Candidate Information Pack

Appointment of:

Head of School of Psychology

Faculty of Medical Sciences
Introduction

We are seeking to appoint an outstanding individual to lead the School of Psychology and its development. We are looking for candidates who are excited by the creative and strategic possibilities offered by the School of Psychology, 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 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 and is 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 Teaching and 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, maximising income while maintaining excellent student experience, and report annually on progress in teaching, research, 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 teaching and research 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 shape of the School in relation to student numbers (including diversifying the student population and increasing international intake) and staffing; this should include close cross-unit working to recognise, create and maximise synergies for research and education in the Faculty as a whole, and also to maximise benefits to the Faculty from the appointment of new colleagues;
• 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 partners;
• Implement quality assurance and improvement procedures to enhance all aspects of the Schools activities, including both postgraduate and undergraduate student experience;
• Work with Pro-Vice-Chancellors and 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 Schools 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, regulation such as Health & 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 Schools 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 staff 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.

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

Policy Formulation
• Lead the development and implementation of policy in relation to School;
• Collective responsibility for the development and implementation of policy in relation to the Faculty of Medical Sciences and the wider University.

Stakeholder Management

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

A member of the FMS 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;
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, and experience of leading and supporting people to fulfil their potential;
- strong academic accomplishment in a field relating to the work of the School;
- strategic thinking and the development of clear academic goals and metrics;
- developing close working relationships across an organisation and with partners;
- 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, including leadership of teaching in higher education.
- Ability to lead change and provide clear direction to ensure objectives are met.
- Proven excellence in teaching and/or research;
- In-depth understanding of the academic sector relevant to the unit;
- Understanding of the complexities and challenges of leading in Higher Education, including the regulatory frameworks;
- Evidence of working at a strategic level, including ability to develop strategic plans, and associated resource planning;
- Experience of fostering internal and external partnerships; exhibiting good interpersonal, consultative, collaborative and networking skills;
- Experience of working collaboratively with external bodies; academic, professional, commercial, or governmental (desirable)

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 wider University;
- People orientated and perceptive, with 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;
• Promotes and actively drives change and continuous improvement within own area and across the organisation;
• Ability to work effectively within matrix structures as a member of many teams and groups, whilst retaining the ability to make decisions independently;
• 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 Psychology or closely aligned discipline;
• An academic teaching qualification recognised at UKPSF descriptor level 2 (Desirable).

Key terms and conditions

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 2022

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<thead>
<tr>
<th>Band</th>
<th>Range</th>
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<tr>
<td>1</td>
<td>£69,613 - £76,452</td>
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<tr>
<td>2</td>
<td>£78,210 - £103,952</td>
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<td>3</td>
<td>£106,172 +</td>
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### 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.

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

Employee Benefits

At Newcastle University, we are committed to providing a great range of benefits and discounts for our colleagues. A selection of these are:

**Pensions schemes to which colleagues are auto enrolled and offering a range of benefits.**

**NCL Rewards** is the Newcastle University discounts website exclusively for University colleagues. With access to 6,500 leading discounts at national retailers, discounts on holidays and cash back on purchases, there is something for everyone!

The scheme is administered by Sodexo and subsidised by the University. Sodexo currently work with 48% of Higher Education Institutions within the UK, guaranteeing a higher level of discounts not available to the public.

You can apply for your NCL Rewards membership on commencement of employment at the University. To do this you’ll need to have your colleague number available.

**Cyclescheme** was introduced by the Government as part of the Green Transport Plan Initiative, the scheme gives colleagues the opportunity to save money on a brand new bike and accessories and spread the cost over 12 months. Savings of up to 25%-39% on standard cycle prices can be made through salary sacrifice. Cyclescheme customers are not limited to any particular bike or accessory brand and therefore can choose the best for quality and value-for-money. The purchase must be made from a “partner shop” ie the cycle shops who are partnering with Cyclescheme and Newcastle University. A full list of partner shops can be accessed directly by visiting the Cyclescheme website.

With a **Simplyhealth** Cash Plan you can claim money back towards the cost of check-ups and treatment and you can cover just yourself or a partner too. What’s more up to four children under the age of 18 are covered for free!

