

DEAN AND HEAD OF SCHOOL OF  
HEALTH AND SOCIAL WELLBEING  
College of Health, Science and Society

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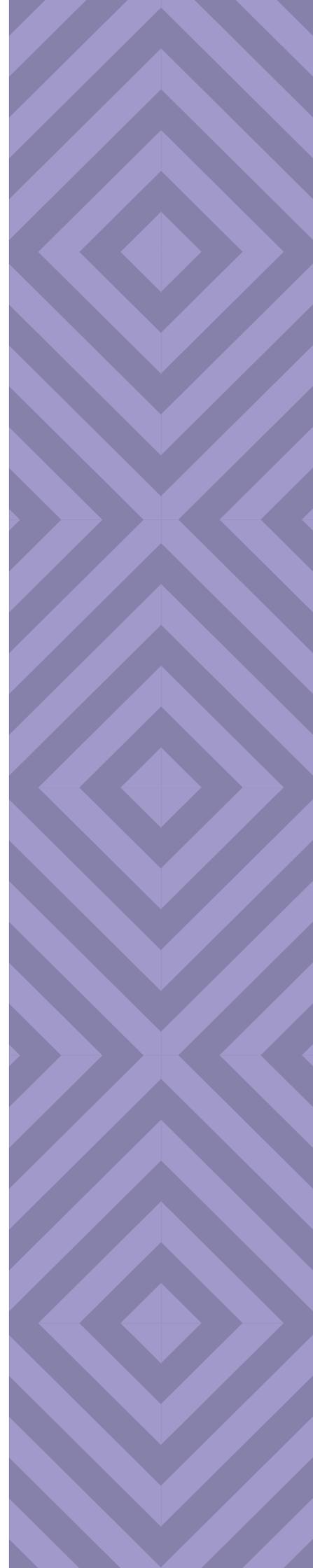
Candidate pack

Searching  
for the next level?  
So are we.



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# Welcome to the University of the West of England, Bristol.

UWE Bristol is an ambitious university at the heart of one of the UK's most vibrant cities. We are hugely proud of our outstanding learning, world-leading research, and culture of enterprise. But that doesn't mean we can stand still or rest on our laurels.

We have set ourselves stretching goals and challenging targets. Talent, passion, innovation and enterprise means we can be confident and bold in achieving the ambitions set out in our [Strategy 2030](#). Together we'll ensure that our UWE Bristol community is fit for the future, challenge ready, and a place where every colleague can thrive and flourish.

We've never followed others. We blaze the trail we've made for ourselves: new opportunities, new possibilities. In many ways, this isn't new to UWE Bristol; we're already doing it. Our research beacons demonstrate the power of collaborative, inter-disciplinary working, thinking and doing. Evidencing what we can achieve together with real-world impact. Tackling the big issues of today and tomorrow head-on. Delivering research with impact and the power to transform lives and transform the future.



Thank you for your interest in UWE Bristol. We're on an exciting journey of change, building on our success and driving forward our Strategy 2030. Enterprising in spirit, mindset and action we're always looking for opportunities to improve – from extending our impact through strategic collaborations and partnerships, to refining our structures, systems, processes and governance, so they are faster, more agile and flexible.

Bringing learning to life with over 500 inspiring staff and over 11,500 aspiring students, the College of Health, Science and Society strives to provide higher education with impact and positive benefits for society. The College is a large, diverse and dynamic part of the University, united by our commitment to providing an inspirational and career-creating learning experience for all our students. It's a commitment backed by an outstanding reputation for teaching excellence, world-class facilities, strong partnerships and a focus on research with impact at regional, national and global levels.

The College is underpinned by 4 Schools which are the School of Health and Social Wellbeing, the School of Applied Sciences, the School of Social Sciences and the School of Education and Childhood. Our staff are professional practitioners and researchers at the forefront of their specialist areas. Our students benefit from their cutting-edge insight, practical experience and innovative approaches to teaching. We collaborate closely with a wide range of employers and stakeholders such as Bristol City council and the National Health Service. We also work with various community organisations and charities to ensure that our curricula are current, topical, and relevant to societal needs.

As we move forward, we will expand the range of opportunities open to our students, staff, and partners nationally and internationally. We have achieved fantastic results and we will now build on this success to prepare for the next generation of creators, educators and leaders.

