

Deputy Dean School of Health and Life Sciences



Appointment Pack

March 2024

Dream, Believe, Achieve.



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UNIVERSITY OF THE
WEST of SCOTLAND
UWS

nus scotland
national union of students

YOUR **union**
UWS

STUDENTS' ASSOCIATION OF THE YEAR 2022 & 2023

**UWS IS RANKED SECOND
IN SCOTLAND AND JOINT
25TH IN THE WORLD FOR
REDUCING INEQUALITIES**

(THE Impact Rankings 2023)

**COMMITTED
TO THE**



About us...

23,065

TOTAL STUDENTS

133

NATIONALITIES ACROSS
OUR CAMPUSES

67%

OF UNDERGRADUATE
STUDENTS 21 YEARS +

1,705

STAFF (HEADCOUNT)

£166.4m

TURNOVER

4 SCHOOLS

- BUSINESS & CREATIVE INDUSTRIES
- COMPUTING, ENGINEERING & PHYSICAL SCIENCES
- EDUCATION & SOCIAL SCIENCES
- HEALTH & LIFE SCIENCES

5 CAMPUSES

AYR, DUMFRIES,
LANARKSHIRE,
PAISLEY &
LONDON

(session 2022-23 figures)



Our five campuses



Paisley Campus

Close to the centre of Paisley, and 10 minutes by train from Glasgow, UWS Paisley Campus offers excellent teaching and study facilities, including industry-standard specialist labs and simulated healthcare suites.



Lanarkshire Campus

Our £110million Lanarkshire Campus was named the UK's most sustainable and inspiring higher education building in the Guardian University Awards 2019. Running on 100% renewable energy, its cutting-edge technology and flexible study spaces embody UWS's belief in sustainability and the power of collaborative learning.



Dumfries Campus

In early 2023, the University's Dumfries Campus relocated to a dedicated state-of-the-art facility alongside Dumfries and Galloway College on the Crichton estate on the edge of town. Facilities include a simulated healthcare centre, to provide health students with the hands-on skills and expertise for their future careers.



Ayr Campus

Blending picturesque riverside surroundings and forward-thinking learning environments – including studios and labs for music, broadcasting, education and healthcare – our Ayr Campus, close to the centre of Ayr, is an exceptional place to study.



London Campus

Situated in London Docklands, 1-minute from East India DLR, UWS's next-generation London Campus offers technology-rich, flexible breakout and study spaces that encourage interaction and collaboration amongst our students.

University of the West of Scotland

University of the West of Scotland is a large, modern, multi-campus University with its origins dating back to 1897. We have 4 campuses across the west and southwest of Scotland and 1 in London.

At UWS, we invest in our students' future. Our graduates go out into the world ready to succeed thanks to our industry-relevant courses, cutting-edge facilities and innovative approach to teaching.

Our research work has a tangible, early and positive effect: the innovative technologies we are developing help shape society, nationally and globally.

We help industry partners find solutions, bringing together research expertise, knowledge exchange and bespoke research facilities to deliver positive impacts on society and the economy.

Further information about the University can be found at [uws.ac.uk](https://www.uws.ac.uk)

The University has Charitable Status – Scottish charity number SC002520



UWS Strategy 2030

Transforming communities through research and education continues to be at the heart of all work done at University of the West of Scotland and UWS is an anchor institution within its communities across the south and west of Scotland and in London, with impact that reaches far beyond the campus regions.

The University is driving an ambitious strategy for impactful research and innovation, aligned with our high-quality learning and teaching. All with a global engagement agenda to meet the needs of the 21st century workplace.

Strategy 2030 will launch in March 2025, and is being developed in consultation with colleagues across the University, to gain their views on UWS's strengths, the challenges we may face in the future, and what we want to achieve by 2030.

The strategy will build on strategy 2025 and on our achievements over the last few years, and mark the next exciting phase of our development, laying the foundation for UWS towards 2050.



School of Health & Life Sciences

The School of Health & Life Sciences at UWS delivers programmes across the University's 4 campuses in Scotland and its campus in London. It offers innovative teaching and research opportunities, firmly focused on the real-world challenges facing the healthcare and life sciences sectors

You will join a supportive and committed team, where you will play a key role in continuing to establish the University as a force for good. Our students benefit from studying in modern learning facilities – among the very best in the country – and the strong links we have with partner organisations across the private, public and third sectors.

