Appointment of:

Head of School

School of Natural and Environmental Sciences

Faculty of Science, Agriculture and Engineering
Introduction

Thank you for your interest in the position of Head of the School of Natural and Environmental Sciences in the Faculty of Science, Agriculture and Engineering (SAgE).

Reporting to me as the Faculty PVC, the Head of School of Natural and Environmental Sciences will be a key member of the senior leadership team of both the Faculty and the University.

The School of Natural and Environmental Sciences is the most academically diverse unit at Newcastle. As the School has just turned five years old, there is an infectious energy around its potential. We’re particularly proud of the way colleagues in the School are determined to make a positive impact – in our education experience, our research and in our community.

The School has recently developed ‘Vision 2025’ in which it lays out a route to becoming a UK leader in delivering an Applied Environmental Sciences education, underpinned by the School’s research focused discipline areas. A new Head of School will be supported by a strong and dedicated team of senior colleagues, to design and implement this vision. The School has an ambitious plan for change in this area and colleagues are ready to deliver, with input from a new Head.

Following the recent REF results we want to utilise our success in impact rankings (1st in Impact for UoA8, 2nd in Impact for UoA7), to develop our education offer and work more closely with business and industry. We see the focus on an Applied Environment Sciences offer as one of the main routes to developing these areas, as well as continuing to develop our particularly strong focus on multidisciplinary research. This would be one of the key objectives for the new Head of School.

The School is on an exciting journey with huge potential and an ambitious vision. We are keen to welcome a Head of School that will share this vision, lead with enthusiasm in a School that is in the thriving on early successes.

Everything we do in the Faculty is underpinned by our collective values and a dynamic, evolving and co-produced vision that brings together colleagues across our diverse range of subjects and disciplines, across academic and professional services teams, and which engages with our students, past and present, in a genuine partnership of learning and knowledge creation.

Please feel free to contact me directly at stephanie.glendinning@ncl.ac.uk if you are interested and feel you meet our criteria. I very much look forward to hearing from you.

Professor Stephanie Glendinning

Pro-Vice-Chancellor, Faculty of Science, Agriculture and Engineering
The Role

We are seeking to appoint an outstanding individual to lead the development of the School of Natural and Environmental Sciences. We are looking for candidates who are excited by the creative and strategic possibilities offered by the School of Natural and Environmental Sciences, and who have a strong commitment to realising these possibilities and to achieving multidisciplinary, interdisciplinary and inter-professional linkages with stakeholders across the university, city, region and beyond. Candidates should have an excellent record of leadership achievement, and equally strong academic credentials, and a commitment to values-driven leadership in line with the University Vision and Strategy.

The Head of School will be accountable for the leadership of the School, ensuring its objectives and outcomes are aligned to the Faculty and University strategies. 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 Head of School 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 Head of School works 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;
- Create a strategic plan related to the size and growth of the School in relation to student numbers and staffing;
- Maintain and enhance the academic reputation of the School, developing a strong external profile for the School with relevant University stakeholders and regional, national and international industry partners;
- Implement quality assurance and improvement procedures to enhance all aspects of the School’s activities, including both postgraduate and undergraduate student experience;
- Work with Pro-Vice-Chancellors and Deans to foster the development of outstanding academic programmes and student experience, research, engagement, global partnerships, and research training in the School;
- Monitor and evaluate the School’s teaching, research, global and engagement and place activities in relation to comparable Units both within and outside the University;
- 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;
- 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 University and Faculty Strategies, inspiring colleagues by bringing the Vision to life and giving it meaning in the context of the Faculty and its aspirations. Establish and maintain communication with appropriate committees, boards, fora and networks within the Faculty and the broader University;
- Represent the School’s interests in the Faculty, University, professional, industry and government contexts. Operate as an excellent external ambassador and advocate for the School. Continue to enhance the School’s national and international reputation, both in areas of current strength and emerging developments;
Initiate, maintain and strengthen links between the School and other academic Units and relevant professional, public, voluntary and industry bodies and community;

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.

Foster strong internal relationships with relevant professional directorates within the University, ensuring that students and colleagues receive the best possible professional support;

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 to support the School to be the best it can;

**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 the School;

Collective responsibility for the development and implementation of policy in relation to the Faculty of Science, Agriculture and Engineering and the wider University.

**Stakeholder Management**

**Internal Relationships**
Responsible to the Faculty Pro-Vice-Chancellor for SAgE.

A member of the SAgE Faculty’s Executive Board.

- Vice-Chancellor & President, Deputy-Vice-Chancellor and Provost, Pro-Vice-Chancellors;
- Other Heads of Academic Unit and Deans;
- 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 Head of School, 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;
- building inclusive cultures, developing close working relationships across an organisation, and experience of leading and supporting people to fulfil their potential;
- creativity leading to the formulation of multidisciplinary, interdisciplinary activity with clear income generation outcomes;
- strong academic accomplishment in a field relating to the work of the School;
- strategic thinking and the development of clear academic goals and metrics;
- projecting and advocating 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;
- Proven experience in achieving multidisciplinary and interdisciplinary networks and linkages with demonstrable outcomes;
- Evidence of working at a strategic level, including ability to develop strategic plans, and associated resource planning;
- Communication and listening 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 fostering internal and external partnerships;
- Proven excellence in research and/or teaching. Experience of working collaboratively with external bodies; academic, professional, commercial or governmental;

Attributes and Behaviour

- An inspirational and strong role model for professionalism, and commitment to the University’s values and guiding principles;
- Advocate for 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;
• Able to act objectively in dealing with complex problems, issues and decision making;
• Engages others, communicates with colleagues effectively and is able to persuade and influence others;
• Able to manage conflicting priorities;
• 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;
• High energy, enthusiasm, creativity and integrity. Personal resilience, able to work well in a changing environment, sometimes under pressure and managing conflicting priorities;

Qualifications

• PhD 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.
The School of Natural and Environmental Sciences (SNES)

The School of Natural and Environmental Sciences (SNES) is the academic home for the natural sciences, bio-systems, 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, including 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 are currently celebrating 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) 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.
Introduction to Newcastle University

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.
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/vacancies/benefits/).

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 2020 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, 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

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

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<tr>
<th>Chief Operating Officer</th>
<th>Registrar</th>
<th>Executive Director of Finance</th>
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<td>Academic Services Hub: Governance and Executive Office</td>
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<td>Business Development and Enterprise</td>
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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 Head of School of Natural and Environmental Sciences

Applications should consist of a full CV and a covering letter.

For a confidential discussion about this role, please contact our retained search firm Minerva via newcastle@minervasearch.com. For further information and details of how to apply, please visit www.minervasearch.com/newcastle.

Appointment Timetable

Opening Date: 22.08.2022

Closing Date: 25.09.2022

Formal Interviews: TBC