

Appointment of
Dean of Loughborough
University London



Loughborough
University

Welcome

Loughborough is an exceptional University. Our world-leading research, excellent education and student experience, unparalleled sporting achievements, and commitment to change, allow us to offer something truly distinctive from other UK Universities. We continue to make significant steps towards being a proactively equitable, diverse and inclusive University.

The Dean of Loughborough University London is part of the University's senior leadership team and sits on the University Executive Board, and will lead an interdisciplinary Postgraduate School located on our London campus on the Queen Elizabeth Olympic Park. The School fosters innovation, creativity, and collaboration across various fields. We are renowned for our international faculty, comprising experts from diverse backgrounds and cultures. With a global reach, we attract students and scholars from around the world, creating a vibrant and dynamic academic community.

Loughborough University London is where personal growth and future careers converge. We cultivate an environment that connects some of the world's most talented and driven students. Our students thrive in a diverse community where ideas flow freely, and partnerships flourish. They benefit from close connections with our dedicated academic team of resident experts, as well as influential industry leaders eager to share insights and unlock opportunities.

Interdisciplinary learning is at the heart of our approach, breaking down silos, bringing together expertise and fresh thinking and driving innovation. Through our pioneering Sprint Modules, Grand Challenges, and Collaborative Projects, we redefine traditional education, equipping students with the networks, expertise, and practical experiences necessary to excel in their chosen field.

As a postgraduate and research-intensive School, we are dedicated to pushing the boundaries of knowledge and addressing complex global challenges. Our five Institutes span the areas of: Design Innovation, Digital Technologies, Diplomacy and International Affairs, Innovation and Entrepreneurship, International Management, Media and Communication, Creative Industries, and Sport Business.

Our cross-institute programmes in Development and Social Change exemplify our commitment to interdisciplinary research and teaching, where we explore innovative solutions to the pressing issues facing current and future generations. Loughborough University London combines influential thought leaders, pioneering researchers and creative innovators to offer a prestigious education and outstanding research environment.



Our passion for delivering the highest quality student experience is reflected in the results of the 2023 Postgraduate Taught Experience Survey where the overall satisfaction was 87%. You will be joining Loughborough University at an 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 and the world for the better. I look forward to receiving your application and thank you for considering this opportunity.

Nick Jennings

Professor Nick Jennings CB FREng FRS
Vice-Chancellor and President



Loughborough University London campus
on Queen Elizabeth Olympic Park

Our people

Loughborough University is a place for risk-takers. For those with the imagination and creative zeal to face and overcome challenge. The determination to work hard in pursuit of critical, incremental advances. It's a mindset that endures long past graduation, and nurtures a worldwide community united by the understanding that better isn't born, it's earned.

Our students

Student numbers 2023/24 UK/EU and international

Undergraduate	15,200
Postgraduate taught	2,600
Postgraduate research	1,250
Further education	150
Other (including temporary exchange and staff research)	300

Our alumni

Loughborough University has a global community of 200,000 graduates.

£6 million has been donated by alumni and friends of the University over the last three years.



48,000

applications were made for around 6,000 undergraduate taught places in 2023/24



19,500

students from 130 different countries



3,500

of our students on campus are international

Our staff

Staff numbers (December 2023)

Administrative, management and specialist staff	1,400
Researching, teaching, enterprise, specialist and supporting academic staff	1,400
Operational and technical staff	1,000

We have 3,800 members of staff. 20% of whom are international.



3,800

staff, Loughborough's biggest employer



We have received the **Race Equality Charter Bronze Award** that recognises we are beginning our journey to advance race equality

Our collaborations

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

Loughborough's strategic partners include:

adidas
volume.lboro.ac.uk/winning-its-all-about-teamwork

Joseph Rowntree Foundation
www.lboro.ac.uk/research/crsp

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

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

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.LUSEP.co.uk/sport-park

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

National Football League Academy
www.nflacademy.com

West Ham United Women
www.whufc.com



90

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

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 foremost academic-led elite sport ecosystem, an outstanding estate and longstanding partnerships with enterprise.



