



University of  
Nottingham

UK | CHINA | MALAYSIA

# Appointment Brief

## Dean and Head of School, School of Health Sciences

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# CONTENTS

1. About the University
2. Rankings and league tables
3. Our Vision, Mission and Values
4. About the Faculty and School of Health Sciences
5. About the role
6. About you
7. How to apply





# About the University

The University of Nottingham provides an exceptional research-led education and an outstanding student experience. Our global outlook and pioneering heritage has seen us lead the way in establishing campuses in China and Malaysia – home to 11,500 of our 46,000 students – and cemented our position among the world's best universities.

The University has award-winning campuses in the UK, China and Malaysia and hosts a global academic community in all three countries. The University has an institution-wide commitment to embedding an international dimension across all our activities enabling us to produce graduates who are empowered to excel in a challenging global environment and deliver genuinely world-class research.

Our reputation for world-class research has yielded major scientific breakthroughs such as Nobel-winning MRI techniques, drug discovery, food technologies and engineering solutions for future economic, social and cultural progress. Already ranked among the UK's leading universities and global polls for research excellence, our reputation for world-class research has been further enhanced with the results from the 2021 Research Excellence Framework (REF).

Out of 157 institutions the University of Nottingham was ranked 7th for research power, which takes into account impact, research quality, critical mass and sustainability. Results for the Faculty of Medicine and Health Sciences highlighted that the majority of our research is 'world-leading' or 'internationally-excellent'. You can read more about the real-world impact of our research [here](#).

The University has four UK campuses, with a fifth 'Castle Meadow' campus set to open in the city centre next year. Nottingham's flagship 300-acre university Park Campus is one of the largest in the UK. It is widely regarded as one of the country's most attractive campuses, with a record 14 Green Flag Awards. The Medical School Building where the Schools of Health Sciences, Medicine and Life Sciences are largely based, is situated next to the University Park. Together with Nottingham University Hospital, it forms the Queen's Medical Centre (QMC).







## Rankings and league tables

At the University of Nottingham, we're not just a place of learning; we're a powerhouse for change. An award-winning university with an international outlook, the University of Nottingham is ranked among the top 20 in the UK and is 108th in the world (QS World University Rankings 2025). With a commitment to groundbreaking research and an unparalleled student experience, we're shaping the future on a global scale.

Here are a handful of our recent rankings and awards:

**Employability** Nottingham is the third most targeted university by the UK's top employers, according to The Graduate Market in 2024 report by High Fliers Research.

**Research** In the latest Research Excellence Framework (REF) – we placed 7th in the UK for research power. 100% of our research is recognised internationally, and 90% is classed as 'world-leading' or 'internationally excellent', according to THE's analysis. 51% of our research is assessed as 'world-leading' for its impact.

**Sustainability** We're proud to be recognised among the world's top higher education institutions for our efforts, ranking in the Top 200 in the Times Higher Education Impact Rankings 2024.

**Sport** We are named as Sports University of the Year for 2024 in The Times and The Sunday Times Good University Guide 2024 and the Daily Mail University Guide 2024.

# Our vision, mission and values

## Vision

Our Vision is to be a university without borders, where we embrace the opportunities presented by a changing world, and where ambitious people and a creative culture will enable us to change the world for the better.

## Mission

We have inspiring campuses in three countries, energising us to be a globally engaged university that is also committed to making a difference in our cities and regions.

