Candidate Information Pack

Appointment of:

Dean of Research and Innovation, Faculty of Humanities and Social Sciences
Welcome Letter

Thank you for your interest in the position of Dean of Research and Innovation for the Faculty of Humanities and Social Sciences.

Reporting directly to the Faculty PVC and working closely with the PVC Research Strategy and Resources, the new Dean of Research and Innovation will be a key member of the senior leadership team of both the Faculty and the University. We believe that this role offers an exceptional opportunity to shape the Faculty’s Research and Innovation strategy in the context of the wider University Vision and Strategy launch in the autumn.

Research in the Faculty of Humanities and Social Sciences is vibrant and has benefitted from strategic investment from both RIF and REA. We have also built capacity through sustained growth in our T&R staff base over the past four years. Our external partnerships with the creative and commercial sectors are thriving, and we are building important research collaborations with partners around the globe. The new Dean R&I will play a key role in supporting and enhancing this culture of research excellence, and in developing and implementing a strategy which will see the Faculty recognized as a leading global centre for research across all areas of the Arts, Humanities and Social Sciences.

We would like to hear from senior colleagues from all disciplines in the Faculty who are keen to play a leading role in realizing this ambition. For an informal confidential discussion please contact either Nigel Harkness (nigel.harkness@ncl.ac.uk) or Brian Walker (Brian.Walker@ncl.ac.uk).

We look forward to hearing from you.

Nigel Harkness
HaSS Faculty Pro-Vice Chancellor Elect

Brian Walker
Pro-Vice Chancellor, Research and Innovation
An Introduction to Newcastle University

Newcastle University is a thriving international community of more than 27,500 undergraduate and postgraduate students from over 140 countries worldwide studying across our campuses in Newcastle, London, Singapore and Malaysia.

Ranked in the top 200 of world universities, we focus our research and teaching on the profound challenges facing the world today. From age-related diseases, to protecting the environment and helping communities adapt in times of economic, political and social change, we aim to fulfil our mission of ‘Excellence with a Purpose.’

We see ourselves as delivering benefits, not just to individuals or individual organisations, but to society as a whole by using our academic knowledge, creativity, expertise and experience to come forward with innovations and solutions that will make a difference to people’s lives on a global scale.

The University’s main campus is located in the centre of Newcastle upon Tyne, the cosmopolitan capital of North East England that enjoys a worldwide reputation for the quality of its cultural and social life.

As a member of the Russell Group of research-intensive universities in the UK, we have a world-class reputation in the fields of medicine, science and engineering, social sciences and the humanities.

Academic Excellence

The 2014 Research Excellence Framework (REF) placed Newcastle University 16th in the UK for Research Power and the vast majority of our research (78 per cent) was assessed to be world-leading or internationally excellent. In June 2017 we were awarded Gold status in the TEF (Teaching Excellence Framework) a ringing endorsement of our long tradition of excellence in teaching. We also ranked:

• 4th amongst UK medical schools for Clinical Medicine Research Intensity.

• 3rd in the UK for English (1st for impact), and in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.

• 1st in the UK for Computing Science research impact, 3rd in the UK for Civil Engineering research power and 11th in the UK for Mathematical Sciences research.

We strive for excellence with a purpose, and to this end we are tackling major challenges that have a significant impact on global society, that are currently grouped under the headings of ageing, social renewal and sustainability.

In each of these areas the University has been recognised with a coveted Queen’s Anniversary Prize. Our research into sustainable rural economies and societies, which has influenced policy and practice around the world, won most recently in 2013. In 2005 we gained the Prize for our innovative solutions to mine water pollution and in 2009 we were recognised for research into ageing.
Globally Ambitious

We have extended our reach beyond the UK by opening two international branch campuses. In 2008, in partnership with the Singapore Institute for Technology, we opened our campus in Singapore and now offer six degree programmes supporting more than 700 students annually.

With the opening of Newcastle University Medicine Malaysia (NUMed) in 2011, we became the only UK University to have a fully owned medical campus overseas. NUMed delivers degrees in medicine and biomedical sciences to more than 500 students. The first doctors from NUMed graduated in June 2014.