OUR LONDON CAMPUS

OPENED IN 2015
AND HOME TO 800+
POSTGRADUATES

7TH

NATIONAL STUDENT
SURVEY 2023
TIMES HIGHER EDUCATION
ANALYSIS

**7TH IN ENGLAND
FOR OVERALL
SATISFACTION**



LSU ACTION
AWARDED
**QUEEN'S PLATINUM
JUBILEE AWARD**

FOR SUPPORTING LOCAL
COMMUNITY (2022)



BRITISH UNIVERSITY
AND COLLEGE
SPORT CHAMPIONS

**43 YEARS
IN A ROW**



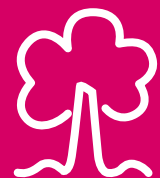
TEACHING EXCELLENCE
FRAMEWORK 2023

**AWARDED GOLD
OVERALL,
GOLD FOR STUDENT
EXPERIENCE AND
GOLD FOR STUDENT
OUTCOMES**



AWARDED
**SEVEN QUEEN'S
ANNIVERSARY
PRIZES**

FOR THE QUALITY OF
OUR RESEARCH



GREEN FLAG AWARDS
SINCE 2018

**ONE OF THE
NATION'S BEST
GREEN SPACES**



INTERNATIONAL
QS STARS SCHEME
2023

**FIVE STARS PLUS
INSTITUTION**

– ONE OF ONLY
20 WORLDWIDE



QS WORLD
UNIVERSITY RANKINGS
BY SUBJECT 2024

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



OVER
£20M

**RAISED THROUGH
LOUGHBOROUGH
STUDENTS' UNION
RAG**



TIMES HIGHER
EDUCATION IMPACT
RANKINGS 2023

**1ST IN UK AND 15TH
GLOBALLY FOR
ADVANCING
AFFORDABLE AND
CLEAN ENERGY**



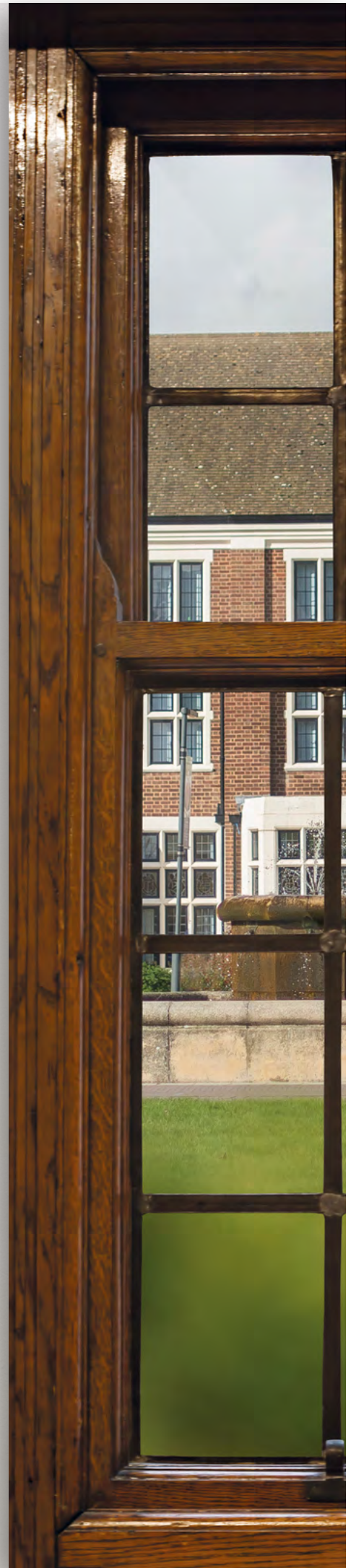
WHATUNI STUDENT
CHOICE AWARDS 2024

**1ST FOR
UNIVERSITY
FACILITIES**



THE COMPLETE
UNIVERSITY GUIDE
2025

**RANKED 6TH
OUT OF 130 UK
UNIVERSITIES**



Our strategic aims

Our Dean will be expected to bring their reputation, networks and experience to bear in supporting delivery of Loughborough's strategic vision.

