

The image is an architectural rendering of a modern university building's interior. It features a large, multi-level atrium with a prominent glass and wood structure. The ceiling is composed of large, angular glass panels supported by dark metal beams, with light-colored wood paneling on the structural elements. The space is bright and open, with people walking on different levels. The overall design is contemporary and emphasizes natural light and materials.

Saxton Bampfylde

University of
HUDDERSFIELD
Inspiring global professionals

**Dean, School of Business, Education
and Law**

January 2024

Reference: MBLNB

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Letter from the Vice-Chancellor

Dear Applicant,

I am delighted to invite you to explore an exciting leadership opportunity at the University of Huddersfield, a dynamic and transformative institution. As an alumnus and current leader of this university, I take immense pride in guiding an establishment that propels its students on transformative educational journeys and fosters an environment where our colleagues can realise both career milestones and personal fulfilment.

We are ambitiously reshaping the University's academic, financial, and physical landscape. Our goal is ambitious yet attainable: to elevate Huddersfield to a distinguished position on the global academic stage. We are searching for a Dean whose vision and drive align with our high aspirations.

At Huddersfield, we celebrate numerous achievements and accolades. Our collaborative research initiatives extend to some of the world's premier universities. Indeed, we have now been published with 97 of the top 100 global universities. We stand proud as the sole university in Yorkshire, Humber, and the Northwest to be awarded Gold rating in all three aspects of the 2023 TEF. Our pioneering spirit was recognised with the first-ever Global Teaching Excellence Award. Additionally, we have earned Ofsted's outstanding rating for apprenticeship provision – a rare feat achieved by only one other university in the past four years.

Our academic team is a testament to our commitment to excellence, ranking in the top 5 for the percentage of staff holding higher degrees. We maintain the expectation of doctorate-level qualifications and international-level publishing from our academic staff. Our leadership ethos is equally impressive, with the entire Senior Leadership Team being Chartered Managers - a global first. This dedication to transformational leadership is the cornerstone of our journey towards international recognition, aiming to forge partnerships with 140 of the top 300 world-leading universities.

The incoming Dean will join us at an exciting time, with the school having just won the prestigious Times Higher Education 2023 Business School of the Year award. This was in recognition of the school's contributions to the region's economic well-being through initiatives including Help to Grow and supporting over 200 manufacturing companies in the aftermath of the pandemic. As Dean your visionary leadership will be instrumental in shaping the school's strategic future and enhancing its UK and international standing. Your expertise will drive excellence in teaching and research, and your innovative approach will spearhead new developments. Your role in leading a diverse and talented team will be crucial in navigating the evolving academic landscape and ensuring the school's financial stability.

Your contributions will extend beyond the school, as you will be an integral part of the broader University leadership, influencing the long-term trajectory of an institution undergoing significant transformation. The University has consistently demonstrated robust performance, bolstered by our financial sustainability, ranked in the top 10 in the UK, and substantial investment in state-of-the-art facilities and resources.

We eagerly await the chance to welcome a leader like you, ready to join us in this exciting journey toward academic excellence and global impact.

Warm regards

Professor Bob Cryan CBE DL

Vice-Chancellor



University of Huddersfield

Here are some key facts that make the University of Huddersfield a great place to be.

Great learning

- We're in the top 15 in the UK for placement years in industry (HESA Student Record 2019/20).
- 100% of our undergraduate students have the opportunity to undertake professional work-related experience during their studies. This includes placements, industry standard projects and real-world case studies.*
- The University of Huddersfield scored 75.68% for overall satisfaction in the National Student Survey 2022.

* This applies to undergraduate courses of more than 12 months duration.

Great teaching

- The University of Huddersfield achieved a Gold Teaching Excellence rating in all three aspects of the TEF in September 2023, the only university in Yorkshire and the Humber and the North West to achieve this.
- In November 2023 our Apprenticeship provision was rated Outstanding by Ofsted.
- In November 2023 the Huddersfield Business School won the Business School of the Year category at the Times Higher Education Awards.
- In 2017, the University won the first Global Teaching Excellence Award recognising the University's commitment to world-class teaching and its success in developing students as independent learners and critical thinkers (Higher Education Academy).
- Our staff rank in the top three in England for the proportion who hold doctorates, who have higher degrees, and hold teaching qualifications (HESA 2022).

