



**ASSOCIATE DEAN:
RESEARCH AND INNOVATION –
FACULTY OF COMPUTING,
ENGINEERING AND SCIENCE**

ASSOCIATE DEAN – RESEARCH AND INNOVATION

This is an exciting role in an area of strategic importance to the University. It will be attractive to a research and business-focused individual with a proven record of accomplishment in academia, who can provide strategic leadership for a STEM Faculty within an innovative, thriving and sustainable higher education institution.

Founded by industry and the professions, the University of South Wales, with around 25,000 students, is one of Britain's most exciting universities and a major player in higher education. One of the largest campus universities in the UK, it attracts a cosmopolitan mix of students from over 120 countries and all backgrounds. Within the UK, USW is unique in the breadth of its role, encompassing a modern university and two subsidiaries in Wales's national conservatoire, the Royal Welsh College of Music & Drama, and The College Merthyr Tydfil. Students learn how their profession works in real life, exploring their field through courses taught in unique hands-on environments including their own airliner, moot courtroom, TV studios, stock exchange trading room, simulated hospital ward, and scene of crime house. Sports students train and play on facilities used and endorsed by world champions such as the All Blacks.

We are seeking to appoint an Associate Dean: Research and Innovation to be a member of the faculty senior leadership team. The successful individual will lead Research and Innovation for the faculty including the Research Excellence Framework (REF). Responsible for the strategic and operational leadership of all research and innovation activity, including the line management of research staff and Research Innovation group leads, providing direction and guidance to Deputy Dean and Heads of Subject relating to growth and development of research and innovation in their areas. A leader who embodies the values we place at the heart of everything we do: professional; responsive; creative; inspiring; and collaborative.

Reporting to the Dean and serving as a member of the Faculty Executive Team, your focus will be leading on the faculty's research strategy and supporting the continued development and implementation of the Faculty Strategic Plan.

This position is based at the Treforest Campus of the University of South Wales with travel around all campuses.

The terms and conditions of the post (including grade and salary) will be those of the University of South Wales.

For an informal discussion about the role, please contact the Dean of Faculty, Dr Paul Davies at paul.davies7@southwales.ac.uk

USW 2030

Strategy 2030 - sets out our direction for the next decade; a pathway for the future that is bold and ambitious to ensure our continued success and long-term sustainability.

The world is changing at an intense pace and we have a responsibility to equip our students with the skills, knowledge and experience required to maximise their potential and future opportunities in the world of work.

By working in collaboration with industry, our research and innovation will tackle some of the biggest global challenges, from energy and health to security, providing answers to real-world problems.

Over the next decade, our ambitions are to:

- Be a large, regional university with a distinctive full-time and part-time academic offer that is attractive to both home and global markets.
- Provide an excellent, inclusive student experience.
- Ensure our students successfully complete their studies and secure employment in their areas of expertise.
- Engage with partners to maximise our impact on their endeavours.
- Commit to improving the future well-being of the communities we serve through individual and collective action.
- Provide opportunities for students across the region and beyond to participate in and progress to higher education.
- Be an engaging, values-based employer.
- Continue to be financially sustainable in the context of a dynamic higher education environment.

OUR LOCATIONS

USW CARDIFF

- Cardiff is a great place to live and study. Our campus is in the compact city centre, the heart of the country's capital.
- We've recently finished a new phase of investment in specialist facilities so students can develop their creative work in a professional environment.
- Well known as a city of culture and entertainment, the opportunities for creative industries students in Cardiff are endless. Cardiff is a major centre for TV and media production in the UK. With major production studios and the BBC on the doorstep, students have the potential to reach people from around the globe.

USW NEWPORT

- Newport is the gateway to Wales. It's a university city with a multicultural vibe and a rich history.
- Our campus is right in the heart of the city, overlooking the River Usk. It's one of the University's most iconic buildings and couldn't be in a better location.
- Newport is host to our teaching and education provision, youth and community work, and houses our National Cyber Security Centre.

