Candidate Information Pack

Appointment of:

Dean of Newcastle University Business School (NUBS), Faculty of Humanities and Social Sciences (HaSS)
Welcome Letter

Thank you for your interest in the position of Dean of Newcastle University Business School in the Faculty of Humanities and Social Sciences.

Reporting directly to the Faculty PVC, the Dean of Newcastle University Business School will be a key member of the senior leadership team of both the Faculty and the University.

A thriving Business School is at the heart of the long term vision for the University. Success in the future at Newcastle University Business School will be understood as: having a diverse student community studying in exciting and intellectually stretching environments and achieving exceptional outcomes; enabling world-class research that is impactful, collaborative and interdisciplinary, and provides transformative solutions to local-to-global business and societal challenges; increasing, extending and diversifying the School’s engagement and global partnerships; and fostering a culture based on shared values of collegiality, inclusivity, trust, and respect, and founded on a strong commitment to the principles of Equality, Diversity and Inclusion.

Everything we do in the Faculty is underpinned by our collective values and a dynamic, evolving and co-produced vision that brings together colleagues from our diverse range of subjects and disciplines, and across academic and professional services teams. In taking on the Dean role, you will join a committed and collegiate Faculty senior team, and will be enabled and encouraged to make connections right across the University to situate the Business School at the heart of our multi- and inter-disciplinary teaching and research, in areas such as Data, Climate and Environmental Resilience, Ageing and Inequalities, Cities and, Culture and Creative Arts.

The Business School sits at the heart of our shared University ambition, and I hope very much that you will want to join us and lead NUBS in the next phase of its development. This role offers an exceptional opportunity for someone to contribute at a senior level in both the Faculty and University.

Please feel free to contact me directly at nigel.harkness@ncl.ac.uk if you are interested and would like to arrange a confidential discussion about the role. I very much look forward to hearing from you.

Professor Nigel Harkness

Pro-Vice-Chancellor, Faculty of Humanities and Social Sciences
Introduction

The Role

We are seeking to appoint an outstanding individual to lead Newcastle University Business School (NUBS). Candidates should have an excellent record of leadership achievement, and equally strong academic credentials in keeping with Newcastle’s standing as one of the UK’s leading research universities, and a commitment to values-driven leadership in line with the University Vision and Strategy.

This is a senior leadership role within the Faculty and University, and we are looking for someone with the vision and ambition to build on the School’s strong standing in research, education and engagement, to enhance cross-subject and cross-disciplinary collaboration, and develop a distinctive and future-focused portfolio of degree programmes enabling our students to achieve exceptional outcomes. Advancing the School’s global profile and networks will be important, as will supporting the School to maintain its triple accredited status and its discipline-based accreditations.

We are looking for a leader with a strong commitment to the principles of equality, diversity and inclusion, and who will build on the disciplinary strengths and specialisms in the School, and foster a culture of interconnectedness, collaboration and innovation. The successful candidate will be someone who will develop and communicate a shared vision and purpose for the School, and engage, motivate and empower colleagues to achieve co-owned collective goals.

The Dean of NUBS will be accountable for the leadership of the School, ensuring its objectives and outcomes are aligned to the Faculty and University strategies. They will also be responsible for creating a collaborative environment, fostering a culture of trust and mutual respect, and championing the University’s values and guiding principles. As a member of the Faculty Executive Board, the Dean will be a visible role model, demonstrating the highest standards of leadership and behaviour. Cross-Faculty working, via a “One University” approach, is a key dimension to this role, including stimulating and encouraging cross Faculty Research. The Dean will work closely with senior colleagues across the University with responsibility for:

- The academic and general leadership of the School ensuring its objectives are aligned to Faculty and University strategy;
- The effective governance, management and leadership of the School to ensure its performance continually improves.