- 22 of our colleagues have received National Teaching Fellowship awards since 2008, making us first in the country for these awards.
- Huddersfield was the first and is the only University where 100% of the permanent teaching staff are Fellows of the Higher Education Academy**.

** Permanent staff, after probation: some recently appointed colleagues will only obtain recognition in the months after their arrival in Huddersfield once they have started teaching; research.

Great future

- 96.0% of our undergraduate students go on to work and/or further study within fifteen months of graduating (HESA Graduate Outcomes 2020/21, UK domiciled, other activities excluded.)
- 97.8% of our postgraduate students go on to work and/or further study within fifteen months of graduating (HESA Graduate Outcomes 2020/21, UK domiciled, other activities excluded.)

Research and innovation

- We've world-leading applied research groups in biomedical sciences, engineering and physical sciences, social sciences and arts and humanities

Customer service

- Our Library was the first to gain the UK National Customer Service Excellence Award.

Award-winning

- THE Business School of the Year (2023)
- Queen's Anniversary Prize (2021)
- Queen's Anniversary Prize (2019)
- Global Teaching Excellence Award (HEA 2017)
- Queen's Anniversary Prize (2015)
- New University of the Year (Educate North 2015)
- Athena SWAN Bronze Award (2015, 2020)
- We are a five-star University (QS awards 2020)
- University of the Year (Times Higher Education 2013)
- Entrepreneurial University of the Year (Times Higher Education 2012)
- Queen's Award for Enterprise (International Trade 2013)
- Guardian Education Awards (Inspiring Leader 2013)





Values

We will work as a **team** to

Provide an **excellent** service to

All of the **communities** we support.

School of Business, Education and Law

The School of Business, Education and Law is an exciting place in which to learn, research and teach. We provide an inspirational learning experience, underpinned by pioneering research, and delivered by innovative and creative practitioners.

The School of Business, Education and Law has over 300 staff and is structured into four Academic Departments:

- The Department of Accounting, Finance, Logistics and Economics
- The School of Education
- The Law School
- The Department of Management

Offering high quality support to students, employers, and all working partners, the School of Business, Education and Law enjoys a strong reputation for the quality and professionalism of its courses, teaching, and internationally recognised research.

Students within the School benefit from the practical emphasis of our teaching as well as our modern, industry-standard facilities, creating a professional environment in which to flourish.

Established links with industry and practice allow colleagues to continually refresh and update teaching and research activities, keeping pace with an ever changing and increasingly technological world.

With a strong belief in the importance of professional skills and accredited qualifications to help students rapidly advance in their chosen careers, many of the School's courses are accredited by their respective professional body.

Students within the School learn and develop in a modern, professional environment. The School offers a wide range of undergraduate, postgraduate, and executive education qualifications. All courses are designed to provide an inspirational and innovative learning experience. Students are encouraged to undertake pioneering research with a practical emphasis and real-world application, inspiring the next generation of forward-thinking graduates.

Staff and students within the School have an excellent track record of working in partnership with a wide range of organisations in private, public, and voluntary sectors. Businesses and organisations benefit from working with the School by utilising the research and consultancy services, gaining access to student talent, and drawing on the range of training and development opportunities

Enrich lives, enhance organisations, and engage communities

As a School, our mission is to deliver an inspirational and innovative learning experience and undertake pioneering research with a practical emphasis on real-world application.

Recognition

- **Gold**
The University of Huddersfield has been awarded a Gold rating, the highest accolade attainable, in all three aspects of the latest Teaching Excellence Framework (TEF 2023)
- **Top 300 in the World**
We are ranked 201-250 for 'Business and Economics' and for 'Law' in the Times Higher Education (THE) World University Rankings 2023, and 251-300 for 'Education and Training' in the QS World University Rankings 2023
- **Outstanding**
In November 2023, our Apprenticeship Provision was graded as 'Outstanding' – the highest possible grade that Ofsted can award
- **#1**
We were named 'Business School of the Year 2023' at the prestigious Times Higher Education (THE) Awards in December 2023