USW PONTYPRIDD

- Our largest campus at Pontypridd is just 20 minutes from Cardiff by train. Surrounded by green open spaces, our students say they love the community atmosphere, as well as the convenience of living and studying in the same place.
- From listed buildings to new, modern structures, the campus reflects the University's proud history and its ambitions for the future.
- USW Pontypridd is made up of two sites: Treforest and Glyntaff. At Treforest, you will find USW's Business School, our engineering facilities, maths and computing as well as humanities and psychology provision. In Glyntaff, we deliver our care sciences and health programmes, policing and security, as well as sport and science.
- The USW Sport Park is one of the best university sport coaching and training venues in the UK. The full-size indoor football pitch is the only one at a university in England and Wales.



FACULTY OF COMPUTING, ENGINEERING AND SCIENCE

Subjects

The Faculty offers a wide range of undergraduate and postgraduate degrees. The School of Engineering covers mechanical, aeronautical, civil, electrical, and electronic engineering, built environment, and a specialism in aircraft maintenance engineering. The School of Computing and Mathematics covers computer science, informatics, mathematics and data science, and cyber security. The School of Applied Sciences offers a wide portfolio across biology, chemistry, forensic science, geology, and geography. The Faculty is based almost entirely at the Pontypridd campus, with a specialist course in applied cyber security at the Newport Campus.

Size

The Faculty is home to approximately 5,500 students, of whom about 20% are from outside the UK, and 350 staff. Total income across all strands is approximately £43m per year. This includes about £7m from Research and Grants, and £4m of commercially-generated income. The Faculty generates more than half of USW's income in these categories, and we have a clear strategic direction to expand them further.

USW 2030

The Faculty contributes to many strands of USW's 2030 strategy, some of which are picked out below.

Distinctive Academic Offer

We meet the needs of students and employers with almost all courses accredited by a professional body. Distinctive, modern courses include cyber security, with a focus on project-based placements, forensic science, data science, and an aircraft maintenance engineering course aligned to international aviation safety standards. Our Network 75 scheme allows students to study part-time over five years, combining two days a week of intensive study with three days' paid work with an employer.

Transformational learning, teaching, and student experience and accessible higher education

Facilities such as our teaching lab for data science, the scenes-of-crime house for forensic investigation, and practical workshops for aircraft maintenance provide the hands-on, practical experience valued by employers. Our Science courses include a range of field work in the UK and abroad, giving our students access to the geographical, geological, and zoological settings vital to a full understanding of these subjects. We are proud of our position as a major employer and educator in South Wales, contributing to the skills required in the local economy.

Internationally-excellent research capabilities

USW's history began with the South Wales and Monmouthshire

School of Mines, founded in 1913, the peak year for coal production in the South Wales coalfield. A century later, many of our research and commercial efforts are focused on the transition from fossil fuels to a green, electrically-powered economy. The Sustainable Environment Research Centre (SERC) carries out research on anaerobic digestion, biofuels, wastewater treatment, and energy production. SERC also includes the Hydrogen Research Centre at Baglan, where we built Wales's first hydrogen refuelling station.

Our Centre for Automotive and Power Systems Engineering carries out commercially-funded applied research and consultancy supporting the transition to electric vehicles and large-scale energy storage from renewables. We have many contracts for battery testing and validation with major European car manufacturers, and applied research on innovative energy storage for engineering applications and community benefit.

