Candidate Information Pack

Appointment of:

Professor of Biotechnology

School of Natural and Environmental Sciences

The Faculty of Science, Agriculture and Engineering
Introduction

As part of our continued investment in the School of Natural and Environmental Sciences (SNES) and specifically in the Biosciences, it is my great pleasure to invite you to apply for the role of Chair of Biotechnology.

This role will allow you to pursue research and education in Biotechnology to the highest standards of the field, attracting external funding, and having a positive impact on our region and world-wide. As a member of the senior professoriat, you will help to develop and lead an ambitious and collaborative group of colleagues within a growing multidisciplinary School, representing our interests in Biotechnology on the National and International stage. The role will also be instrumental in forging closer links to the large community of molecular bioscientists at Newcastle.

We are looking to appoint a candidate of international standing in the field, with the vision and ambition to raise the profile of biotechnology at Newcastle. This is an exceptional and exciting time for interdisciplinary molecular sciences research at Newcastle and I encourage you to consider this opportunity.

Prof Rob Edwards

Head of School of Natural and Environmental Sciences
The Role

As part of its strategy for integrative research and teaching that spans the biological and chemical disciplines, the School of Natural and Environmental Sciences (SNES) is looking to recruit an outstanding researcher who can provide academic leadership in biotechnology and related molecular sciences. Applicants should have an international profile as an interfacial life/chemical scientist with expertise grounded in fundamental science that has the potential to develop translational solutions for real-world applications. As the lead for molecular biosciences in the school, practical experience of leadership and effecting change will be essential. In addition to taking on the Chair in Biotechnology, the post-holder will become the Director of the related research group within the school and be a full member of the SNES Exec board with functional management responsibilities. The role will also be responsible for forming strategic linkages across the faculty, University, nationally and internationally and experience of working with funders from industry and government would be highly desirable. While the post is primarily led by research needs, an interest and experience of leading change in interdisciplinary teaching delivery would also be desirable.

Specific Responsibilities of Position

This appointment has two inter-connected aims:
- Develop world-leading research in Biotechnology;
- Provide academic leadership in multidisciplinary research spanning the natural, and chemical sciences with colleagues at Newcastle and our network of industrial and government partners.

The key areas of activity are summarised below:

1. To be the academic lead for Biotechnology and related disciplines in the school.
2. To provide leadership in research and scholarship in the School in collaboration with the relevant Directors of Expertise, professoriate and academic groups.
3. Growing the research capability associated with the molecular biosciences group.
4. Delivering globally competitive research in biotechnology.
5. Leading the development of biotechnology as a discipline delivering research, education and engagement elements across the University and to external partners.
6. Innovation within teaching for UG, PGT and other programmes.
7. Leading the development and expansion of our education and facilities offer in biotechnology and the molecular biosciences.
8. Support for advancing the vision and strategy of the wider School of Natural & Environmental Sciences.
9. Build strategic links with external partners to enhance impact.
1) Research and Innovation
- To provide research leadership in biotechnology and interfacial research between the life and chemical sciences.
- To carry out internationally outstanding research and scholarship, disseminating research through articles in journals of international standing and national and international conference presentations.
- To play a leading role in the research life of the School, identifying and securing external funding through competitive research grants, especially from UKRI, industry, IUK and International funders.
- To attract and supervise research students, post-doctoral researchers and support staff.
- To support the School and Faculty management teams in contributing to university research strategies, plans and policies.
- To maximise opportunities for research impact.
- To support and mentor junior academic colleagues to promote excellence in their research and teaching.
- Attract and supervise high quality research associates and PhD students to achieve the research outcomes and ensure the successful completion of PhD research programs.
- Contribute to the wider internal and external research community e.g., by reviewing journal articles, promotions peer review, peer review of research grants and membership of professional bodies.
- Support wider efforts to create interdisciplinary collaborations between SNES and other schools across the university.

2) Teaching and Learning
- Develop teaching programmes that are informed by interfacial scientific research in the life sciences.
- Design and deliver high quality teaching and learning material, resources and activities to students in line with School and Faculty teaching objectives and timetable requirements.
- Build a community of postgraduate researchers around the expertise area that will ultimately become a doctoral training centre for both taught and research postgraduates.
- Contribute to the planning, design and development of modules and programmes to improve teaching across the School and Faculty.

