organise events and campaigns for awareness and celebration, and offer a space to ensure that LGBT+ staff are represented, supported, valued and have a structure through which they can instigate change. Our current priorities are to: work with colleagues to facilitate a systemic and structured audit of LU structures, processes and experience of LGBT+ staff (Stonewall Workplace Equality Index); implement recommendations from the audit; and create and publicised proactive policies for trans and non-binary staff.

## Maia

Maia is the Loughborough University Women's Network. Maia unites women staff and Doctoral Researchers, including trans women and non-binary people comfortable in a female-centred community, across Schools, Professional Services and Loughborough Students' Union. Maia seeks to make change happen across the University by providing an inclusive community and networking opportunities, creating meaningful, impactful events and initiatives, and delivering and advocating for change to progress gender equity at Loughborough.

## International Staff Group

The network supports the development of a fair and supportive environment that provides equality of opportunity and freedom to international staff.

## Working Parents and Carers' Network

For all staff who have, or who have had, parental or caring responsibilities, this network provides a forum for support, sharing experiences and raising issues relevant to working families. We are an informal group which aims to offer a community for working parents and carers, and which also seeks to influence university policies and practices which impact on our members.

## Armed Forces Network Group

Open to those staff, and their family members, who have served in the Armed Forces. The University is a signatory to the Armed forces Covenant and has pledged to treat with fairness and respect those who serve or who have served in the Armed Forces, and their families. Our Armed Forces Network provides a forum and support group for staff and students who are Military Reservists, Veterans and their family members. The University promotes itself as an armed forces institution with HR policies that support the recruitment of veterans and their families. Our contribution was recognised with a Silver award in the 2021 Defence Employer Recognition Scheme.





# 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 help 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 region 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

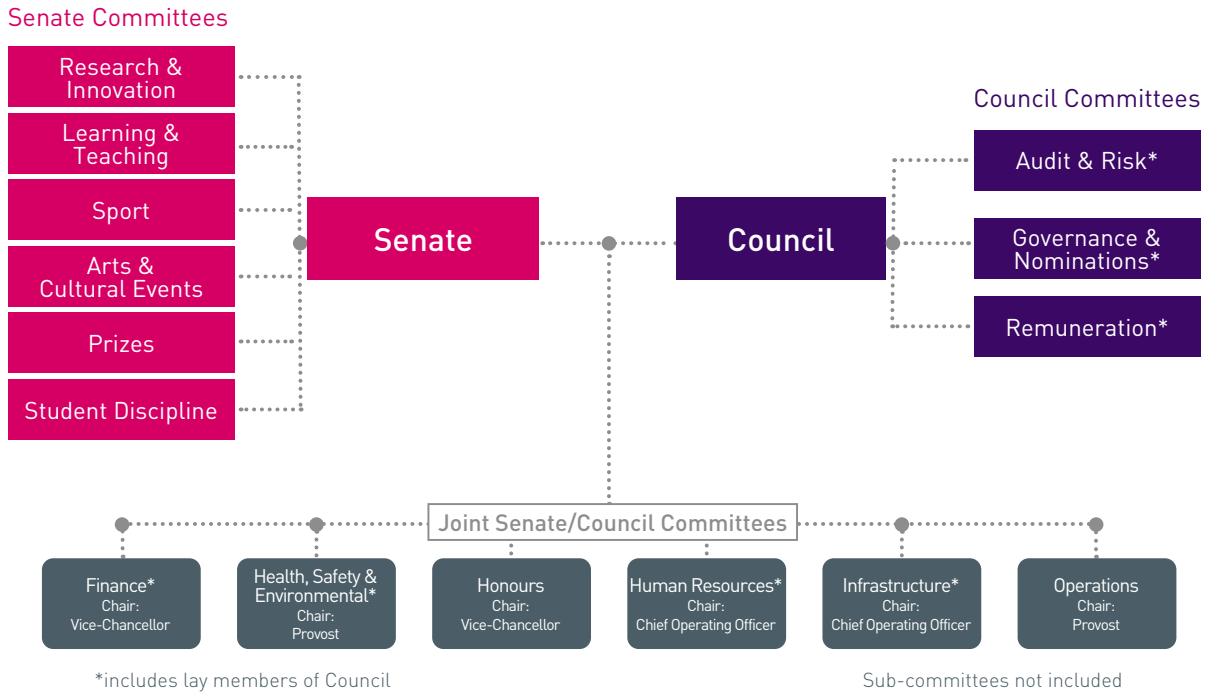
## The University Senate

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.

