



Appointment Brief

Associate Dean for Research, NBS

November 2022

Reference Code MYUC



Nottingham
Business School

Nottingham Trent University

Contents

1. Introduction from Executive Dean of Business School
2. About the University
3. About the Business School
4. Role Description
5. Person Specification
6. Our City
7. Our Campuses
8. How to Apply



Introduction from the Executive Dean of Nottingham Business School

Our business school, NBS, is well known as a business school for business as we exist to deliver research and education that combines academic excellence with a positive impact on people, business and society.

The school is one of world's leading business schools and one of UK's largest accredited by EQUIS, AACSB, SBC, EFMD BA accreditation as well as being a PRME champion. Our school values good ideas that matter to the world and is distinctive in and internationally recognised for leadership in

1. Experiential Learning
2. Personalisation
3. Responsible & Sustainable Business research and education
4. Connectivity to business

Our school has an income in excess of £80M and has been investing to further develop our research. Our research strives to combine originality, rigour and positive impact and for the last 15 years has been developing its research environment, strength, depth, and breadth. Our approach and philosophy is about overlapping research, teaching and collaboration with business, public organisations and not-for-profits. This intersection has proved to a highly fertile ground for new ideas and innovations with a direct route to impact.

Now with nine research centres, we are also one of UK's most vibrant research environments in business, management and economics. We now wish to appoint a research leader who can help propel us to the next stage and for us to be amongst UK's leading providers of high impact business and economic research for ideas that improve business and society.

I am personally grateful for your interest in this leading role in our school and the university, a place where we value people and ideas and strive for continuous improvement in everything that we do.

Our new ADR will be part of a cohesive, strong, diverse and collegiate team that embodies our mission of combining excellence with impact.

We are looking for a research leader with skills and experience to deliver expectational growth and success and wants to be part of our journey as a key member that shapes the future of business, economics and management research and education. If you fit this criteria, we would love we would love to hear from you.



Professor Baback Yazdani

Executive Dean of Nottingham Business School
Nottingham Trent University

NTU's Re:search Re:imagined

Research, innovation and enterprise at NTU are all about creativity and courage. We propose bold and innovative solutions to the questions that matter, work collaboratively to include new voices and perspectives, and ensure that the benefits of NTU's research outcomes are felt throughout all our communities.

We expect the very best as a university. We seek to fulfil NTU's key values and ambitions, whilst consolidating our burgeoning reputation for civic engagement, business development, and research relevance. Through collaborations such as those in Mansfield and Ashfield, we are reinventing the role that a university can play in what is now termed 'levelling-up'.

"86% of NTU's research impact is considered to be either 'world-leading' or 'internationally excellent'."

**Research Excellence Framework (REF)
results, 2021**



From health and equality to addiction and climate change,
discover how our experts are reimagining research.

ntu.ac.uk/research



University strategy

University, reimagined was developed in partnership with our colleagues, students, and stakeholders. It articulates our ambitions across six key themes. These are written from the perspective of 2025 and looking back on what we have achieved.



Creating Opportunity:

We have pursued personalisation of student experience above and beyond expectations. Every student has the potential to develop the knowledge, skills and resilience they seek to create meaning and purpose in their lives. Our global community of lifelong learners has access to flexible courses of equal quality to our celebrated campus provision. The University's delivery of social mobility through parity of outcomes has bestowed international recognition.



Embracing Sustainability:

NTU has curated an intergenerational conversation with our students, colleagues, and stakeholders; we are recognised to be the most socially, economically and environmentally responsible University in the UK.



Valuing Ideas:

We have defined, resourced, and promoted a compelling portfolio of world-class research and innovation. We have created new ways for collaborators to share in the spirit of creativity and curiosity that characterises our research, scholarship and practice.



Connecting Globally:

We have gained renown for our truly global perspective. We are not restricted by borders or boundaries and work together to deepen and share our insights and understanding of our world for the benefit of the planet and all its inhabitants.



Enriching Society:

NTU is a widely acknowledged force for good in economic, social and cultural development. We collaborate with those who, like us, want to address the key challenges of our times and our places.



