



APPOINTMENT BRIEF

Appointment of Pro Vice Chancellor and Dean of the Faculty of Health, Medicine, and Social Care

Reference: MADCD

CONTENTS

1. Introduction
2. What is Anglia Ruskin University
3. Our Values
4. Our Faculties
5. About the Role
6. How to Apply

Welcome Message from the Vice Chancellor

Thank you for your interest in the role of Pro Vice Chancellor and Dean of Faculty of Health, Medicine, and Social Care.

ARU is an ambitious, growing university transforming lives through innovative, inclusive and entrepreneurial education and research. We are ranked in the world's top 350 HEIs in the 2023 Times Higher Education World University Rankings and 39th in these rankings and are in the top ten mainstream universities in the country for the proportion of UK undergraduates in employment 15 months after graduating. In the recent Graduate Outcomes survey, we were ranked in the top 15% of universities in England for graduates in employment and/or further study, and third in the country for graduates who are employed as managers, directors or senior officials.

Our student population is vibrant and diverse, putting us in an excellent position to respond to the various challenges facing the sector. At the same time, as a civic institution with campuses across the East of England we are committed to working with others to enhance the social, cultural and economic wellbeing of our region.

This is an exciting time to join ARU and an outstanding opportunity to help shape the future direction of the Faculty of Health, Medicine, and Social Care. If you can provide inspirational and collaborative leadership and have the experience and vision to lead the Faculty in the next stage of its development, promoting excellence across education and research, then I do hope you'll express an interest in joining us.

I look forward to welcoming the successful candidate to our university.

Professor Roderick Watkins

Vice Chancellor



About the University

ARU's story starts in 1858, with the opening of Cambridge School of Art. Over the years a number of colleges and higher education institutes – including the art school – have come together to form Anglia Ruskin University.

Our focus has always been on transforming lives through innovative, inclusive, and entrepreneurial education and research – and this still underpins our vision and values today. Our over-arching vision is supported by our ten-year strategy, Designing our Future 2017-26.

As a university, we're managed by a Board of Governors and a Senate. Our Vice Chancellor, Professor Roderick Watkins, is responsible for the day-to-day leadership of ARU. Roderick is supported by the Vice Chancellor's Group (VCG) which consists of two Deputy Vice Chancellors (Education and Research and Innovation), each with specific areas of responsibility, plus the Chief Operating Officer, Director of Finance and the Secretary and Clerk to the Governors.

We have four faculties at ARU, each providing students, industry and the academic community with professionally focused and world-leading courses and research.

The four Pro Vice-Chancellors/Deans of Faculties all report directly to the Vice Chancellor and are members of the University Executive Team (UET), the University's executive decision-making body. The Heads of Schools report into the Pro Vice-Chancellors/Deans.



Our Mission & Values

Our mission at ARU - *transforming lives through innovative, inclusive and entrepreneurial education and research* – guides everything we do. And our values – *ambition, innovation, courage, community, integrity and responsibility* – set out how we act, seeking to promote public good and serve our students and the communities in which we are based.

Our values

- **Ambition:** We are determined to achieve our goals and continually strive to enhance our university for the benefit of all.
- **Innovation:** We will apply our collective and individual creativity to conceive and develop new ideas, implementing them for the benefit of the communities we serve.
- **Courage:** We are bold in taking the decisions we feel are right, even when it is difficult to do so.
- **Community:** We greatly value working collaboratively, supporting each other and helping everyone to achieve their potential.
- **Integrity:** We do what we say we will do and are fair and transparent in our decision-making and actions.
- **Responsibility:** We take decisions and act in a way which respects environmental, societal, and economic considerations, and which best supports those who study and work with us.

We seek colleagues who share our values, who are able and excited to deliver on our mission and values.

Research at ARU

The overarching aim of our Research and Innovation Strategy is 'to deliver transformative benefits locally and globally'.