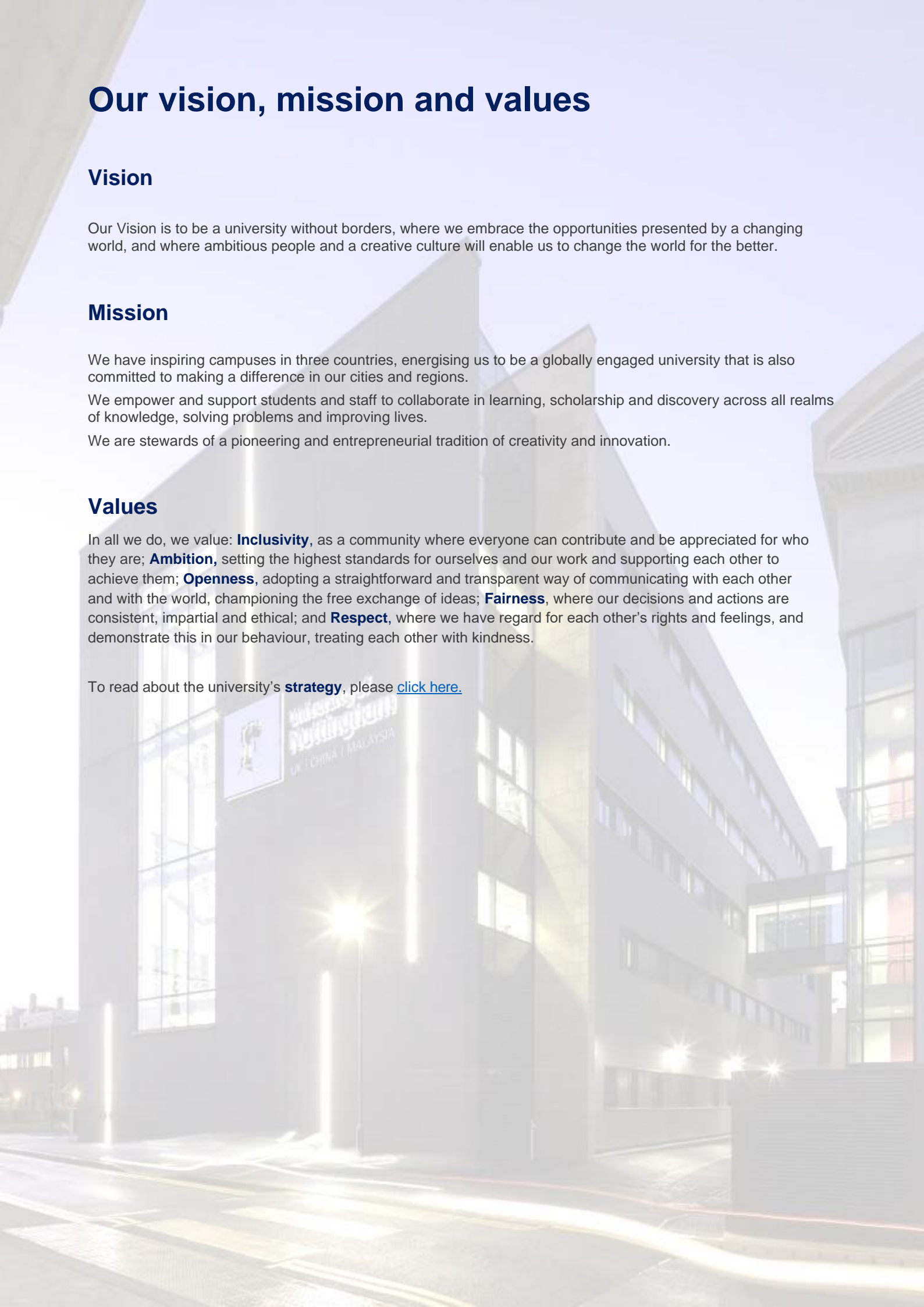
We empower and support students and staff to collaborate in learning, scholarship and discovery across all realms of knowledge, solving problems and improving lives.

We are stewards of a pioneering and entrepreneurial tradition of creativity and innovation.

## Values

In all we do, we value: **Inclusivity**, as a community where everyone can contribute and be appreciated for who they are; **Ambition**, setting the highest standards for ourselves and our work and supporting each other to achieve them; **Openness**, adopting a straightforward and transparent way of communicating with each other and with the world, championing the free exchange of ideas; **Fairness**, where our decisions and actions are consistent, impartial and ethical; and **Respect**, where we have regard for each other's rights and feelings, and demonstrate this in our behaviour, treating each other with kindness.

To read about the university's **strategy**, please [click here](#).





# About the Faculty of Medicine and Health Sciences

The Faculty of Medicine and Health Sciences is a truly exciting place to learn, to conduct research and to work. Together we are making a real difference to people's lives.

We work closely across the schools in our faculty, and with other faculties in the University, so that our work is truly interdisciplinary. We pride ourselves on the way we embed internationalisation in all we do, but we also work closely with our local NHS and other health and care providers, veterinary practices and industry, this brings relevance and real-life impact to our teaching and research.

## Our Schools:

The Faculty is made up of four Schools:

- School of Health Sciences
- School of Life Sciences
- School of Medicine
- School of Veterinary Medicine and Science

## The School of Health Sciences

Within Health Sciences we train tomorrow's healthcare professionals and researchers in the fields of nursing, midwifery, physiotherapy, sport rehabilitation, and allied health. Our award-winning school has an outstanding reputation for teaching and research excellence.