Key Accountabilities

Strategic management

- Prepare the School’s strategic and operational plans and manage the school to achieve its strategic direction and goals in the context of Faculty and University strategy, and report annually on progress in research, teaching, engagement, internationalisation and recruitment;
As a member of the Faculty Senior Leadership Team, have collective responsibility for the vision of the Faculty, fostering a culture of research and teaching excellence;

- Collaborate with the Faculties in developing a shared vision for the future direction, goals and priorities of the School, aligned to the University Vision and Strategy and in the context of other academic units’ strategic plans. This will involve building networks within and across the three Faculties;

- Maintain and enhance the academic reputation of the School, developing a strong external profile for the School;

- Implement quality assurance and improvement procedures to enhance all aspects of the Schools activities, including both postgraduate and undergraduate student experience;

- Work with Pro-Vice-Chancellors and Faculty Deans to foster the development of outstanding academic programmes and student experience, research, engagement, global partnerships, and research training in the School;

- Evaluate and seek to continuously improve the School’s teaching, research, global and engagement and place activities in relation to comparable Units both within and outside the University;

- Identify opportunities to broaden the School’s contribution to world-leading research;

- Develop a clear vision for the scale and scope of the School moving forward, in particular reflecting on the opportunities in lifelong learning and CPD provision;

- Implement practices that maximise opportunities to meet home and international student recruitment targets;

- Horizon scan to ensure awareness across the Faculty of trends, opportunities and threats.

**Leadership & Development**

- Lead, inspire and develop colleagues within the School, whilst providing support to enable people to be the best they can be and flourish;

- Ensure a truly inclusive and respectful environment, by role modelling behaviours and ensuring the implementation of all Equality, Diversity and Inclusivity policies and action plans such as Athena SWAN and the Race Equality Charter;

- A commitment to parity of esteem between both education and research, and academic and professional services colleagues;

- Working with the School Executive Board, design and implement suitable management structures and portfolios for the School;

- Oversee and ensure the School is an exemplar in all matters of compliance, reporting, promotion and regulation such as Health and Safety, employment, finance and quality assurance;

- Communicate the School, University and Faculty Strategies, inspiring colleagues by bringing the Vision to life and giving it meaning in the context of the School and its aspirations. Establish and maintain communication with appropriate committees, boards, fora and networks within the Faculty and the broader University;

- Represent the Schools interests in the Faculty, University, professional, industry and government contexts;

- Initiate, maintain and strengthen links between the School and other academic Units and relevant professional, public, voluntary and industry bodies and communities;

- Ensure all People processes are delivered effectively and in alignment with the values of the University such as recruitment and selection, performance discussions and workload allocation;
- Ensure the School contributes to the development of the annual People Plan and has clarity over succession and talent requirements;
- Utilise the expertise of professional services by working collaboratively to deliver excellence in all services.

Financial Responsibilities

- Prepare the School budget and monitor expenditure and income against this;
- Engage in appropriate budget forecasting, workforce planning and infrastructure planning;
- Manage and allocate physical resources and work with colleagues in Estate Support Services to ensure a safe and good quality of environment for colleagues and students;
- Maximise opportunities for generating income from appropriate sources outside the School;
- Where appropriate, commercialise research/teaching outcomes and intellectual property.

Policy Formulation

- Lead the development and implementation of policy in relation to School;
- Collective responsibility for the development and implementation of policy in relation in relation to the Faculty of Humanities and Social Sciences and the wider University.

Stakeholder Management

Internal Relationships

Responsible to the Faculty Pro-Vice-Chancellor for HaSS.

A member of the HaSS Faculty Executive Board.

- Vice-Chancellor & President, Deputy-Vice-Chancellor and Provost, Pro-Vice-Chancellors, especially the Faculty Pro-Vice-Chancellors for FMS and SAgE;
- Other Heads of Academic Unit and Deans;
- School Executive Board;
- Director of Faculty Operations and Faculty Professional Services Team;
- Heads of Professional Service Teams.