3) Engagement
- Lead organised programmes of outreach/public engagement, such as the Beacon for Public Engagement programme.
- Make a major contribution to intellectual, cultural, social or economic life at regional, national, or international level.
- Develop and maintain innovative and/or creative partnerships with external bodies (public, private or voluntary).
- Contribute to professional development in your field by active membership of learned societies and professional institutions.

4) Administration and Management
- Provide functional management to members of the expertise group.
- Work with the members of the SNES and Faculty Executive Board in planning and executing University research, training and engagement strategies.
- Have managerial oversight of the research performance of the academic staff functioning in the expertise group and the scientific development of their staff and postgraduates.
• Undertake leadership roles to strengthen the visibility and reputation of SNES and the University in Biotechnological research and learning.

• Contribute to the wider work of the School/, Faculty and University through input to project teams, working groups and committee.
The person

Knowledge, Skills and Experience

- A strong track record of publishing research outputs in internationally excellent journals and at high quality academic conferences in the area of biotechnology.
- Evidence of an international reputation in the field of biotechnology.
- Evidence of leadership within an academic institution.
- Significant experience in a multidisciplinary environment and proven ability to work across discipline boundaries.
- Experience of managing and delivering large-scale projects and establishing collaborations between universities, businesses and public sector organisations both nationally and internationally.
- An extensive portfolio of research funding in areas relevant to biotechnology.
- Demonstrable PhD supervision and examination capability and experience, from project inception through to completion.
- Demonstrable capability of initiating contacts with industry, policy makers, and world-leading research institutions to develop joint research agenda and deliver economically and ethically significant research.

Desirable

- A strong record of achievement in undergraduate and postgraduate teaching, curriculum development and programme administration.
- Demonstratable capability to inform industry, governments and regulatory bodies in relevant areas.

Attributes/Behaviours

- Awareness of self and others: recognising and limiting bias, showing empathy and perceptiveness, cultural sensitivity, emotional control.
- Independence: challenging the status quo, seeking clarification, questioning assumptions, encouraging diverse views.
- Performance focus: focus on goals and priorities, an entrepreneurial spirit, setting high standards, supporting a learning culture.
- Professionalism: care and diligence, investing in self-development, taking responsibility, acting with integrity, championing the organisation.
- Ethical outlook: expressing the University’s values, displaying high standards of conduct, managing institutional and individual priorities, identifying and managing conflicts of interest, treating others fairly.

Qualifications

- An excellent first degree and PhD in a relevant field.
- A Higher Education Teaching qualification or equivalent experience.
The Professorial Role, Pay Structure and Pay Review Process

The key areas of activity of all academic staff, including professors, at Newcastle University are summarised in the Academic Job Summary. The information below is designed to build upon the Academic Job Summary and specify the levels of expertise and contribution expected of professors. Progression to professorial status at Newcastle is governed by the Procedure and Criteria for Promotion to a Personal Chair.

Professors at Newcastle University are leaders within the academic community. They have a national and international reputation in their academic field and demonstrate leadership both within the University and externally, with recognition often extending beyond academia into relevant policy and practice communities. Like all academic members of staff, unless explicitly specified to the contrary, professors are expected to do research, and expected to do teaching. Engagement is not normally a separate third activity, but in the main derives from research and teaching activities. The University engages with civil society as an educational and research institution, and therefore the expectation is that engagement activities will be carried out not just in the sense of good citizenship, but specifically based on academic expertise and experience.

Professors may or may not have line management responsibilities such as those carried out by the Head of an Academic Unit. However, it is expected that all professors should provide leadership within their academic discipline and make an appropriate contribution to the management of their academic unit, faculty and/or to the University.