The School covers a breadth of subject areas and is currently broken down into four Divisions:

- Adult Nursing, Community and Health
- Biological Sciences and Health
- Mental Health, Midwifery and Health
- Sport, Exercise and Health



About the School

Our courses are accredited by professional bodies such as: Royal Environmental Health Institute of Scotland; Institute of Biomedical Science; Health Care Professions Council; Nursing and Midwifery Council; Royal Society of Biology.

- We host the only British Association of Sport and Exercise Science (BASES)-accredited lab in Scotland, and can offer lab-based and practical tuition.
- Students on our pre-registration nursing and midwifery courses spend 50% of their programme in practice.
- We offer dynamic and contemporary opportunities for continuing professional development for healthcare professionals across a range of levels up to Master's.
- State-of-the-art facilities available across all of our campuses.
- Midwifery courses are accredited by UNICEF as Baby Friendly.
- We are the only provider of an Operating Department Practice programme of education in Scotland – and the only UK provider of a fully online programme.
- In 2020 the School of Health & Life Sciences won an AdvanceHE Collaborative Award for Teaching Excellence for its Understanding Dementia: Class in a Bag programme.



Research

The School of Health and Life Sciences hosts a vibrant community of interdisciplinary research from bench to bedside to community. It has very strong research links across the University and to other institutions in the UK and internationally and aligns to the University's strategic objectives, including to develop and grow distinctive research and innovation committed to the United Nations Sustainable Development Goals. This creates a flexible and supportive environment for research that is currently organised into three areas within the School:

- Alzheimer Scotland Centre for Policy and Practice
- Institute of Biomedical & Environmental Health Research
- Sport and Physical Activity Research Institute

Colleagues within the School also collaborate across the University, predominately, but not exclusively, with the following research areas:

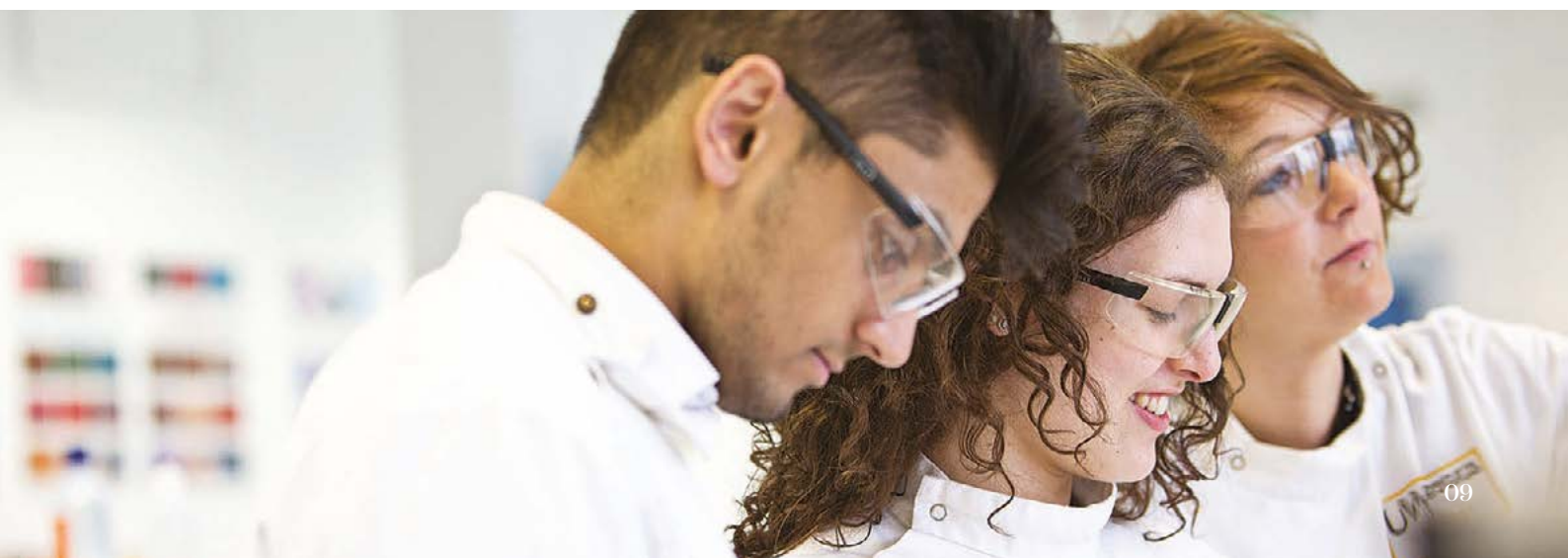
- Affective and Human Computing for Smart Environment Centre
- Centre for Culture, Sports and Events
- Centre for Health and Social Inequalities Research

Our School is involved in ground-breaking, internationally relevant research that is continuing to establish the University as a force for good. We ranked 1st for research intensity in the Complete University Guide 2022 in nursing, biological sciences and biomedical science subjects.