External relationships

- Newcastle University Student Union;
- Office for Students (OfS);
- Other Relevant organisations external to the University.
The Person

To be appointed Dean of NUBS, you will need to demonstrate an outstanding track record of achievement in the core areas of:

- organisational leadership and change management, with the ability to translate ideas into action;
- strong academic accomplishment in a field relating to the work of the School;
- experience of working in an accredited business-school environment;
- strategic thinking and the development of clear academic goals and metrics;
- building inclusive cultures, developing close working relationships across an organisation, and experience of leading people and supporting people to fulfil their potential;
- projecting the work of an organisation to a wide range of academic, policy, and external audiences.

Knowledge Skills and experience

- Demonstrable experience of effective and successful academic leadership, with a proven track record of leading with clear direction;
- In-depth understanding of the academic sector relevant to the unit;
- Understanding of the complexities and challenges of leading in Higher Education, including the regulatory frameworks;
- Evidence of working at a strategic level, including ability to develop strategic plans, and associated resource planning;
- Communication skills needed to work effectively with colleagues and influence other stakeholders;
- Well-developed leadership capabilities enabling the post holder to take the lead when needed and ensure that objectives are met;
- Ability to work in partnership with others; exhibiting good interpersonal, consultative, collaborative and networking skills;
- Experience of working collaboratively with external bodies; academic, professional, commercial or governmental;
- Proven excellence in research and/or education.

Attributes and Behaviour

- An inspirational and strong role model for professionalism, and commitment to the University’s values and guiding principles;
- Champion Equality, Diversity and Inclusion in every aspect of the role and the wider University;
- People orientated and perceptive, with excellent judgement and highly developed emotional and cultural intelligence;
- The ability to act objectively in dealing with complex problems, issues and decision making;
- Engage others, communicates with colleagues effectively, and is able to persuade and influence others;
- Promotes and actively drives change and continuous improvement within own area and across the organisation;
- Ability to motivate, engage and lead teams and individuals through the complexities and challenges of a broad range of issues;
- Ability to work effectively within matrix structures as a member of many teams and groups, whilst retaining the ability to make decisions independently;
- Intellectual curiosity to deliver innovation and thought leadership;
- Personal resilience, able to work well in a changing environment, sometimes under pressure and managing conflicting priorities;
- High energy, enthusiasm, creativity and integrity.

Qualifications
- PhD or equivalent in a relevant discipline;
- An academic teaching qualification recognised at UKPSF descriptor level 2 (Desirable).

Key terms and conditions

Duration

The term of office as Head of School will be for 5 years, renewable subject to performance. This appointment will be underpinned by an ongoing academic position.

The Head of School role currently attracts a superannuable allowance on top of basic salary.

Equality, Diversity & Inclusion

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 colleagues and students from all sectors of society, so that they can be developed within a positive and supportive culture and encouraged to flourish and reach their potential. Our ED&I strategy can be found here.

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 colleagues 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 stakeholders, respond to new and evolving business challenges and create better working environments for colleagues.
Athena Swan

We are the proud recipients of an institutional silver Athena Swan award demonstrating our achievements and ongoing commitment to achieving gender equality.

Race Equality Charter

Newcastle University has become a member of the Race Equality Charter (REC) to help to improve the representation, progression and success of minority ethnic colleagues and students within higher education.

REC provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic colleagues and students. We are aiming for a full accreditation submission by 2022 and have a self-assessment team, chaired by the Deputy Vice-Chancellor, with membership of colleagues and students from across the organisation working on several key workstreams that have huge relevance in the Education portfolio.

We value diversity at Newcastle University and welcome applications from all sections of the community.
The Business School

Newcastle University Business School is located in Newcastle City Centre and at the gateway to the Newcastle Helix, a £350million partnership between Newcastle University, Newcastle City Council and Legal and General, where business meets Science.