Empowering People:

Distinctive and disruptive, we have empowered people to do the right thing. We have been bold in pursuing novel solutions and taking unfamiliar paths.

Our Principles, Our Ways

The University's success is underpinned by an ethos, and that ethos is forged from our core beliefs and expectations. These ideals are the foundations of everything we do, and we distinguish them as our **principles** and our **ways**.

Our Principles

We change lives.	We are bold.	We do the right thing.
<p>We champion a civic as much as an academic mission. We promise, we plan and we deliver for people and partners. We are confident, collaborative and committed in pursuing what we know transforms society.</p>	<p>We are independent spirits. We invigorate, inspire and improve. We are smart enough to spot opportunities and to gauge risks, and brave enough to take both.</p>	<p>We act on principle. We are characterised by integrity and cooperation. We respect and support each other. We value evidence and respect expertise. We want to be the best in all that we do.</p>

Our Ways

Contribution	Development	Wellbeing
<ul style="list-style-type: none"> • I demonstrate a strong drive to deliver on my objectives. • I take pride in the positive contribution I make to our University. • I ensure that I put my energies in to what matter most to NTU and align my objectives with those of the University. • I support and challenge myself and others to aspire to the highest standards. • I am confident in taking calculated risks. 	<ul style="list-style-type: none"> • I reflect, identify, and build on my strengths, recognising weaknesses, learning from mistakes. • I try always to do the right thing and take personal responsibility for my actions. • I am committed to my personal development. 	<ul style="list-style-type: none"> • I take responsibility for my wellbeing and seek support when needed. • I demonstrate care and empathy to others.
Community/citizenship		Improvement
<ul style="list-style-type: none"> • I seek to understand and meet the needs of colleagues, students and partners. • I am inclusive and respectful of the diversity of backgrounds, ideas and contributions, with a willingness to listen and understand. • I act with honesty and integrity. • I work collaboratively with all, regardless of hierarchy or boundaries. 		<ul style="list-style-type: none"> • I embrace new ideas and new ways of working where appropriate. • I look for better ways of doing things and make positive improvements.



The University has eight academic Schools:

- Nottingham Business School
- Nottingham Law School
- Nottingham School of Art and Design
- School of Architecture, Design and the Built Environment
- School of Science and Technology
- School of Animal Rural and Environmental Sciences
- School of Social Sciences
- School of Arts and Humanities

Coupled with a hub at Mansfield and partnered with Confetti, NTU covers a number of FE courses, an extensive undergraduate offer and one of the largest postgraduate portfolios in the UK.



Nottingham Business School (NBS)

About NBS

Nottingham Business School (NBS) at Nottingham Trent University (NTU) is a Quadruple+ Crown school by EQUIS, AACSB, SBC, and EFMD Accreditations as well as being a UN PRME Champion. The global accreditation bodies recognise NBS as leaders in:

- Personalisation of education at scale
- Experiential Learning
- High Impact Research
- Sustainability and
- Connectivity to business

At NBS we see ourselves as the business school for business providing education and research that combines academic excellence with positive impact on people, business and society. With 350 strong faculty and 8,500 strong student population, covering Undergraduate, Postgraduate, Doctoral and Executive Education, we work with more than hundreds of companies and organisations across the world.

As leaders in experiential learning and personalisation, each of NBS' students have the opportunity to tailor their learning and experiences to their aspirations through a unique and comprehensive personalisation programme that encompasses academic and industry mentors, award winning educational analytics, and a comprehensive range of personal development and experiential learning opportunities.

NBS has an international reputation for working closely with private and public organisations, professional bodies, governmental bodies as well as global business education networks to create and disseminate cutting-edge knowledge that has a direct and positive influence and impact on business practice and government policy and regulations. In all our work, we combine excellence in research and education with external engagement and deliver innovations that help build a better world.

NBS is a place where well-rounded academics who care deeply about making a positive difference are provided with the support to develop their ideas, work with colleagues from diverse backgrounds and excel in bringing innovations that keep NBS as a leading force in business, management and economics research and education.

