

Saxton Bampfylde

UNIVERSITY of
STIRLING

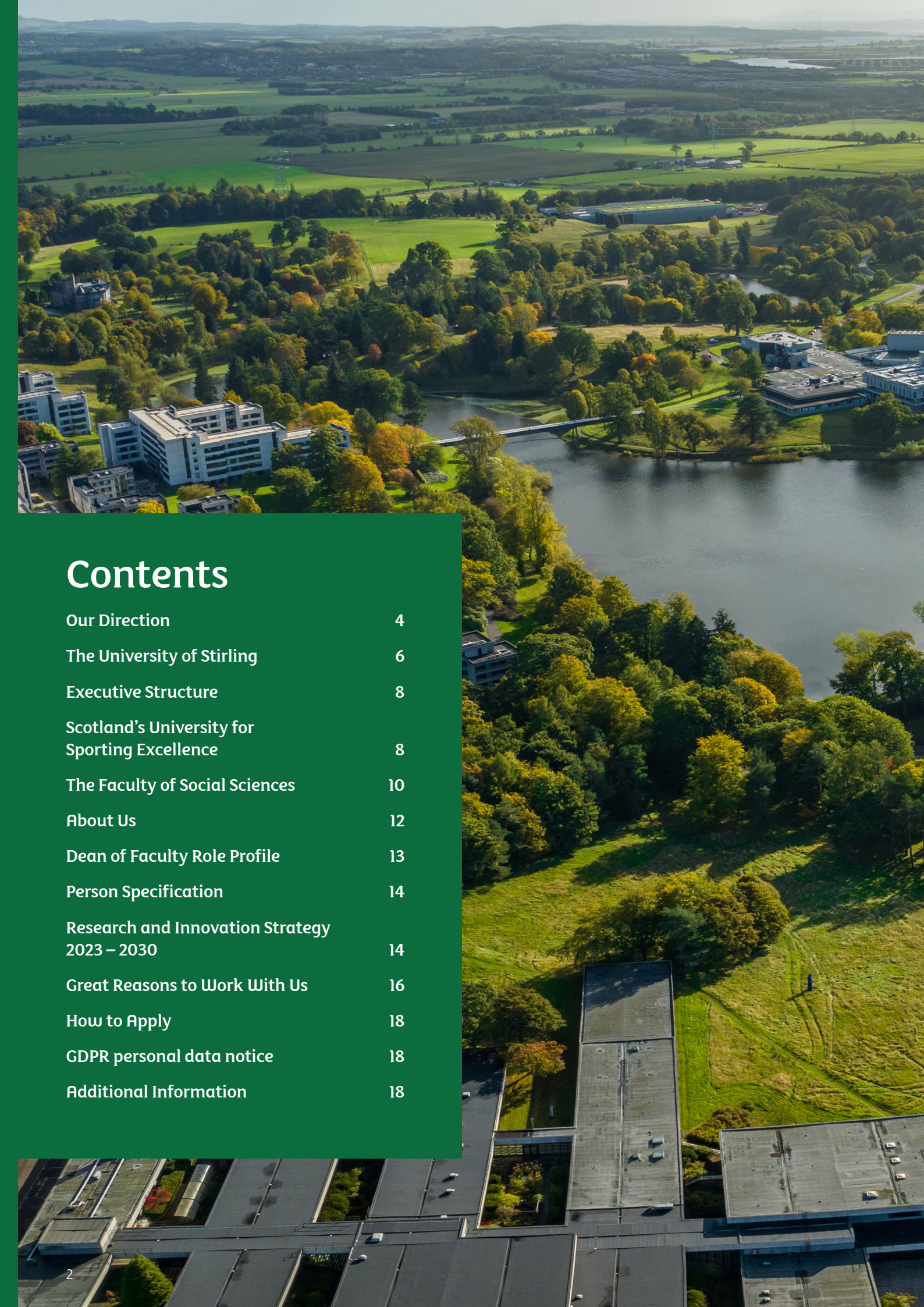


Dean of the Faculty of Social Sciences

CANDIDATE INFORMATION PACK



BE THE DIFFERENCE



Contents

Our Direction	4
The University of Stirling	6
Executive Structure	8
Scotland's University for Sporting Excellence	8
The Faculty of Social Sciences	10
About Us	12
Dean of Faculty Role Profile	13
Person Specification	14
Research and Innovation Strategy 2023 – 2030	14
Great Reasons to Work With Us	16
How to Apply	18
GDPR personal data notice	18
Additional Information	18



Our Direction

Founded by Royal Charter in 1967, the University of Stirling was the first new university in Scotland for more than 400 years. Since its foundation, the University has embraced its role as an innovative, intellectual and cultural institution with a pioneering spirit and a passion for excellence.