Home to 3800 students, Newcastle University Business School is one of an elite group of Business Schools worldwide to hold triple accreditation from the three internationally recognised accreditation bodies: AMBA, AACSB, and EQUIS. This places us in the top 1% of business schools worldwide and is testament to our reputation for Teaching and Research. We are an internationally excellent business school known for our academic ambition, excellent education, distinctive community, innovation and real-world reach and building a responsible future for both business and society across the globe. We drive excellence in research, innovation and education to create opportunity for our students, staff and partners. Our thinking, combined with a first-class reputation for academic excellence, high graduate employability and student experience, ensures that we are a first-choice destination for students from across the world.

Newcastle University Business School delivers excellent education and research that harnesses academic excellence, innovation and creativity to provide benefits to individuals, organisations and society. We offer a range of undergraduate and postgraduate programmes, PhDs, an MBA and Executive Education programmes. The School is currently home to 161 academic and 77 professional colleagues, with our academic colleagues belonging to one of the School’s four Subject Groups:

- Accounting & Finance
- Economics
- Leadership, Work and Organisations
- Marketing, Operations and Systems

School Structure – School Executive Board
The school is committed to being a globally renowned international Business School engaged in innovative research that advances knowledge, provides transformative solutions to business and societal challenges and delivers excellent teaching that prepares our students for the world of work, making them global civic citizens and leaders who will shape the future.

Newcastle University Business School takes pride in its global outlook and the international composition of its staff, students and institutional partnerships. Key strategic partners include, University of Groningen’s Faculty of Economics and Business, IIM-Ahmedabad, IIT-Delhi, Monash University Business School and Xiamen School of Management. Together with our partners we work on innovative research collaborations, dual degree programmes and unique student projects.

At Newcastle University Business School, research is at the heart of everything we do. We have an internationally distinctive research reputation across a range of disciplines and interdisciplinary themes, including Innovation and Creative industries, Rural Enterprise, Health and Lifestyle, Ethics and Sustainability, and the Digital Economy. In the 2014 Research Excellence Framework we were ranked 14th in the UK for Research Power. 97% of outputs were internationally recognised and 60% were world-leading or internationally excellent.
### Indicative Examples of Research Projects

- **Professor Matthew Gorton** is a co-investigator in the National Innovation Centre for Rural Enterprise (2020-2023).
- **Professor Jonathan Sapsed** is principal investigator on the AHRC funded ‘Creative Fuse North East’ project (2020-2022).
- **Professor Andrea Whittle** is the principal investigator on the ESRC funded ‘Processes of Workplace (in-)exclusion’ project (2020-2021)
- **Dr Diana Gregory-Smith** is a co-investigator on the Proctor and Gamble (UK) funded ACE NoTCA project (2020-2022).
- **Dr Andrew Lindridge** is principal investigator on the British Academy funded ‘Addressing societal gender, location, religious, and caste discrimination through developing a life skills course and social marketing campaign’ project (2020-2022).
- **Dr Paul Richter** is principal investigator on the EPSRC funded ‘Influencing policy and practice through examining UK small business understanding of and response to COVID-19 regulation and Guidance’ project (2021-2022). Dr Neil Alderman and Dr Fiona Whitehurst are co-investigators.
- **Professor Steve Proctor** is the principal investigator for the ‘Alcan Fund for Management’ (2021-2024),
- **Professor Charles Harvey** is principal investigator on an Inamori Foundation funded project (2018-2022), ‘Ethical Leadership and Entrepreneurial Philanthropy in Japan’
- **Dr Karen Elliott** is co-investigator on an EPSRC funded project (2018-2021) with Computing Science, ‘Trust Engineering for the Financial Industry’ in partnership with Atom Bank
- **Professor Matthew Gorton** is principal investigator on a European Commission funded project (2017-2021), ‘VALUMICS: Understanding food value chains and network dynamics’
- **Professor Giorgio Fazio** is principal investigator, and Dr Sara Maioli, Professor Jonathan Sapsed and Dr Wessel Vermeulen are co-investors on an AHRC/Industrial Strategy Challenge Fund funded project (2018-2023), ‘Centre of Excellence for Policy and Evidence in the Creative Industries (CEPEC)’
- **Professor Sue Chilton** and Professor Darren Duxbury are co-investigators on a NERC funded project (2019-2024), ‘GCRF Hub Living Deltas’
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 ten academic schools, and three Research Institutes.

