Candidate Information Pack

Appointment of:

Professor of International Organisations and Strategy

Newcastle University Business School (NUBS)

Faculty of Humanities and Social Sciences
The Post

Newcastle University is continuing its substantial investment in Newcastle University Business School. Our Vision and Strategy is aligned to our commitment to be a globally renowned international Business School engaged in innovative research that advances knowledge, provides transformative solutions to local-to-global business and societal challenges, delivers excellent teaching that prepares our students for the world of work and makes them global civic citizens who will shape the future. The successful applicant will join a leading international business school that is triple accredited, ranked in the world top 150 according to QS World University Rankings 2022 and the Times Higher Education World University Rankings 2022, and an integral part of a founding Russell Group University.

We seek to appoint a Professor of International Organisations and Strategy with an outstanding international research reputation, a commitment to excellence in teaching, and with a track record of leadership and academic citizenship. As a senior colleague and academic leader, the successful applicant will engage in high quality research that leads to impact and will help shape and deliver future-facing research strategies.

We are committed to developing a fully inclusive University community which recruits and retains staff from all sectors of society. Women and other minority groups are therefore encouraged to apply as they are currently under-represented in Professorial positions.

Further details about the School are available at https://www.ncl.ac.uk/business/

Leadership, Work and Organisation Subject Group

The Leadership, Work and Organisation Subject Group within Newcastle University Business School has over 45 full-time research and teaching staff. We are a collegiate group and deliver teaching and learning of the highest quality and attract high qualified students to our undergraduate and postgraduate programmes in Business Management, International Business Management and Global Human Resource Management, as well as attracting high calibre PhD students through our world-leading research profile.

Two vibrant Research Communities currently promote and support research across the Group. The Strategy, Organisations and Society community is a group of scholars committed to adopting an interdisciplinary approach to understand major strategic, organisational and societal issues. The Human Resource Management, Work and Employment community contributes to local, national and international debates about the changing experience and management of work, employment and organisational environments.

Key themes in the Strategy, Organisations and Society research community include

- Strategic management
- International business and management
- Organisations and management
- Ethics, responsible business and sustainability
- Business history
Main Duties and Responsibilities

- To deliver sustained world-class research that leads to impact, including developing stretching and credible future facing research plans;
- To secure funded research and/or corporate and organisational engagement/Professional body related funding;
- To contribute to the School’s global reputation for teaching excellence;
- To support curriculum/programme development and review for the subject and degree programme areas with relevant Director of Programmes;
- To lead on the identification of projects from the Subject Group that could be a focus for impact, real-world reach and funding;
- To support colleagues to further promote and develop the vibrancy and success of Newcastle University Business School;
- To work collaboratively to foster a values-based culture that advances equality, diversity and inclusivity and enables colleagues to thrive and succeed;
- To engage collaboratively in Professorial leadership within Subject Groups, committees, accreditation, events and activities of the School/University as an Academic Citizen and Professor.

Person Specification

<table>
<thead>
<tr>
<th>Knowledge, Skills and Experience</th>
<th>Essential/ Desirable</th>
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<tbody>
<tr>
<td>Experience of or potential for senior level academic leadership to enable collaboratively shaping and delivering the Vision and Strategy for the Business School and leading cultural change</td>
<td>E</td>
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<tr>
<td>A record of attracting external research funding and realistic plans for research projects that could be supported by such funding streams in the future;</td>
<td>E</td>
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<tr>
<td>A track record of attracting PhD students and supervising them to completion;</td>
<td>E</td>
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<tr>
<td>Evidence of high-quality teaching of and leadership in international organisations and strategy at both undergraduate and postgraduate level, as well as at doctoral level.</td>
<td>E</td>
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<tr>
<td>Expertise that consolidates the existing research strengths of the Leadership, Work and Organisation Subject Group;</td>
<td>D</td>
</tr>
<tr>
<td>Ability and skills to develop sustained relationships external to the Business School, including other University Faculties, international partners and external organizations and businesses</td>
<td>D</td>
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<tr>
<td>Excellent industry and/or organizational and/or professional collaborations and evidence of or potential for successful impact and innovation activities;</td>
<td>D</td>
</tr>
<tr>
<td>Evidence of a research and impact profile and trajectory reflective of Professor, consistent with University and Business School objectives</td>
<td>E</td>
</tr>
<tr>
<td>Knowledge of the UK Research Excellence Framework with personal submission of high-quality research and impact</td>
<td>E</td>
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The Professorial Role, Pay Structure and Pay Review Process