A more ambitious research and innovation endeavour

94% of our research is classed as 'world-leading' or 'internationally excellent' in REF2021. We are striving to maintain the quality of our research output as we increase its reach and impact.

Strengthen our leadership position in education and student experience

Awarded Gold overall, in student experience and in student outcomes in the Teaching Excellence Framework 2023, #1 in University Facilities in the WhatUni Student Choice Awards 2024, and top 5 in the UK for Student Experience in the 2023 Times and Sunday Times Good University Guide. Our extraordinary campus environment is enduringly popular with staff and students alike. We want to maintain that standing while expanding and extending our offer and our learning ecosystem into and beyond our local communities.

Build a more diverse, equitable and inclusive community

In any given year, we have over 3,500 international students from across the world join the Loughborough Family. Our vision and purpose is driven by courage, empathy, collaboration, responsibility, challenge and integrity, and our dedicated Equity, Diversity and Inclusion Services team is working to embed these values throughout our institution and in the wider HE sector.

Intensify and extend our international reach and impact

Our international community of more than 18,000 alumni, donors, partners and a growing global network of research and innovation partnerships is a crucible of academic and entrepreneurial excellence. This approach has led to breakthroughs ranging from bringing clean hydrogen energy to off-grid farming communities in Malawi to establishing a transformative global supply chain partnership with MIT.

Leverage our excellence in sport to create new opportunities across our institution

Loughborough has been ranked #1 in the world for sport-related subjects in the QS World Rankings for eight years running. We're building on that legacy to embed the values, spirit and insight our sporting heritage provides to support interdisciplinary research partnerships across all subject areas, while also widening access and participation to ensure our sport offer includes everyone, regardless of ability.

Develop new, meaningful partnerships in the UK and internationally

We are taking our rich network of collaborative partnerships with UK universities, organisations and businesses global. We count the NHS, adidas, MIT, Rolls-Royce, Caterpillar and Toyota among our valued partners.





What we offer

A distinctive international reputation for excellence

The relevance of our research to real-life issues is significantly increasing our global reputation and visibility. 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 teaching, opportunities to contribute to pioneering research, and options to maximise their business potential, built on a robust foundation of 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, personally, and 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 our local and global communities. 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 entrepreneurial 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. Our longstanding status as the UK's premier university for sport is the foundation of our global reputation for shaping sport and exercise policy and practice, and as a place where sport research leads to breakthroughs across a broad range of disciplines.