This is an exciting time to join us. Launched in April 2024, our new Strategic Plan builds on our significant achievements to date and sets out our shared vision to 2030, with a focus on how we make an impact on people's lives and be a force for good in the world. As we move forward, the University aims to be at the forefront of a new era for education and will focus on enhancing the student and staff experience, increasing our research excellence, strengthening our partnerships and becoming more sustainable, bolstering our international reputation, and improving the health and wellbeing of our community and those in wider society.

We will benchmark ourselves against the best and be seen as a role model by our peers in terms of how we teach, how our students learn, how we uncover new knowledge, and how we share that knowledge. The plan's success will be measured by our enhanced research profile; through quantifiable improvements in learning and teaching outcomes, including graduate employability, and by recognition that we have made a tangible difference to our community and the wider world.

Strategic Plan 2030

Our shared vision

Our vision is to make an impact on people's lives and be a force for good in the world. Three key pillars underpin the delivery of our vision:

- **People:** Our community supports one another to deliver excellence in all we do.
- **Place:** From our roots in Stirling, we are making an impact regionally, nationally and globally.
- **Purpose:** We are driven by our ambition to enhance lives and be a force for good in the world.

Our mission

Our mission is to strive for excellence in all we do, delivering world-leading teaching and research, supporting students to discover new knowledge and develop their skills, and making a difference to our region and the wider world.

Our values

To deliver our mission, we are guided by our institutional values:

- **Ambition** for our people, our institution, our city, region and the global community to be the best they can be.
- **Integrity** in how we behave – being recognised as open, honest and trustworthy.
- **Respect** and care for each other, harnessing inclusivity to enrich what we do and how we do it.

Our five strategic priorities

We are delivering our ambitions by maximising our resources and prioritising five focus areas: students, staff, research, engagement, and health and wellbeing.

- **Students:** Focusing on their personal and academic growth to cultivate creative, responsible, skilled and resilient graduates.
- **Staff:** Enhancing our culture of support for one another, enabling colleagues to develop and sustain fulfilling careers while delivering our ambitions individually and collectively.
- **Research:** Producing world-leading research and innovation with national and global impact.
- **Engagement:** Partnering with key players to make a difference in our city, region, nation and the wider world, and harnessing the power of our global alumni network to support the University's mission.
- **Health and wellbeing:** Investing in our people's physical and mental health, and enhancing society's health and wellbeing through world-leading research and education.

www.stir.ac.uk/about/strategic-plan/



The University of Stirling

The University of Stirling is committed to providing education with a purpose and carrying out research which has a positive impact on communities across the globe – addressing real issues, providing solutions, and helping to shape society.

Eighty-seven per cent of Stirling's research has an outstanding or very considerable impact on society, with more than 80% rated either world leading or internationally excellent (Research Excellence Framework 2021). Interdisciplinary in its approach, the University's research informs its teaching curriculum and facilitates opportunities for knowledge exchange and collaboration between staff, students, industry partners and the wider community.

The University of Stirling is ranked top 30 in the UK for postgraduate teaching and learning (Postgraduate Taught Experience Survey 2024) and has an overall five-star rating in the QS Stars University Ratings.

More than 18,500 students study with the University of Stirling globally, with over 140 nationalities represented on our scenic central Scotland campus. The campus – also home to 1,800 staff – has its own loch and castle, and a recent multi-million-pound redevelopment, Campus Central, has delivered modern, flexible, and digitally connected study and social spaces at the heart of campus, including enhanced student support and retail and catering outlets.

The University has twice been recognised with a Queen's Anniversary Prize – the first for its Institute for Social Marketing and Health (2014) and the second for its Institute of Aquaculture (2019). Stirling is shortlisted for University of the Year 2024 at the Times Higher Education Awards and is the proud holder of a Silver institutional award from the Athena Swan Charter, in recognition of its commitment to advancing gender equality. The University is accredited by AACSB International for its excellence in business education.