In REF2021, the School submitted to Units of Assessment 3, 7 and 24.

Our academics are making a difference in a number of areas including:

- Creating a viable preventative treatment for Acanthamoeba keratitis (a devastating eye condition prevalent amongst contact lens users)
- Chronic Obstructive Pulmonary Disease (COPD) research
- Improving the wellbeing of Scotland's children through physical education
- Aquatic ecotoxicology: acute and chronic effects
- Invasive species: ecosystem impacts
- The emergence of antimicrobial resistance and infection control
- Dementia education



School of Health & Life Sciences

Deputy Dean

Location: Lanarkshire Campus base with travel to other locations as required

Salary: SS2 £81,702- £91,575 per annum

Contract: Full-time, 35 hours per week, permanent

THE POST - Deputy Dean

University of the West of Scotland is seeking a Deputy Dean to join the University and provide strong, dynamic and inspirational leadership and management across the School of Health & Life Sciences.

You will join a dedicated team who strive to continuously inspire our students and wider University community and, through modern teaching and impactful research, continue to deliver innovative solutions to some of the world's biggest challenges. The Deputy Dean is key to the successful delivery of the School's contribution to the ambitions and priorities identified in the University's strategy objectives.

Reporting to the Dean of School, the Deputy Dean is key to leading the delivery of the School's plan, deputising for the Dean as appropriate. Leading the Associate Deans and Heads of Division, the Deputy Dean will operationalise strategic objectives in order to enhance student and staff experiences and ensure successful delivery and impact of the School plan and University strategy. With proven learning and teaching experience and utilising exceptional management skills, the postholder will stimulate a high-quality, supportive and inclusive academic and research environment which encourages and supports staff to undertake activities that contribute to an excellent student and staff experience.

As a Deputy Dean your key responsibilities will include:

- Leading the development, sustainability, and viability of the School's portfolio, ensuring alignment to market demand to meet the University's recruitment targets.
- Driving the School's improvement across key performance indicators including student experience and satisfaction, retention, progression, and graduate outcomes.
- Building effective networks and delivering communications both within the School and wider University including central and professional services functions to innovate, share good practice and improve performance, creating a culture of continuous quality enhancement within the School.
- Planning and delivery of the School's resources on a medium to long-term basis, ensuring the delivery of the School plan, with alignment to the University strategy.
- Fostering excellent working relationships and networks with senior members of other Schools, professional support services, other universities and external partners.
- Leading on workforce planning, ensuring the effective and efficient deployment, development, and management of all staff in the School, including succession planning. With delegated authority from the Dean of School, ensure the School's operational plan is delivered within budget, making significant contribution to the planning, monitoring, and effective management of School resources, maximising income generation, setting of targets for programme and School performance metrics.
- Leading specific initiatives and projects within the School as agreed by the Dean and contributing to strategic and operational development of the University through leadership and participation in cross-University projects and initiatives identified by the Vice-Chancellor's Executive (VCE), identifying, creating, and facilitating opportunities for staff to be involved in cross-University initiatives, events, working groups and external projects.

The successful candidate should have the following:

- PhD or equivalent professional qualification in a subject relevant to the school and/or equivalent professional qualification/demonstrable experience.
- A successful track record of academic leadership and management at a senior level in an HE environment based on an appreciation of internal and external drivers, with a passion for innovation, creativity and collaboration across teaching, research and enterprise.
- Experience of workforce planning, organising, monitoring and reviewing business operations, resources, income generation to ensure a coordinated approach to academic and operational planning with a proven ability to deliver on a range of internal and external performance indicators.
- Substantial record of academic achievement across teaching, research and/or professional practice in a relevant subject area.
- Knowledge and understanding of the changing HE external and regulatory environment in the UK and internationally, and the key challenges these bring for the School.

ABOUT US

University of the West of Scotland is one of Scotland's largest and most dynamic modern universities. Our reach across the country, together with our London campus, means that UWS is a significant force in global knowledge creation, innovation, and a leading provider of undergraduate, postgraduate and research degree education. Our degrees provide students with a transformational experience; equipping them with highly sought-after graduate skills that set them up for global success in world-leading sectors, industries and businesses.

With cutting-edge courses, modern pedagogy and practical knowledge, we enable our students and staff to experience the joy of learning, teaching, research and innovation, and apply their knowledge for the benefit of others.