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
- School X
The Faculty promotes excellence in research, education 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 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. Colleagues in the Faculty are leading on major interdisciplinary research projects including Living Deltas, one of only 12 Global Challenges Research Fund Hubs in the UK which is developing responses to a major international development challenge: how to avoid the collapse of South and SE Asian deltas as functioning, highly productive social-ecological systems in the face of human development and projected adverse consequences of climate change. And HaSS Faculty researchers in conjunction with Northumbria University recently launched the world’s first Hub for Biotechnology in the Built Environment with £8 million funding from Research England.

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 colleagues 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 internationally recognised AHRC/ESRC funded doctoral training programmes; 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 University vision and strategy led by the Vice-Chancellor and President. As part of that developing strategy, the Faculty is leading on the development of School X which is 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.

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 Athena SWAN awards for arts and humanities and social sciences (bronde awards for SELL in 2016; GPS in 2017; SML, SACS and NUBS in 2018; Law in 2019; HCA and APL in 2020) and all of our schools are committed to a rolling programme of submissions. We have active EDI champions among our colleagues 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+ colleagues and students.
Introduction to Newcastle University

In 2018 The University launched our Vision and Strategy. We are a world-leading university, advancing knowledge, providing creative solutions and solving global problems. We are a people-centric organisation that values our colleagues and students. We seek to attract the most talented people from around the globe with the enthusiasm and commitment to be part of our exciting future.

Newcastle University exists for the public benefit to advance education, learning and research. Our objective is to build on this core purpose and, in doing so, provide new knowledge and creative solutions that make a positive impact. We aim to work collaboratively with our many external partners to shape brighter futures, grow the economy and champion social and environmental justice. We will maintain and build upon our longstanding values: commitment to equality, diversity and inclusion, while continuing to respect and protect the principle of academic freedom.

We are a world-leading university, advancing knowledge, providing creative solutions and solving global problems.

The University’s three aspirational Values are:
1. Excellence;
2. Creativity;
3. Impact.

The University’s guiding principles are:
1. Working together;
2. Visibly leading;
3. Freedom and opportunity to succeed;
4. Responding to current and future challenges.

We are world class at many things, but particularly recognised for our expertise in these areas:
- Ageing and Health;
- Cities and Place;
- Culture and Creative Arts;
- Data;
- One Planet.

Newcastle University is a thriving international community of 29,900 undergraduate and postgraduate students from over 140 countries worldwide, studying at our main campus in Newcastle and at Newcastle University in Singapore and Newcastle University Medicine Malaysia.

Ranked in the top 150 of world universities (134<sup>th</sup> in the QS World University Rankings 2022 and 146<sup>th</sup> in the Times Higher Education World University Rankings 2022), we aspire to be a people-focussed university that harnesses academic excellence, innovation and creativity to provide benefits to individuals, to organisations and to society as a whole. The University is a member of the Russell Group of research-intensive universities in the UK.

The University traces its origins to 1834 and the need to address the economic, health and social demands of an industrial city. We are located in, and have contributed to, a region with a tradition of invention and innovation spanning more than 200 years, from the opening of the first permanent
public railway line in 1825, through the birth of Pop Art in the 1940s to obtaining, in 2017, the world’s first licence for a pioneering technique to eradicate inherited mitochondrial disease.

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

**Academic Excellence**

In June 2017 we were awarded Gold status in the TEF (Teaching Excellence Framework), and in 2018 we were ranked 9th in the Times Higher Education Ranking of Teaching in Europe, a ringing endorsement of our long tradition of excellence in teaching.

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. 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 are a three-time winner of the prestigious Queen’s Anniversary Prizes for Higher and Further Education, most recently in 2013 for our research into sustainable rural economies and societies, which has influenced policy and practice around the world. In 2005, we gained the Prize for our innovative solutions to minewater pollution, and in 2009 we were recognised for research into ageing.