We are passionate about research at ARU: its potential to innovate, and its power to enhance social, cultural and economic well-being at national and global levels.

Our reputation as a centre for outstanding research continues to grow. ARU is home to six research institutes and one [cross-institutional research centre](#), whose work is having a positive impact on the world. These institutes focus on subjects including music therapy, sustainability, policing and crime, and clinical and medical innovation.

Discover more about our world-leading and impactful research, including case studies from our new ARU-wide and highly interdisciplinary [Research, Innovation and Impact Themes](#): Sustainable Futures, Safe and Inclusive Communities and Health, Performance and Wellbeing.

You can read more about our multi-disciplinary institutional research environment [here](#).

In summer 2022 we published our new Research and Innovation Strategy and are currently working on its implementation in support of realizing the associated ambitions and performance indicators. Our academic excellence has been recognised by the UK's Higher Education funding bodies, with all 16 of our research areas assessed as having world leading areas in REF2021.



About the Faculty

As the largest faculty in Anglia Ruskin University, the Faculty of Health, Education, Medicine, and Social Care is the largest provider of health and social care courses in the East of England, and we are proud to educate the doctors in the first School of Medicine in Essex. Over the last five years we have grown significantly by seizing opportunities and responding to national priorities and needs of our local partners. Our courses have been designed to achieve the best student outcomes, wherein they learn using high-end facilities which mirror real-life clinical situations. Students are educated by award winning academics, and they graduate with the skills to positively impact people's lives. Further information on constituent Schools within the Faculty can be found using the links below.

Our Schools

[School of Allied Health & Social Care](#)

We deliver innovative and clinically relevant teaching for tomorrow's patients, today. Evidence based science is at the core of our courses and the heart of our exciting research. Our students benefit from rigorous academic education, training and practical experience.

We offer a Foundation Year in Public Health that allows our students to pursue a career in Public Health, or the academic qualification needed to apply for a professional registration course.

We offer 9 [undergraduate courses](#) that offer students exemplary interactive, flexible learning environments, from Foundation Degrees to BScs and 12 [postgraduate courses](#).

Using a forward-thinking approach, we encourage students to actively develop transferable skills that are relevant across the social care community. Our graduate social workers make a positive difference to people's lives.

At the [undergraduate](#) level we currently offer 13 courses with a range of part-time and full-time learning options delivered via distance or on campus and offer 14 [postgraduate courses](#)

[School of Medicine](#)

We offer students an innovative, fully integrated curriculum with a strong science base – as well as excellent clinical opportunities to develop the skills and knowledge to work in, shape, and lead healthcare delivery in the 21st century.

Our Medicine MBChB course offers students use of our cutting-edge skills laboratories and ARU Anatomy Centre. Our experienced tutors include consultants, surgeons, nurses, and GPs – and they're joined by visiting clinicians from NHS Trusts.

We also offer:

- Physician Associate (MSc)
- Medical and Healthcare Education (MSc & PG Cert)

Students don't just learn on campus. Placements start early and continue throughout the course. They'll get experience in primary and acute care settings, and in specialist medical centres.

We also offer a range of CPD courses for Medical Professionals. Please use this [link](#) to find out more.

[School of Nursing and Midwifery](#)

Our courses produce competent and caring healthcare professionals who will ultimately improve the patient experience.

We offer 14 [undergraduate courses](#) that come in a range of flexible learning options from blended learning, campus-based, full-time and part-time, as well as degree apprenticeships and offer 10 [postgraduate courses](#) that come in a similar range of learning options.



Our Facilities

We have exceptional facilities in our Faculty of Health, Medicine, and Social Care.

Most of our courses are practical in nature and it's important that our facilities enable students to gain authentic experience in a simulated learning environment in which they will ultimately be working.

We have invested in health and care facilities in Chelmsford, Cambridge, and Peterborough, where students find simulated labs, operating theatres, and mock wards. For our science courses we've developed a [SuperLab complex](#), featuring science labs, a physiology lab and a pharmaceutical research lab.