UWS is officially ranked by Times Higher Education in the top 200 universities worldwide under 50 years old (2023 Young University Rankings).

For additional information and general enquiries regarding the School, please contact Julie Edgar, Dean of School at Julie.Edgar@uws.ac.uk or email jobs@uws.ac.uk

We offer our staff a caring and supportive environment, across five campuses, and a competitive benefits package which includes:

- 43 days of annual leave (including statutory/University holidays)
- An additional day's leave on your birthday
- Defined benefit contribution pension scheme (currently 23%), including death-in-service benefits upon joining the scheme
- A flexible approach to working pattern and work-life balance
- Employee discount scheme across 3,500 retailers
- Fitness facilities across our campuses
- Access to a range of health and wellbeing resources, including occupational health, physiotherapy and our Employee Assistance Programme
- Professional, career and research development opportunities.

Closing date for applications: Sunday 14 April 2024

Interview date: Monday 13 May 2024, at Lanarkshire Campus

The University reserves the right to shorten/extend the closing date of any position where a high/low volume of suitable applications are received. Therefore, if you are interested in this role, an early application would be encouraged.

UWS is committed to equality and diversity and welcomes applications from underrepresented groups. UWS is a "Disability Confident" employer. University of the West of Scotland is a registered Scottish charity, no. SC002520.

Pioneering UWS research & enterprise

We have established ourselves as a force for good through our internationally relevant research which is making a real difference across the globe.

Our ground-breaking research in areas including eye-care, drone technology, artificial intelligence, thin films and sensors, 5G networking, arthritis and dementia care is driving innovative technology developments and shaping society. These endeavours inform our teaching, meaning our students' learning is shaped by those working at the very forefront of their profession.

In a Scottish Higher Education first, in 2019 the University established its own Knowledge Transfer Partnership (KTP) Centre to ensure business partners, KTP Associates and UWS staff have exclusive access to an in-house specialist team to support their KTP activities.

The Centre has garnered recognition, including the Knowledge Exchange Excellence award at the 2022 Ceed Awards, the Best Knowledge Base KTP Support Team award at the 2022 UK National KTP Awards, and the Knowledge Exchange Heroes Award at the 2023 Scottish Knowledge Exchange Awards.

REF2021

Research Excellence Framework

90 percent of research at UWS is world-leading, internationally excellent, or recognised internationally, according to the Research Excellence Framework 2021.

The University also increased its position for research intensity in the 2021 REF - now ranking within the top 90 universities in the UK.

Working towards a world without water scarcity

Pioneering artificial intelligence developed through a partnership between UWS and industry partners FIDO Tech is saving billions of litres of water being lost from pipeline networks, worldwide – tackling climate change and directly addressing the United Nations Sustainable Development Goals.

The technology incorporates innovative cloud correlation, developed by UWS, that receives sensor readings via a smart phone app to source the exact location of underground water leaks.

The UWS/FIDO AI technology was promoted at the COP28 Fringe Showcase in Dubai.

UWS Spin-Outs

Each with the potential to generate millions of pounds for the economy:

- **Novosound** (developing novel ultrasound sensors; Converge Challenge winner 2017)
- **Albasense** (developing end-use applications including optical coatings and sensors: shortlisted Converge Challenge 2017)
- **WellFish Diagnostics** (developed the first non-lethal method for assessing fish health)

UWS is also set to launch spin-out 'Focalise,' an AI company with expertise in visual inspection technology applied to search and rescue, and non-destructive testing

Dementia Champions

The Alzheimer Scotland Centre for Policy and Practice, founded in 2013, is an innovative partnership between UWS and Alzheimer Scotland, providing a high-quality environment for applied research, education and social enterprise.

Through the Centre, UWS is the official provider of Scotland's National Dementia Champions programme - an award-winning initiative which has prepared over 1,000 health and social care professionals as Dementia Champions.

Designed to help our students succeed

At UWS, we want our students to learn in a way that best suits them to help them get the most out of their studies. Our learning and teaching model aims to optimise students' UWS experience.

We focus on providing opportunities for high-quality, dynamic and engaging on-campus learning and teaching. All supplemented with accessible online activities, inspired by social media, and using the latest digital platforms. Not only does this learning model provide the academic tools and support from our experienced academics that our students need to succeed in their studies, it is designed to offer the flexibility to allow them to fit studies around their individual lifestyle.

Learning tools

Our learning model gives students access to a suite of online tools to supplement on-campus studies – including video material, academic readings, podcasts and guided activities, such as discussion forums and workshops.