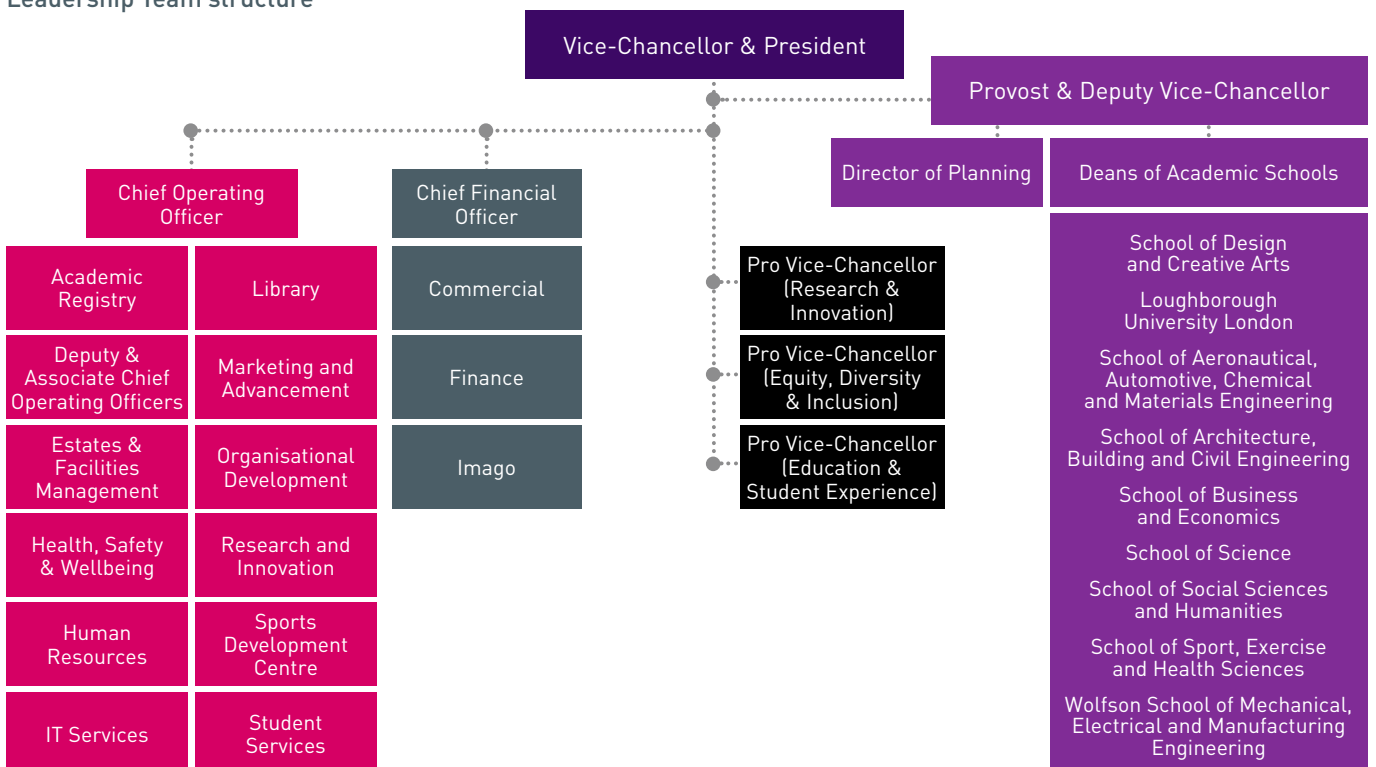
## The University Council

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, Christine Hodgson CBE.

### Senate & Council structure



### Leadership Team structure







# Research and impact

Examples of our world leading research include:

## The Minimum Income Standard

Since 2009, researchers in the Centre for Research in Social Policy have annually recalculated and updated the Minimum Income Standard (MIS), consulting with the public to determine the weekly budgets needed by different households to maintain an acceptable standard of living that supports participation in society.

The MIS now informs efforts to tackle low income in the UK. For example, it demonstrated that the National Minimum Wage is too low for many households to reach a minimum acceptable standard of living – encouraging employers to adopt instead the Real Living Wage. Now the MIS is being piloted and adopted worldwide – in France, Ireland, Japan, Mexico, Portugal, Singapore, South Africa and Thailand.