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

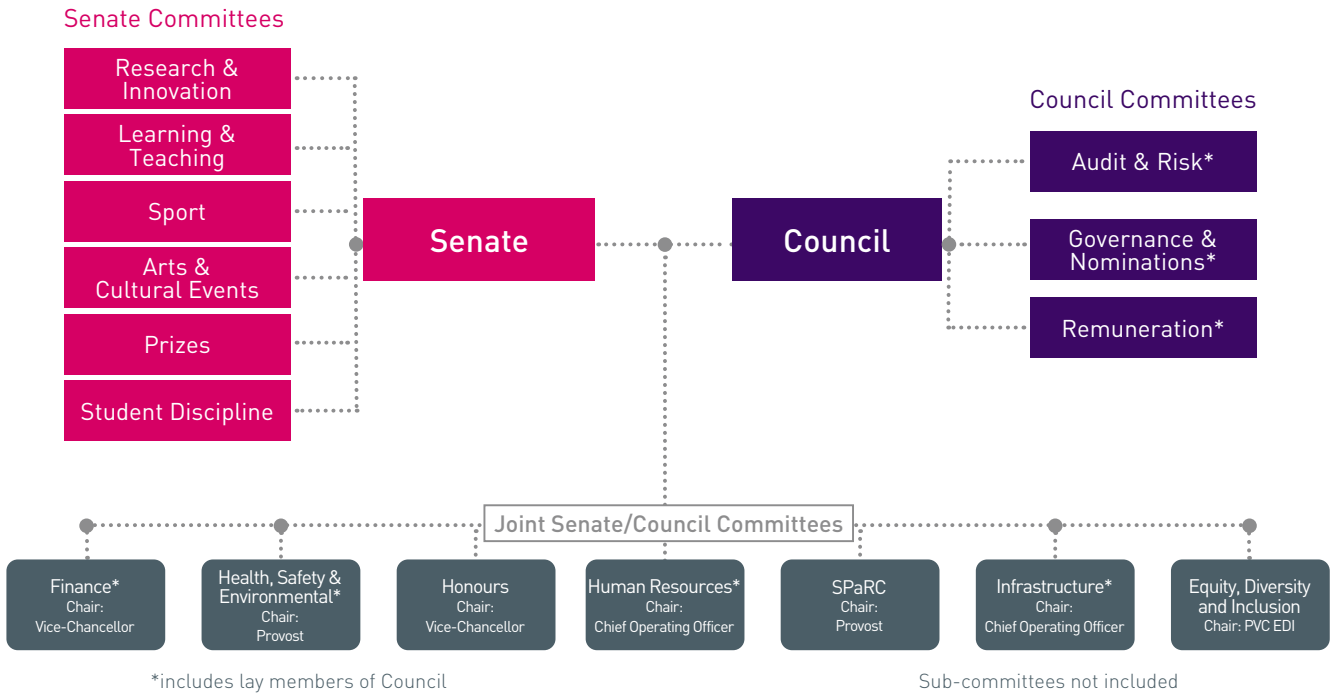
The University Senate

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.