Delivering the UWS learning experience

Our learning model is designed to provide students with a great UWS experience. They benefit from rich on-campus engagement, supplemented by live, timetabled and non-timetabled online activities. We recognise our students have a busy lifestyle, and therefore, our interactive online learning environment provides flexibility in how to access studies, enabling our students to receive all the benefits of learning with others.

Enhancing our students' skills and employability

We are passionate about empowering our students and equipping them with the skills they want and need to succeed in life. We created the ASPIRE curriculum to further support our students and offer them a tailored approach to their academic, professional and personal development. Forming part of many of our degree programmes, ASPIRE is a set of modules that support students to shape and chart their own unique path. Through a wide range of personally selected learning activities, the ASPIRE curriculum provides students with the ability to enhance their own degree experience while developing their skills and employability – for whatever the future holds.



Preparing our students for their future careers

At UWS, we invest in our students' future. Our graduates go out into the world ready to succeed thanks to our career-focused courses, cutting-edge facilities and innovative approach to learning and teaching.

We have a proud record in delivering world-ready graduates and developing effective partnerships with business, industry and the public and voluntary sectors.

We are delivering on our purpose to transform lives and communities through higher education. We equip our students with the skills and confidence to shape their futures, while ensuring that they have the best possible experience and outcomes. As one of Scotland's biggest modern universities with campuses in Paisley, Lanarkshire, Ayr and Dumfries, UWS is the local university for over 30% of the population of central Scotland. We also have a growing national and international reach: our 5th UK campus opened in London in September 2015 and was expanded on a new site in London Docklands in 2020.



From the most recent Graduate Outcomes Survey of UWS graduates:

90.3%

of graduates are in work or further study within 18 months of graduating

84%

of graduates agreed their current activity is meaningful

Our student body is unique - many UWS students are the first in their families to go into higher education and we have a high level of mature students with caring and work responsibilities. Our diverse student population means we need to deliver learning in innovative, flexible, personalised and supportive ways. In our Strategy we set out an ambitious vision to deliver an outstanding teaching and learning environment which is paying dividends for our students.

We have invested in innovative student support services, personalised and flexible education delivery, and interactive technology-supported learning.



Widening participation

We are incredibly proud to be leading the way in ensuring that more people from disadvantaged backgrounds go to university in Scotland. The University has a clear commitment to the support, retention, and success of students from the most disadvantaged backgrounds.

- A report from the Scottish Funding Council in 2022 showed UWS had – for the ninth consecutive year – recruited the highest proportion of SIMD20 students, as well as accounting for the highest proportion of those successfully achieving their qualification (27.6%) across the Scottish HE sector. The study also found that 30.7% of all SIMD20 graduates in Scotland were from UWS in academic year 2021-22, demonstrating the University’s continued commitment to contributing to the Scottish Government’s widening access priorities. (*Scottish Index of Multiple Deprivation SIMD – a statistical tool using postcodes to determine levels of deprivation*)

- **44.8%** of UWS undergraduate students are first in family to go to university
- **2.3%** of UWS undergraduate students are care-experienced
- **11.4%** of UWS students declare a disability

- The UWS Foundation Academy was launched in 2022 to support senior school pupils across the West of Scotland. The initiative gives school pupils the opportunity to access the university pathway of their choice, to develop academic skills in a specific subject area and improve the quality of their eventual university application. The Foundation Academy runs for a full year and pupils have access to a broad range of personal, career and transition support. Since its launch, the Foundation Academy has engaged with over 1500 senior pupils across more than 25 schools across our key campus regions.
- Through the graduate apprenticeship scheme UWS also encourages engagement from those less likely to enter Higher Education.



A global outlook

Working in partnership with select educational agencies around the world and with partner institutions, notably in China and the United States, UWS welcomes several thousand international students to its five UK campuses each year. One third of our student population is international with over one hundred nationalities represented, creating a diverse, multicultural student community. UWS programmes are also delivered overseas through our transnational education partnership network.

- UWS currently has Transnational Education partners in China, Malaysia, Singapore, Sri Lanka, UAE, Italy and France
- 30 European exchange partners (including universities in Ireland, Finland, and Spain)
- 8 North American exchange partners
- 6 North American recruitment partners
- 42 recruitment partners in China
- Scotland's first official training partner for China following accreditation, in 2018, from China's State Administration for Foreign Expert Affairs (SAFEA).

UWS is a great place to work

At UWS we are dedicated to driving positive change in society.

Our staff are our most important asset and play a fundamental role in the UWS student experience.

We work with all colleagues to optimise the impact of their role and their contribution in delivering a student-centred experience in an organisation that is efficient, effective and financially sustainable.