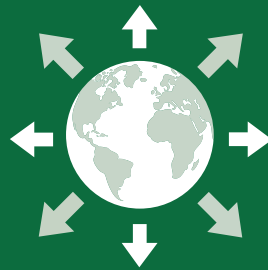
Stirling is Scotland's University for Sporting Excellence and its recently redeveloped world-class facilities provide the perfect training environment for the University's sports scholars – many of whom compete at the highest level, including at the Olympics and Commonwealth Games – and for students, staff, and the wider community. As a signatory to the £214 million Stirling and Clackmannanshire City Region Deal, the University is driving productivity and inclusive growth across the Forth Valley, and beyond. Through pioneering collaborative solutions to global challenges, researchers are putting innovation, skills, and partnership at the heart of a sustainable economic recovery.

[stir.ac.uk](https://www.stir.ac.uk)



**1st in the UK,
top 3 in the world
for campus
environment**

ISB 2022



**More than 80%
of our research is
world leading or
internationally
excellent**

REF 2021



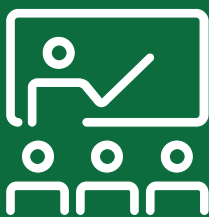
**5 QS stars for
teaching, research
and employability**

QS World University Ratings 2021



**Overall 91% of international
students were satisfied
with their experience
at Stirling**

ISB 2022



**87% of the
University's
research has an
outstanding or
very considerable
impact on society**

REF 2021



**4th in
Scotland
and 43rd in
the UK for
research impact**

Times Higher Education REF 2021:
Impact Scores rankings



**Research
environment at
Stirling commended
for enabling
excellence and
delivering impact**

REF 2021

Organisation Structure

The University of Stirling is divided into five academic faculties* and ten professional services functions:

- Faculty of Arts and Humanities
 - Faculty of Health Sciences and Sport
 - Faculty of Natural Sciences
 - Faculty of Social Sciences
 - Stirling Management School
-
- Commercial Services
 - Communications, Marketing and Recruitment
 - Estates
 - Finance
 - Human Resources and Organisation Development
 - Information Services
 - Internationalisation and Partnerships
 - Research, Innovation and Business Engagement
 - Sport
 - Student, Academic and Corporate Services

*In addition, the Institute for Advanced Studies provides a hub for Stirling's postgraduate community.

Scotland's University for Sporting Excellence

The University is Scotland's University for Sporting Excellence, a designation by the Scottish Government in recognition of its contribution to Scottish sport.