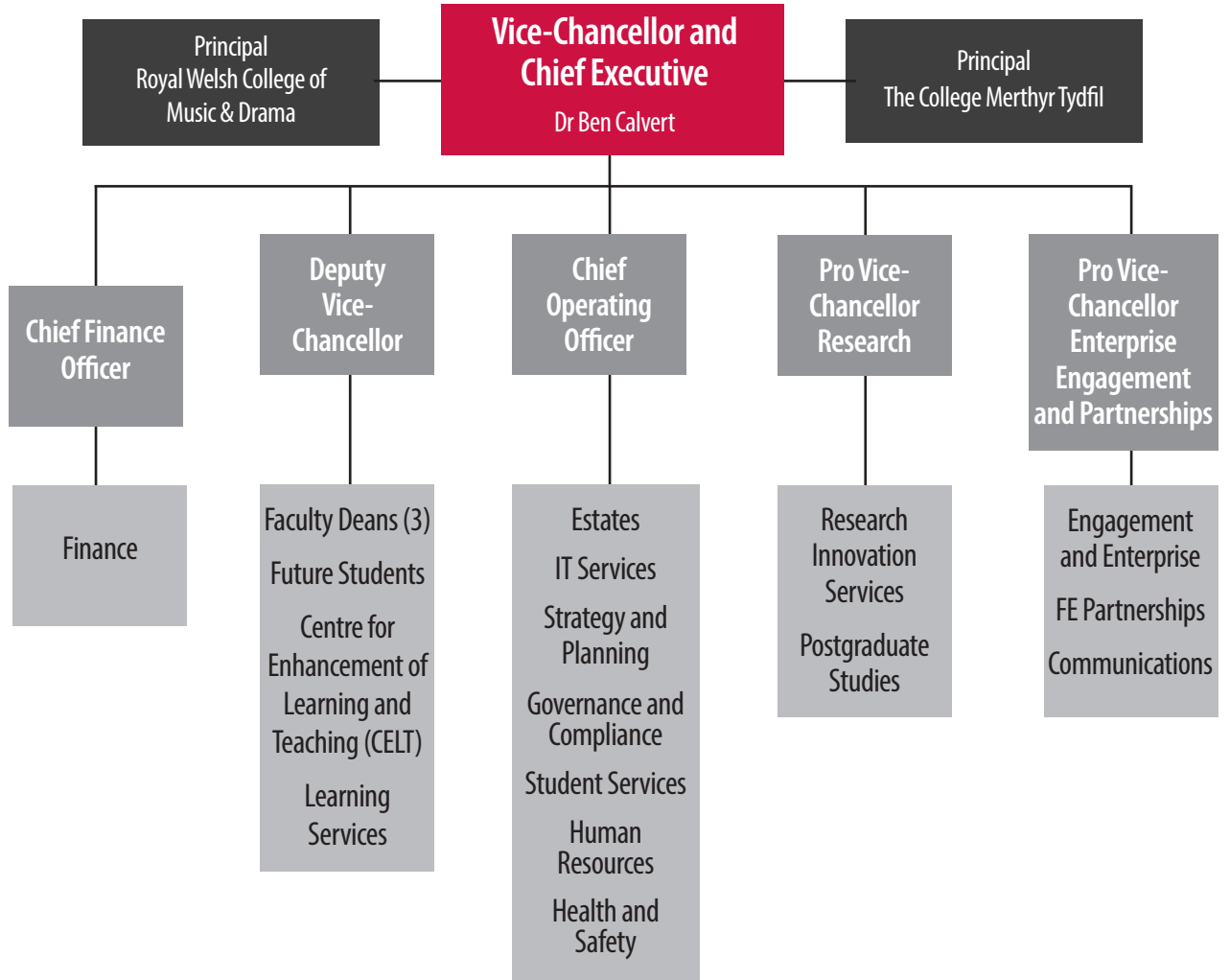
Our community

The Faculty welcomes students from all over the world, and in the 2019-20 academic year we enrolled students with 94 nationalities. There are 32 nationalities represented amongst the staff in the Faculty. We are deeply committed to widening access to our courses, particularly from the South Wales area and offering opportunities to students from families who have no previous history of higher education.

