

MANCHESTER
1824

The University of Manchester

Appointment of

Vice-President & Dean, Faculty of Biology, Medicine and Health

July 2024

UNIVERSITY OF MANCHESTER

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Contents

1	<i>About</i>	<i>Page 4</i>
2	<i>The Role</i>	<i>Page 13</i>
3	<i>The Person</i>	<i>Page 14</i>
4	<i>How to Apply</i>	<i>Page 15</i>



Our purpose

To advance education, knowledge and wisdom for the good of society.

Our vision

We will be recognised globally for the excellence of our people, research, learning and innovation, and for the benefits we bring to society and the environment.

About the University of Manchester





The University of Manchester

The University of Manchester is recognised globally for its pioneering research, breadth of teaching and learning and for its commitment to social responsibility. The world's big challenges demand urgent action – we're working across boundaries and disciplines to create healthier, more equal futures; helping to eradicate poverty; ensuring energy supply for future generations; and protecting our planet for the years to come.

In 2024 we're celebrating our bicentenary: 200 years of education and innovation. This milestone event is an exciting time to reflect on the past, recognising our key discoveries, pioneering ideas and world firsts, while looking forward to what our third century could bring.

Our History

The University of Manchester was the first and most eminent of England's civic universities. Our earliest roots can be traced back to 1824 with the formation of the Manchester Mechanics' Institution, founded as part of a national movement for the education of working men, and with the creation of the Manchester Royal School of Medicine.

The University of Manchester, in its present form, was created in 2004 by the amalgamation of the Victoria University of Manchester and the University of Manchester Institute of Science and Technology (UMIST).

We have a rich history of attracting brilliant minds to the University, with 25 Nobel laureates among our current and former staff and students, including Ernest Rutherford, Arthur Lewis, and most recently, Andre Geim and Kostya Novoselov.

The Present

Part of the prestigious Russell Group of UK universities, The University of Manchester is one of the UK's largest single-site higher education institutions. We operate at scale with an annual turnover of £1.35 billion, a significant ongoing capital investment programme and over 500,000 alumni.

The University of is a truly global institution, with a reputation for education and innovation that resonates across the world. Today, we are ranked:

- 34th in the world (QS World University Rankings 2025).
- 93% of the University's research activity was assessed as 'world-leading' (4*) or 'internationally excellent' (3*) (Research Excellence Framework 2021).
- 1st in the UK and Europe and 2nd in the world for social and environmental impact (*Times Higher Education* Impact Ranking). We are the only university to consistently rank in the global top 10 since the ranking's inception 5 years ago.

We operate at some scale with an annual turnover in 2022/3 of £1.35bn, 13,000 staff, around 46,000 students and more than 500,000 alumni.

We are the most popular university for UCAS applications. We have around 17,000 international students from our total student community. Our students come to live and study in Manchester and learn to be global citizens. They are attracted by our powerful sense of place, our academic ranking, the diversity of our courses, the impact of our social responsibility and by the city's rich cultural and sporting heritage

Learn more about our [rankings and reputation](#).



The City of Manchester and the Region

Manchester is the original modern city, responsible for pioneering events and movements that shaped the past and continue to influence the world as we know it today. The industrial revolution powered by canals and steam had its origins here and alongside it came fundamental societal developments such as the trades union movement, the cooperative movement and the suffragettes.

The University is a proud Manchester institution – inspired by its revolutionary history, we act courageously and challenge assumptions to create the exceptional.

We are an anchor institution: critical to the economic, social, cultural and environmental wellbeing of the city and our region. The University is committed to its local community, and we recognise the importance of our civic role. In collaboration with Manchester Metropolitan University, Royal Northern College of Music, University of Bolton and University of Salford, we have developed a joint Civic University Agreement with the Greater Manchester Combined Authority (GMCA) and its ten local authorities to drive social and economic change in the city region.