The School has 230 staff and more than 1800 students studying undergraduate, postgraduate taught and research programmes. We offer undergraduate programmes in health promotion and public health, health sciences with a foundation year, midwifery, nursing: adult, child and mental health, physiotherapy and sport rehabilitation. In addition, we offer a range of postgraduate taught programmes, including advanced clinical practice, cognitive behavioral therapy, physiotherapy, research methods (health), quality and patient safety improvement, and our enhanced clinical practitioner apprenticeship.

There are six key research groups/strategic areas: children and young people's health; digital innovations in health care and education; maternal health and wellbeing; mental health; rehabilitation; and supportive, palliative and end-of-life care.

Health Sciences were ranked 4th in the UK for research quality, with 100% of our research environment being world-leading according to the 2021 Research Excellence Framework (REF2021). The School was also ranked 38th globally and 4th in the UK for Nursing in the 2024 QS World University Subject Rankings.



# About the role

## Our next Dean and Head of the School of Health Sciences:

The new Dean and Head of the School of Health Sciences will lead, inspire and develop the School of Health Sciences, with and through its leaders, to ensure it achieves the highest possible standards of excellence in all its activities.

They will provide compelling leadership and will work collaboratively with the Faculty Pro-Vice Chancellor and Associate Pro-Vice Chancellors, with help and support from other colleagues within the school, to promote and represent the school, develop and implement the University and Faculty's academic strategy and to deliver excellence via research, teaching and education and knowledge transfer.

The Dean and Head of the School of Health Sciences is accountable to the Pro Vice-Chancellor of the Faculty of Medicine and Health Sciences for the effective management of the School Executive Team and will actively contribute to the Faculty Executive Board on strategic planning, direction setting and decision making.

### Personal Responsibilities:

- Demonstrate strategic leadership, acting as a consistent and exemplary role model.
- Line manage the School Leadership Team in accordance with delegated responsibility from the Faculty PVC (FPVC); setting appropriate goal and accountabilities.
- Be accountable for resource and budget management, as devolved by the FPVC, for the effective planning, management and delivery of target budgets allocated.
- Develop the educational and research capability and talent of the school; working with the FPVC and Associate FPVCs as appropriate.
- Actively contribute to the Faculty Executive Board including strategic planning and direction setting.
- Engage in on going personal development and CPD, regulatory requirements relevant to the role.

### World-changing research:

- Enable achievement of the Faculty's research strategy/priorities.
- Facilitate a dynamic and forward-looking research environment which fosters integration and collaboration. Develop and maintain the highest research standards.
- Ensure the highest levels of quality, integrity and ethics in all research undertaken.

### Knowledge Transfer:

- Enable others to create and exploit new opportunities for knowledge transfer activity to secure additional income streams and new areas of research/teaching.

### School Executive Team Responsibilities

- Develop and implement the University and Faculty academic strategy and subject matter discipline of the School; ensuring that the School's work is in line with University and Faculty strategic plans and direction. Embed internationalisation as appropriate.
- Promote and represent the School, Faculty and University both internally and externally (including internationally), maintaining relationships with: Professional, Statutory and Regulatory Bodies; the Department of Health and Social Care; NHS Workforce Training and Education. Role model the culture and ethos of the University to enhance its reputation.
- Contribute to University-led activities on behalf of the School, for example Senate and Senior Leaders Forum. Serve as a point of contact between the University, the Faculty and the School.

### Teaching and Education:

- Ensure innovation and continuous improvement of teaching and learning to provide the best possible teaching and student experience.
- Ensure students are at the heart of the University and that opportunities are identified that can enable students to be included in appropriate decision-making processes.
- Deliver student recruitment targets, in conjunction with central admissions teams.

**People Management:**

- Engender a values-based culture driving excellence in staff engagement, communications, equality, diversity, dignity, inclusion and wellbeing, within and beyond the School environment. Foster an ethos of cooperation, collaboration and mutual respect.
- Develop and deliver appropriate structures for management, consultation, decision making and communication with staff and students.
- Provide people-focused leadership; creating and setting a vision for the future which staff understand and engage with.
- Facilitate the development and empowerment of all staff supporting them to excel.
- Ensure that staff performance is appropriately managed and that fair workload allocation is in place.
- Ensure all staff in the school are appropriately managed, where needed following relevant HR policies and tackling issues of complaints and conflict in a timely and appropriate manner.
- Implement a recruitment strategy in consultation with the Faculty.