I hope the information contained in this candidate pack will excite and encourage you to explore our opportunities further.



**Professor Steve West CBE, DL**

Vice-Chancellor, President and Chief Executive Officer



# Unleashing talent and transforming futures with our College and School model.

Our newly emerging College and School model will allow us to work, think and do beyond and across subject clusters, disciplines and skills sets. To break new ground by breaking down barriers internally. Leading to better conversations, different perspectives and more joined-up thinking.

Making us one cohesive UWE Bristol community where we:

- Ensure academic purpose sits at our core
- Strengthen and build on where we have achieved excellence
- Embrace new opportunities to work across and beyond existing subject clusters
- Support students through a personalised learning journey
- Connect with our markets, our place, our sector and the stakeholders and partners we serve
- Invest in education and research where it drives and delivers impact
- Play to our collective organisational strengths and embrace diversity of thought and voice
- Energise, optimise, demystify, and simplify our structures, systems, processes, and governance



# The School of Health and Social Wellbeing.

## Background

**The School of Health and Social Wellbeing forms an integral part of the College of Health, Science and Society. The School of Health and Social Wellbeing formed in February 2021 and officially launched in September 2021.**

## Drivers

Drivers for the proposed formation of the new school include: the health and social care sector move to Integrated Care Systems (ICS); creating a new identity that resonates with practice partners; creating a school with a culture of inclusivity, partnership and where staff and students can thrive and flourish; creating an environment which enhances opportunities for multi and inter professional learning, and meeting the challenge of educating the healthcare and social care workforce of the future, aligned to the UWE 2030 Strategy.

## Vision and ambition

Our priority is to deliver an outstanding university experience for our students through innovative, practice-led, research-informed courses. To enable the UWE Bristol 2030 strategy the ambition is for the School to be a beacon of choice for contemporary health and social wellbeing higher education for the current and a future workforce, employers and partners. To be a leader in the provision of outstanding integrated practice led learning, teaching, and research, seamless in its interface with different professions and partners. Investing in and collaborating with internal and external colleagues who are ambitious, innovative, inclusive, and enterprising, for the benefit of our learners, people, and the public.

We are undoubtedly experiencing significant times of change across the HE sector and being future facing is key. The structure of higher education is going through a period of immense change, for example, the introduction of apprenticeships, part time and shortened degree routes, and, with value for money being at the forefront of the political narrative, it is essential that now, more than ever before, we must be responsive and able to work seamlessly across previously established boundaries.

Stronger integration of our health and social care offering and collaboration across the University is a key ambition creating strategic fit and aligning our programmes and research with the requirements of employers, graduates and research funding councils and associated organisations. This work commenced with the successful creation of the School of Health and Social Wellbeing. However, integration needs to go further to further

connect other key aspects of our university portfolio such as health technology, genomics, biomedical science, and healthcare science enabling a culture of innovation and cross fertilisation.

Partners are the cornerstone of our subject areas, and we have an important strategic alignment with a range of key stakeholders. Our partners expect us to be agile and adaptable to meet their changing practice environment, ensuring we develop a workforce fit for the future NHS, voluntary and independent sector as well as local authorities and social care. Being agile and connected through local and regional integrated care systems (ICS) is crucial to ensure we are always first choice for partners across the region and beyond.