Key Facts

- **7,000**
The School has around 7,000 students in the UK, China, Hong Kong, India, and Middle East
- **International**
We have students from around 100 countries
- **Rich Heritage**
We've been training teachers since 1947 and launched the UK's first degree in marketing in 1967

Accreditations

- We were awarded the **Athena SWAN Bronze Award** in May 2020 in recognition of our commitment to progressing equality
- In January 2022, we were awarded the **Small Business Charter**, leading to delivery of the Government's Help to Grow training for SMEs
- We became an accredited member of **AACSB International** - the Association to Advance Collegiate Schools of Business, in February



Innovation

The School of Business, Education and Law combines a broad base of academic research excellence with skills, expertise, and experience in developing innovative work and engaging in knowledge exchange activity. The School produces research that not only makes valuable contributions to key academic debates and policy development, but also has real impact in ways that improve the world we live in, and which makes a real difference to people's lives.

With a supportive and stimulating research environment fostering a strong track record for academic research, and the University's ambitious targets for research quality underpinning the drive to publish research through prestigious media, the School was placed 40th and 76th overall (for outputs, impact and environment combined) and 29th and 37th for Research Power (Times Higher Education) for 'Education' and 'Business and Management' respectively, in the 2021 Research Excellence Framework, which demonstrates the high number of academics producing internationally excellent research.

With a wide network of contacts in businesses and other organisations locally, nationally, and globally the School engages through avenues including collaborative research, training, and knowledge exchange schemes, most recently becoming a partner member in the Kirklees Top 100 initiative which celebrates the success of companies and organisations regionally.



International

As an internationally renowned School there is a real focus on building strategic research relationships with other world-class academic institutions, fostering an environment that encourages and rewards researchers to build new collaborations that increase the School's international impact. The School works with partners to deliver collaborative research and teaching, including at its international partner institutions.

The School provides an excellent international student experience to a truly global student community. Enhancing the employability and intercultural awareness of all students is core to the School's mission.

The dedicated global employability initiatives, as well as the opportunities provided for students to experience today's global world of business and education, ensure that students are well on their way to becoming global professionals when they graduate.

The School is focused on growing its international alumni network to ensure that being part of the School of Business, Education and Law community is an ongoing partnership, which continues to benefit graduates long after their time spent studying at the University of Huddersfield.



Inspiring

The school offers a vibrant and dynamic teaching and learning environment with everything on hand to help students to develop and achieve their full potential across a range of disciplines – from business management, law, and accounting through to logistics, marketing, and initial training for professionals in early years and for teachers, lecturer, and trainers across all age phases.