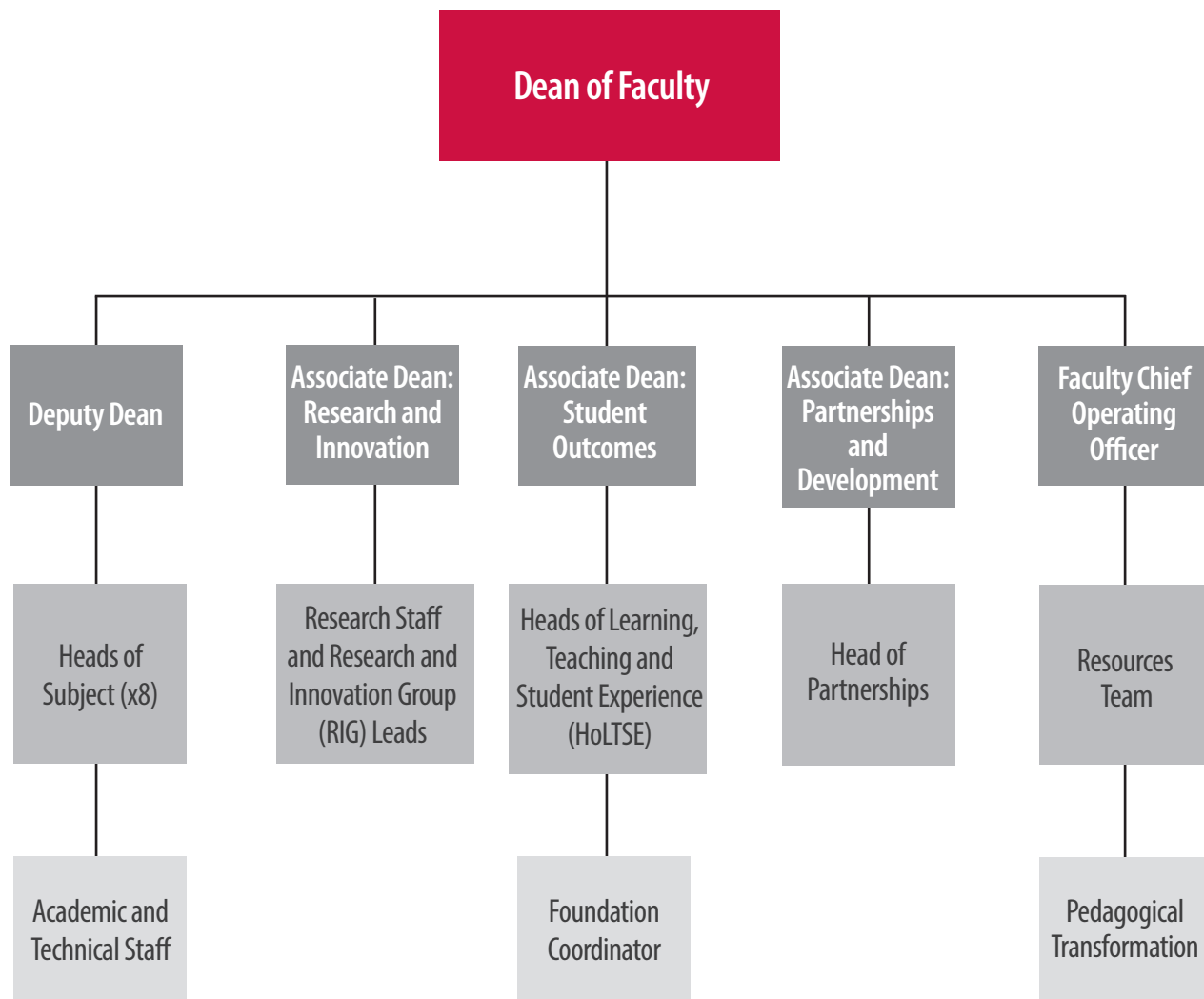
Contribution to economic and societal well-being

During the pandemic, staff in the Faculty have developed a number of projects to help in the fight against the virus. Researchers in biology adapted their novel test for e-coli to a rapid diagnostic test for Covid-19, and this is in use at the point of care, in collaboration with a local health board. Lecturers and technicians in Engineering commandeered our entire stock of 3D-printers to manufacture 700 safety visors per week for supply to the NHS and care homes in the region; electronic engineers have designed a pulse oximeter; and chemists have manufactured alcohol gel.

EXECUTIVE STRUCTURE



FACULTY STRUCTURE



SUBJECT AREAS:

- Aircraft Maintenance Engineering
- Aerospace and Mechanical Engineering
- Biological and Forensic Sciences
- Built Environment and Civil Engineering
- Chemical and Environmental Sciences
- Computing and Mathematical Sciences
- Cyber Security
- Informatics and Electronics

OUR WORK-READY GRADUATES

Our students are at the heart of everything we do. We create graduates who are prepared for tomorrow. People ready to build careers and play their part in solving the challenges ahead.

Courses are developed hand in hand with the professional bodies and leading organisations which employ our graduates. We prepare students for the start of their career through the curriculum - it's built in. Teaching is informed by employers and what happens in the workplace, and students are taught by and hear from people who have real work experience. From projects based on working practices, to time in the workplace, we help students to get relevant experience for their chosen career.

Our students learn about their profession in environments that recreate the workplace, using the same equipment and software they'll find there too. Our on-campus aircraft hangar, hospital ward, scenes of crimes house, recording studios and international-standard sports facilities are just a few examples of our approach.

We continue to be a major force within Wales for widening access. We support over 30% of Wales' part-time student population.