Depending on the academic focus of the particular role performed by an individual, the following activities and achievements, viewed within the context of their academic discipline, are illustrative of the normal level of expectations for those holding a professorship at Newcastle University:

**Research and Innovation**

- Achieve high-quality outputs, of high impact, in top media for the relevant discipline; this is likely to include publications in top-tier, high-impact journals and in some disciplines research monographs, but may also include exhibitions, performances, commissioned research reports, and a range of other outputs.
- Achieve consistently high levels of research income from peer-reviewed funding sources.
- Lead and direct a substantial programme of research (which may include research groups and/or facilities) often including responsibility for the mentoring and development of academic colleagues.
- Achieve and maintain an international reputation in the discipline and, where appropriate, contribute to societal challenge themes.

**Teaching and Learning**

- Publish highly regarded textbooks and other teaching materials.
• Lead in the design and implementation of programme, curricular and related innovations that make a major positive contribution to the student learning experience and the academic and financial success of the academic unit.

• Establish and maintain national or international eminence through the exercise of leadership within professional bodies and participation in policy circles. Create and/or lead substantial, multi-institutional, regional, national or international educational programmes or facilities.

• Make a sustained, high-quality contribution to pedagogic research.

Engagement

• Make a major contribution to intellectual, cultural, social or economic life at regional, national, or international level.

• Lead and direct substantial and financially positive commercial activities and collaborations.

• Play a leading role in the development and/or application of public or professional policy or practice at national, European or international levels.

• Develop and maintain innovative and/or creative partnerships with external bodies (public, private or voluntary), to address societal challenges in line with University strategy.

Professorial Band Profiles

In order to determine professorial pay in a transparent and equitable manner, the University references a three band pay structure within the professorial grade. This structure is designed to appropriately reflect and reward continuing scholarly attainment and achievements, the exercise of academic leadership, and contributions made to the life, work and sustainability of the University community.

The band profile descriptions below are used in assigning all Newcastle professors to an appropriate point on the professorial scale.

Band 1

Band 1 is the normal entry band for newly promoted Newcastle professors. It is also sufficiently broad to allow progression within the band as professors develop their career and standing.

For appointment or promotion to this level, a professor will have a national and international reputation in the relevant discipline with established evidence of academic excellence. The detailed criteria are set out in the University’s professorial promotions criteria.

Professors who achieve movement to a higher point within Band 1 will be demonstrating continued development in the role as measured against the generic activities expected of professors (described above) and the particular requirements of the role in question.

Band 2

Professors who reach this band are working at a level significantly higher than the entry level for a
Newcastle professor. Individuals have a sustained, distinguished record of internationally recognised achievement in their field; their expertise is in significant demand from partners within or beyond academia and/or they are asked to fulfill major international roles within the discipline.

They will be national leaders in their field and have established themselves as an acknowledged international authority. Their academic work is likely to have made a significant and lasting mark.

Some professors may progress from Band 1, their role and contribution having grown sufficiently to be recognised in this way. Senior lecturers or readers are not normally promoted directly to Band 2. External appointments are only made to Band 2 where the professor is already well established at another institution or working at a comparable level outside academia.

**Band 3**

This band is reserved for the small number of professors who bring great prestige to the University through their sustained record of academic achievement at the highest international level. This may take the form of leadership of world-leading research, election to the most prestigious learned societies, a leading role in high-impact interdisciplinary collaborations with a broad range of academic, industrial or governmental partners, or a position of unequivocal international authority. Their work will be recognized internationally as outstanding, and they will have made a formative and lasting contribution to their field of study.

Band 3 professors may have progressed from Band 2, or in exceptional circumstances may have been appointed directly to this band. External appointments are only made to Band 3 where the professor has achieved international status of the highest level. Authority from the Vice Chancellor is required to appoint to Band 3.

**Pay Ranges**

Ranges are based on professorial pay scale effective from 1 August 2021)

- Band 1: £67,585 - £74,225
- Band 2: £75,932 - £100,924
- Band 3: £103,080 +

**Annual Pay Review Process**

Cases for pay progression will be considered through the Professorial Pay Review process, which commences in February each year, with decisions taking effect the following 1 August.
The School of Natural and Environmental Sciences (SNES)

The School of Natural and Environmental Sciences (SNES) is the academic home for the bioscience, chemical, agricultural and environmental disciplines in the Science, Agriculture and Engineering (SAgE) faculty at Newcastle. SNES comprises over 140 academic staff and was formed in 2017 as part of a transformational plan for SAgE to improve the management and performance of both teaching and research across the faculty. In addition to the campus facilities in biology, chemistry and environmental science, SNES manages two marine stations, a research vessel and two large farms. There is also a large group of social scientists in the school, who work regularly with life scientists in the delivery of multidisciplinary research programmes. To maximize the value of this unique blend of facilities and disciplines, the University now wishes to appoint leading academics to key leadership roles in the new school to drive interdisciplinary research and teaching that raises the global profile of the organisation.