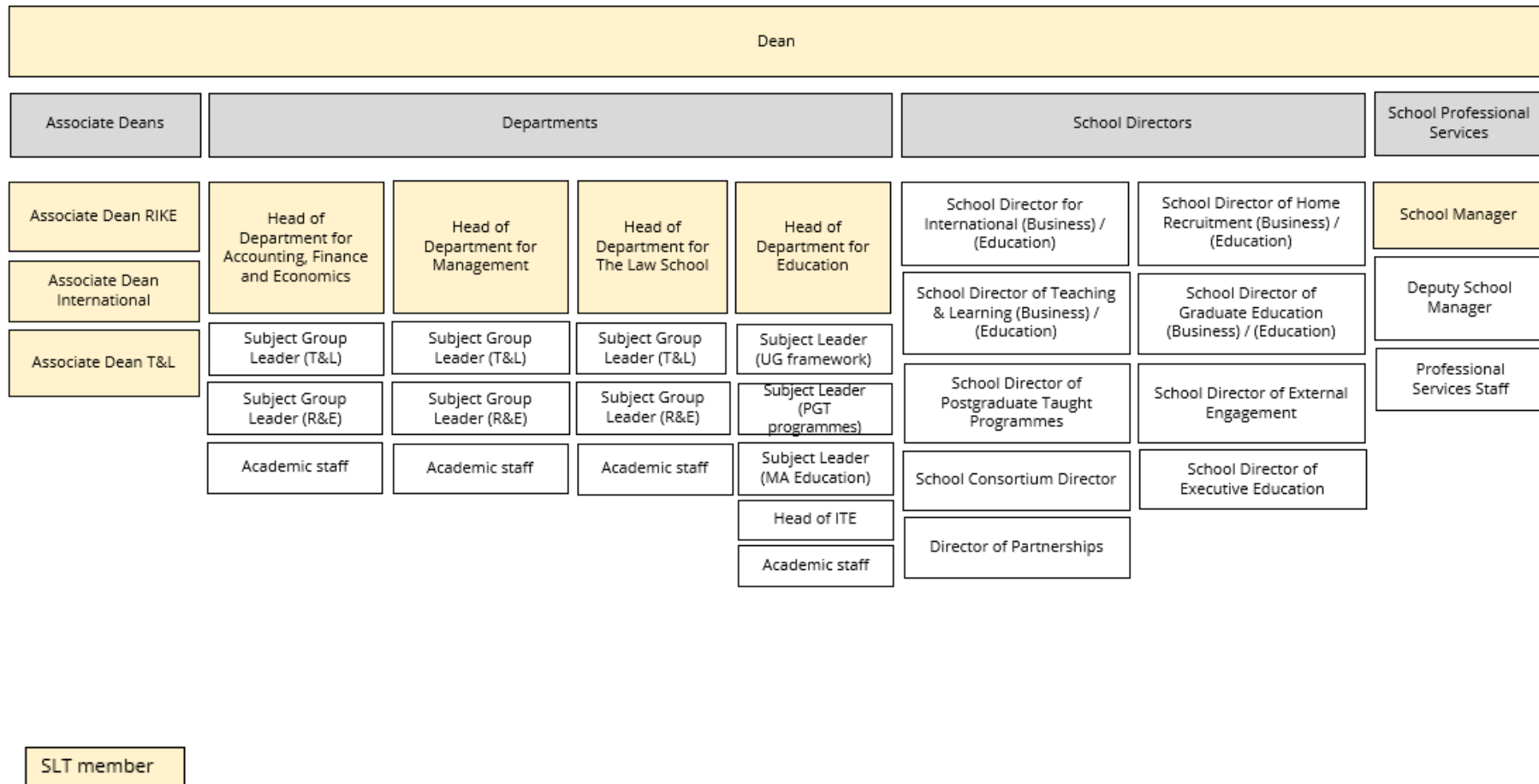
Most the teaching takes place at the attractive Queensgate campus, supported by some online delivery, although there are a number of distance-learning courses too. The School's attractive buildings (including the Charles Sikes Building, Lockside and the contemporary Oastler Building) are well equipped to provide a great environment for learning and there is a great mix of spaces from social areas, quiet work areas, collaborative work areas to a student common room.

Excellence in teaching, learning and student support is evidenced by consistently high rankings in external measures of student satisfaction, student achievement, and employability, as well as the validation, ongoing approval, and accreditation of courses by a range of professional and regulatory bodies. The School is also proud to have a number of National Teaching Fellows based in the School.

The School is strongly committed to ensuring that students develop as global professionals ready for the world of work, which culminated in the School's Employability and Placement Unit winning Best University Placement Service at the NUE awards in 2021. The bespoke employability modules ASPIRE (for undergraduate students) and The Global Professional (for postgraduate taught students) are designed to nurture academic, personal and professional skills, with students also engaging in practical placements in the workplace.



Organisational Structure



The Role

Job description

The post of Dean of School reports to the Vice-Chancellor and its main objectives are:

- To provide academic and strategic leadership of the school, ensuring the growth, development and achievement of the school strategy and business plans.
- To be responsible for the effective operational leadership of the school.
- To contribute to the strategic development and effective operation of the University.