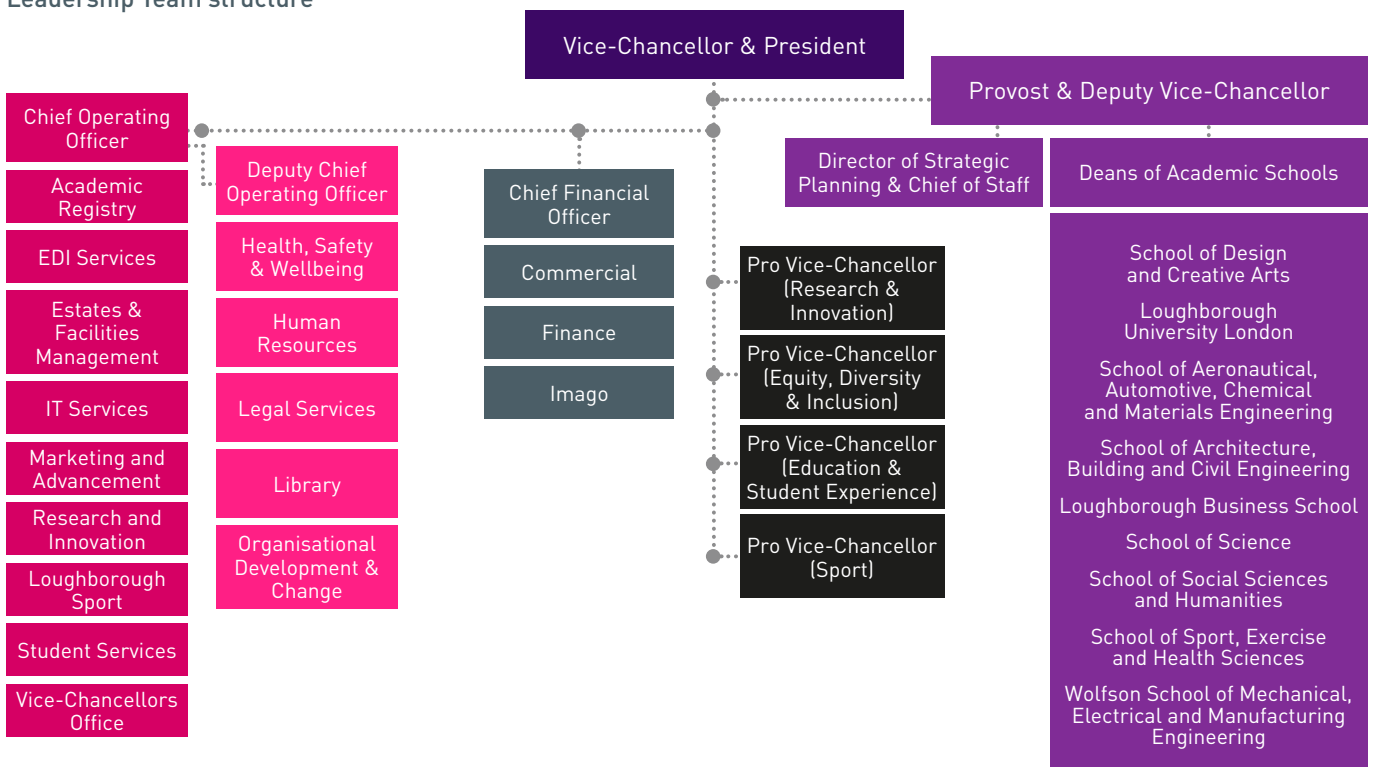
The University Council

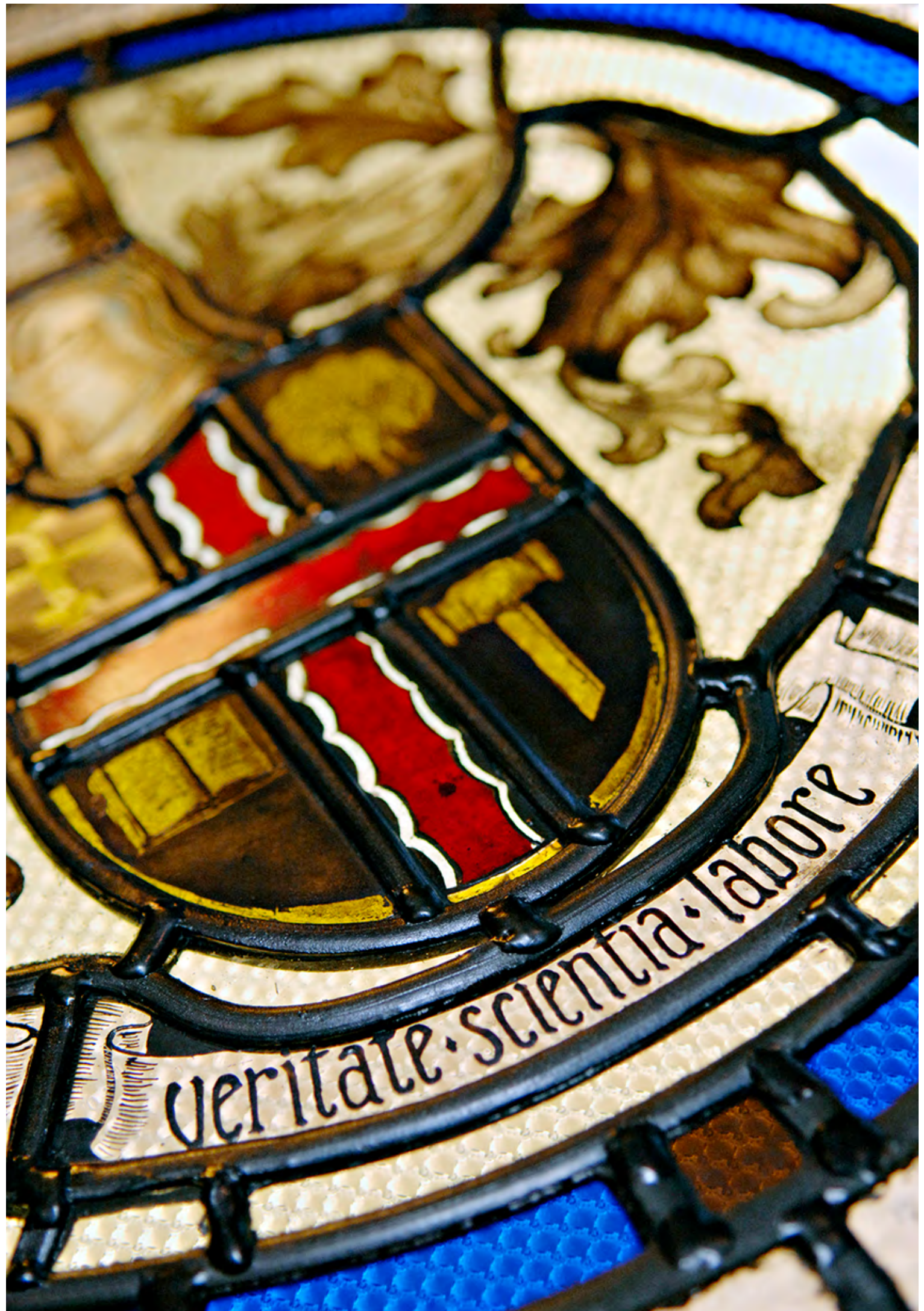
The University Council is the governing body, responsible for the University's finances, buildings and land. It is the official employer of all staff and meets several times a year. Its Chair is the Senior Pro Chancellor, Christine Hodgson CBE.