Our third branch campus, Newcastle University London, located in the City of London, opened in September 2015. Here we provide full and part-time undergraduate and postgraduate study programmes for students from all over the world, with an initial focus on business programmes. Newcastle University London also provides students and staff with increased links to national and international businesses.

Excellent Staff and Students

In 2015, Newcastle University won the Outstanding Leadership and Management Team category in the Times Higher Education Leadership and Management Awards for the second time in four years, receiving praise for our innovative programmes to develop leadership throughout the University and improve the diversity of those in senior positions.

In terms of staff and student numbers, the University has recently grown more rapidly than comparable institutions, with income of more than £476 million in 2015–16. We are one of the largest employers in the North East of England, with approximately 6,100 employees. Our recent engagement survey says our staff enjoy working here and we were placed in the top five of the best places to work, according to the Best UK University Workplace survey carried out by the Times Higher Education magazine in 2014.

Student satisfaction at Newcastle University is among the highest in the UK. We maintain a consistently strong performance in the National Student Survey (NSS) with the 2016 survey showing that 90% of students are satisfied with their time in Newcastle – placing us joint 12th in the UK against comparator institutions.

Newcastle University students are also among the most employable in the UK, 82.6% are in graduate level jobs or further study within six months of graduation. While our 180,000-strong global network of alumni in 200 countries and independent states around the world encourages mutual support and connects us with every type and level of industry.

Investing in Innovation

The University’s financial position is strong: over the past few years we have invested approximately £100 million per year in our city-centre campus and will continue to do so over the coming years. This has enabled us to achieve major refurbishments of our existing estate, for example the phased refurbishment of the Armstrong Building and Main Boiler House, and the development of outstanding new facilities such as the newly opened £60m Urban Sciences Building. Current projects include the 1277 bed Park View Student Village and Sports Centre on Richardson Road, Learning and Teaching Centre and National Innovation Centre at Science Central and the refurbishment of the Claremont Complex on the King’s Road Campus. These projects are creating high quality teaching, learning, social and living environments for our students and staff.

We actively invest in projects that are helping to attract new businesses and jobs to the region. In partnership with Newcastle City Council, we are creating Science Central, a £350m urban regeneration project which is the largest of its kind in the UK. Science Central will be home to four innovation centres that have been awarded National status by the Government in the fields of Ageing, Smart Data, Energy and Infrastructure for cities. Together, these innovation centres will create a full-scale demonstration site in the heart of Newcastle that will provide real-world solutions to the issues facing modern and growing cities that businesses and communities can get involved with and help to shape. We also invest in cultural venues linked to our academic excellence. The Hatton Gallery is part of our world-class School of Arts and Cultures while the Great North Museum (GNM) is home to an extensive natural history and archaeology collection. Operated by our partners Tyne and Wear Archives and Museums, the GNM and Hatton Gallery welcomed 837,000 visitors in 2014/15. Investment in the region is further enhanced by the newly established NE Universities Major Capital framework which sees all 5 NE universities partnering with 6 local contractors on a 6 year framework with an expect value of between £700m and £800m.
University Vision and Mission

Our vision is of Newcastle as a world-class research intensive university with a global reputation for academic excellence and output. This in turn is guided by our mission statement:

• To be a world-class research-intensive University.

• To deliver teaching and facilitate learning of the highest quality.

• To play a leading role in the economic, social and cultural development of the North East of England, the United Kingdom and Internationally.
Organisation and Structure

Led by the Vice-Chancellor and President, the senior management team - Executive Board - of the University includes a Deputy Vice-Chancellor and four other cross-cutting Pro-Vice-Chancellors (PVCs) who provide strategic leadership on a University-wide basis for each of our four core academic functions:

- Learning, Teaching and the Student Experience;
- Engagement & Internationalisation;
- Research Strategy & Resources;
- Innovation & Business.

Delivery of the core academic functions occurs in our three faculties, each of which is led and managed by a PVC:

- Faculty of Humanities and Social Sciences (HaSS);
- Faculty of Medical Sciences (FMS);
- Faculty of Science, Agriculture and Engineering (SAgE).

The remainder of the Executive Board is made up of the Registrar and the Executive Directors of Finance, Human Resources and Corporate Affairs.

Each Faculty consists of a number of academic units, typically schools or research institutes, each led and managed by a Head. Currently, there are 20 academic schools, 13 research institutes and a further 38 research centres.