NBS Research

Nottingham Business School is committed to excellent research which combines academic rigour with beneficial impact on business, economic and societal welfare, as well as informing the design and delivery of the School's degree programmes. This is a school where researchers can reach their full potential and where the alignment of individual and collective success is fostered and celebrated.

One of the most vibrant research environments in the UK, we have 9 world leading and impactful research centres:

- Responsible and Sustainable Business Lab (RSB Lab)
- Centre for Business and Industry Transformation
- Centre for Economics, Policy and Public Management
- Centre for People, Work and Organizational Practice
- Centre for Behavioural Sciences
- Marketing and Consumer Studies Research Centre
- Work, Informalization and Place Research Centre
- Centre for International Business Strategy and Decisions
- Centre for Finance, Technology and Society

For more information on the School, please click here: [Nottingham Business School | Nottingham Trent University](#)



The Role

Associate Dean for Research

School: Nottingham Business School NBS

Grade: Academic Heads/ Prof Band

Immediate line manager: Executive Dean of NBS

Posts line managed by postholder:

- All directors and Units of Assessment co-ordinators within the NBS research structure (e.g. Directors of Research Output, Impact, and Research Income and Environment).
- Research Centre Directors
- School Directors of Doctoral Programmes: PhD and DBA
- School level Research Manager.
- Additional staff as deemed appropriate by the Executive Dean.

Job purpose:

Provide strategic and operational leadership support to the Executive Dean of School on the development, implementation and monitoring of the School Research and Innovation Strategy and Plan, and the enhancement of the world class quality research environment, income, output and impact.

To work with the Deputy Vice-Chancellor for Research and Innovation, the Director of the Research Office and the other Associate Deans for Research as required to ensure that the ambitions associated with the Valuing Ideas theme of the NTU Strategic Plan are fully realised.

Be an active and engaged member of the school's leadership team, working closely with colleagues within the School and across the University to deliver the NTU Strategic Plan and the School's objectives and ensure the alignment of learning and teaching, research, international and other key agendas.



Principal duties and responsibilities:

The role will encompass all of the following, but the balance of duties and responsibilities will be determined in discussion with the post holder's line manager:

- To lead on the development, implementation, and monitoring of the School Research Strategy and Annual Plans, including overseeing the use of School QR funds to support the Plan. To report formally annually to the Executive Dean of School and Deputy Vice-Chancellor for Research on progress towards its delivery.
- To lead the school's REF planning, policy implementation and monitoring.
- To lead, coordinate and provide support for the Unit of Assessment Coordinators in the School as they undertake their work to ensure the optimisation of performance on any future assessment of research excellence. To ensure that there is full and effective engagement with the REF preparation activities as determined by the NTU REF Planning Group.
- To carry out research that is internationally leading in terms of originality, significance and rigour in one of the key areas of strength within the School.
- To be a leading member of the NBS Executive Team, and relevant sub-committees and other University level research structures.
- To chair the NBS Research & Innovation Committee and represent the School on the University Research Committee, as required.
- To develop and sustain appropriate structures for management, consultation, decision-making and communication with staff and students.
- To manage the work of the School Research Degrees Committee or Structure and manage the Directors of Postgraduate Research Programmes PhD and DBA in support of the realisation of the relevant aims of the School Research Plan and the relevant actions of the NTU Strategic Plan.
- To stimulate and help build capacity for high quality research activity across constituent NBS' Academic Departments, ensuring a Personal Research Plan is wholly integrated with the annual appraisal cycle for all academic staff.
- Working closely with the Director of the NTU Research Office and the Deputy Vice-Chancellor for Research & Innovation to develop opportunities for and encourage academics to engage in multi-disciplinary research within the School and, more broadly, across the University and externally with other organisations.
- To capture detailed information of all research activities undertaken in the School and to ensure the effective utilisation of this information for planning, monitoring and enhancement of research environment, capacity, capability, income, output and impact.
- To work closely with the NTU Research Grant Capture Team and Knowledge Exchange and Impact Officers to identify funding and knowledge exchange and impact opportunities.
- To take principal responsibility for the organisation of an active research environment in the School which engages students and staff with research and scholarship and which operates in accordance with the Research Integrity Concordat and within the relevant legislative frameworks.
- To ensure an effective system for the peer review of research grant applications prior to submission and, when so nominated by the Dean of School, to act as a point of sign-off at the School level for JeS and RGA1 forms relating to bids, tenders and contracts relating to externally-funded

research, in line with the School, College and University's policies and regulations.