As the third largest School in the University, SNES is the home for the natural and environmental sciences at Newcastle, with strengths in cross discipline teaching and research founded on four main disciplines:

- Chemistry
- Environmental and Earth Sciences
- Biology and Marine Sciences
- Agriculture and Food Production

Research spans from the foundational to the translational and addresses the global challenges recognized in the UN’s sustainable development goals, enabled by world-class laboratories and facilities.

We celebrate in 2021 – 2022 the 150th anniversary of the establishment of the College of Physical Science at Newcastle in 1871. The college went on to become Armstrong College, then Kings College and finally Newcastle University. This historic milestone celebrates 150 years of Science education at the University.
The Faculty of Science, Agriculture and Engineering (SAgE)

SAgE has more than 8,000 students, 1,200 colleagues and an annual turnover of £150M, making us one of the biggest Faculties in the UK working across science and engineering. We have strong international links and lead the University's Singapore presence.

SAgE undertook a major re-organisation in August 2017 moving from ten to five academic units; bringing together hubs of disciplinary excellence at our Newcastle campus in key areas; Computing, Mathematics, Statistics and Physics, Natural and Environmental Sciences and Engineering, which is also the mainstay of our Singapore campus operation. We have grown our footprint in Singapore over the last four years with the addition of the Newcastle Research and Innovation Institute (NewRIIS) - a >1000 m² space for postgraduate and colleague researchers, CPD training and a base to work with industry - alongside an existing operation run jointly with the Singapore Institute of Technology, teaching more than 900 undergraduate students.

We have a strong research presence with national and global leaders in key areas including: Bio-Systems (understanding and manipulating biological systems for the benefit of society and the environment); Future Mobility (changing the way we move: from prosthetics to propulsion); Environmental Sustainability & Resilience (understanding our relationship with the environment to enable a secure future for all); the Future of Energy (discovering and developing efficient and sustainable generation, storage and delivery of clean, secure and affordable energy for all), and Industry & Society (using data to revolutionise the way we live). The existing success of SAgE in these areas is currently demonstrated through our leading role in key components of the UK’s research infrastructure such as the National Innovation Centre for Data, National Centre for Innovation in Rural Economy, National Centre for Energy Systems Integration, the UK National Gear Metrology Laboratory and National Centre for Subsea and Offshore Engineering. The £18m GCRF Water Security and Sustainable Development Hub highlights our interdisciplinary work – led from the SAgE Faculty, working with colleagues in the Faculty of Humanities and Social Sciences.

We host the National Green Infrastructure Facility and the Newcastle Urban Observatory, the largest open real-time urban environmental monitoring network in the world with over 2 billion data points collected and processed to date. We offer unrivalled opportunities for deploying findings from our research at scale with two experimental farms allowing us to tackle the most pressing problems in food security and land management. The deepest research borehole in the country, located on Newcastle Helix is driving innovations in low carbon geothermal energy research and jointly with our strategic partner, Northumbrian Water, we operate the unique BEWISE facility which allows us to test novel biotreatment technologies in fully instrumented test beds on an operating wastewater treatment plant. This is key to translating innovations from our fundamental research to field-proven real-world solutions.

Our standing in driving electrification and decarbonisation is recognized through our leadership of the recently announced Driving the Electric Revolution initiative with four regional industrialization centres and more than 30 partner research and technology organisations. We are also members of major consortia such as the £65M Faraday Battery Institution, the UK Energy Network Supergen, the
Centre of Excellence for Sustainable Advanced Manufacturing and the Alan Turning Institute and have been designated an Academic Centre of Excellence for Cyber Security Research.