UWS celebrates and embraces the diversity of its staff and students, and strives to create an inclusive culture where everyone can thrive and contribute. The University has a number of initiatives and networks to support equality, diversity and inclusion across the organisation.

The UWS campuses are welcoming and supportive communities where colleagues are encouraged to achieve their best and find their place in a dynamic and innovative HE environment.

A wide range of professional and personal development opportunities and support is on offer from teams across the University, all of which can help enrich colleagues' career journey at UWS.

UWS seeks to develop and empower its leaders and managers, who play a key role in inspiring and motivating staff, as well as delivering the University's strategic objectives.

Feedback from the University's 2022 colleague survey informed the development of five inter-related UWS people priorities, which are key focus areas that have been identified for further development:

- **STRENGTHEN EMPLOYEE VOICE**
- **PROMOTE WELLBEING**
- **SUPPORT A CULTURE OF CHANGE**
- **DEVELOP OUR PEOPLE AND ENHANCE PERFORMANCE**
- **ENSURE SUSTAINABLE REWARD AND RECOGNITION**

The University has made a commitment to make improvements within each of these areas and a wide range of work is underway to make UWS an even better place to work.

Living in the west of Scotland

Scotland is a great place to live and work, with a high quality of life and a range of lifestyle benefits such as excellent value house prices, straightforward commuting and easy access to beautiful countryside.

Our campuses in Ayr, Lanarkshire and Paisley are within close proximity to Scotland's largest city, Glasgow, with our Dumfries Campus a 90-minute drive south of the city. There are numerous smaller towns and villages within travelling distance of all of the campuses, so whatever style of living you prefer, you will find something to suit your needs.

Scotland offers a culture steeped in history, dramatic untouched scenery, bustling towns and cities and a world renowned education system. The west coast boasts some of the world's most stunning scenery and wildlife.

The town of Ayr is set among some of Scotland's most impressive scenery and looks out on the Firth of Clyde, with the peaks of Arran in the foreground and the Mull of Kintyre in the background. Packed with historical sites, Ayrshire's visitor attractions and cultural and leisure pursuits include unspoiled beaches and rolling hills, castles, a racecourse and, of course, golf courses. Burns and A' That, a major festival which takes place in June, celebrates Ayr's most famous son, Robert Burns.

Dumfries & Galloway is a region of rugged coastlines, sandy beaches and tranquil lochs; and has over 300 square miles of forest to explore, with the largest forest park in Britain; and in excess of 30 golf courses and driving ranges.

Our Lanarkshire Campus is located on Hamilton International Technology Park, close to a number of country parks and nature reserves such as Strathclyde Park. The cultural cities of Glasgow, Edinburgh and Stirling are nearby, and the beautiful scenery of the Clyde Valley and the Borders is within easy reach.



Paisley combines the heritage and history of the Paisley pattern shawl and the Victorian thread industry with cultural interests including the Museum and Art Gallery (currently undergoing a £multi-million refurbishment), the 12th century Abbey, a thriving youth theatre and the Spree Arts Festival. Loch Lomond and the Trossachs are both easily accessible from the town. UWS played a significant supporting role in the bid for Paisley as UK City of Culture 2021 - the only Scottish location shortlisted. Although, ultimately, not selected as the award winner, the legacy of the bid process and planning will see significant benefits for Paisley and the local area both culturally and economically.

Glasgow and Edinburgh are close to our campuses and offer excellent shopping, superb café culture, museums and galleries, world-famous music venues and international cuisine. Travelling to and from our campuses is easy thanks to excellent road and rail links. Glasgow International Airport is on the outskirts of Paisley, and Prestwick International Airport is also easily accessible, being around 40 minutes away by road or rail from Paisley Campus; Prestwick is also just a 15-minute drive from Ayr Campus.



Deputy Dean

Job description and person specification

Job title:

Deputy Dean

Reporting to:

Julie Edgar – Dean

Campus location:

Lanarkshire Campus

Job summary:

Reporting to the Dean of School, the Deputy Dean is key to leading the delivery of the School's plan, deputising for the Dean as appropriate. The Deputy Dean will provide strong, dynamic and inspirational leadership and management across the School. Leading the Associate Deans and Heads of Division, the Deputy Dean will operationalise strategic objectives in order to enhance student and staff experiences and ensure successful delivery and impact of the School plan and University strategy. The Deputy Dean will stimulate a high-quality, supportive and inclusive academic and research environment which encourages and supports staff to undertake activities that contribute to an excellent student and staff experience.