The core academic functions and line-management structures combine to form the academic map of the University in which we envisage the faculties as vertical columns, with the core functions as cross-cutting institutional activities. Interdisciplinary and cross-disciplinary activities are coordinated and supported by the functional PVCs. The academic enterprise is supported by a number of corporate activities within Professional Services, led and managed by the Registrar.

Distribution of Academic School and line-managed Institutes

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<tr>
<th>HaSS</th>
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<td>Architecture, Planning &amp; Landscape</td>
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<td>Law School</td>
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Living and Working in Newcastle

Newcastle is the cosmopolitan capital of the North East of England. Over the past 20 years, a cultural regeneration has changed the area beyond recognition, creating a stunning cityscape and a special place that rewards people who choose to visit, live, work, study and invest here.

Today, Newcastle is a modern, compact and culturally vibrant European city with a strong identity. The city centre is easy to get around and offers excellent shopping, restaurants, museums, galleries and cinemas. The city centre is renowned for its stunning architecture with many fine buildings and streets including Grey Street, described by renowned architectural historian, Nikolaus Pevsner, as ‘one of the finest streets in England’. Once a busy industrial and commercial dockside, Newcastle’s Quayside is now packed with cafés, bars and restaurants from which to enjoy views of the River Tyne and its bridges.

Neighbouring Gateshead, on the south bank of the Tyne, is now famed for its contemporary culture and iconic structures, including BALTIC, converted from a landmark industrial building in the 1990s and now a major international centre for contemporary art, the Sage Gateshead concert venue occupying a curved glass and steel building designed by Norman Foster, the Stirling Prize – winning Gateshead Millennium Bridge and Antony Gormley’s Angel of the North.
Sports fans are spoilt for choice in Newcastle, with regular topflight football, rugby and basketball fixtures taking place in the city. Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county, one-day international, Twenty20 and Test matches. Nearby, Close House golf resort is listed among the UK’s top 100 golf courses and, every year, the world’s largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

The region is steeped in history. The Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, are only 30 minutes’ drive to the north, while to the west lies Hadrian’s Wall world heritage site. South of the city is County Durham where the ancient City of Durham is complemented by a heritage coastline and rural towns and villages.

Exceptional transport links connect the city and region to the rest of the UK, Europe and beyond. Newcastle International Airport is just over 20 minutes from the city centre by car or public transport, from where there are direct flights to and from London (Heathrow and Gatwick), Dubai, Amsterdam, Brussels, Dublin, Paris, New York and over 65 other destinations around Europe, together with frequent flights to most major domestic hubs. The East Coast mainline provides direct access to London by train in less than three hours and Edinburgh in just over an hour, with trains running approximately every 30 minutes. The A1(M) motorway links the area to London, Edinburgh and other major UK cities.

Getting around Newcastle on foot or by public transport is much easier than in many other urban centres. The modern, integrated transport system includes an extensive network of local buses and the Metro which connects the airport, city centre, coast and Sunderland. Services are reliable and good value and make commuting extremely easy.

Our region is one of the best value places to live in the UK based on the average cost of living, and property is significantly more affordable than in many other parts of the country. From carefully restored Victorian terraces to contemporary city-centre apartments, semi-rural locations to a seafront home, the region offers a wealth of choice in accommodation.

Newcastle’s hospitals have an international reputation for excellence in health care, and the University works in close partnership with the Newcastle Hospitals NHS Foundation Trust. Our National Health services are some of the best in the country, and our hospitals – including the Royal Victoria Infirmary and the Freeman and Queen Elizabeth hospitals – are also significant employers.

Education here also has a strong reputation, with a choice of excellent state and private schools, several FE colleges and of course our world-class universities.
The Faculty of Humanities and Social Sciences (HaSS)

The Faculty of Humanities and Social Sciences is an exciting, multi-disciplinary faculty and is structured around nine academic schools, a Combined Honours Centre & Philosophical Studies Group, a Confucius Institute, and a University-wide Language Resources Centre.