We make a significant contribution to the city and region's cultural credentials, with our own Manchester Museum, John Rylands Research Institute and Library and the Whitworth among the city's cultural landmarks, and the iconic Lovell Telescope just a short drive away at our Jodrell Bank Discovery Centre.

Manchester has been ranked as the top UK city to live in (*The Economist's* Global Liveability Index 2022) and in 2021, the city was ranked in the top three of *Time Out's* World's Best Cities.

It is a cosmopolitan city, and its cultural life is internationally renowned. There are three outstanding professional theatre companies, the concert halls of the Hallé and BBC Philharmonic orchestras, HOME, and Europe's fastest-growing Chinatown.

Among developments enriching the area's cultural life are the Lowry Centre and MediaCityUK at Salford Quays, the Bridgewater Concert Hall, the refurbished City Art Gallery, and the Imperial War Museum North, designed by Daniel Libeskind, in Trafford.





Our Vision and Strategic Plan

Our Vision is to be recognised globally for the excellence of our people, research, learning and innovation, and for the benefits we bring to society and the environment.

In 2019 we launched 'Our Future' which affirmed our core purpose to advance education, knowledge and wisdom for the good of society and set out ambitious targets for the next 5 years. It established three core goals which are encapsulated in our motto: knowledge, wisdom, and humanity:

- **Research and Discovery** (learn more about our [research](#))
- **Teaching and learning** (learn more about our [teaching_andlearning](#))
- **Social responsibility** (learn more about our commitment to [social responsibility](#))

and four themes:

- Our people, our values
- Innovation
- Civic engagement
- Global influence

Our Future sets an ambitious agenda to build on the University's distinctive strengths, with a commitment to make a difference to society and the environment and protect our unique status as an open place of enquiry and challenge.

It points to a future where we will expand our world-leading research to address the most challenging global questions and exploit our capability for interdisciplinary research; transform the way our students learn to make them the most employable graduates and truly global citizens; and ensure that all our activities make a positive difference to society.

The strategic plan reinforces what already makes The University of Manchester distinctive: our excellence, openness and inclusivity, our long-standing commitment to social responsibility, our scale and breadth, our tradition of innovation, and our very close bonds with, and location at the heart of, Manchester.

Universities such as ours are ideally positioned to help address many of the world's major challenges, finding new means to deliver environmental sustainability, close the gap of societal inequalities, improve health, inform and empower citizens, and create the leaders of the future. To read 'Our Future' in full, link here: <https://www.manchester.ac.uk/discover/vision/>



Our People, Our Values

From life-saving research to life-changing teaching, from gold medals to green spaces, everything we do at our University has people, our students, colleagues, and alumni, at its heart. Together we achieve great things, working collectively towards our shared goals.

Our people and our values are at the heart of the University's strategic plan, focusing on transforming how colleagues across the institution work together, and in partnership with our students, alumni and external partners, to contribute to achieving our vision. Our people, as they always have been, are the most important part of the University's future. Working together, we will ensure that Manchester continues to be a university of which our people are proud – a great place to work and study, as well as an institution where we successfully utilise new opportunities and further develop a culture of ongoing improvement with respect to all our activities and services.

Our People, Our Values, as a theme within our strategic plan and developed through the University's People and Organisational Development Strategy, includes initiatives that will encourage staff and students to achieve great things in a supportive and sustainable environment, with access to outstanding

facilities and be part of an organisation committed to equality, diversity and wellbeing that enables everyone to thrive. Our priorities at a glance:

Great people doing great things: We will attract, engage, develop and retain the very best staff, students and alumni. We will also streamline our operations to enable our people to do what they do best while supporting the University's vision and strategic plan and freeing up time and funds to invest in our core activities.

Wellbeing: We aim to create a place to work and study where all of our people feel able to thrive and can fully achieve their professional and personal aspirations against a backdrop of continuous change. We will increase our efforts to embed the right processes, support, pathways and conditions to help our students and colleagues achieve success. We recognise that the wellbeing of our people is not only the morally right thing for us to support, but also leads to enhanced organisational performance and student outcomes.