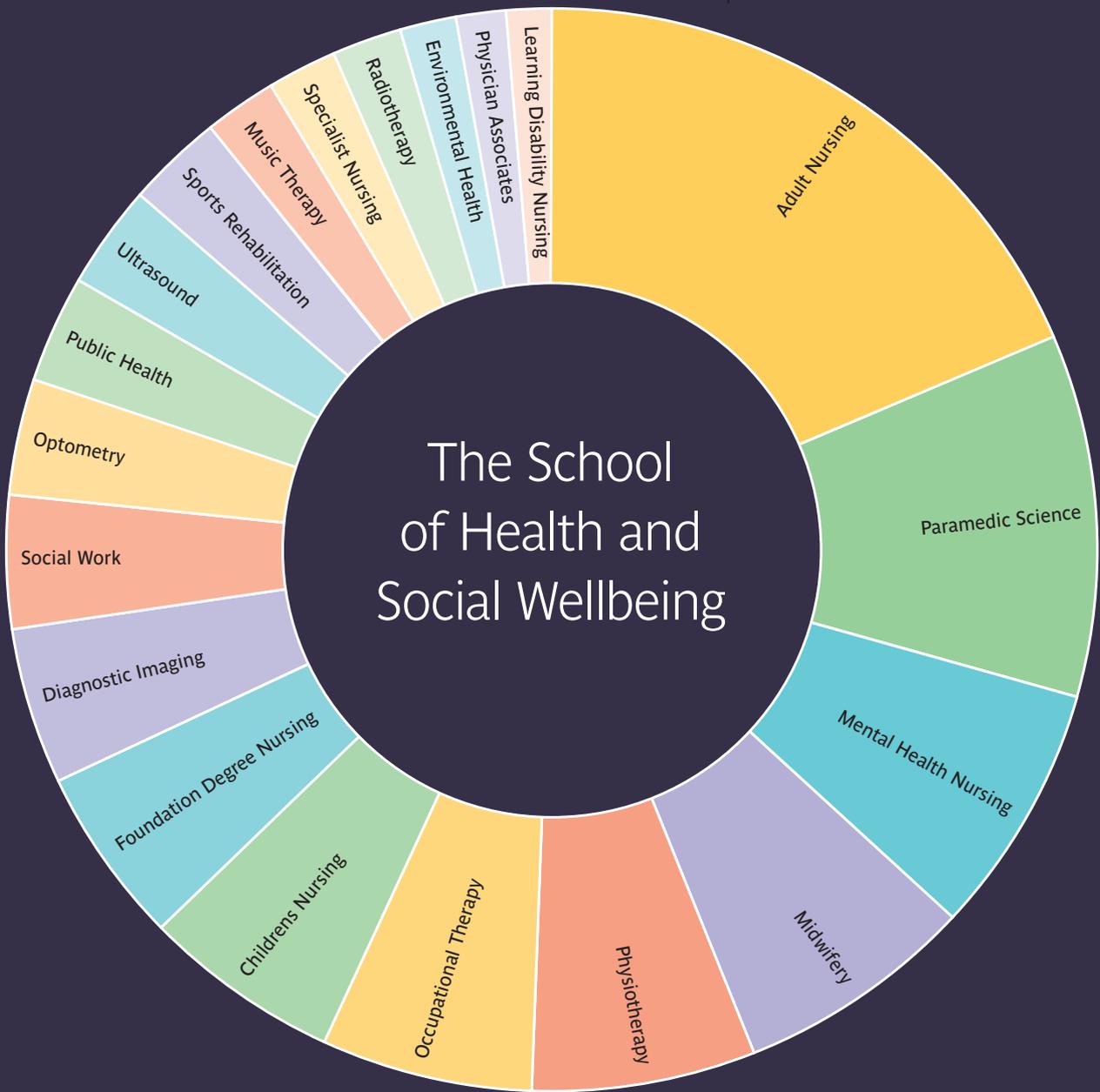
## School values

- Our priority is to deliver an outstanding university experience for our students through innovative, practice-led, research-informed courses
- Our students, relevance and impact are at the heart of everything we do
- Be a beacon of choice for contemporary health and social wellbeing higher education for the current and a future workforce, employers, and partners
- To be a leader in the provision of outstanding integrated practice led learning, teaching, and research, seamless in its interface with different professions and partners
- Investing in and collaborating with internal and external colleagues who are ambitious, innovative, inclusive, and enterprising, for the benefit of our learners, people, and the public

## Professional communities

To enable our vision and ambition we have created four professional communities that intersect with healthcare; public health; social wellbeing and public safety, increasing opportunities to break down barriers, and be a key contributor to future models of health and social wellbeing. Each community will enable learners to engage in strategies to maximise health, social and cultural wellbeing and reduce inequalities, enabling change to create a more level playing field. Learners will be brought together to experience cross sector working; build trusting relationships with each other, in the provision of holistic care, enabling people to continue to lead meaningful lives.