Simplyhealth describe their health plan as pots of money you can use to look after your everyday health. Some regularly used health benefits include:

- **Optical** – includes prescription glasses, contact lenses and prescription sunglasses up to annual limits.
- **Dental** – claim for check-ups, scale, polish and treatment up to annual limits.
- **Complementary therapies** – includes physiotherapy, chiropractic, osteopathy, acupuncture and homeopathy up to annual limits.
In addition to NCL Rewards, University colleagues have access to a wide range of special offers, discounts and corporate rates on travel, leisure and retail.

**Equality, Diversity & Inclusion**

We are committed to academic excellence, equality of opportunity, valuing individual differences and the diversity this brings. We aim to develop a fully inclusive University community which recruits and retains colleagues and students from all sectors of society, so that they can be developed within a positive and supportive culture and encouraged to flourish and reach their potential. Our ED&I strategy can be found [here](#).

These fundamental values are central to ensuring that all individuals are treated with dignity, fairness and respect. The fostering and promotion of good relations and understanding between and among colleagues and students, irrespective of identity or background, is expected of everyone that works or studies at the University. By fully embracing equality and diversity, the University is better able to engage with 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 ethnic minority colleagues and students. We are aiming for a full accreditation submission by 2022 and have a self-assessment team, chaired by the Deputy Vice-Chancellor, with membership of colleagues and students from across the organisation working on several key workstreams that have huge relevance in the Education portfolio.

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

**The School of Psychology**

The School of Psychology has grown significantly over the past few years offering undergraduate (UG) BSc and postgraduate programmes. The School is located in the newly built Dame Margaret Barbour Building where there are staff offices, and excellent teaching facilities, including state of the art research methods computer laboratories, a police compliant forensic interviewing suite, and a psychological therapies training and research clinic. There are currently about 40 academic
colleagues with excellent scholarship, research and/or practitioner status.

The School position itself as a leading UK provider of professionally oriented programmes. Programmes include the Doctorate in Clinical Psychology, a number of clinically oriented PG programmes along with an MSc in Forensic Psychology, an MSc Foundations in Clinical Psychology and MSc in Sport & Exercise Psychology. These sit alongside undergraduate honours programmes: BSc in Psychology; BSc Psychology & Biology; BSc Psychology & Mathematics; BSc Psychology and Sport and Exercise Sciences and, BSc Psychology and Nutrition. All programmes are research-informed and many elements are research-led. Programmes are taught by staff based in the School and relevant Institutes and an important part of the Head of School’s work is to build a coherent ‘School’ ethos in which all academics and professional support staff have a strong sense of collegiality and pride in the school.

Most members of academic staff within the School do research, publish and attend conferences (a few are on teaching and scholarship contracts). School staff undertaking research are affiliated to one of the Research Institutes/Themes and may hold grants and/or supervise PhD students. There is potential for the incoming Head of School to help develop new research and teaching links in any of the Faculty’s areas of strength.

The Faculty of Medical Science (FMS)

Internationally recognised for its pioneering research and outstanding teaching, the Faculty of Medical Sciences (FMS) is home to a world-leading collaboration of research scientists, clinical academics, teaching professionals, technical and professional colleagues.

Our success is reliant on a strong partnership with the NHS across the region, exemplified by the award of NIHR/NHSE-I Academic Health Science Centre (AHSC) status in April 2020. Our AHSC is called Newcastle Health Innovation Partners. The University works particularly closely with Newcastle upon Tyne Hospitals and Cumbria, Northumberland, Tyne and Wear NHS Foundation Trusts within the AHSC to deliver world-class healthcare through collaborative scientific research, education and patient care. The University also embraces other academic institutions and NHS hospitals in the North East of England.

Within FMS, our scientific facilities allow bioscience researchers access to world leading, cutting edge technologies. These include a Protein and Proteomic Facility which provides a range of services including identification of single proteins and proteins in complex mixtures; characterising of proteins; finding post-translational
modifications and protein quantification. The Bio-imaging Unit delivers a wide variety of imaging including conventional brightfield; phase and DIC and widefield-fluorescence microscopy, in addition to confocal microscopy – two-photon and high-content confocal screening.