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

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

Professors may or may not have line management responsibilities such as those carried out by the Head of an Academic Unit. However, it is expected that all professors should provide leadership within their academic discipline and make an appropriate contribution by undertaking roles in the management of their academic unit, faculty and/or to the University.
Depending on the academic focus of the particular role performed by an individual, the following activities and achievements, viewed within the context of their academic discipline, are illustrative of the normal level of expectations for those holding a professorship at Newcastle University:

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

**Education**
- Publish highly regarded text books and other teaching materials.
- Lead in the design and implementation of programme, curricular and related innovations that make a major positive contribution to the student learning experience and the academic and financial success of the academic unit.
- Establish and maintain national or international eminence through the exercise of leadership within professional bodies and participation in policy circles. Create and/or lead substantial, multi-institutional, regional, national or international educational programmes or facilities.
- Make a sustained, high-quality contribution to pedagogic research.

**Engagement**
- Make a major contribution to intellectual, cultural, social or economic life at regional, national, or international level.
- Lead and direct substantial and financially positive commercial activities and collaborations.
- Play a leading role in the development and/or application of public or professional policy or practice at national, European or international levels.
- Develop and maintain innovative and/or creative partnerships with external bodies (public, private or voluntary), to address societal challenges in line with University strategy.

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

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

**Band 1**
Band 1 is the normal entry band for newly promoted Newcastle professors. It is also sufficiently broad to allow progression within the band as professors develop their career and standing.
For appointment or promotion to this level, a professor will have a national and international reputation in the relevant discipline with established evidence of academic excellence. The detailed criteria are set out in the University’s professorial promotions criteria.

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

**Band 2**

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

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

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

**Band 3**

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

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

**Pay Ranges**

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

<table>
<thead>
<tr>
<th>Band</th>
<th>Range</th>
</tr>
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<tbody>
<tr>
<td>Band 1</td>
<td>£67,585 - £74,225</td>
</tr>
<tr>
<td>Band 2</td>
<td>£75,932 - £100,924</td>
</tr>
<tr>
<td>Band 3</td>
<td>£103,080 +</td>
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</tbody>
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The Business School

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

Home to 4000 students, Newcastle University Business School is one of an elite group of Business Schools worldwide to hold triple accreditation from the three internationally recognised accreditation bodies: AMBA, AACSB, and EQUIS. This places us in the top 1% of business schools worldwide and is testament to our reputation for Teaching and Research. We are an internationally excellent business school known for our academic ambition, excellent education, distinctive community, innovation and real-world reach and building a responsible future for both business and society across the globe. We drive excellence in research, innovation and education to create opportunity for our students, staff and partners. Our thinking, combined with a first-class reputation for academic excellence, high graduate employability and student experience, ensures that we are a first-choice destination for students from across the world.

Newcastle University Business School delivers excellent education and research that harnesses academic excellence, innovation and creativity to provide benefits to individuals, organisations and to society. We develop global graduates who can: lead and shape futures; work collaboratively with external partners to grow economies and develop leadership capacity and; champion ethical and responsible management practice. We offer a range of undergraduate and postgraduate programmes, PhDs, MPhils and our MBA programme. International students now account for 34% of the undergraduate population and 81% of the postgraduate taught student body.

Newcastle University Business School takes pride in its global outlook and the international composition of its staff, students and institutional partnerships. The School is a member of the Academic Collaboration Network, comprising high quality business schools around the globe (Fudan University School of Management, Questrom School of Business, Boston University, IIT Ahmedabad, University of St Gallen, Yonsei University Business School). Together with our partners we work on innovative research collaborations, dual degree programmes and unique student projects.

At Newcastle University Business School, research is at the heart of everything we do and we have an internationally distinctive research reputation across a range of disciplines. In the 2014 Research Excellence Framework we were ranked 14th in the UK for Research Power. 97% of outputs were internationally recognised and 60% were world-leading or internationally excellent. Research activity across the School is led by a Director of Research and Subject Group Research and Impact Leads and Research Community Leads supporting 170 academics based in Newcastle.

