



## Associate Dean: Research and Innovation Starting salary £82,182 per annum

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](mailto: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.



## Further information

Find out what we're looking for from our Deputy Vice Chancellor, Donna Whitehead: <https://youtu.be/x-0SqYFFSI4>

To find out more about USW including our Strategies click here: <https://www.southwales.ac.uk/about/>

To find out more about the Faculty of Computing, Engineering and Science click here: <https://www.youtube.com/watch?v=mQC2fO0xOc4>

**Discover the advantages of working for USW:** <http://tiny.cc/WorkatUSW>

**Apply online** <http://www.southwales.ac.uk/jobs>

## Job Description

<b>Job position</b>	Associate Dean: Research and Innovation
<b>Faculty</b>	Faculty of Computing, Engineering and Science
<b>Grade and salary</b>	Grade K *£82,182 - £84,642 per annum. *Appointment will be made to the minimum of the scale
<b>Hours of work</b>	Full Time
<b>Contract duration (perm/fixed term)</b>	Permanent
<b>Reports to (job title)</b>	Dean of Faculty

### Job purpose

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

1. 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.
2. 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.
3. To lead on behalf of the faculty in developing capacity, capability, and new initiatives as well as policy related to research, including REF.
4. 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

5. To line manage research staff and Research and Innovation Group leads
6. Lead the effective external presentation of the research portfolio, including to potential collaborators, beneficiaries, and funders.
7. Be inclusive, building and nurturing strong and effective partnerships with the team and external partners.
8. 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.
9. To foster positive working relationships with senior members of other Faculties, Corporate Departments, external partners and stakeholders to fulfil the needs of the Faculty and University as appropriate.
10. To develop and promote interdisciplinary activities with other areas in the faculty and across the University in line with Faculty strategy and objectives.
11. To lead, where appropriate, on pan-university initiatives.
12. To contribute to Faculty, Corporate and external Working Groups and to represent the faculty, both internally and externally.

## Person Specification

**To be able to undertake this role effectively you will need the key attributes and skills outlined below. When completing your application ensure you demonstrate how you meet these criteria.**

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 organization, 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 familiarise yourself with, and comply with, the organisation's Health and Safety Policies and Procedures which are available on Connect (Intranet); and 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 Employer - Offer of an interview.**

The University of South Wales is committed to employing a diverse workforce and creating an inclusive environment where staff can be themselves and everyone is treated with dignity, fairness and respect. We welcome applicants from diverse backgrounds and communities, particularly in terms of age, disability, gender identity, sexual orientation, race and religion or belief. We guarantee that all disabled candidates who meet all the key criteria for the vacancy they are applying for are offered an interview.  
Key criteria by \* in the Person Specification above.



Proffesiynol  
Professional



Ymatebol  
Responsive



Creadigol  
Creative



Ysbrydoledig  
Inspiring



Cydweithredol  
Collaborative

We welcome applications in Welsh or English. Applications made in Welsh will not be treated less favourably than those made in English.