People & finance responsibilities:

People

- Leadership and line management responsibilities for Associate Deans and Heads of Division including performance management, mentoring, training, and development, ensuring high levels of compliance and professional behaviours.

Finance

- As a key member of the School leadership team, the Deputy Dean will have delegated responsibility for the planning, monitoring and effective management of School budgets, maximising income and maintaining effective budgetary controls in line with financial regulations and procedures.

Key responsibilities:

- In collaboration with the Dean of School, lead the successful delivery of the School's operational plan and the University strategy through day-to-day operational leadership and management of the School and its resources, delegating responsibility to others as appropriate.
- Provide leadership and management to the Associate Deans and Heads of Division (and any other staff as agreed with the Dean of School) including setting of objectives, developing and reviewing the performance of staff to ensure the delivery of high-quality learning and teaching, research and innovation, and an outstanding student experience, ensuring high levels of compliance and engagement, and professional behaviours.

Key responsibilities continued

- Lead the development of the School's portfolio, ensuring alignment to market demand to meet the University's recruitment targets, interrogating School and divisional data to identify trends, anticipating and responding to emerging requirements ensuring sustainability and viability of the School's portfolio, advising on student performance, progression and retention, subject development, developing proposals for subject investment and disinvestment, with regular monitoring and reporting to the School leadership team and other University functions, as required.
- Reporting to the Dean, and in collaboration with the Associate Dean (Learning and Teaching) and Heads of Division drive the School's improvement across key performance indicators including student experience and satisfaction, retention, progression, and graduate outcomes.
- Reporting to the Dean and in collaboration with the Associate Dean (Research and Innovation) and Heads of Division, develop a fertile research and innovation environment; lead, influence and support colleagues in making successful research grant applications and to undertake excellent, impactful research, knowledge exchange, consultancy, non-credit bearing CPD and other innovation activities, thereby contributing to the associated School and University targets.
- Lead the effective implementation and impact of School plans and foster a culture of creativity and continuous improvement within the School; developing holistic and flexible ways of working; working across boundaries; embedding best practice, benchmarking and sharing across disciplines and communities, and leading University-wide initiatives to deliver a collective shared vision.
- Overall responsibility for the implementation and embedding the universal framework for activity planning, and related processes, with delegation to Heads of Division for operationalising the framework, with regular reporting to the School leadership team ensuring fair and equitable workloads across the School.
- Lead on workforce planning, ensuring the effective and efficient deployment, development, and management of all staff in the School, including succession planning. With delegated authority from the Dean of School, ensure the School's operational plan is delivered within budget, making significant contribution to the planning, monitoring, and effective management of School resources, maximising income generation, setting of targets for programme and School performance metrics.
- Lead specific initiatives and projects within the School as agreed by the Dean and contribute to strategic and operational development of the University through leadership and participation in cross-University projects and initiatives identified by the Vice-Chancellor's Executive (VCE), identifying, creating, and facilitating opportunities for staff to be involved in cross-University initiatives, events, working groups and external projects.
- On behalf of the Dean of School, ensure School-wide compliance with relevant legal, regulatory, and governance matters such as Health and Safety, Data Protection and Freedom of Information, and lead on School-level complaints and investigations.
- Foster a culture of inclusivity, equality, diversity, entrepreneurship, innovation, and collegiality, providing an environment where all staff and students feel supported, valued, and are able to achieve their potential; supporting School staff to enhance and apply their professional capabilities.

Key responsibilities continued

- Build effective networks and deliver communications both within the School and wider University including central and professional service functions to innovate, share good practice and improve performance, creating a culture of continuous quality enhancement within the School.
- Undertake any other duties as appropriate to the role and agreed with the Dean of School.

Job scope:

Planning and organising

- Within the broad remit, the post-holder works autonomously in delivering the objectives of the role.
- Responsible for the planning and delivery of the School's resources on a medium to long-term basis, ensuring the delivery of the School plan, with alignment to University strategy.
- Responsible for implementing and delivering School governance arrangements that align to University governance structures for the effective planning and management of the School.
- Ensure effective collaboration across the breadth of the School to deliver creative planning and effective decision-making

Working relationships

- As a key member of the School leadership team, make a significant contribution to the leadership and operation of the School, chairing School leadership meetings in the absence of the Dean.
- Foster excellent working relationships and networks with senior members of other Schools, professional support services, other universities and external partners.
- Maximise staff engagement in relation to the delivery of the strategy, operation of the School, and continuous professional/personal career development.
- Develop and maintain effective and collaborative relationships with the wider academic and professional services leadership to ensure delivery of the University strategy.