Senate & Council structure



Leadership Team structure





veritate · scientia · labore

Loughborough in London: Lead our legacy

The world's foremost sport university has found a natural home on Queen Elizabeth Olympic Park, where the 2012 Olympic flame forged a thrumming innovation quarter attracting keen creative minds from across the globe.

Each year, we recruit up to 800 Master's students who join a diverse and highly international postgraduate community, supported by our extraordinary team. Our people make Loughborough London a hive of interdisciplinary, cutting-edge research and innovation in education, business, technology and media.

At Loughborough, we believe it is the responsibility of today's HE institutions to nurture the professional skills and experience that will give our graduates a critical edge in the global employment market. A distinctive feature of our taught programmes is the Collaborative Project, which inspires students to form cross-disciplinary teams to solve a real business problem, provided by one of our partner organisations, developing skills in problem-solving, strategic planning, and teamwork through experiential learning.

Our position in the heart of the capital also allows us to better leverage our expertise in sport, health and wellbeing, vibrant and inclusive communities and climate change and Net Zero to influence policymakers and ensure Loughborough is part of the UK and the world's most critical conversations.

Being deeply connected to London's dynamic environment further enhances our ability to collaborate with key industry leaders, government bodies, and cultural institutions, positioning us at the forefront of impactful change.



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 Executive Board (UEB), whose purpose is to put academic leadership at the heart of 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, Director of Finance, Chief Operating Officer and Vice-Chancellor and President. Deans play a crucial role in ensuring that policy is effectively developed and implemented in the interests of the entire University.

Job purpose:

- To lead by example the University's commitment to excellence and enable all individuals to realise their full potential.
- To be an integral member of the University's 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, maintaining and developing the School's outstanding international reputation in research & innovation, education & student experience and equity, diversity & inclusion, in line with the University's strategy.
- To ensure that statutory requirements are met.

Job duties:

a) Lead the School, developing and delivering a rolling strategic development plan, designed to maintain and further develop the School's excellence in research & innovation, education & student experience and equity, diversity & inclusion in line with University strategy.