Research

Indicative Examples of Recent Research Projects

- Dr Robin Pesch is country co-investigator of the 2020 GLOBE (Global Leadership and Organizational Behavior Effectiveness) research project and coordinator of the Sino-German Research Network ‘Digital Transformation in China and Germany: Strategies, Structures, and Solutions for Aging Societies,’ funded by the Sino-German Research Center (Deutsche Forschungsgemeinschaft and the National Natural Science Foundation of China)
Candidate Information Pack
15461 - Professor of International Organisations and Strategy

- Professor Abigail Marks is principal investigator on a large UKRI-ESRC funded project (2020-21), ‘Where does work belong anymore? The impact of the COVID19 pandemic on working in the UK’
- Dr David Lain is co-investigator on an ESRC funded project ‘Beyond The 10,000 Steps: Managing Less Visible Aspects of Healthy Ageing at Work’
- Professor Stephen Chen worked on a multidisciplinary project funded by the Australian Research Council, the Australia Council for the Arts and Australasian Performing Rights Association Ltd, ‘The economic and cultural value of Australian Music Exports’
- Dr Marti Lopez-Andreu is principle investigator on a BA/Leverhulme Small Research Grant (2018-21), ‘The price of bogus self-employment: Analysing the impact of the individualisation of risks on working lives’
- Dr Clare Butler is principal investigator on a Dominic Barker Trust project (2020 to 2022), ‘Stammering, women and work’
- Professor Charles Harvey is principal investigator on an Inamori Foundation funded project (2018-2022), ‘Ethical Leadership and Entrepreneurial Philanthropy in Japan.’
- Dr. Karen Elliott is co-investigator on an EPSRC funded project (2018-2021) with Computing Science, ‘Trust Engineering for the Financial Industry’ in partnership with Atom Bank
- Professor Matthew Gorton is principal investigator on a European Commission funded project (2017-2021), ‘VALUMICS: Understanding food value chains and network dynamics’
- Professor Giorgio Fazio is principal investigator, and Dr Sara Maioli, Professor Jonathan Sapsed and Dr Wessel Vermeulen are co-investors on an AHRC/Industrial Strategy Challenge Fund funded project (2018-2023), ‘Centre of Excellence for Policy and Evidence in the Creative Industries (CEPEC)’
- Professor Sue Chilton and Professor Darren Duxbury are co-investigators on a NERC funded project (2019-2024), ‘GCRF Hub Living Deltas’
- Professor Savvas Papagiannidis is co-investigator on an EPSRC funded project (2018-2021) with School of Computing, ‘PACE: Privacy-Aware Cloud Ecosystems’

Our Global Reach

ACCREDITING BODIES PROFESSIONAL ACCREDITATION PERCENTAGE OF STUDENTS
TOP 1% OF BUSINESS SCHOOLS WORLDWIDE TO HOLD TRIPLE ACCREDITATION

EUROPEAN UNION 7%
UNITED KINGDOM 59%
INTERNATIONAL 34%

PERCENTAGE OF STUDENTS REPRESENTED

NO. OF NATIONALITIES 89
NO. OF GRADUATES 27,500

PERCENTAGE OF INTERNATIONAL FACULTY 41%

ALUMNI BRANCHES

LOCATION IN...

49
Australia
Belgium
Brazil
Canada
China
Denmark
Finland
France
Germany
India
Indonesia
Norway
Peru
Poland
Portugal
Singapore
South Korea
Spain
Sweden
USA

NO. OF INTERNATIONAL ACADEMIC PARTNERSHIPS
The Faculty of Humanities and Social Sciences (HaSS)

The Faculty of Humanities and Social Sciences is an exciting, multi-disciplinary faculty and is structured around ten academic schools, a Confucius Institute, and a University-wide Language Resources Centre. The academic schools are:

- Architecture, Planning and Landscape
- Arts and Cultures
- Business
- Education, Communication and Language Sciences
- English Literature, Creative Writing
- Geography, Politics and Sociology
- History, Classics and Archaeology
- Law
- Modern Languages
- School X
The Faculty promotes excellence in research, education and engagement activities in the creative arts, humanities, social sciences, business and related disciplines. It strives to deliver:

- High quality research of significance to policy makers, practitioners and fellow researchers, disseminated widely and published in the most impactful outlets and journals;
- Educational programmes that are prized by students, alumni and employers alike for the high quality of the learning experience and the readily transferable knowledge and skills of graduates.

Through extensive engagement activities the Faculty also aims to achieve impact on policy makers, professionals, practitioners and partner organisations in the cultural, social and economic spheres and a great deal of the research undertaken has had substantial impact on a wide range of user communities in the UK and internationally. One recent success story is the Heritage Lottery Fund Grant for the Hadrian’s Wall Community Landscape Archaeology Project which will work with hundreds of volunteers and many partner organisations in northern England to enable community-based conservation and research along the whole length of the Wall and its region.
is developing responses to a major international development challenge: how to avoid the collapse of South and SE Asian deltas as functioning, highly productive social-ecological systems in the face of human development and projected adverse consequences of climate change. And HaSS Faculty researchers in conjunction with Northumbria University recently launched the world’s first Hub for Biotechnology in the Built Environment with £8 million funding from Research England.