- To work closely with the Research Support Librarian for the School and the NTU Research Data Manager to ensure effective compliance with the Open Access Publication and Data Manager requirements of HEFCE and external funders of research, and to ensure that research within the School is undertaken in accordance with the NTU Code of Practice for Research.
- Work with the Governance and Legal Services Team, the Research Grant Capture Team and the Research Commercialisation Officer to ensure that intellectual property arising from research is protected, in support of its subsequent successful exploitation.
- To lead on the effective internal and external communication of the research activities of the School including taking principal responsibility for the organisation, with the support of the NTU Research Office, of an Annual School Research Conference and liaise with the School Postgraduate Tutor/Professional Doctorate Course Leader on aspects of that Conference relating to research student training. Ensure subject teams or combinations of subject teams have a seminar organiser who provides annual research seminar series.
- Work with the School Executive and contribute to the determination, agreement and management of delegated budgets for; staff, revenue, staff development and travel, 3rd stream income, research (including REF), and commercial.
- Responsible for staff planning activity, including succession planning, recruitment and selection, induction and probation, management of staff attendance, and overseeing the PDCR process to ensure objective setting is aligned to departmental/School plans.
- Contribute to a high-performance culture across the School, including motivation, performance management and professional development of direct reports. Proactively coach and mentor staff within the School who hold line management responsibility and support them in the discharge of their duties, including any improving performance cases, absence management and any other people management issues.
- To promote a culture of inclusivity, in which individuals are respected and valued in line with University policies and ensuring all statutory obligations are met.
- Contribute to the leadership and delivery of a pro-active Health and Safety culture within the school, in line with NTU Health and Safety policies.
- To be responsible for ensuring that all University Policies and Procedures are appropriately applied and followed within the areas of responsibility of the post.
- To represent the NBS and NTU on relevant internal and external committees, networks and working groups.
- Where appropriate, lead on designated cross-University activity and initiatives.



The Person

Knowledge

Essential

- Knowledge and understanding of public policy relating to research in the Higher Education sector in the UK.
- Understanding of the research policy environment and Research Excellence Framework (REF) context that the School is operating within.
- Highly developed knowledge of approaches to teaching and research in a relevant discipline. Understanding of key developments and trends in at least one of the School's disciplines.

Desirable

- Active engagement in UK and/or international research and funding bodies.
- Understanding of the research environment and Knowledge Exchange Framework (KEF) context that the School is operating within.

Skills

Essential

- Evidence of leading and developing academic and professional staff.
- Ability to contribute effectively to the strategic planning and staff/resource management processes within the School as required.
- Ability to manage and be accountable for budgets.
- Ability to identify and respond to issues with flexible and effective solutions.
- Ability to operate effectively in an open, accountable and complex environment.
- Excellent leadership, communication, presentation and influencing skills.

Desirable

- Proven record of developing new ideas and approaches, as a continual process involving some design input, that impact upon established methods and approaches.

Experience

Essential

- Proven track record and current high quality research profile at internationally leading level in one of the successful established or emerging research areas within the School.
- Successful and substantial experience of research leadership and management and/or research evaluation.
- Experience in working successfully and collegially with senior academics in research and scholarship with a firm commitment to support team working and diversity within teams.
- Proven track record in research grant capture or other income generation and management.
- Experience of successfully writing bid/grant applications and management of large grants.
- Experience of successful research degree supervision and/or research degree examining.

Desirable

- Management in an education or business environment including performance management against agreed targets.

Qualifications

Essential

- Doctoral level or equivalent qualification in a subject area represented in the School.
- Evidence of ongoing professional development.