Person specification

Qualifications:

Essential

- PhD or equivalent professional qualification in a subject relevant to the School and/or equivalent professional qualification/demonstrable experience.

Desirable

- Membership of relevant professional body/bodies.
- Achievement appropriate for professorial designation or working towards professor status.

Experience:

Essential

- A successful track record of academic leadership and management at a senior level in an HE environment based on an appreciation of internal and external drivers, with a passion for innovation, creativity and collaboration across teaching, research and enterprise.
- Experience of leading and developing staff at all levels and managing financial, human and physical resources, with significant experience of effective people and performance management and ability to manage/oversee complex and large budgets.
- Experience of workforce planning, organising, monitoring and reviewing business operations, resources, income generation to ensure a coordinated approach to academic and operational planning with a proven ability to deliver on a range of internal and external performance indicators.
- Substantial record of academic achievement across teaching, research and/or professional practice in a relevant subject area.

Desirable

- A track record of cross School leadership activities or within a unit of significant scale.
- Experience of successfully managing major change initiatives.
- Experience of working with external agencies such as QAA, Higher Education Academy, Research Councils, SFC, Government, etc.
- Research record that can be submitted to REF.

Person specification continued

Skills:

Essential

- Ability to create a positive, high performing team culture, dealing with sensitive issues and managing conflict whilst making and gaining agreement to difficult decisions, with the ability to motivate a large and diverse workforce to achieve high levels of individual, team, and organisational performance.
- Act as a role model and academic exemplar to others – maintaining an appropriate contribution to teaching, and research and innovation outputs, providing support, expert advice and mentoring to staff and students.
- Highly developed interpersonal, communication and collaborative skills, including the ability to use advocacy and negotiating skills to effect change, organisational development, and effectiveness.

Knowledge:

Essential

- Knowledge and understanding of the changing HE external and regulatory environment in the UK and internationally, and the key challenges these bring for the School.

Behaviours:

Essential

- A strong commitment to the University's values and to role modelling these through everyday actions and behaviours, ensuring values are evident in all School activities.

Terms and Conditions

Salary

£81,702- £91,575 per annum

Location

The post holder will be based at Lanarkshire Campus, but notwithstanding this, will be required by the University to work at any other location such as the University's business may require subject to any request to do so being reasonable.

Annual leave

31 days' paid holiday in addition to the normal 12 days' statutory and public holidays. The University's holiday year commences on 1 October and ends on 30 September.

Hours of work

The post holder will be required to work such hours as are necessary for the full performance and efficient discharge of the duties. This will include cover as may be necessary to sustain the management of the University in the absence of colleagues.

Superannuation

The post is superannuable under the Scottish Teachers Superannuation Scheme. Employee pension contribution is based on annual salary. Further information can be obtained at www.sppa.gov.uk/. Should the successful candidate currently be a member of an alternative pension scheme then this can be explored during the appointment process.

Equality and diversity

UWS prides itself as being inspirational, innovative, international and inclusive. We celebrate and value the diversity of our student and staff populations and are committed to providing Higher Education and employment opportunities to people of all backgrounds, cultures and other characteristics outlined so that they can fulfil their potential in an environment that is free from any forms of discrimination, harassment or prejudicial behaviour.

The following are protected characteristics: age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We are proud to excel in the HE sector as a University that encourages and values staff and students from widening participation backgrounds.

Our staff work to promote understanding and integration and will not tolerate exclusion, bullying, harassment or victimisation of students or visitors to the University. We are committed to eliminating discrimination, promoting equality of opportunity and understanding between people of diverse backgrounds. Full details are available at www.uws.ac.uk/equality

Relocation

Subject to the terms of the University Relocation Policy and HMRC guidelines, the maximum amount of relocation expenses that can be reimbursed in relation to this position is £8k.



At UWS, we believe in our students' future.

We have a proud record in delivering world-ready graduates and developing effective partnerships with business, industry and the public and voluntary sectors.

With our cutting-edge courses, practical knowledge, and intelligent teaching, we help our students get ahead.

Through our innovative learning partnership we invest in people's potential to shape their future. Built on uniting students, professionals, industry and our communities, this partnership stretches from the West of Scotland around the world.

We believe in the transformative power of active learning and engagement. We treat our students as individuals, partners and potential leaders in their fields and professions, providing them with the globally relevant knowledge, skills and confidence to think critically and to challenge received wisdom.

DREAM, BELIEVE, ACHIEVE

Campuses in
Ayr, Dumfries, Lanarkshire,
London & Paisley

[uws.ac.uk](https://www.uws.ac.uk)