OUR PARTNERS

The future is exciting. Brimming with opportunity. But full of challenges too. We believe that meeting these challenges depends on collaboration. That's why we build partnerships to make a better tomorrow, finding more effective ways of delivering health and wellbeing, making society safe and just, sustaining our environment and changing behaviours through creativity.

Our **USW Exchange** business hub supports businesses to connect and grow their networks, and benefit from shared academic insights and innovations from across the University. We work on principles of mutual trust and benefit, professionalism and integrity, impact and vision.

OUR RESEARCH AND INNOVATION

USW's research and innovation makes a difference in the real world. From sustainable technology to health, and culture to crime, USW continues to face up to the world's biggest challenges and opportunities. We bring our research insights and innovations into the lives of the communities and businesses we serve across the globe. The industrial connections that shape our research culture make it genuinely international, multilingual, and outward-looking.

Over the next decade, we will be particularly focusing on:

- Creative industries
- Crime, Security and Justice
- Health and wellbeing
- Sustainable environment

OUR PEOPLE, VALUES AND CULTURE

Our staff are at the heart of what we are and do. We want to attract outstanding and talented people, support them to succeed, and celebrate their success.

Our University values are to be Professional, Responsive, Creative, Inspiring and Collaborative.

We invest in good ideas and in good people -- supporting employees' personal and professional development. Well-being is a priority for us, so we provide a range of services and facilities to support physical and mental health as well as career development. USW is a place where staff can thrive, and our commitment to supporting talented people from all backgrounds has been recognised by Athena SWAN, Stonewall, and Disability Confident.

ENVIRONMENT AND SUSTAINABILITY

- We recognise the importance of maintaining and operating a sustainable estate and promoting sustainability across everything we do. That's why we have embraced the carbon neutral strategy aiming to exceed the government's target and be carbon neutral by 2040.
- We aim to reduce our energy and water consumption and have set ourselves an annual reduction target of 3%. We have introduced initiatives to reduce the amount of waste that we generate, and we have a Travel Plan to address our impact on the local environment, air quality and health.

THE ECONOMY

We contribute
£1.1bn
to the UK economy



Each £1 of University
income generates
£5.30
to the wider economy



TRAINING TOMORROW'S WORKFORCE

We produce
7,500
graduates each year



83%
of graduates were
in employment or
voluntary work 15 months
after graduating



A UNIVERSITY FOR ALL

1 in 3
students from the
lowest socio-economic
areas of Wales that
entered higher
education, went to USW



USW delivered
126,149
days of CPD



RESEARCH EXCELLENCE AND INNOVATION



There were 205 active graduate start-ups,
with an estimated turnover of

£8.9million

Our knowledge exchange generates

£25m

and 370 jobs in the UK



For further information, visit <https://www.southwales.ac.uk/about/usws-social-and-economic-impact/>

ASSOCIATE DEAN – RESEARCH AND INNOVATION

The University of South Wales (USW) takes pride in being a vocationally focused University, preparing students for jobs in key sectors in Wales and beyond. We have an ambitious 2030 strategic plan for growth, sustainability, and excellence in student outcomes that have included the reshaping of our Faculty structures and the creation of Heads of Subject, who will lead our subject teams in providing the highest levels of student outcomes and developing industry-ready graduates.

The Faculty of Computing, Engineering and Science (CES) is one of three Faculties at USW. Offering courses in the main STEM subjects as well as more niche areas such as cyber security, forensic science, and sustainable environment. All our courses are industry-linked with an emphasis on employability.

We are seeking to appoint an Associate Dean: Research and Innovation to be a member of the Faculty senior leadership team. The successful individual will lead Research and Innovation for the Faculty including the Research Excellence Framework (REF). Responsible for the strategic and operational leadership of all research and innovation activity, including the line management of research staff and Research Innovation group leads, providing direction and guidance to Deputy Dean and Heads of Subject relating to growth and development of research and innovation in their areas. A leader who embodies the values we place at the heart of everything we do: professional; responsive; creative; inspiring; and collaborative.

This role is based principally at USW's Pontypridd campus, with regular attendance at USW's other campuses. This is a full-time permanent post.

For an informal conversation about this post please contact Dr Paul Davies, Dean of Faculty, paul.davies7@southwales.ac.uk

USW is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All those working at the University are expected to share this commitment.