Main duties and responsibilities

- Be responsible for the transformational strategic development, structure, facilities, and resources of the school, including both major capital projects and resources accessed collaboratively outside the University, ensuring effective operation of the school in the context of the delivery of the current University Strategy Map.
- Driven by market demands and in line with overall institutional strategy, set student number targets for the school and devise and implement recruitment and retention strategies to meet those targets, ensuring the school model is developed to enhance competitive standing and the development of leading-edge solutions.
- Be accountable for academic development across the school; ensuring quality of the education provision, including that offered through external partnerships and ensuring student experience is aligned to the University teaching and learning strategy.
- Ensure the teaching and learning programmes are underpinned by a relevant programme of research and scholarly activity of the staff.
- Be accountable for the research profile and outputs of the school, ensuring they are raised and further developed exploiting research, commercial, innovation and knowledge exchange opportunities across relevant sectors and development activity aligned to the University Research, Knowledge Exchange, and Public Engagement Strategies.
- Ensure the School creates and develops national and international partnerships across relevant sectors aligned to the University international strategy.
- Create an inclusive, communicative, and performance-focussed management culture, encouraging staff engagement and motivation to deliver in order for students and staff to progress and achieve within a stimulating, creative and safe environment. Ensure excellent staff management and the highest standards of professional performance on the part of all staff are established and maintained through a process of evaluation, appraisal, and staff development.
- Be responsible for the development, implementation, and evaluation of the school's annual strategic and financial plan.
- Be accountable for the financial probity and sustainability of the School, including but not limited to responsibility for complex capital planning and projects.

- Maintain an effective external profile and promote the school through links with external bodies, nationally and internationally, securing good relationships with professional bodies and accrediting agencies.
- Maintain an appropriate personal profile of research and scholarship and teaching and participate in the academic activities of the school.
- Take a lead in developing links and collaborations with other schools.
- As part of the University Senior Leadership Team and through membership of University Committees, contribute to the strategic and business planning of the University.
- Ensure the implementation of the University's health and safety policy and regulations within the school.
- Ensure compliance with all University policies and procedures within those areas under your remit.
- Undertake any such duties as may be directed by or in agreement with the Vice-Chancellor.



The Person

The successful person will be able to demonstrate the following:

Qualifications

- Strong academic track record, as evidenced by a good first degree and a PhD and/or other equivalent postgraduate qualification.
- Postgraduate Certificate in HE
- Membership of Higher Education Academy or willingness to become a member during first year.
- Professional body membership including Chartered Manager status or willingness to achieve during first year.
- Ability to meet the University professorial criteria (attached).
- Long-standing experience of engaging with business school networks such as Chartered Association of Business Schools (or equivalent international network), AACSB, EQUIS etc.
- Evidence of successfully managing a significant and complex budget.
- Evidence of outstanding contribution and sustained output of high-quality peer-reviewed research publications or other recognised forms of output demonstrating high impact.

Experience

- Detailed understanding of relevant legislation and developments underpinning higher education, its management and organisation.
- Experience of strategic management in HE in a discipline relevant to the development of the School.
- Established record of research and scholarship.
- Track-record as an effective and innovative teacher.
- Successful track-record of management of staff, effective planning, academic course development and budget management.
- Successful record of attracting external funding and building external partnership.
- Membership of major national committee(s).
- External examiner of major undergraduate or postgraduate programmes.

Knowledge and understanding

- In-depth knowledge of UK university system including Quality Systems, Funding Systems and Research Agencies.
- High levels of expertise in one or more subject areas covered by the School.

Skills/Abilities

- Ability to devise, plan, develop and organise curriculum policy and secure its implementation.
- Ability to develop and implement systems and procedures to secure high standards of teaching and learning.
- Ability to initiate and manage research and scholarship.
- Ability to negotiate effectively with strategic partners in the public sector.
- Ability to effectively market the educational provision within the school.
- Ability to lead and inspire staff.
- Effective oral and written communication skills to be able to work effectively with a range of audiences using appropriate negotiation, presentation, interpersonal and decision-making skills.
- Effective numeracy skills and a level of IT literacy that will enable the effective preparation of financial and other strategic plans.
- Effective organisational and administrative skills necessary to obtain, develop and effectively manage the personnel, financial and physical resources of the School.
- Ability to lead and effect change at a senior level and to take a strategic and innovatory view on issues.
- A personal credibility in one or more of the relevant professional and academic disciplines.
- The skill to maintain a highly visible profile comfortable both with networking inside and outside the university at regional, national, and international levels.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the **University of Huddersfield** on this appointment.

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

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Friday 26th January 2024**.

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



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