**Other:**

- Empower the School's Leadership Team to manage devolved budgets and income and expenditure to promote financial sustainability and drive growth of income and/or value for money requirements in line with agreed KPIs.
- Be responsible for Health and Safety within the School.
- Create a positive, open and supportive health and safety culture where staff at all levels proactively engage with their own and others safety and health, aligned to current University policies, processes and best practice.
- Ensure that all appropriate University policies, operating procedures and regulations are implemented.



# About you

## Skills

- People-centred leadership skills.
  - Commitment to equality of opportunity for all.
  - Strategic thinker, with effective analytical capability to facilitate conceptual thinking, innovation and creativity.
  - Effective communication skills.
  - Able to delegate and manage a number of competing demands.
  - Flexible and willing to adapt to changing circumstances.
  - Ability to exercise judgement, make decisions and take appropriate risks (judged to be in the best interests of the School and the University).
  - Solution focused.
  - Skills in coaching and developing others in best practice techniques, as well as good ambassadorial and diplomatic skills are also desirable.
- Strong academic record and standing.
  - In addition to the essential criteria stated above, show evidence of a minimum of two of the following criteria:
    - Experience in leading the design of research techniques and methods.
    - Previous experience and success in raising and managing grants and contracts.
    - Proven experience of developing/implementing innovative teaching and learning experiences.
    - Experience of delivering high quality student experience in the teaching and learning discipline.
  - Experience and capability to act as a role model in the areas of research and/or teaching as appropriate is desirable.
  - Experience of working with Professional, Statutory and Regulatory Bodies and/or NHS Workforce Training and Education is desirable.

## Knowledge and experience

- Experience of managing staff, with the ability to lead, whilst working as a member of a team.
- Ability and drive to lead, motivate, develop and manage the performance of a team to achieve high performance.
- Ability and drive to plan and lead the delivery of research and teaching programmes and to develop sources of funding.

## Qualifications, certification, and training:

- An appropriate higher degree, for example PhD or professional doctorate in a relevant academic area.
- Current registration with relevant professional body such as the NMC or HCPC is desirable.



# Working at the university

## Equality, Diversity and Inclusion

Equality, Diversity and Inclusion (EDI) are vital for our student and staff community. We support a wide variety of activities, from short-term working groups focused on specific issues to wider initiatives to help develop training for all staff. The Pro-Vice-Chancellor for People and Culture, Professor Katherine Linehan, is responsible for helping shape our EDI and People strategy and ensure that best practice is shared with everyone.

Aligned to the People and Culture Strategic Deliver Plan our EDI priorities give the university strategic vision and direction to ensure that we are inclusive by design. Our priority areas are:

1. Diversification of the workforce and career development
2. Awareness raising and education
3. Support

To read more about our commitment to EDI, please [click here](#).

## Your Benefits

Equality, Diversity and Inclusion is at the heart of what we do, and we understand that we all have different needs to allow us to reach our full potential. With this in mind, we offer a variety of benefits, both personal and professional to help support you as a valued member of the university. These include provisions for:

- Your employment package
- Your health and wellbeing
- Your personal development
- Your family
- Your travel
- Your financial wellbeing and more

To read more about benefits provisions, please [click here](#).

## The City of Nottingham

Central within the East Midlands, Nottingham is a vibrant and prosperous city with something to offer everyone. It is one of the UK's leading retail centres and has a huge variety of restaurants, bars and nightclubs, which attract people from all over the UK. Culturally, it has good theatres, an arena which attracts both national and international performers and a range of historical interests relating to subjects such as the lace industry, Lord Byron and DH Lawrence. Nottingham is also known for sport, being the home of Trent Bridge Cricket Ground, Nottingham Forest and Notts County Football Clubs, the National Water Sports Centre and the Nottingham Tennis Centre. There is a good network of roads with easy access to the M1 and the A1, a fast frequent rail service to London and other major cities. Nottingham East Midlands Airport is only eighteen miles away.

The city is set within a county of outstanding natural beauty which includes Sherwood Forest, Wollaton Park, lively market towns and wonderful historic buildings. In addition to the two universities, there are excellent schools and colleges available.

To find out more on the city of Nottingham, please [click here](#).







# How to apply

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

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **WNYQ**.

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 Thursday 3<sup>rd</sup> October**.

\* 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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