We are committed to employing a diverse workforce and creating an inclusive environment. Where colleagues can be themselves and every person is treated with dignity, fairness, and respect. We actively encourage applications from diverse backgrounds and communities, especially with regards to age, disability, gender identity, sexual orientation, race, and religion and/or belief. We benchmark our success through equality accreditations with Athena Swan, Race Equality Charter, Stonewall and Disability Confident.

RESPONSIBILITIES AND PORTFOLIO:

The Associate Dean: Research and Innovation will hold the key portfolio of year-on-year increases in grant capture and other income generation. There will be a pathway from Executive to this role through the PVC-Research and Innovation. This role will ensure that research and innovation activity is given a clear presence as a core element of Faculty activity.

The Associate Dean: Research and Innovation role will provide parity of research and innovation with other areas of the faculty's leadership portfolio, through working alongside the Faculty executive to drive forward the USW Strategy 2030 including the development and preparation for any research excellence framework (REF) submission.

Key responsibilities

- To lead, alongside the Dean, in ensuring that the University's and faculty's strategic and operational plans for research are achieved, in line with USW 2030 strategy.
- To be responsible, alongside the Faculty Executive team, for the implementation of the wider Faculty Strategy and University Strategic Priorities and specified Critical Success Factors.
- To lead on behalf of the Faculty in developing capacity, capability, and new initiatives as well as policy related to research, including REF.
- To provide oversight and guidance for the management of allocated resources, working with the Faculty Executive and colleagues across the institution, to ensure resources related to research are efficiently, equitably, and effectively allocated and utilised, and are in accordance with our commitment to the Concordat to Support the Career Development of Researchers.
- To line manage research staff and Research and Innovation Group leads
- Lead the effective external presentation of the research portfolio, including to potential collaborators, beneficiaries, and funders.
- Be inclusive, building and nurturing strong and effective partnerships with the team and external partners.
- To oversee succession plans for staff, which provide development opportunities for staff to gain experience of activities that broaden and deepen their knowledge, understanding and skills.
- To foster positive working relationships with senior members of other Faculties, Corporate Departments, external partners and stakeholders to fulfill the needs of the Faculty and University as appropriate.
- To develop and promote interdisciplinary activities with other areas in the Faculty and across the University in line with Faculty strategy and objectives.
- To lead, where appropriate, on pan-university initiatives.
- To contribute to Faculty, Corporate and external Working Groups and to represent the Faculty, both internally and externally.

ASSOCIATE DEAN – RESEARCH AND INNOVATION

PERSON SPECIFICATION

To be able to undertake this role effectively you will need the key attributes and skills outlined below:

1. Academic credibility with a track record of active, high-quality research and of leading research projects and strategy.*
2. Thorough appreciation of, and sensitivity to the HE environment in the UK and internationally with an astute understanding as to key drivers, decision making environments and bodies and future challenges.*
3. A strong track record in research/knowledge exchange and income generation.*
4. A track record of, or evidence of, the ability to lead cross-Faculty activities or within a unit of similar scale, including involvement in REF or a comparable activity.*
5. Experience of and commitment to leadership and management in the Higher Education sector.*
6. Demonstrable experience in supporting the capture and recording of impact from research projects.*
7. Effective financial and resource management, with strong management and organizational skills.
8. In-depth knowledge of one or more of the Faculty core research areas.*
9. Ability to develop and implement strategies and associated operational plans for the Faculty, particularly in relation to research and knowledge exchange strategies.*
10. Ability to lead and motivate others. To develop appropriate behaviors in team members which drive success for the team and Faculty and use high levels of influencing and advocacy skills.*
11. Demonstrate professionalism, self-confidence, creativity, determination, ambition, and energy.
12. The ability to develop effective working relationships to inspire and communicate with colleagues at all levels in an organisation, along with external partners and stakeholders.*
13. Committed to resolving problems and tackling difficult issues with a solution-based focus.
14. Experience of providing successful research student supervision.*
15. Higher degree or doctorate.*

Additionally you will need to:

- Travel between campuses and occasionally external locations.
- Work effectively across digital platforms when necessary.
- Work outside of normal office hours when required.
- Work through the medium of Welsh or BSL or another language spoken by diverse ethnic communities in Wales is desirable.
- Values and behaviors are aligned with the purpose of the University and Faculty.