Students in FMS enjoy excellent teaching facilities, including eight lecture theatres in the Faculty, accommodating between 100 to 450 students and numerous seminar rooms. The Walton Medical Library on the fifth floor of the Medical School has an extensive stock of electronic and hard copy books and journals relating to all the taught modules and the research of the Faculty. The faculty also has five computer clusters, with between 20 and 90 PCs each, and an undergraduate common room and cafeteria on the ground floor of the Medical School. The recently constructed Dame Margaret Barbour Building and Sport and Exercise laboratories provide state-of-the-art facilities for both teaching and research.

The Faculty has a total of 1085 (FTE) academic and research colleagues and 678 (FTE) professional support colleagues (administrative and specialist) across this range of disciplinary areas. Income from teaching has grown steadily in recent years, reflecting the strong market demand for many of the Faculty’s degree programmes. It has a significant and expanding student population, with success in recruiting international students to many areas, and currently has 5560 undergraduates, 1122 PGT and 913 PGR.

We hold a Faculty Silver Athena SWAN award.

Research income in the academic year to 31st July 2020 was approximately £57 million.
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-focused 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.

REF2021 re-affirms Newcastle's position as one of the UK's world-leading research-intensive universities and shows that we are achieving our strategic goal to grow research power. The results show that the University's research capacity - or 'power' in REF terms - has grown by 65% since 2014. 42% of our research was scored as world-leading up from 31% in 2014 and Grade Point Average (GPA), the assessment of quality, has increased from 3.09 to 3.29 (out of a maximum of 4* world-leading).

These reflect the contributions from a growing team of researchers which has increased by 54% this time.

The results consolidate our position as one of the UK’s world-leading broad-based research-intensive universities.

Our education, outreach, stewardship and research is dedicated to tackling some of the most complex and pressing issues we face. 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. Newcastle was ranked first in the UK and 8th in the world in the Times Higher Education Impact Rankings 2022. The rankings assess a university’s work towards achieving the UN Sustainable Development Goals, and Newcastle’s world-leading research in this area was key to achieving this. 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.

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 (TBC) 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>
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<tr>
<th>Humanities and Social Sciences</th>
<th>Medical Sciences</th>
<th>Science, Agriculture and Engineering</th>
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<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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<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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<td>Geography, Politics &amp; Sociology</td>
<td>School of Pharmacy</td>
<td>National Innovation Centre for Rural Enterprise (NICRE)</td>
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<td>History, Classics &amp; Archaeology</td>
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<td>Newcastle Law School</td>
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<td>School of Modern Languages</td>
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<td>Humanities Research Institute Institute for Social Science</td>
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<td>School of Medical Education</td>
<td>School of Biomedical, Nutritional and Sport Sciences</td>
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<td>School of Pharmacy</td>
<td>School of Dental Sciences</td>
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<td>School of Psychology</td>
<td>School of Medical Education</td>
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<td>NUMed (Newcastle University Medicine Malaysia)</td>
<td>School of Pharmacy</td>
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<td>National Innovation Centre for Ageing (NICA)</td>
<td>School of Psychology</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.

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<tr>
<th>Chief Operating Officer</th>
<th>Registrar</th>
<th>Executive Director of Finance</th>
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<td>Operations Hub:</td>
<td>Academic Services Hub:</td>
<td>Finance Hub:</td>
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<td>NUIIT</td>
<td>Governance and Executive Office</td>
<td>Corporate Finance</td>
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<td>Estates and Facilities</td>
<td>Business Development and Enterprise</td>
<td>Financial Performance</td>
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<td>People Services</td>
<td>Legal Services</td>
<td>Financial Services</td>
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<td>NU Advancement</td>
<td>Research Strategy and Development</td>
<td>Procurement and Purchasing</td>
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<td>Strategic Planning and Change</td>
<td>Internal Audit</td>
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<td>External Relations</td>
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<td>International Office</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**

We now invite applications for the position of **Head of School – School of Psychology**

Applications should consist of a full CV, and a covering statement of no more than 2 sides of A4, highlighting how you meet the essential criteria and be submitted via our careers page.

For a confidential discussion about this role, please contact Prof. David Burn, Pro-Vice-Chancellor, Faculty of Medical Sciences at david.burn@newcastle.ac.uk

**Appointment Timetable**

- **Opening Date:** 1 September 2022
- **Closing Date:** 25 September 2022
- **Formal interviews:** 7 Nov 2022