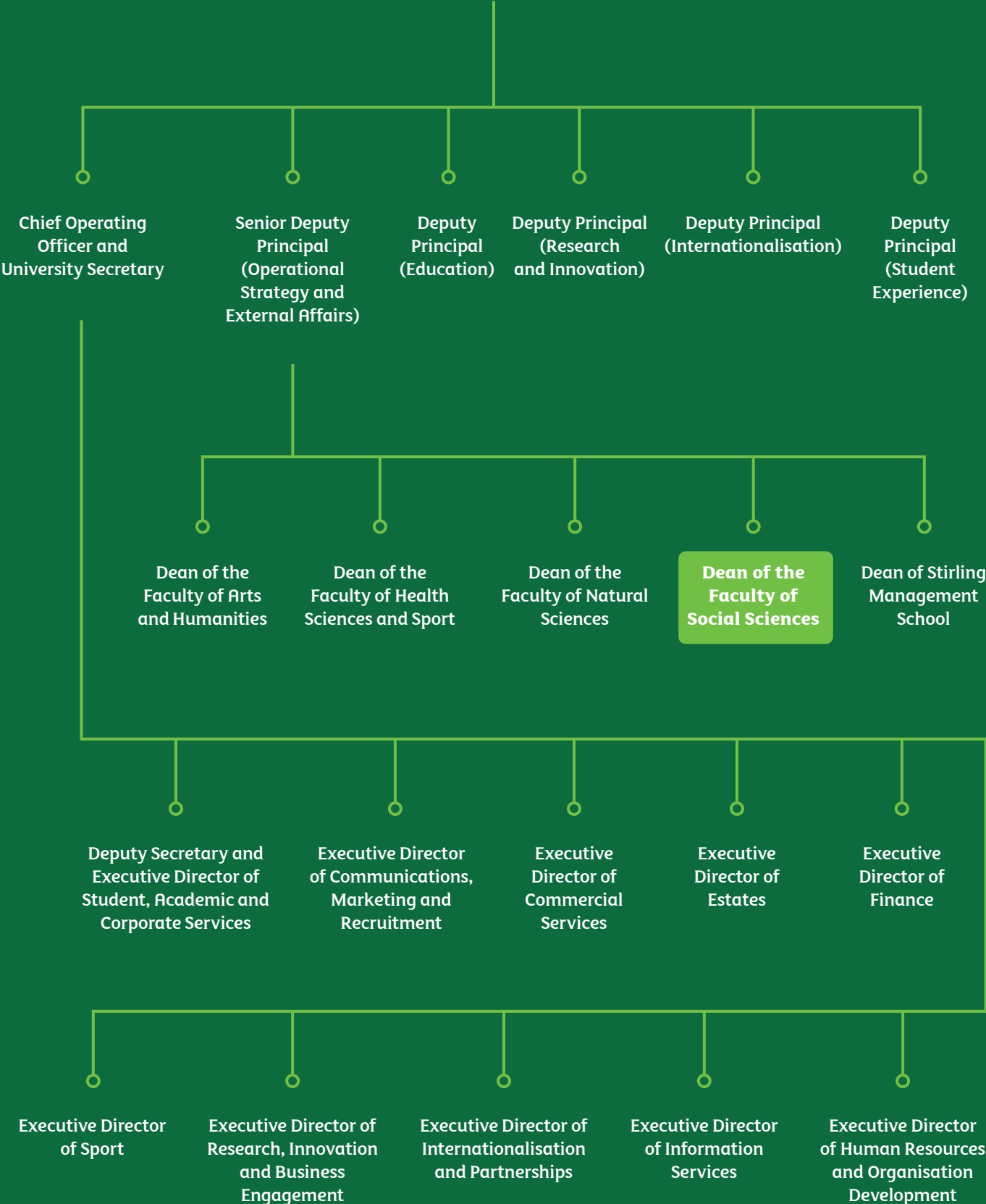
Its mission is to deliver the best for Scottish sport through the powerful and inspirational combination of sport and education. Stirling is at the heart of Scottish sport, preparing performance athletes to compete on the world stage, including at the Olympic and Paralympic Games, and enabling students to develop their skills for excellent careers and producing innovative research to improve the health of the nation. Health and wellbeing is an institutional focus, with the campus a hub for the local community and a magnet for the people shaping Scottish sport, creating a critical mass of sporting expertise and excellence.

**SCOTLAND'S
UNIVERSITY FOR
SPORTING
EXCELLENCE**

UNIVERSITY of
STIRLING



Principal and Vice-Chancellor



Faculty of Social Sciences

The Faculty of Social Sciences (FSS) is a multi-disciplinary team of academic and professional support staff with research and teaching in Sociology, Social Policy, Criminology; Education; Housing; Social Work; and Dementia and Ageing.

Teaching

We deliver globally recognised courses that facilitate opportunities to gain widespread practical experience, promote postgraduate research, and allow our students to achieve their ambitions. We're proud of our diverse portfolio of courses, at undergraduate and postgraduate level, as well as the professional development opportunities we offer. We deliver these by working collaboratively with students, staff and stakeholders, through our interdisciplinary links within the University and beyond. A high-number of our courses hold prestigious rankings and accreditations, including:

CRIMINOLOGY - 1st IN SCOTLAND AND 5th IN THE UK

The Guardian University Guide 2024 and Times/Sunday Times Good University Guide 2024

EDUCATION - TOP 5 IN SCOTLAND AND 6th IN THE UK

The Complete University Guide 2024 and Times/Sunday Times Good University Guide 2024
The Guardian University Guide 2025

SOCIAL WORK - 3rd IN SCOTLAND AND TOP 15 IN THE UK

The Guardian University Guide 2025

SOCIAL POLICY - TOP 5 IN SCOTLAND AND TOP 15 IN THE UK

The Complete University Guide 2025

Research

Our research has a significant and positive impact on people's lives. From international research on dementia to contributions to teaching and social work practice, our work makes a difference. The 2021 Research Excellence Framework shows our record, with 80% of our research classed as internationally excellent or world leading in the two areas of Social Work and Social Policy and Education. We also offer a vibrant, supportive

environment for postgraduate researchers in social sciences. Our four Divisions (Education; Sociology, Social Policy, and Criminology; Dementia and Ageing; and Social Work) form the backbone of the Faculty's research activities with each Divisional Director for Research supporting research culture and performance within their Division reflecting individual disciplinary cultures and expectations. Our research is organised through Centres and Groups as follows:

- Centre for Child Well-being and Protection
- Stirling Centre for Research into Curriculum Making
- Centre for Environment, Dementia and Ageing Research
- Centre for Research into Curriculum Making
- Education Practice/Theory
- Language and Society
- Philosophy of Education: Theory, Methodology and Speculation
- Professional and Leadership Education
- Public Services and Governance
- Salvation Army Centre for Addictions Services and Research
- Scottish Centre for Crime and Justice Research
- Social Surveys and Social Statistics

We hold significant external research funding, and during the academic year 2023-24 were awarded over £5.5m in new grants. Our work is multidisciplinary, and we take a team approach, which includes particular support for early career researchers. We collaborate with all other Faculties in the University in research, and have multiple external partners, nationally and internationally. Details of our work, including projects and publications, can be found here: [Faculty of Social Sciences - Research | About | University of Stirling](#)

Equality

The faculty is proud holder of an Athena Swan Bronze award, and principles of EDI are woven throughout all of our activities.





About Us

The University of Stirling has research and innovation at our heart, creating places where our research community can thrive and generate novel ideas, knowledge and solutions that make a real difference to the society in which we live.



Dean of Faculty Role Profile

The Dean is an open-ended professorial post with competitive salary (The salary minimum meets the UKVI salary threshold of SOC code 2311).

The post is at professorial level with a four-year tenure as Dean of Faculty, in the first instance.

The successful candidate will need the leadership skills to work effectively with a team of professional managers and senior academics, and will need to have extensive senior management experience in a research active environment. They will also be able to demonstrate familiarity with, and understanding of, the challenges and opportunities that face higher education in the UK and Scotland.

The Dean of Faculty will contribute to the effective management of the University and represent the Faculty both within and outside the University. They will be responsible for effective communications with staff within their Faculty and will undertake to promote and execute institutional strategies and plans.

Key Duties and Responsibilities

Academic Leadership:

The Dean of Faculty is the senior academic officer of the Faculty, responsible for all aspects of its academic performance. The Dean of Faculty will therefore have a substantial record of achievement in their relevant subject area, in terms of both academic leadership and international profile.

The Dean of Faculty will:

- provide dynamic and effective leadership in all academic matters within the Faculty;
- establish and maintain an expectation and culture of excellence and high achievement in both research and teaching;
- set ambitious goals which identify the Faculty's contribution towards delivering the University of Stirling's strategic plan;
- regularly monitor, communicate and expedite progress against these goals within the Faculty;
- lead on the development of the Faculty's strategic vision and the plans necessary to attain its strategic goals;
- ensure continuous improvement in research performance, knowledge exchange and achievement of external funding;
- promote quality enhancement of learning and teaching;
- lead in developing and promoting inter-disciplinary activities with other faculties, and collaborative activities with other institutions and organisations;
- actively represent and promote their Faculty and the University, and identify and address external threats and opportunities;
- continue to demonstrate a significant personal contribution to research output and income generation.

Faculty Management:

The Dean of Faculty is responsible for the effective leadership of staff and their performance and for the discharge of all responsibilities and duties devolved to the Faculty.

The Dean of Faculty will:

- ensure that management procedures are in place for the efficient discharge of all aspects of Faculty business;
- be responsible and accountable for planning and agreeing budgets, income targets and other key performance indicators (KPI's), and for monitoring performance against these plans and targets;
- be responsible for people management throughout the Faculty, ensuring effective monitoring of staff performance, maintenance of 'Achieving Success' review cycles, Faculty adherence to recruitment, development, promotions and reward policies and procedures;
- oversee the effective and equitable management of the workload of academic staff in the Faculty;
- ensure that arrangements are in place to comply with the University's Statutes, Ordinances, Policies and Procedures, and relevant legislation (including health and safety, and equality legislation);
- ensure effective arrangements are in place to account for and maintain the physical assets and resources of the Faculty and contribute to the achievement of University objectives in relation to environmental sustainability.