HEALTH AND SAFETY

You must a) familiarise yourself with, and comply with, the organisation's Health and Safety Policies and Procedures which are available on Connect (Intranet); and b) be fully conversant with your health and safety responsibilities outlined in the Faculty/Department Health and Safety Management Arrangements document and implement accordingly.

DISABILITY CONFIDENT COMMITTED OFFER OF AN INTERVIEW

Professional and Support Services Limited is committed to employing a diverse workforce and creating an inclusive environment where staff can be themselves and every person is treated with dignity, fairness and respect. We welcome applicants from diverse backgrounds and communities, especially with regards to age, disability, gender, gender identity, sexual orientation, race and religion or belief. We guarantee that all disabled candidates who meet all the key criteria for the job vacancy they are applying for are offered an interview. Key criteria are identified by * in the person specification.

EQUALITY, DIVERSITY & INCLUSION

The University has a strong commitment to equality, diversity and inclusion, which is embedded into the institution's values and is driven through its Strategic Equality Plan for 2020/2024.

The University is committed to employing a diverse workforce and creating an inclusive environment where staff can be themselves and every person is treated with dignity, fairness and respect. We welcome applicants from diverse backgrounds and communities, especially with regards to age, disability, gender, gender identity, sexual orientation, race and religion or belief. We particularly welcome applications from the Black, Asian and Minority Ethnic communities who are currently under-represented in our workforce.

As a Disability Confident employer we guarantee that all disabled candidates that meet the essential criteria for the job vacancy are offered an interview.

The University holds an Athena Swan Bronze Award and is a Stonewall Diversity Champion, ranking 24th in the 2020 Stonewall Workplace Equality Index. We have an active LGBT+ Staff Network, Disability Staff Network and a Fair Play 30 Diversity Champions group, which work to both support colleagues' in their working lives and embed awareness of equality and inclusion within the University community.

The University is committed to work life balance and has a Flexible Working Policy that is open to all employees, from the very start of their employment at USW. Part-time, term-time, job share and flexible working arrangements are considered, subject to meeting the needs of the University.



An exceptional part of the UK, with city life, countryside and coast.

USW has three campuses throughout the region, making us the largest university in Wales. Working here you can enjoy all the benefits that South Wales has to offer – city life and culture, stunning beaches and breath-taking countryside.

Our Pontypridd campus, in the heart of South Wales, is just 10 miles from Cardiff which has everything you'd expect to find in a major city and more. It's a compact city so it's easy to get around - shops, bars, the Cardiff Campus and transport links are all within minutes of each other. In Newport our state-of-the-art Campus is surrounded by a stunning new retail and leisure development.



Three Cliffs Bay, Gower Peninsular



Bute Park, Cardiff



Wales Millennium Centre, Cardiff



Friars Walk, Newport



Cardiff Bay

BENEFITS AND REWARDS

YOUR SALARY

Our reward package includes a competitive salary with a well defined, clear pay structure which reflects both market conditions and the levels of skills and experience we require to remain at the leading edge of our challenging and competitive environment.

Our generous terms and conditions of employment promote the University's commitment to supporting family friendly working.

YOUR PENSION

You will have the opportunity to join a generous pension scheme. The current scheme membership carries benefits including:

- Option to pay higher contributions
- Salary Sacrifice Scheme
- Life Assurance

YOUR ANNUAL LEAVE

You will be eligible for a generous annual leave allowance which aims to encourage a healthy work/life balance. Additional to your basic leave entitlement you will receive all public bank holidays and further leave days over the Christmas period.

Basic Entitlement 35 days
Public Holidays 8 days

Additional closure days (usually up to 3 days between Christmas and New Year)

WORK LIFE BALANCE

The University are committed to a work life balance and have flexible working policies, operating a hybrid model of working. Part-time, term-time, job share and flexible working arrangements will be considered, subject to meeting the needs of the organisation.

APPLY TO BE OUR ASSOCIATE DEAN: RESEARCH AND INNOVATION

For an informal discussion about the role, please contact the Dean of Faculty, Dr Paul Davies at paul.davies7@southwales.ac.uk

Applications can be made online by visiting: **Jobs at USW | University of South Wales**