Equality, diversity and inclusion: Our students and staff will be representative of the diversity within our communities and supported by fair and progressive employment practices. We will build on our existing work to promote and embed equality, value diversity and promote inclusion, to ensure our University community continues to embrace the breadth of experience, thought, and background, and reflects the wider societies we serve.

Our People, Our Values ctd.

Environment and Facilities to Support our People: We will seek to create an outstanding and sustainable working and learning environment that supports our staff and students in achieving their potential. With that in mind, we must balance the expectations of our people, a maturing campus estate, the possibilities created by technology, the cost of change, and our obligations to respond to the climate emergency in a coherent long-term plan

Our values: We will bring our values – **knowledge, wisdom, humanity, academic freedom, courage and pioneering spirit** – to life across our University as we work together to deliver Our future. We will embed our values across the employee experience, including developing a values-led approach to our employer brand, staff recruitment, reward and recognition, and wellbeing. Our values have already been demonstrated through recent achievements

that have seen Manchester named as one of the world's leading universities for action on sustainable development (Times Higher Education University Impact Rankings), the creation of ID Manchester (Europe's most ambitious innovation district) and our approach to hybrid working in Professional Services, which will deliver significant mutual benefits for colleagues and our University.

Full details are available here: <https://documents.manchester.ac.uk/display.aspx?DocID=62335>



Equality, Diversity and Inclusion

From our beginnings nearly 200 years ago as England's first civic university, we've sought to break down barriers and improve lives. At the University of Manchester we celebrate our diversity and the diversity of the communities we serve.

Our ambition is to be an inclusive place to work and study, one that is characterised by equity, diversity, and a sense of belonging to our community.

Our vision is to be recognised by staff, students, alumni, and our partners as an inclusive organisation. We will do this by creating an outstandingly inclusive place to work and study that is characterised by equality, seeing the value of diversity and where all have a sense of belonging.

We are committed to meeting and exceeding our obligations under current legislation and by doing more, we build on Manchester's existing reputation for its rich diversity and ensure we equip all our staff and students with the knowledge to sustain and enjoy a fully inclusive study and work environment. Recognising, embracing and valuing difference leads to improvements for all.

We are proud to employ a workforce that reflects the diverse community we serve and a student community from more than 170 countries. See our Equality report for 2023:

[Equality Information Report 2023](https://www.manchester.ac.uk/equality-report-2023)
([manchester.ac.uk](https://www.manchester.ac.uk))

Hear what our staff and students say:
<https://www.manchester.ac.uk/connect/jobs/equality-diversity-inclusion/we-belong-film/>





The Faculty of Biology, Medicine and Health (FBHM)

The Faculty of Biology, Medicine and Health has an integrated structure that enables us to deliver a truly translational approach to the life sciences. This helps ensure smooth research pathways – from pure discovery science through to clinical application and patient care.

We develop and deliver the highest quality education and training for health professionals and life scientists in partnership with the NHS and industry. We contribute to the University's tradition of innovation and improvements in the health of people around the world. We are the largest supplier of healthcare graduates to the NHS in the north-west of England and produce highly trained and skilled professionals who are increasingly sought-after by employers across the health industry.

This is supported by a programme of [continuing professional development](#) in teaching and learning for the academic staff and health professionals who teach our students. We take our social responsibility to contribute to the 'greater good' seriously.

The Faculty's matrix structure facilitates interdisciplinary working and enables us to learn from each other and share best practice; our [research environment and culture](#) is supported by a new Faculty research strategy. This new strategy will build on our research strengths, drive large-scale, collaborative research activities and strengthen relationships with our research and healthcare partners.

The 2021 [Research Excellence Framework](#) (REF) reflects the Faculty's improvements in research quality and strength across all our Units of Assessment since the last assessment in 2014. Our research was ranking in the top 10 in all UoA categories for Life Sciences and Health.

The integration of discovery biology, clinical application and patient care within a single Faculty, particularly in a region with notable health inequality, provides us with a real opportunity to have a very significant and positive impact on people's lives.