We have recently been awarded a £2 million grant from the Office for Students for a capital investment programme in our faculty, and which the university has match funded. With this package we are building additional simulation labs across our campuses to meet the increased student population, and investing in high quality, sector leading equipment and facilities that will enhance the students' practice learning and simulation experience.

Last but not least, our £20 million School of Medicine building boasts state-of-the-art skills facilities, GP simulation rooms, the ARU Anatomy Centre and a Harvard style lecture theatre.

Please explore our exceptional facilities using the below links:

- [Medicine facilities](#)
- [Midwifery facilities](#)
- [Nursing facilities](#)
- [Operating Department Practice facilities](#)
- [Paramedic Science facilities](#)



Job Description

We are recruiting a new PVC and Dean of the Faculty of Health, , Medicine, and Social Care who will provide strategic leadership and management for the Faculty across research and innovation and external engagement. Reporting to the Vice Chancellor, and as a member of the University Executive Team, they will actively contribute to the development and achievement of the university's overall strategy. They will also lead on the development of innovative and effective partnerships in the UK and internationally.

Working across our multi-campus environment, their experience of academic leadership and management will help to drive the Faculty's ambitions for creativity and innovation across research, and promote an inclusive and rewarding environment for students, staff and partners.

Currently holding the title of Professor or demonstrating the ability to meet our professorial criteria, they will be a well-connected, transformative and entrepreneurial leader with a compelling personal academic profile and track record of research in a discipline relevant to the Faculty.

Job Title:	Pro Vice Chancellor and Dean of the Faculty of Health, Medicine and Social Care
Work Base:	Cambridge or Chelmsford (with travel to other sites and internationally as required)
Responsible to:	Vice Chancellor
Responsible for:	Deputy Deans and other staff reporting directly to the Pro Vice Chancellor and Dean
Relationships & Contacts:	Vice Chancellor's Group (VCG) University Executive Team (UET) Colleagues across ARU External bodies as appropriate

Job Purpose: To provide strategic leadership and management for the Faculty across education, research and innovation, and external engagement. To play a lead role in the development of innovative and effective partnership working arrangements in the UK and internationally. To ensure the Faculty responds ambitiously and successfully to the NHS Long Term Workforce plan, building and maintaining excellent relationships with national bodies and health and social care providers across the region. To play an active role in the development and achievement of university strategy as a member of the University Executive Team.

Principal Accountabilities:

1. Overall academic and strategic leadership of the Faculty in relation to education, research and innovation, development of professional practice and other academic activities, and oversight of the professional and technical staff in the Faculty.
2. Leading the development of a strategic plan for the Faculty in accordance with the University Strategy and the priorities agreed for the Faculty with the Vice Chancellor's Group (VCG), in consultation with colleagues across the Faculty of Health, Education, Medicine and Social Care.
3. Representing the Faculty internally and in the wider academic and professional community, so as to promote collaboration and secure recognition of the excellence of its work.
4. As Pro Vice Chancellor, lead the delivery of projects focussed on one or more institution wide strategic responsibilities, as agreed with the Vice Chancellor.
5. Working with key stakeholders, including national bodies and health and social care providers across the region , to ensure the viability, currency, recognition, and reputation of our courses.
6. Ensuring that the financial, human and physical resources of the Faculty are deployed effectively in support of its agreed objectives, and developing an income generation strategy to ensure the growth and diversification of faculty revenue.
7. Delivering an end-of-year financial outturn position that is equal to or better than the budget, such that the Faculty breaks even or better at year end.
8. Promoting an inclusive, high-performance culture and ensuring coherent and effective structures and working practices within the Faculty, to promote student and staff wellbeing and success.
9. Meeting agreed student recruitment and continuation targets and identifying and securing new business opportunities.
10. Identifying opportunities for new and innovative courses in response to changes in market demand and employer need and reflecting the range of disciplines in the Faculty, ensuring that the quality and standards of courses are maintained and enhanced.
11. Promote and support continuous innovation and enhancement in the delivery of education, ensuring excellence in educational outcomes for all students.
12. Working effectively in partnership with local, regional, and international partners and in co-operation with other faculties and professional services.