[Minimum Income Standard impact](#)

## Closing the loop

Plastic waste is one of the most damaging and polluting by-products of human activity; 91% of plastics are not recycled. Loughborough's collaboration with Plastic Energy is safely recycling plastics to create a range of useful materials.

Plastic Energy's patented and proven technology – Plastic2Plastic – converts end-of-life plastic waste into an optimal feedstock (TACOIL) for making clean recycled plastics. Since April 2020, all TACOIL has been used to create new plastics, which benefits the circular economy. Plastic Energy is a partner in the National Interdisciplinary Centre for the Circular Chemical Economy which the University leads and in 2022 it will open a specialist facility on the Science and Enterprise Park LUSEP, to continue to push the boundaries of chemical recycling.

[Plastic Energy impact](#)

## Creating more opportunities in Parasport

The International Paralympic Committee (IPC) requires sports included in the Paralympic Games to have an evidence-based classification system. Working with international partners, Loughborough's Peter Harrison Centre (PHC) for Disability Sport research informed the basis for the new classification system for Paracanoe – the first of its kind – resulting in Va'a Paracanoe's debut in Tokyo, where ParalympicsGB's women won Gold and Bronze.

The PHC has also played a key role in supporting in many other Parasports including paratriathlon, wheelchair basketball, rugby and tennis. Most recently it has provided physiological support to wheelchair rugby in its Tokyo quest, where ParalympicsGB returned with Gold – the first-ever wheelchair rugby Paralympic medal achieved by any European team.

[Parasport impact](#)

## A revolutionary 3D printing process

High Speed Sintering (HSS) – invented at and patented by Loughborough University – is the original 3D-printing process to enable low-cost, high-volume, mass manufacture of complex and customisable parts that competes economically with injection moulding.

Since 2016, the global rollout of the HSS processes, under license to multiple companies, has revolutionised the mass manufacture of polymer parts and is accelerating the shift towards digital manufacturing. Many sectors have adopted HSS in their end-product supply chains – including aerospace, automotive, consumer goods, healthcare and medical.

[High Speed Sintering impact](#)

## Empowering the Global South to lead the sustainable energy shift

At COP26 we launched the £80m Centre for Sustainable Transitions: Energy, Environment and Resilience (STEER), which will give vulnerable populations in the Global South a voice, helping them to shape and benefit from the transition to sustainable energy.

STEER brings together two major programmes funded by the Government's Foreign, Commonwealth and Development Office – Modern Energy Cooking Services and Climate Compatible Growth – as well as innovative research and capacity building on community energy resilience and inclusive energy planning.

[STEER website](#)

## Transforming understanding of children's mathematics learning

Loughborough is establishing a Centre for Early Mathematics Learning (CEML), which will transform understanding of children's mathematics learning during the early years and design effective educational activities to improve skills and knowledge.

The CEML will look at the ways in which cognitive, emotional, social and environmental factors influence the development of children's maths skills, providing, for the first time, a detailed perspective on mathematical learning. In partnership with teachers and early years practitioners, we will develop and evaluate resources to bring about findings that will have positive impact in education settings.

[CEML news announcement](#)



# 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 University Executive Board (UEB), whose purpose is to put academic leadership at the centre of the decision-making processes in the University. Matters considered at UEB 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, Chief Financial Officer, 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 Executive Board, 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/](http://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/](http://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](http://www.lboro.ac.uk/services/hr/athena-swan)

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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.

# Person profile

CRITERIA	ESSENTIAL	DESIRABLE
<b>Education</b>	PhD, or equivalent, in a relevant or cognate discipline (1)	Appropriate professional status where relevant (1)
<b>Leadership experience</b>	<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>
<b>Research experience</b>	<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)
<b>Teaching experience</b>	<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>	
<b>Skills and abilities</b>	<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>	
<b>Life-long learning</b>	<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>	

# 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/](http://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-abce](http://www.lboro.ac.uk/join-us/dean-abce)

**The closing date for application is 14 November 2022.**

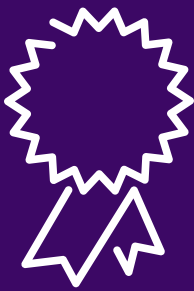
## Interview

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

# Informal enquiries

Informal enquiries should be made to **Ally McDonald Alonso**, Head of Staff to the Vice-Chancellor at: [A.Mcdonaldalonso@lboro.ac.uk](mailto:A.Mcdonaldalonso@lboro.ac.uk) or by telephone on **+44 (0)1509 223464**





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