The Role

This is a challenging and exhilarating role which gives the post-holder exceptional opportunities to demonstrate a capacity for leadership and management and to operate well beyond the University.

As Vice-President, the appointee will make a cross university strategic contribution which will have a direct impact on the delivery of the Manchester2020 Strategic Vision. As Dean, he or she will ensure that all the Faculty's activities reflect and support the Manchester 2020 Goals and Enabling Strategies. The post-holder will also play a significant part in the development of The Manchester Academic Health Science Centre (MAHSC).

Reporting to the President and Vice-Chancellor, the Vice-President and Dean of the Faculty of Medical and Human Sciences will provide academic and professional leadership to the Faculty and play a key role in central planning and budgeting decision making affecting the University as a whole:

- Promote an outstanding learning and student experience and world-class research;
- Develop the research strategy to achieve research of the highest quality and integrity and increase and diversify research funding;
- Further develop a high-quality portfolio of academic programmes appropriate to professional and institutional requirements, at standards that meet or surpass student expectations;
- Work to further embed social responsibility in our research and learning activities;
- Advance the reputation of the Faculty by representing it effectively inside and outside the University in line with our marketing strategy and brand;
- Continue to develop a performance orientated culture throughout the Faculty;
- Provide high level leadership and management, and ensure the effective and efficient management of all resources;
- Show appreciation of the range of disciplines represented within the Faculty and recognise the degree to which these reflect the wide range of clinical services provided by Partners outside the University;
- Contribute substantially to the overall direction and management of the University, and the implementation of its strategic plan, as a member of the Senior Leadership Team;
- Help lead and support multidisciplinary research and teaching initiatives and collaborations across the university;
- Help lead and support the University's innovation and commercialisation agenda in research, both within the Faculty and in collaboration with faculties and portfolios across the University;
- Play a substantial role in the University's philanthropic Campaign, including building effective relationships with a wide range of donors and alumni, and ensuring faculty colleagues are actively involved in the Campaign in order to significantly increase our philanthropic income;
- Maintain and develop effective and ongoing relationships and collaborations with external partners, including the NHS, and other industry, community, and research partners, both locally and globally.

The Person

Candidates will have an outstanding record of academic achievement matched with proven ability to bring world- class strategic leadership and operational management skills both to the Faculty and to the University as a whole.

The Vice-President and Dean of the Faculty of Medical and Human Sciences must possess the following qualifications, experience and personal qualities:

- An academic leader commanding the respect of senior colleagues in both research and professional education;;
- High level communication and interpersonal skills;
- Strong and visible operational management and delivery focus strategic leadership and management skills;
- An internationally recognised profile of outstanding personal achievement within the field of Medical and Human Sciences;
- A record of exceptional strategic leadership and operational management in a comparable role;
- Ambition to see the Faculty continue to develop and enhance its world-class reputation for research and learning and student experience;
- A successful record of leading and motivating high achieving academics and clinicians;
- Evidence of ability to work effectively in partnership within and beyond the University;
- Significant experience of initiating and managing change;
- Demonstrable personal and professional commitment to the University's strategy, vision and values;
- Clear commitment to personal responsibility and corporate obligation;
- A strong commitment to promoting excellence in teaching and research within the Faculty;
- Entrepreneurial, negotiating and financial management skills;
- A high level of personal energy and resilience;
- Ability to represent the Faculty and the University externally at the highest levels;
- An enthusiasm for and experience in leading multidisciplinary collaborations across the University, as well as with government, industry, and community partners, both local and global;
- A high level of emotional intelligence and the ability to build rapport with a wide range of people at all levels of the organisation;
- A deep and proven commitment to equity, diversity and inclusion.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to The University of Manchester for these appointments.

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

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 26 July**

** 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.*

The University of Manchester is committed to equality, diversity, and inclusion in all our activities, and we invite candidates from under-represented groups to consider applying for this opportunity.

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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