(b) 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, in particular:

- i. Enhance the School's distinctive international reputation for research & innovation,
- ii. Strengthen the University's sector-leading position for education and student experience,
- iii. Intensify the School's international engagement and impact,
- iv. Invest in all staff and their career development via appropriate training and through annual Performance and Development Review (PDR),
- v. Promote collaborations in research & innovation and teaching & learning leading to outstanding partnerships which deliver social, economic and cultural prosperity,
- vi. Foster an inclusive and equitable environment for all staff, students and visitors,
- vii. 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, and risk management.

(e) Work within 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.

(i) Undertake appeals/grievance/disciplinary processes as required.

(j) Contribute a School perspective to the collegial development of the University.

(k) Pursue his or her own research, scholarship and teaching and contributing to the School's research and teaching programmes.

(l) Engage in training programmes in the University, consistent with the needs and aspirations of the post holder and the University.

(m) Be responsible for health & safety within the School. 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.

Points to note: The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special conditions: 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.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational responsibility: Reports to the Provost

Job role specification:

Area	Criteria
Education	PhD, or equivalent, in a relevant or cognate discipline
Leadership Experience	Substantial experience of university leadership
	Substantial experience of medium to long term strategic planning and delivery
	Substantial experience managing staff, both academic and support personnel
	Substantial experience managing budgets to planned levels of income and expenditure
	Substantial experience representing and publicising his/her organisation effectively in national and international contexts
	Experience leading international research and/or teaching collaborations
	Experience of the UK higher education sector, including the governance of UK universities and issues facing the UK higher education sector
Research Experience	Research of international standing in field
	Substantial experience of publishing research outcomes
	Substantial experience of securing research funding and project management
	Extended experience of successfully supervising the projects of taught and research students or company staff at equivalent
Teaching Experience	High quality teaching at undergraduate and postgraduate levels
	Experience of planning and organising the delivery of quality undergraduate and postgraduate teaching
	Experience of leading programme and curriculum development
Skills and Abilities	Strong emotionally intelligent leadership
	Interpersonal, communication and team working skills, commensurate with leading a large academic centre in a complex organisation
	Ability to undertake business planning linked to the University's strategic aims
	Ability to engage with commercial enterprise and business issues
	Ability to stimulate and inspire others as reflected in academic leadership and influence beyond own discipline/institution
Life-long learning	Evidence of commitment to continuing professional development
	A willingness to undertake further training as appropriate and to adopt new procedures as and when required

Your application will be reviewed against the essential and desirable criteria listed above. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application.

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

Perrett Laver is acting as an employment agency advisor to Loughborough University on this appointment.

Candidates should apply for this role through the Perrett Laver website using the code **7502**. If you would like to discuss this opportunity further or have any questions about the role, please contact **Research Associate Mary Beale** by email mary.beale@perrettlaver.com.

The closing date for applications is midnight (GMT) on Sunday 13 October, 2024.

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role.

Interview

Longlisted candidates will be invited to interview with colleagues from Perrett Laver and Loughborough University during weeks commencing 28 October and 4 November and the Selection Panel will subsequently meet to decide upon a final shortlist for the post in mid-late November, following which, a visit and interview day will be held in Loughborough. The visit day will take place on Friday 29 November and the interview day will take place on Wednesday 4 December 2024.



Loughborough is proud to be a Disability Confident Scheme member and is committed to building disability confidence and support within our staff and student community.

If you require adjustments to this application process and or these documents in an alternative format, please contact Principal Project Manager Simon Epsley simon.epsley@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

This publication is available in other formats.
Please contact Visual.Identity@lboro.ac.uk
with your requirements quoting document reference 87064.



**CONSISTENTLY
RANKED AS A UK
TOP TEN UNIVERSITY**
THE COMPLETE UNIVERSITY
GUIDE 2017-25