There are a number of characteristics that have defined us over the years and which continue to be prominent features of our Vision. These include our clear focus on education and research that is of direct relevance to our city and region (we are a member of the Civic University Network), a culture of openness and transparency and longstanding commitments to equality, diversity and inclusion and academic freedom. We are a signatory of the Magna Charta Observatory and are a lead institution in their Living Values project which includes a focus on inclusive education. We hold an institutional Athena Swan silver and are working towards Race Equality Charter accreditation. We are also proud members of the Business Disability Forum and a Stonewall Global Champion. This year we were the first University to become a member of the Employer with a Heart charter. In 2020 we were recognised in the Times Higher Education (THE) Global Impact rankings as joint 11th in the world for our activities in relation to the Sustainable Development Goals and we were 6th in the world for our work on Sustainable Cities and Communities. Our proud history of championing social and environmental justice is now embodied in our flagship learning and teaching centre, the Frederick Douglass Centre, and we are dedicated to embedding these values it in our research, education and engagement activities.
Globally Ambitious

We have extended our reach beyond the UK by establishing a presence in Singapore and Malaysia. In 2008, in partnership with the Singapore Institute for Technology, we opened our Newcastle University in Singapore where we now offer four degree programmes supporting more than 700 students annually, together with a number of Masters programmes.

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 800 students. The first doctors from NUMed graduated in June 2014.

Excellent Colleagues 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 and we continue to put leadership development at the heart of our People Strategy.

In terms of colleagues and student numbers, the University has recently grown more rapidly than comparable institutions, with income of more than £550 million in 2019/20. We are one of the largest employers in the North East of England, with approximately 6,400 colleagues. Our recent engagement survey (2019-20) says our colleagues 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 THE magazine in 2014.

Investment in People

The University has a strong record of accomplishment and is proud of our achievements to date in our investment in people. As a people-centric organisation we have and continue to invest in our colleagues:

- Our Culture & Values Programme: investment in bringing university values and guiding principles to life though 5 clearly defined workstreams including transformational Leadership & Management Programme;
- A growing Research Culture which includes: the appointment of a Dean of Research Culture, our full commitment to the Concordat and the NUAct Fellowship Scheme (Newcastle University Academic Track) - Investing £30 million to build diverse community of 100 NUAct fellows over 5 years;
- NUCoREs - We deliver important research missions through a growing portfolio of Newcastle University Centres of Research Excellence (NUCoREs). Our Research Strategy sets our ambition for the growth of people and resources. NUCoREs represent priority areas where this growth will occur.
- We are the proud recipients of an institutional silver Athena SWAN award demonstrating our achievements and ongoing commitment to achieving gender equality;
- We are a member of the Race Equality Charter (REC) to help to improve the representation, progression and success of minority ethnic colleagues and students within higher education.
REC provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic colleagues and students. We are aiming for a full accreditation submission by 2022 and have a self-assessment team, chaired by the Deputy Vice-Chancellor and Provost, with membership of colleagues and students from across the organisation working on several key work streams;

- We are members of Stonewall, Disability Forum and For Families;
- February 2021 sees the start of a new leadership programme offering colleagues from ethnically minoritised groups and communities the opportunity to develop into inclusive leaders and challenge their thinking about what it is to be a leader from an underrepresented group in the University, in the sector and in the city. This is the first major positive action programme undertaken by the University and we aim to develop more programmes designed to support other minoritised groups in the future;
- The university is committed to our Apprenticeship scheme, delivering support for entry level / newly recruited apprenticeship roles and support for apprenticeship programmes for existing colleagues. The University engages with local colleges and providers to support this programme and we currently have over 100 apprenticeships across the institution;
- We have invested in significant resources in training and development across a range of teams. We offer a comprehensive suite of development programmes covering technical, soft skills and management skills available online and face to face. Our Engage and Aspire programme places emphasis on good quality coaching and development conversations between colleagues and managers to identify learning needs. A fully-fledged mentoring scheme is also available to all colleagues at any point in their career;
- Our commitment to being a Real Living Wage Employer;
- Significant investment in IT systems to support People Management.