The academic schools are:
- Architecture, Planning and Landscape
- Arts and Cultures
- Business
- Education, Communication and Language Sciences
- English Literature, Language and Linguistics
- Geography, Politics and Sociology
- History, Classics and Archaeology
- Law
- Modern Languages

The Faculty has a total of 720 academic and research staff and 230 support staff across this range of disciplinary areas. Income has grown steadily in recent years, reflecting the strong market demand for many of the Faculty’s degree programmes and in 2016/17 turnover was £130 million, which generated a healthy surplus to the University.
It has a significant and diverse student population, with success in recruiting international students to many areas, and currently has 9,850 undergraduates, 2,400 postgraduates and 600 PhD students. Enhancing doctoral education is a key strategic priority. In 2016 the Faculty successfully partnered with fellow universities in the North East and Northern Ireland, including Durham and Queens University Belfast to form the NINE Doctoral Training Partnership which was awarded £12million by the ESRC. In 2013 the Faculty, in partnership with Durham University and Queen’s University Belfast, was awarded £11.2million by the Arts and Humanities Research Council (AHRC) to create the Northern Bridge Doctoral Training Partnership and we are currently partway through a submission for the DTP2 scheme with an expanded consortium (Newcastle is the lead Research Organisation in this bid.)

The Faculty promotes excellence in research, teaching and engagement activities in the creative arts, humanities, social sciences, business and related disciplines. It strives to deliver:

• High quality research of significance to policy makers, practitioners and fellow researchers, disseminated widely and published in the most impactful outlets and journals;

• Educational programmes that are prized by students, alumni and employers alike for the high quality of the learning experience and the readily transferable knowledge and skills of graduates.

Through extensive engagement activities the Faculty also aims to achieve impact on policy makers, professionals, practitioners and partner organisations in the cultural, social and economic spheres and a great deal of the research undertaken has had substantial impact on a wide range of user communities in the UK and internationally. One recent success story is the Heritage Lottery Fund Grant for the Hadrian’s Wall Community Landscape Archaeology Project which will work with hundreds of volunteers and many partner organisations in northern England to enable community-based conservation and research along the whole length of the Wall and its region.
The Faculty currently houses three interdisciplinary research institutes. The Newcastle Institute for Social Renewal (NISR) has played a key part in policy making and the understanding and practice of social renewal. Its responsive mode funded projects acts as seed-bed for interdisciplinary engaged research. NISR has helped shape the vision and develop proposals for large UKRI initiatives across the University such as Digital Civics and the Digital Economics Research Centre. It is a European partner in H2020 ACCOMPLISSH developing models of co-creation between academic, industry, governments and societal partners: a prime example of this is the nationally recognised Newcastle City Futures project. The Newcastle Institute for Creative Arts Practice (NICAP) is a hub for creative arts at the University and beyond. It stimulates interaction between our creative practitioners and showcases their work, exploring ideas and challenging perceived boundaries between academic disciplines. The Institute was shortlisted for the Times Higher Awards 2016 for Excellence and Innovation in the Arts and is an important bridge to many external partners in the creative and cultural industries. The Faculty also houses the Newcastle University Humanities Research Institute (NUHRI) which was created to foster the work of Humanities disciplines and to provide the capacity and infrastructure for pursuing larger and more complex grant applications. Areas of focus in NUHRI at the moment include medical and digital humanities as well as the Vital North partnership with Seven Stories, the National Centre for Children’s Books which is based in The Ouseburn Valley in Newcastle. The Seven Stories partnership was awarded the Knowledge Exchange / Transfer Initiative of the Year at this year’s THE Leadership and Management Awards and in 2017 several of our cultural partners including Tyne and Wear Archives and Museums, Northern Stage, Seven Stories, and the NewBridge collective enjoyed the recognition of Arts Council England National Portfolio Organisation awards that directly mentioned the University as a mission critical partner.

The Faculty is home to a vibrant and internationally prominent community of researchers and it supports research through the activities of the Research Institutes, a number of established Research Centres and Research Groups including the award-winning Newcastle Centre for the Literary Arts, which hosts an annual poetry festival in Newcastle and regular public events and which has staff who have won major prizes for poetry (TS Eliot Prize for Jacob Polley in 2016 and the Forward Prize for Poetry for Sinéad Morrisey in 2017 are just recent examples of achievements).
Research activities within the Faculty span a broad range of subjects and significant expertise and strength has been developed in many areas including:

- Cities;
- Creative Writing;
- Creativity and Performance;
- Experimental Architecture;
- Film and Media Studies;
- Heritage;
- Innovation and Entrepreneurship;
- Landscape, Space and Place;
- Linguistics and Language Sciences;
- Medical Ethics;
- Oral History;
- Qualitative Social Sciences;
- Translation and Interpretation.