**Vision and Values**

**HaSS Faculty Values:**

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

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

Current priorities include strengthening its research strategy by promoting a culture of excellence through the research portfolio; building upon internationally recognised AHRC/ESRC funded doctoral training programmes; launching new programme areas to assist the University to realise its ambitions for growth; further expansion of domestic and international strategic partnerships and strategic development of the Business School. We share the ambition for global excellence that is part of the University vision and strategy led by the Vice-Chancellor and President. As part of that developing strategy, the Faculty is leading on the development of School X which is intended to foster creativity and inter and transdisciplinary practice and dialogue in the University across all areas of our work, from undergraduate programmes to International research collaborations.

The Faculty, as its values statement indicates, is hugely committed to the broadest possible work on Equality, Diversity and Inclusion over the next decade. We are extremely proud of our Athena SWAN awards for arts and humanities and social sciences (bronze awards for SELLL in 2016; GPS in 2017; SML, SACS and NUBS in 2018; Law in 2019; HCA and APL in 2020) and all of our schools are committed to a rolling programme of submissions. We have active EDI champions among our colleagues and student communities and are working to embed our commitment in our teaching and research, as well as undertaking action on a range of issues such as the representation and inclusion of BAME and LGBT+ colleagues and students.
Introduction to Newcastle University

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

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

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

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

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

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

Newcastle University is a thriving international community of 29,800 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 June 2017 we were awarded Gold status in the TEF (Teaching Excellence Framework), and in 2018 we were ranked 9th in the *Times Higher Education* Ranking of Teaching in Europe, a ringing endorsement of our long tradition of excellence in teaching.

The 2014 Research Excellence Framework (REF) placed Newcastle University 16th in the UK for Research Power and the vast majority of our research (78 per cent) was assessed to be world-leading or internationally excellent. We also ranked:

- 4th amongst UK medical schools for Clinical Medicine Research Intensity.
- 3rd in the UK for English (1st for impact), and in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.
- 1st in the UK for Computing Science research impact, 3rd in the UK for Civil Engineering research power and 11th in the UK for Mathematical Sciences research.

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

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

**Globally Ambitious**

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

With the opening of Newcastle University Medicine Malaysia (NUMed) in 2011, we became the only UK University to have a fully owned medical campus overseas. NUMed delivers degrees in medicine and biomedical sciences to 800 students. The first doctors from NUMed graduated in June 2014.

**Excellent Colleagues and Students**

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

In terms of colleagues and student numbers, the University has recently grown more rapidly than comparable institutions, with income of more than £550 million in 2019/20. We are one of the largest employers in the North East of England, with approximately 6,400 colleagues. Our recent engagement survey (2019-20) says our colleagues enjoy working here and we were placed in the top five of the best places to work, according to the Best UK University Workplace survey carried out by the THE magazine in 2014.

**Investment in People**

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

- Our Culture & Values Programme: investment in bringing university values and guiding principles to life through 5 clearly defined workstreams including transformational Leadership & Management Programme;
- A growing Research Culture which includes: the appointment of a Dean of Research Culture, our full commitment to the Concordat and the NUAct Fellowship Scheme (Newcastle University Academic Track) - Investing £30 million to build diverse community of 100 NUAcT fellows over 5 years;
NUCoREs - We deliver important research missions through a portfolio of Newcastle University Centres of Research Excellence (NUCoREs). Our Research Strategy sets our ambition for the growth of people and resources. NUCoREs represent priority areas where this growth will occur.

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

We are a member of the Race Equality Charter (REC) to help to improve the representation, progression and success of minority ethnic colleagues and students within higher education. REC provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic colleagues and students. We are aiming for a full accreditation submission by 2022 and have a self-assessment team, chaired by the Deputy Vice-Chancellor and Provost, with membership of colleagues and students from across the organisation working on several key work streams;

We are members of Stonewall, Disability Forum and For Families;

February 2021 saw the start of a new leadership programme offering colleagues from ethnically minoritised groups and communities the opportunity to develop into inclusive leaders and challenge their thinking about what it is to be a leader from an underrepresented group in the University, in the sector and in the city. This is the first major positive action programme undertaken by the University and we aim to develop more programmes designed to support other minoritised groups in the future;

The university is committed to our Apprenticeship scheme, delivering support for entry level / newly recruited apprenticeship roles and support for apprenticeship programmes for existing colleagues. The University engages with local colleges and providers to support this programme and we currently have over 100 apprenticeships across the institution;

We have invested in significant resources in training and development across a range of teams. We offer a comprehensive suite of development programmes covering technical, soft skills and management skills available online and face to face. Our Engage and Aspire programme places emphasis on good quality coaching and development conversations between colleagues and managers to identify learning needs. A fully-fledged mentoring scheme is also available to all colleagues at any point in their career;

Our commitment to being a Real Living Wage Employer;

Significant investment in IT systems to support People Management.