Person Specification

Essential

Qualifications:

- PhD in relevant discipline
- Higher Education teaching qualification or equivalent, preferably a Fellowship/Senior/Principal fellowship of the HEA

Knowledge, Skills and Experience:

- An internationally recognised academic record of research achievement in one of the disciplines represented in the Faculty, including:
- A sustained track record of publication in leading, peer-reviewed journals, to levels of outstanding excellence and a strong REF profile
- A significant record of securing research grants / external funding and delivering on research projects as principal or co-applicant
- Evidence of other international recognition e.g. plenary talks at international conferences
- A significant record of attracting and supervising research students, including successful PhD supervision
- Significant experience of delivering high quality, inspirational and motivational teaching at undergraduate and postgraduate levels preferably including online/digital programmes
- Extensive knowledge of issues and challenges facing universities in such areas as curriculum design, course assessment, quality assurance, enhanced student experience and unregulated income generation
- Evidence of academic leadership in research and teaching and learning
- Significant experience of undertaking a senior academic management role, with evidence of the successful identification, development and implementation of initiatives and policies that align with the University's strategic goals
- Evidence of carrying forward and promoting institutional strategic decisions into implementation at operational level
- Evidence of the ability to undertake a representational role, both within the University and externally, and to communicate with people and organisations at all levels and, in particular, policy makers and bodies in the public, private and community sectors.

Research and Innovation Strategy 2023 – 2030

Our new Research and Innovation strategy 2023 –2030, sets out our intention as an organisation to be research intensive, producing world-leading research and innovation with national and global impact through a balance of discovery and applied research. Where our research community contributes to societal, environmental, and economic development, in partnership with communities, policy makers, governing bodies and business.

We will continue to explore how we meet the needs of society through impactful solutions in our areas of strength and expertise, through three interconnected missions that improve the quality of spaces, places, and lives. With a focus on our values, and how these are exemplified in our research culture and environment we will provide the framework for our research community to engage and contribute to our missions and our broader research and innovation activity.



Great Reasons to Work With Us

We're proud to call Stirling our home. It's a city shaped by a unique history, a lively arts scene and the beauty of the Ochil Hills.

Our city

Also known as the 'Gateway to the Highlands', Stirling is the perfect place to work and study. It combines the charm of a historic city with the buzz of a young community. Stirling is in the historic and geographical heart of Scotland with quick access to Scotland's two largest cities, Glasgow and Edinburgh, and beautiful wild scenery.

The City of Stirling has been voted within the top 3 happiest places in Scotland to live (Rightmove Happy at Home Index 2022).

The city has a friendly atmosphere and strong sense of community. In and around Stirling, you'll find a rich variety of shops, bars, restaurants, and entertainment.

The city will also benefit from the Stirling and Clackmannanshire City Region Deal, a £214 million investment in the future of the region which offers an unprecedented opportunity for businesses, researchers and innovators to work strategically to unlock productivity, and inclusive, sustainable growth.

Our campus

Our beautiful, accessible 330-acre campus is a gorgeous place to call home. It has an iconic sports centre with an Olympic-sized swimming pool, medical centre and pharmacy, Macrobert Arts Centre cinema and theatre, and a variety of shops, restaurants and cafés.

Our people

Our people are at the heart of everything we do.

Wherever they work, our dedicated teams are committed to enhancing our student experience. They shape our environment, ensuring the safety and wellbeing of our students and people. They create and maintain our facilities, promoting collaboration and community engagement. They drive cutting-edge research, tackling local, regional, and global challenges. They educate and empower our students, leaving a lasting impact on their lives.

To ensure that the University's wider strategic aims are met, we have developed a new People Strategy. The People Strategy serves as the guiding compass that shapes our work and people-related initiatives over the next few years.

Being future-ready means investing in our people's health and wellbeing, continuing to evolve our innovative approach to progressive working practices, and further building an inclusive environment that responds to each individual's diverse range of needs and expectations. Staff health and wellbeing is supported by an Employee Assistance Programme, generous annual leave, members rates at our sports facilities, and family friendly policies.

Our benefits also include membership of the Universities Superannuation Scheme (uss.co.uk/for-members).

Our Agile Working Framework enables dynamic, progressive working practices that support agility, inclusion, growth, and high performance.

At Stirling, we're committed to fostering a culture where everybody can realise their aspirations, feel connected to our priorities and know they make a meaningful impact.



How to Apply

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

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

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 12 noon on **20 December 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.

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.

Additional Information

Appointments will be made subject to satisfactory references and right to work checks.

A full list of FAQs can be found at [Working at Stirling | About | University of Stirling](#). We recommend you read these before making your application

Please ensure that you check your email account junk folder as your email provider may flag emails sent to you as suspected spam.

Terms and conditions of this post can be found at: [Your contract | About | University of Stirling](#)

Unfortunately, if you are not selected to attend an interview for this post, we are unable to provide individual feedback.

After the closing date, this job advert will no longer be available, therefore please keep a copy for your records.



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