The Faculty performed in the top quartile in the Research Assessment Exercise 2008 for Town Planning, Music, Art and Design, English and Education and submitted to 15 Units of Assessment in the Research Excellence Framework 2014, with 80% of eligible staff included. There is a drive to improve research funding building on a number of success areas. Research grants and contract income has risen to £5.2million in recent years, although notable successes have been achieved in winning Research Councils UK income.

The Faculty has been awarded an Economic and Social Research (ESRC) Impact Acceleration Account to enable it to work better with partners to enhance the impact of research. Newcastle University is working closely with Durham University on this initiative to share expertise and strengths for the benefit of the North East, building upon an existing range of partnerships, through a joint scheme for funding collaborative impact activities and a shared capacity-building training programme.

Creative Fuse North East is a multi-disciplinary £4.5m budget multi-stakeholder research project focused on the strength, diversity and nuanced nature of the North East’s creative, digital and IT (CDIT) sector. Led by Newcastle it brings together all five North East universities with a range of large and small businesses and practitioners to investigate how the sector can grow and contribute more impactfully to the regional economy, assessing and developing new ways of collaborative working between Higher Education and the CDIT sector and addressing the need for the right skills and aptitudes for a sustainable industry into the future.

In relation to teaching, 14 out of the Faculty’s 27 subject areas scored 90% overall student satisfaction or better in the 2017 survey. The Business School has achieved the significant accolade of gaining triple accreditation with EQUIS, AACSB and AMBA, with just 1% of business schools worldwide holding this Triple Crown.
The Faculty has benefitted substantially through major capital investment, which in recent years has included a state-of-the-art new £40 million building for the Newcastle University Business School which opened in September 2011, and the sympathetic renovation of the historic Armstrong Building over five years in a £25 million development which has provided world-class accommodation for the Schools of Arts and Cultures, and History, Classics and Archaeology. In 2017 a cutting-edge workshop extension to our Architecture, Planning and Landscape complex opened to great acclaim and the next few years will see a major refurbishment of the Claremont-Daysh complex, which will house flagship social science subjects as well as the faculty office team, and the opening of a £34 million state of the art Learning and Teaching Centre which will provide additional space and facilities for our Business School staff and students among others.

Vision and values

HaSS Faculty Values:

The Faculty is open to the world and seeks to address social and global challenges through its thinking, making, and practice. Building on the strong cultural heritage of our disciplines, we value enquiry, exploration, and creativity. We are committed to enabling a supportive culture for our staff and students, which prizes trust and integrity, values diversity and inclusiveness, and promotes wellbeing in collaborative and inspiring environments.

The Faculty aims to be renowned nationally and internationally for the excellence of its research, teaching and engagement activities across the creative arts, humanities and social sciences.

Current priorities include strengthening its research strategy by promoting a culture of excellence through the research portfolio; building upon an internationally recognised AHRC/ESRC funded doctoral training programme; launching new programme areas to assist the University to realise its ambitions for growth; further expansion of domestic and international strategic partnerships and strategic development of the Business School. We share the ambition for global excellence that is part
of the current development of the University vision and strategy led by the Vice-Chancellor and President.

As part of that developing strategy, the Faculty is leading on the iteration of a ‘10th School’ intended to foster creativity and inter and transdisciplinary practice and dialogue in the University across all areas of our work, from undergraduate programmes to International research collaborations. There is a really exciting opportunity for the PVC HaSS to join a creative and ambitious team developing new programmes, initiatives and spaces as part of this agenda. A longer term strategy for the acquisition, duration and interpretation of archives is also being co-created between the faculties and the University Library and Special Collection teams and we have real opportunities to build on a track record of excellence in this sphere which includes AHRC funded work on the Bloodaxe archive and world-class collections pertaining to children’s literature as well as the internationally significant Gertrude Bell archive. This archive is recognised by UNESCO and has been added to their International Memory of the World Register as a collection of global significance, one of only 16 UK held collections to be added to the International Register.