13. Promote and support the production of excellent research and innovation across the Faculty, identifying and exploiting opportunities for working with industry, public bodies and other external stakeholders.
14. Overseeing the allocation of the Faculty's academic staff workloads to ensure that teaching, research and professional development activities are properly supported, and that short course and consultancy activities are developed in accordance with HR policies.
15. Be responsible for health and safety matters and for the pro-active promotion and implementation of all the relevant equality and diversity statutory requirements and data protection issues within the Faculty.
16. Comply with Data Protection Act 2018 and GDPR requirements in all working practices maintaining confidentiality, integrity, availability, accuracy, currency, and security of information as appropriate.
17. Such other duties temporarily or on a continuing basis, as may reasonably be required, commensurate with your grade.



Lord Ashcroft Building

STUDENT
PARAMEDIC

Person Specification

ACADEMIC/PROFESSIONAL QUALIFICATIONS

Essential –

- First degree
- PhD or Professional Doctorate in a relevant discipline
- Currently holding the title of Professor within a UK University or the ability to meet our professorial criteria

Desirable –

- Teaching qualification
- Senior or Principal Fellowship of the HE Academy

EXPERIENCE

Essential –

- A compelling personal academic profile and track record of research in a discipline relevant to the Faculty
- Substantial experience of academic leadership and management, building effective teams and delivering excellent outcomes across education and research
- Substantial experience of building and maintaining relationships with health and social care employers, professional bodies, and other key stakeholders
- Substantial experience of managing resources, including large budgets, and leading business planning and major change processes
- Experience of implementing robust quality assurance processes
- Experience of innovative curriculum design, planning, implementation, and development
- Experience of developing effective partnerships with UK and international partners

Desirable –

- Engagement with and involvement in recent REF exercises, together with an understanding of how to deliver improved research outputs
- Engagement with and involvement in the TEF, demonstrating ability to improve TEF-related metrics
- Engagement with enterprise, innovation and income generation, with an understanding of traditional and third-stream funding mechanisms
- Experience of planning successful student recruitment campaigns

KNOWLEDGE/SKILLS

Essential –

- Excellent knowledge and understanding of current UK health and social care policy context
- Excellent communication and interpersonal skills, with the ability to persuade, influence and negotiate with others
- Commands the respect of senior colleagues across a range of disciplines
- Works collaboratively and collegially with the wider University, and plays a full role as a member of the Executive Team
- Thinks analytically and strategically, and responds creatively to challenges
- Combines entrepreneurial skills with the ability to develop a commercially sound strategic / business plan for the Faculty

Desirable –

- Understands digital developments and the impact that new and emerging technologies might have on HE teaching and research

PERSONAL QUALITIES/DISPOSITION

Essential –

- High standing in the academic and professional community
- Commitment to our Vision and Values, including Equality and Diversity
- Commitment to own continuing professional development
- Ability to work and build trust with others at all levels of the organisation
- Positive 'can-do' approach and confident in making difficult decisions
- Prepared to take an active role in operational management activities within the Faculty when required

OTHER

Essential –

- Committed to equality and diversity
- Committed to our Health and Safety policies and procedures
- Willing and able to travel between sites as required
- Compliance to Data Protection Act 2018 and GDPR principles/ requirements

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Anglia Ruskin University on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **MADCD**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on Friday 11th August 2023.

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.

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Welcome

a.r.u.



Lord Ashcroft International
Business School

Welcome
to ARU

We wish all staff, students and
visitors to wear a face covering
when in our campus buildings,
unless you're exempt.

Please visit our COVID-19 website
for more information: www.aru.ac.uk/coronavirus