Our discipline-based discovery-led research tackles some of the biggest challenges faced by the environment, economy and society. The Faculty has significant industry and policy links facilitating our impact; for example, we have ‘Principal Partner Status’ with Siemens, a longstanding partnership with Northumbria Water Group as well as strong partnerships with Procter and Gamble, multinational software company Red Hat, domestic appliance giant Dyson and global engineering consultancy Arup. We are also the strategic science partner of the Food and Environmental Research Agency and provide the Chief Scientific Advisor to the Department for Transport. Our researchers work closely with significant international bodies including the IPCC and the IUCN, driving policy to mitigate climate change and biodiversity loss. We also enjoy EPSRC Tier 1 Partnership Framework status.

The Faculty’s continued success and planned growth builds on the region’s and University’s history of world leading innovation. We aim to further develop our research strength in our identified key areas and integrate critical aspects of the latest research in these areas into our taught offering in close partnership with industry leaders and colleagues in the Faculties of Medical Sciences, and Humanities & Social Science. The re-organisation of SAgE opened opportunities for integrated strategic investment allowing notable strides forward in delivering our vision. We have, for example, committed significant strategic investment in a £68M re-development of our Stephenson Building. The project will create a fresh focus for Engineering at Newcastle offering flexible accommodation for research, engagement and education in a way that is mutually supportive and enhancing. This represents an underlying ethos of our vision, unusual amongst our peers, to fully integrate key functions across the Faculty. Our established Singapore presence also represents an exciting opportunity to further grow our international presence and activity from South East Asia.
Newcastle University is a thriving international community of 29,600 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 (134th in the QS World University Rankings 2022 and 146th 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. As a member of the Russell Group of research-intensive universities in the UK, we have a world-class reputation in the following thematic areas: ageing and health, cities and place, culture and creative arts, data, and One Planet.

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 2022 we rank in the top 200 for Education in the *Times Higher Education* World University Rankings by Subject. 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.

Our education, outreach, stewardship and research is dedicated to tackling some of the most complex and pressing issues we face. In 2021 we were ranked 15th in the world for our ‘university impact’ in *The Times Higher Education* Impact Rankings, highlighting our global influence towards achieving the UN’s sustainable development goals (SGDs).

Our ‘triple-crown’ accreditation status also places us among the top business schools in the world.

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 contributing institution in their Living Values project which includes a focus on inclusive education. We hold an
institutional Athena Swan Silver award and are working towards Race Equality Charter accreditation. We are also proud members of the Business Disability Forum and a Stonewall Global Champion. In 2020 we were the first University to become a member of the Employer with Heart charter. Also, in 2021 we were recognised in the *Times Higher Education* Global Impact rankings as 15th in the world for our activities in relation to the Sustainable Development Goals, were 11th in the world for our work on Sustainable Cities and Communities, and 2nd for responsible consumption. We have a proud history of championing social and environmental justice now embodied in our flagship Education building, the Frederick Douglass Centre, and we are dedicated to embedding 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. Newcastle University in Singapore, in partnership with the Singapore Institute for Technology, has a particular focus in Engineering and is actively exploring online education.

Newcastle University Medicine Malaysia (NUMed), opened in 2011, made Newcastle the only UK University with fully owned medical campus overseas. NUMed delivers degrees in medicine and biomedical sciences to 800 students.
Employee Benefits

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

- Excellent defined benefit pension schemes;
- Excellent salary sacrifice schemes including cycle to work scheme and pensions;
- Generous annual leave 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 colleague 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 [https://www.ncl.ac.uk/vacancies/benefits/](https://www.ncl.ac.uk/vacancies/benefits/)

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](https://www.ncl.ac.uk/).

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 its customers, 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. We have held a Silver award since 2016

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.
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** work aims to bring the university values and guiding principles to life through a range of activities. 2021 saw the launch of our Leading through values programme which will be rolled out to all leaders over the next 3 years. Equally, Managers Essentials provides a range of knowledge and skill workshops for those new to management and leadership.