The Faculty, as its values statement indicates, is hugely committed to the broadest possible work on Equality, Diversity and Inclusion over the next decade. We are extremely proud of our first Athena SWAN awards for arts and humanities and social sciences (bronze awards respectively for English Literature, Language and Linguistics in 2016 and Geography, Politics and Sociology in 2017) and all of our schools are committed to a rolling programme of submissions between now and 2020. We have active ED&I champions among our staff and student communities, and are working to embed our commitment in our teaching and research, as well as undertaking action on a range of issues such as the representation and inclusion of BAME and LGBT+ staff and students. It is the Faculty’s strong desire that the next post holder continue to champion this work.
The Post

Introduction

The role of Dean of Research & Innovation is a senior leadership position within the Faculty of HaSS. It is the primary role of the Dean to lead and implement the Faculty’s research strategy, in consultation with the Faculty PVC, Faculty Executive Board, and the PVC Research Strategy and Resources. The post holder has a key role in leading on change management in order to raise the research performance and reputation of the Faculty and University. The Dean of Research and Innovation will work with Heads of School and Directors of Research to support the growth of research excellence and will be able to request action which is in support of the Faculty’s research strategy.

The post-holder will play a key role in the development and delivery of University research and innovation strategies through membership of the University Research Committee and other relevant committees, and in close consultation with Deans of Research & Innovation in the Faculties of Medical Sciences and of Science, Agriculture and Engineering.

The Dean will provide leadership to professional services staff who contribute to research development and support across the Faculty. The post-holder will have access to all appropriate means of monitoring and assessing progress towards achieving Faculty and University research objectives.

Main Duties of the Role

- Contributing to the development and delivery of the University’s research strategy through active participation on University Research Committee and other fora where issues of research strategy are considered in order to ensure provision of a fully supportive context for research in the Faculty and to encourage interdisciplinary research across Faculties. This involves liaising with the Deans of Research & Innovation, PVC Research Resources and Strategy, and staff in in other faculties and may include taking responsibility for University-wide components of the research strategy, for example in leading one of the Academies or University Research Committee sub-committees.

- Providing motivational research leadership across the HaSS Faculty to engage and support academics at all career levels and deliver research that is world-leading in terms of originality, significance, rigour and impact.

- Supporting and collaborating with professional services staff in the optimal design and delivery of support for research and innovation.

- Horizon scanning to ensure awareness across the Faculty of trends, opportunities and threats in relation to research and innovation. Identifying research projects/themes which align to external funding priorities and developing strategies for increasing
research income through improved volume and quality of external research applications and awards.

- Leading in the development and delivery of all aspects of the Faculty’s Research and Innovation Strategy through active leadership of the Faculty Research and Innovation Committee and other relevant bodies.
- Membership of the Faculty Executive Board with collective responsibility for the vision of the Faculty. The post-holder’s contribution will be instrumental in enhancing the Faculty’s reputation for high quality and impactful research in the Arts, Humanities and Social Sciences.
- Leading on the analysis of appropriate management information, including publication metrics, citation indices, research funding data as appropriate to critically review the research performance of the Faculty and University.
- Leading preparations for the REF and any other internal or external assessment process.
- To work with Business Development and Enterprise staff and other staff as appropriate to recommend approval of business development/commercial activities.
- Leading the effective implementation of the University ethics procedure within the Faculty.

**Essential Criteria**

**a) Knowledge and experience**

- Must be a research active Professor, with strong academic credentials, an international academic standing in a discipline relevant to the Faculty, and a broad perspective capable of encompassing a wide range of subjects in Humanities and Social Sciences.
- Proven record of demonstrating academic leadership and management through success in current/previous significant leadership role (e.g. Head of Academic Unit, Director of Research, Head of major research group), possessing personal credibility to engage with peers and senior colleagues internal and external to the University.
- Success in leading and managing organisational change and driving high research performance within an academic community and a commitment to continuous improvement;
- Experience of working collaboratively with internal and external stakeholders, including influencing of policy agendas.
- Knowledge and understanding of the Higher Education environment.