**Investing in world-class facilities**

The University’s financial position is strong: over the past few years we have invested heavily in our city centre campus and will continue to do so over the coming years. Our investments include:

- The refurbishment and extension of the Stephenson Building, home to the School of Engineering;
- The phased refurbishment of the Armstrong and Daysh Buildings (for Humanities and Social Sciences Schools as well as the heart of our graduation ceremonies and events);
- The development of our flagship, £58m Urban Sciences Building (housing our School of Computing);
- The development of a 1,277 bed Park View Student Village;
- A new medical sciences education building;
- The refurbishment of the Claremont Complex;
- Our new £25m Sports Centre which will enable students to participate in sport during their time at university and plays a vital role across the entire student lifecycle;
- In partnership with Newcastle City Council and Legal & General, we are creating Newcastle Helix, a £350m urban regeneration project which is the largest of its kind in the UK;
The investment of £34m in the Frederick Douglass Centre – a flagship educational building with student experience at its heart, named in honour of the 19th century social reformer and abolitionist who was associated with the Summerhill area of the city next to the Helix site;

The Catalyst Building – a £44m bespoke headquarters for our National Innovation Centres for Ageing and Data and the National Institute for Health Research Innovation Observatory – opened in Autumn 2019;

In 2020 we also received approval for the National Innovation Centre in the Rural Economy. Together with the Urban Sciences Building, these innovation centres will create a full-scale demonstration site or “living laboratory” 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 are also working with partners in health and social care to develop a master plan for the Campus for Ageing and Vitality, on the site of the former Newcastle General Hospital, which we acquired last year;

Investment in cultural venues linked to our academic excellence including The Hatton Gallery is part of our world-class School of Arts and Cultures;

The Great North Museum: Hancock (GNM) is home to extensive natural history, archaeology and ethnography collections;

We also have many cultural partners in the region and nationally, including Northern Stage (an award-winning theatre based on our city centre campus), Seven Stories (the National Centre for Children’s Literature), and the National Trust.
University Organisation & Structure

Led by the Vice-Chancellor and President, Professor Chris Day, the other senior leaders of the University include our Deputy Vice-Chancellor and Provost, Professor Julie Sanders, and four cross-cutting Pro-Vice-Chancellors (PVCs). They provide strategic leadership on a University-wide basis for each of our core academic functions: Education (Professor Tom Ward); Research Strategy & Resources (Professor Brian Walker); Engagement & Place (Professor Jane Robinson); Global (Professor Richard Davies).

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; Professor Nigel Harkness); Faculty of Medical Sciences (FMS; Professor David Burn); Faculty of Science, Agriculture and Engineering (SAgE; Professor Stephanie Glendinning). The three Faculty PVCs report to the Deputy Vice-Chancellor and Provost.

The Professional Service functions are led and managed by the three Professional Service budget-holders: the Registrar (Dr John Hogan); the Executive Director of Finance (Richard Dale); and the Executive Director of Academic Affairs (Dr Colin Campbell), all of whom are members of the Executive Board. The Executive Director of People Services (Adrienne McFarland) is also a member of the Executive Board, as is the newly appointed Executive Director of External Relations (Justin Cole). The Faculty professional service functions are led and managed by the three Directors of Faculty Operations (DoFOs) who report directly to the Faculty PVC.

Each Faculty consists of a number of academic units, typically schools or research institutes, each led and managed by a Head. Currently, there are 21 academic schools (including Malaysia and Singapore), 12 research institutes and a further 39 research centres.

The University’s Vision and Strategy, launched in October 2018, comprises four core strategies: Education, Research, Engagement and Place, and Global. Each of these is supported by a series of strategic enablers that provide a focus for a range of underpinning activities.