**Investing in world-class facilities**

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

- The refurbishment and extension of the [Stephenson Building](#), home to the School of Engineering.
- The phased refurbishment of the Armstrong and Daysh Buildings (for Humanities and Social Sciences Schools as well as the heart of our graduation ceremonies and events);
- The development of our flagship, £58m Urban Sciences Building (housing our School of Computing);
- The development of a 1,277 bed Park View Student Village;
A new medical sciences education building;

The refurbishment of the Claremont Complex;

Our new £25m Sports Centre which will enable students to participate in sport during their time at university and plays a vital role across the entire student lifecycle;

In partnership with Newcastle City Council and Legal & General, we are creating Newcastle Helix, a £350m urban regeneration project which is the largest of its kind in the UK;

The investment of £34m in the Frederick Douglass Centre – a flagship educational building with student experience at its heart, named in honour of the 19th century social reformer and abolitionist who was associated with the Summerhill area of the city next to the Helix site;

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

In 2020 we also received approval for the National Innovation Centre in the Rural Economy. Together with the Urban Sciences Building, these innovation centres will create a full-scale demonstration site or “living laboratory” in the heart of Newcastle that will provide real-world solutions to the issues facing modern and growing cities that businesses and communities can get involved with and help to shape;

We are also working with partners in health and social care to develop a master plan for the Campus for Ageing and Vitality, on the site of the former Newcastle General Hospital, which we acquired last year;

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

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

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

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

Delivery of the core academic functions occurs in our three faculties, each of which is led and managed by a PVC: Faculty of Humanities and Social Sciences (HaSS; Professor Nigel Harkness); Faculty of Medical Sciences (FMS; Professor David Burn); Faculty of Science, Agriculture and Engineering (SAgE; Professor Stephanie Glendinning). The three Faculty PVCs report to the Deputy Vice-Chancellor and Provost.

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

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

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

Distribution of Academic Schools and Line-Managed Institutes

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<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>Architectural Planning &amp; Landscape</td>
<td>Biosciences Institute</td>
<td>Computing Engineering</td>
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<tr>
<td>Arts &amp; Cultures</td>
<td>Translational and Clinical Research Institute</td>
<td>Mathematics, Statistics &amp; Physics</td>
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<td>Newcastle University Business School Education, Communication &amp; Language Sciences</td>
<td>Population Health Sciences Institute</td>
<td>Natural &amp; Environmental Sciences</td>
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<tr>
<td>English Language &amp; Literature</td>
<td>School of Biomedical, Nutritional and Sport Sciences</td>
<td>Newcastle University in Singapore (NUIS)</td>
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<td>Linguistics</td>
<td>School of Dental Sciences</td>
<td>Agri-Food Research &amp; Innovation Digital Institute</td>
</tr>
<tr>
<td>Geography, Politics &amp; Sociology</td>
<td>School of Medical Education</td>
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<tr>
<td>History, Classics &amp; Archaeology</td>
<td>School of Pharmacy</td>
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<td>Newcastle Law School</td>
<td>School of Psychology</td>
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<td>School X</td>
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<td>Institute for Social Science</td>
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<td>Institute for Creative Arts Practice</td>
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<tr>
<td>NUMed (Newcastle University Medicine Malaysia)</td>
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17
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.

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

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

Education here also has a strong reputation, with a choice of excellent state and private schools, several FE colleges and of course world-class higher education provision.
How to Apply

We invite applications for the role of Professor of International Organisations and Strategy.

Applications should consist of a full academic CV and a covering letter outlining your interests in and vision for the role.

For a confidential discussion about this role, please contact Elizabeth Alexander, Subject Group Head: Leadership, Work and Organisation at Elizabeth.Alexander@newcastle.ac.uk

Appointment Timetable

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Opening Date</td>
<td>20.12.2021</td>
</tr>
<tr>
<td>Closing Date</td>
<td>13.02.2022</td>
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<tr>
<td>Formal Interviews</td>
<td>TBC</td>
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