**b) Skills and Abilities**

- Outstanding influencing and communication skills, being able to command the trust and respect of colleagues and to work with them in partnership to achieve shared goals;
- The ability to coordinate and deliver a complex Faculty agenda to enhance the core purpose of the University and its reputation;
- Excellent, demonstrable networking abilities;
- Proactive about equality, diversity and inclusion issues in Higher Education
- Demonstrable organisational skills;
- A high level of probity and integrity.
• Ability to work at a strategic level; seeing the big picture and thinking strategically; demonstrating the capability to manage complex problems and issues.
• A resilient temperament demonstrating tenacity in times of adversity and coping with criticism and the demands of the job.

Key Working Relationships
• Faculty PVC
• PVC Research Strategy and Resources
• Members of Faculty Executive Board, Faculty Research & Innovation Committee and University Research Committee.
• Professional Services staff supporting research and business development and the wider Faculty Office Professional Services team.
• Also has significant working relationships with:
  o Other Pro-Vice Chancellors.
  o Director of Faculty Operations and Faculty Research Team
  o Directors of Research
  o Directors of Faculty Research Groups
  o Faculty staff

Personal Academic Role and FTE
The post-holder will be encouraged to remain active in research and to fulfil such research and teaching commitments as agreed with the Faculty PVC and relevant HoS. It is envisaged the successful candidate will need to spend at least 60% of their time to successfully carry out this role. The exact FTE will be agreed with the PVC. The remaining time will be devoted to research and research-related activity within the successful candidate’s home academic unit.

Reporting Relationships
The Dean of Research and Innovation is a member of Faculty Executive Board and reports to the Faculty Pro-Vice-Chancellor, with a dotted line to the PVC Research Strategy and Resources.
Key terms and conditions

Duration
The term of office Dean will be for 3 years, renewable subject to performance.

The current Dean role attracts a superannuable allowance on top of basic salary of £8,000 per annum (pro-rata). This payment is regarded as part of the salary and as such is subject to normal salary deductions.

Employee Benefits

The University is committed to providing a great range of benefits and discounts for our staff and includes:

• Excellent pension schemes (e.g. USS, NHS).
• Excellent salary sacrifice schemes for childcare vouchers, cycle to work scheme and pensions.
• Generous annual leave of up to six weeks per year in addition to a Christmas closure period. You also have the opportunity to purchase a further two weeks additional leave per year.
• Family friendly leave policies, a staff volunteering scheme and career break scheme.
• NCL Rewards which offers nearly 6,000 discounts at national retailers, holiday providers, cinemas, leisure attractions and much more.
• Webstore – offering discounts on local sports tickets, theatre shows and other attractions.
• Discounted regional travel scheme including bus, metro and rail.
• On-site Sports Centre and Library.

More detailed information at www.ncl.ac.uk/hr/

Equality & Diversity

We are committed to academic excellence, equality of opportunity, valuing individual differences and the diversity this brings. We aim to develop a fully inclusive University community which recruits and retains staff and students from all sectors of society, that they can be developed within a positive and supportive culture and encouraged to flourish and reach their potential.

These fundamental values are central to ensuring that all individuals are treated with dignity, fairness and respect. The fostering and promotion of good relations and understanding between and among staff and students, irrespective of identity or background, is expected of everyone that works or studies at the University. By fully embracing equality and diversity, the University is better able to engage with our customers, respond to new and evolving business challenges and create better working environments for staff.
Athena Swan

We are the proud recipients of an institutional silver Athena SWAN award demonstrating our achievements and ongoing commitment to achieving gender equality. We value diversity at Newcastle University and welcome applications from all sections of the community.

Information for Overseas Employees

Essential information for international staff arriving to work at Newcastle University can be found in our Welcome Pack at http://www.ncl.ac.uk/hr/support/new.php
How to Apply

Newcastle University now invites applications for the position of Dean of Research and Innovation, Faculty of HaSS.

Applications should consist of a full academic CV and a covering letter, of up to no more than 2 sides of A4.

For further information and to apply for this position please visit: http://www.ncl.ac.uk/vacancies/

For a confidential discussion about this role, please contact Faculty PVC Elect, Professor Nigel Harkness at nigel.harkness@ncl.ac.uk

Appointment Timetable

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