- **A growing focus on Research Culture** which following the appointment of a Dean of Research Culture in 2021 and extensive consultation has a Roadmap for further action. 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 undertake a range of accreditations to continually enhance and improve our practice**, in particular Athena Swan and Race Equality Charter. We are members of Stonewall and Disability Forum and we have a range of active colleague networks to support and engage colleague across the University.

- **February 2021 saw the introduction of Inclusive Futures**, a new leadership programme offering colleagues from ethnically minoritised groups the opportunity to develop their leadership skills 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. 2022 will see the second cohort of the programme and plans for the future include extending the programme to other protected characteristics.

- **The University is committed to our Apprenticeship scheme**, supporting both newly recruited apprenticeship roles and existing colleagues undertaking apprenticeship programmes. The University engages with a range of local colleges and providers to deliver the programmes and we currently have over 100 colleagues working on 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, coaching and mentoring and management skills available online and face to face.
Investing in world-class facilities

The University’s has invested heavily in our city centre campus and will continue to do so over the coming years. Our investments include:

- The phased refurbishment of the Armstrong and Henry 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;
- Significant investment in IT systems to support People Management:
  - outstanding investment (£20m) in our infrastructure for digital connectivity (‘the network’) that, over the next 3 years, will build a secure, agile, extensible foundation for all the digital services consumed by the 40,000 people who routinely connect to our network. For Newcastle University, this will connect everything and everyone everywhere all the time.
  - A ground-breaking investment in a new digital admissions system, delivered using agile methods, Cloud-first, using Low-code/No-code technology. This is a model and ‘pipe-cleaner’ for digital deliveries of the future.
  - A solid and dependable set of up-to-date Core Digital Services, including key administrative systems like our World-first upgraded SAP ERP, our cloud-based HR, Virtual Learning Environment and Research Management systems and the sector-leading adoption of Microsoft 365, Teams, Yammer, and OneDrive services within a single cloud-based Directory Service for all staff and students (globally) that removes barriers to collaboration and connectivity within our community for both education and research.
  - An industry-leading investment in cyber-security to keep everyone and our intellectual property safe, secure and resilient in an increasingly uncertain world.

- A new medical sciences education building;
- The refurbishment of the Claremont Complex;
- Our £25m Sports Centre, which enables students to participate in sport during their time at university and plays a vital role across the entire student lifecycle;
- In 2019 we opened 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 which we 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;
- 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;

• The Sir Terry Farrell Building (2022) - a refurbishment to provide a University exhibition centre and Urban Room including engagement spaces and an office incubator, invested £5m;

• Stephenson Building (2024), Provision of a new engineering hub which involves the demolition of part of a building and the construction of a new extension, plus refurbishment of the retained front part of the building, an investment of £68m;

• Delivery of the Climate Action Plan and ongoing carbon reduction measures is supported by £15 million/pa of central funding from the University, alongside SALIX funding. A heat decarbonisation plan for the campus is being developed, working alongside partners in the City including the NHS Trust and City Council - investment will be made in both energy networks and the buildings the networks serve;

• CAV - The regeneration of the former General Hospital site, on Westgate Road in Newcastle’s West End, will help people live longer and healthier lives through global leadership in ageing and research. The planned development, which will take approximately 10-years to complete, will link research and innovation across the whole 29-acre site and provide unique solutions for living, leisure, learning and employment as we age.
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 Chief Operating Officer (Adrienne McFarland); the Executive Director of Finance (Nick Collins); and the Registrar (Dr Colin Campbell), all of whom are members of the Executive Board. Executive Director of External Relations (Justin Cole) is also a member of Executive Board. 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