Distribution of Academic Schools and line-managed Institutes

<table>
<thead>
<tr>
<th>Humanities and Social Sciences</th>
<th>Medical Sciences</th>
<th>Science, Agriculture and Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture, Planning &amp; Landscape Arts &amp; Cultures</td>
<td>Biosciences Institute</td>
<td>Computing Engineering</td>
</tr>
<tr>
<td>Newcastle University Business School Education, Communication &amp; Language Sciences</td>
<td>Translational and Clinical Research Institute</td>
<td>Mathematics, Statistics &amp; Physics</td>
</tr>
<tr>
<td>English Literature, Language &amp; Linguistics</td>
<td>Population Health Sciences Institute</td>
<td>Natural &amp; Environmental Sciences</td>
</tr>
<tr>
<td>Geography, Politics &amp; Sociology</td>
<td>School of Biomedical, Nutritional and Sport Sciences</td>
<td>Newcastle University in Singapore</td>
</tr>
<tr>
<td>History, Classics &amp; Archaeology</td>
<td>School of Dental Sciences</td>
<td>Agri-Food Research &amp; Innovation Digital Institute</td>
</tr>
<tr>
<td>Modern Languages</td>
<td>School of Medical Education</td>
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<tr>
<td>Newcastle Law School</td>
<td>School of Pharmacy</td>
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<tr>
<td>School X</td>
<td>School of Psychology</td>
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<tr>
<td>Humanities Research Institute</td>
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<tr>
<td>Institute for Social Science</td>
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<tr>
<td>Institute for Creative Arts Practice</td>
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</table>
Professional Services

The University’s central Professional Services are organised into three major budget areas as listed below. These work closely with the Faculty Professional Services as part of the ‘One University’ approach to

<table>
<thead>
<tr>
<th>Registrar</th>
<th>Executive Director of Academic Affairs</th>
<th>Executive Director of Finance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodation Services</td>
<td>Academic Services: Library; Learning and Teaching Development Service; Writing Development Centre</td>
<td>Business Enterprise</td>
</tr>
<tr>
<td>Hospitality &amp; Commercial Services</td>
<td></td>
<td>Finance</td>
</tr>
<tr>
<td>Corporate Communications</td>
<td>Careers Service</td>
<td>Legal Services</td>
</tr>
<tr>
<td>Engagement &amp; Place</td>
<td>International Office</td>
<td>Planning and Change Team</td>
</tr>
<tr>
<td>NU Advancement</td>
<td>Marketing</td>
<td>Research Services</td>
</tr>
<tr>
<td>Estate Support Service</td>
<td>Sport</td>
<td>Projects &amp; Partnerships</td>
</tr>
<tr>
<td>Executive Support</td>
<td>Student Health and Wellbeing</td>
<td></td>
</tr>
<tr>
<td>Governance</td>
<td>Student Progress &amp; Registry</td>
<td></td>
</tr>
<tr>
<td>People Services</td>
<td>UK Student Recruitment, Admission and Widening Participation</td>
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<tr>
<td>Internal Audit</td>
<td></td>
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<tr>
<td>NUIT</td>
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</tbody>
</table>

The above table provides an overview of the professional services within Newcastle University, outlining key areas and their respective executive directors. This alignment supports the ‘One University’ approach, integrating central and faculty services for a cohesive operational framework.
How to Apply

Newcastle University now invites applications for the position of Dean of Newcastle University Business School (NUBS).
Applications should consist of a full CV, and a covering letter of no more than 2 sides of A4.

For further information and details of how to apply, please visit www.minervasearch.com/newcastlebusiness, or contact our retained Search Partner at Minerva via newcastlebusiness@minervasearch.com

Appointment Timetable

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<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Opening Date:</td>
<td>01.12.2021</td>
</tr>
<tr>
<td>Closing Date:</td>
<td>17.01.2022</td>
</tr>
<tr>
<td>Formal Interviews</td>
<td>25.02.2022</td>
</tr>
</tbody>
</table>