Desirable

- Membership of and active engagement with relevant research bodies/networks.
- Membership of and active engagement in the activities of an appropriate professional body.
- Relevant professional qualification (including Practice quantification as required).
- Academic publications relevant to the post.

Our Campuses

Based across multiple distinct and characterful locations, our campuses and facilities are a key part of our success. That's why we're investing £250m across our sites over the next five years.



City Campus

At the City campus, you will find stunning Grade II listed buildings such as Waverley, Newton and Arkwright, nestled alongside impressive modern architecture complete with living walls and picturesque roof terraces.



Clifton Campus

With beautiful open spaces and outstanding facilities, the Clifton campus is a world of its own. Here you will find some of the UK's most impressive science and technology labs as well as fantastic teaching spaces and a vast array of indoor and outdoor sports facilities.



Brackenhurst Campus

Located just outside the beautiful rural market town of Southwell, the Brackenhurst campus offers a fascinating juxtaposition of nature and science. Key facilities include a 500-acre outdoor classroom, climate-controlled greenhouses and polytunnels, a veterinary nursing centre and multiple state-of-the-art laboratories.



Confetti

Based at the heart of Nottingham's burgeoning arts scene at the Creative Quarter Campus, Confetti offers students access to the very best teaching, technology, studios and equipment that the creative sector has to offer.



Mansfield

Based at Vision West Nottinghamshire College in Mansfield, our £6.5m site opened in 2020 and provides a range of programmes to meet the needs of residents and employers in the area. Facilities include a state-of-the-art training suite for clinical practitioners, a sport science laboratory, lecture theatres and flexible study spaces.



OUR CITY

From stunning country parks to bustling city streets, Nottingham is a city that's bursting with character. As a thriving cultural hub in the East Midlands, it's home to some of the best art galleries, music venues, museums and cinemas in the UK.



Nottingham boasts a £12.1 billion economy, with £1 billion currently being reinvested into the city's travel and business infrastructure. It offers excellent transport links and close proximity to East Midlands Airport, giving you easy access to countless destinations across the UK, Europe and beyond.



Home of History

From what many argue is one of the UK's oldest taverns, to a host of restaurants including Michelin starred Sat Bains, there's something for every taste. If shopping is your passion, then you are in for a treat as our retail options have seen us ranked 5th in the UK for the quality of our retail experience. And we don't even need to mention local legend Robin Hood, or his homestead, Sherwood Forest, which is just over 20 miles away and makes the perfect day out.

Where hustle becomes hushed

Known for its beautiful green spaces, over 20% of Nottingham is devoted to public parks and gardens. A relaxing stroll or bike ride is never too far away, from stunning nature reserves to rolling hills. Our castles, caves and cultural attractions unite the past and present, providing a fascinating place to explore.

Land of heroes

We're a city of sporting legends – from the oldest professional football club in the world, to sporting giants like Carl Froch, Rebecca Adlington and Stuart Broad. With the world-famous Trent Bridge cricket ground, plus the National Water Sports Centre and many country parks, Nottingham is as varied as it is dynamic.

A sensible choice, for head and heart

Choosing a destination for a new home is not just about the culture and transport options, it has to provide you with a good quality of day-to-day life. With living expenses being around five to seven percent lower than the UK average, you will find your income goes that little bit further in Nottingham. Whether you are looking to buy or rent, property across the city stretches from airy loft conversions in the city's historic Lace Market, to modern riverside apartments. For a family-friendly area, West Bridgford, Mapperley or Beeston might suit your needs, or perhaps one of the gothic Victorian mansions in the Park Estate.

Nottingham is the perfect setting for an exciting new opportunity. If you haven't made your mind up already, [Visit us | Nottingham Trent University](#) and see why it makes the perfect home.



How To Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Nottingham Business School, Nottingham Trent University on this appointment.

Candidates should apply for this role through the website at www.saxbam.com/appointments, using code **MYUC**

Click on the '**apply**' button and follow the instructions to upload a CV and cover letter. The closing date for applications is noon on 15 December 2022

If you are unable to apply through the website, please email belinda.beck@saxbam.com quoting reference MYUC.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



Welcome to Nottingham Business School