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<td>Biosciences Institute</td>
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<td>School of Arts &amp; Cultures</td>
<td>Translational and Clinical Research Institute</td>
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<td>Newcastle University Business School</td>
<td>Population Health Sciences Institute</td>
<td>School of Mathematics, Statistics &amp; Physics</td>
</tr>
<tr>
<td>Combined Honours and Philosophy Education, Communication &amp; Language Sciences</td>
<td>School of Biomedical, Nutritional and Sport Sciences</td>
<td>School of Natural &amp; Environmental Sciences</td>
</tr>
<tr>
<td>School of English Literature, Language &amp; Linguistics</td>
<td>School of Dental Sciences</td>
<td>Newcastle University in Singapore (NUIS)</td>
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<tr>
<td>Geography, Politics &amp; Sociology</td>
<td>School of Medical Education</td>
<td>National Innovation Centre for Data (NICD)</td>
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<tr>
<td>History, Classics &amp; Archaeology</td>
<td>School of Pharmacy</td>
<td>National Innovation Centre for Rural Enterprise (NICRE)</td>
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<td>Newcastle Law School</td>
<td>School of Psychology</td>
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<tr>
<td>School of Modern Languages</td>
<td>NUMed (Newcastle University Medicine Malaysia)</td>
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<tr>
<td>Humanities Research Institute</td>
<td>National Innovation Centre for Ageing (NICA)</td>
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<td>Institute for Social Science</td>
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<td>Institute for Creative Arts Practice</td>
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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.

<table>
<thead>
<tr>
<th>Chief Operating Officer</th>
<th>Registrar</th>
<th>Executive Director of Finance</th>
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<tbody>
<tr>
<td>Operations Hub:</td>
<td>Registrar</td>
<td>Executive Director of Finance</td>
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<tr>
<td>NUIT</td>
<td>Governance and Executive Office</td>
<td>Finance Hub:</td>
</tr>
<tr>
<td>Estates and Facilities</td>
<td>Business Development and Enterprise</td>
<td>Corporate Finance</td>
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<td>People Services</td>
<td>Legal Services</td>
<td>Financial Performance</td>
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<tr>
<td>NU Advancement</td>
<td>Research Strategy and Development</td>
<td>Financial Services</td>
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<td>Strategic Planning and Change</td>
<td>Procurement and Purchasing</td>
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<td>External Relations</td>
<td>Internal Audit</td>
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<td>Academic Services</td>
<td>Funding Assurance</td>
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<td>Student Services</td>
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<td>International Office</td>
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The table above outlines the budget areas of the Chief Operating Officer, Registrar, and Executive Director of Finance.
Living and Working in Newcastle

Newcastle is a modern, vibrant city in the North East of England, rich in culture with a stunning cityscape and strong identity. It is a special place that rewards people who choose to visit, live, work and study here. Newcastle is also a leading city in tackling the climate emergency with a dedicated Net Zero Task Force and is one of only 4 cities in the UK to receive the top “A” grade from international climate research provider CDP, one of only 88 globally. Newcastle City Council and Newcastle University were amongst the first local authorities and universities to declare a climate emergency and commit to Net Zero carbon emissions, alongside Newcastle Upon Tyne Hospitals Trust who were the first healthcare organisation in the world to do the same.

Getting around
The city centre is easier to get around than many other urban centres as it is compact and quite flat, and most major landmarks are within a 20-minute walking distance. The modern, integrated transport system includes an extensive bus network, designated cycle lanes and the North East’s own underground train system, the Metro, to get around the city and region.

Newcastle is also well connected with the rest of the UK and beyond. 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, and there is an International Airport less than 15 minutes from the city centre.

Attractions
The city offers excellent shopping facilities including the Grainger Market, a unique indoor market which is home to local businesses and produce, as well as local shopping centres and high street chains. There are also plenty of restaurants, museums, galleries and cinemas.

Newcastle is a very green city, with swathes of open green space in Exhibition Park just north of the University campus, as well as the Town Moor, Nun’s Moor and Jesmond Dene. The city also lies in close proximity to the North East coastline and countryside, including the Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, which are only 30 minutes’ drive to the north. To the west lies Hadrian’s Wall world heritage site, and south of the city is County Durham, where the ancient City of Durham is complemented by a heritage coastline and rural towns and villages.

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 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 top-flight 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. Every year, the world’s largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

Living in the region
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 seafront homes, 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 world-class higher education provision.
How to Apply

Newcastle University now invites applications for the position of Professor of Biotechnology

Applications should consist of a full CV, and a covering letter and be submitted via our careers page

For a confidential discussion about this role, please contact Robert Edwards at Robert.Edwards@newcastle.ac.uk

Appointment Timetable

Opening Date: 18 May 2022
Closing Date: 19 June 2022
Formal Interviews: 28 July 2022