Community One	Community Two	Community Three	Community Four
<ul style="list-style-type: none"> <li>• Social Work</li> <li>• Nursing (Children and Young People)</li> <li>• Public Health (Specialist Community Public Health Nursing)</li> <li>• Public Health</li> <li>• Environmental Health</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Therapy</li> <li>• Music Therapy</li> <li>• Nursing (Learning Disability)</li> <li>• Nursing (Mental Health)</li> <li>• Midwifery</li> </ul>	<ul style="list-style-type: none"> <li>• Nursing (Adult)</li> <li>• Paramedic Science</li> <li>• Physician Associates</li> </ul>	<ul style="list-style-type: none"> <li>• Physiotherapy</li> <li>• Sport Rehabilitation</li> <li>• Diagnostic Radiography</li> <li>• Radiotherapy and Oncology</li> <li>• Optometry</li> </ul>

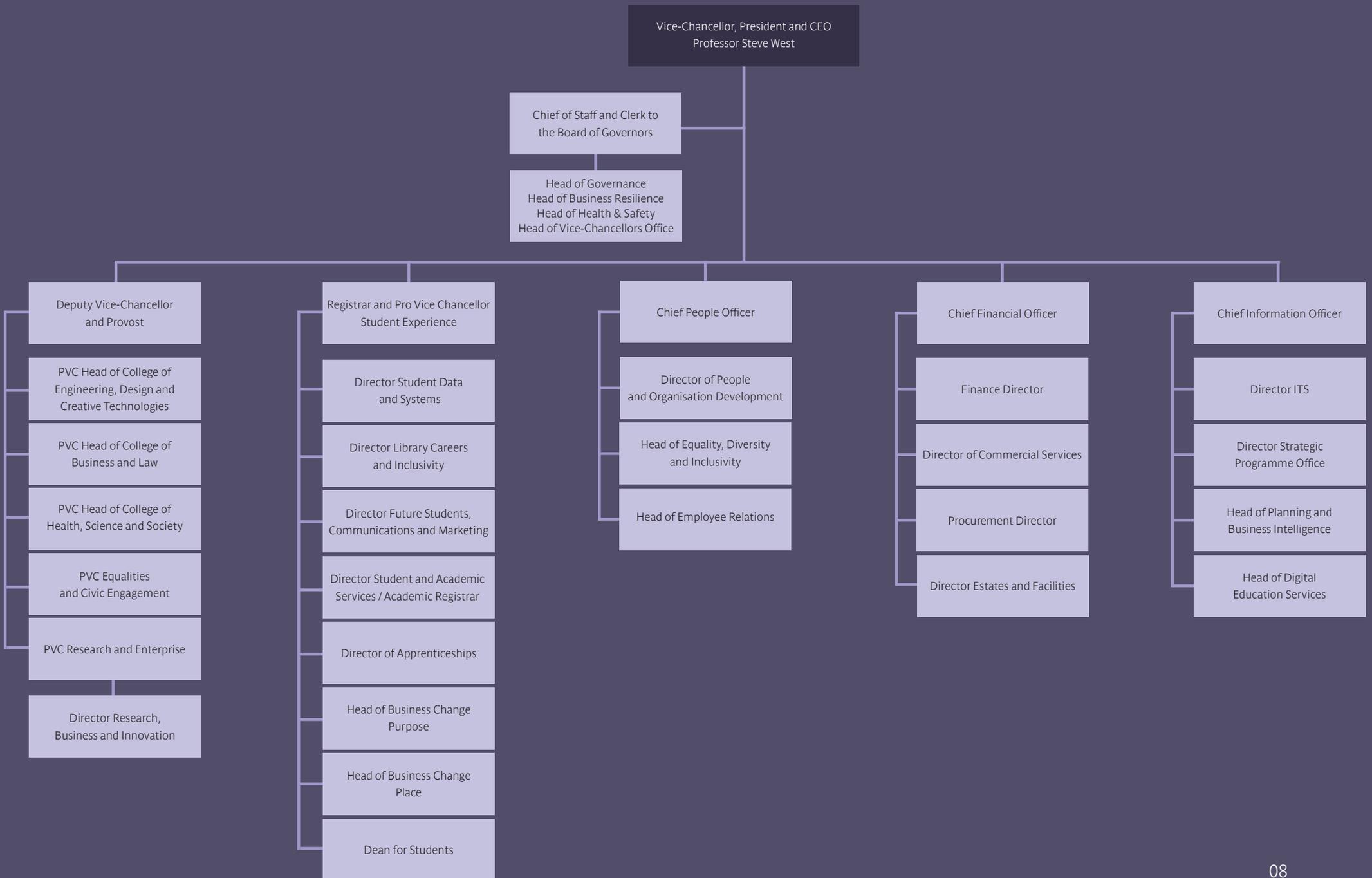


**4,000**  
Students

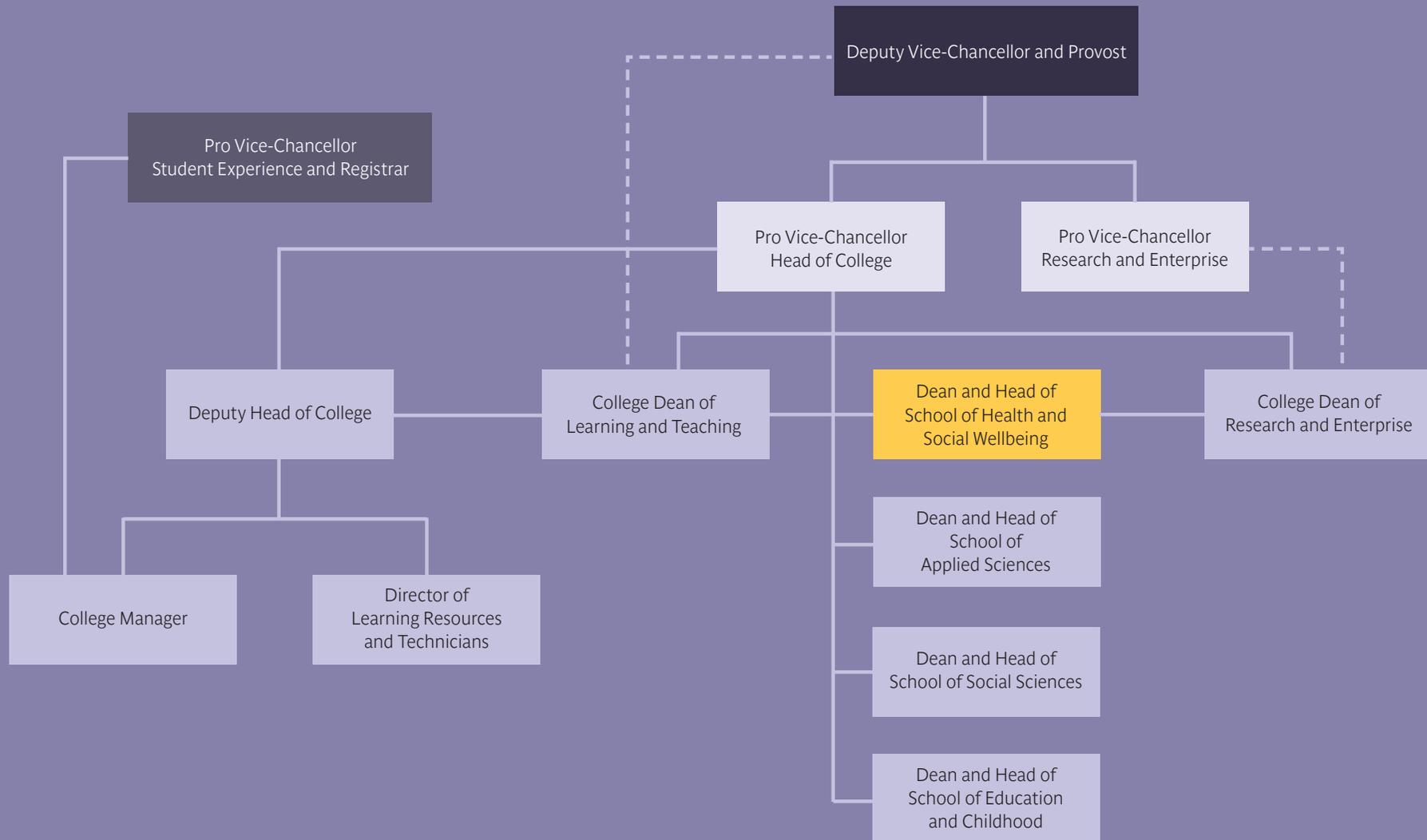
**18** Professional  
Groups

**385**  
Academic Staff

# UWE Bristol executive structure.



# College of Health, Science and Society structure.



— Representing the hierarchy and network

- - - Relationships of dual accountability

# Dean and Head of School

## College of Health, Science and Society

Accountable to: Pro Vice-Chancellor and Head of College  
Accountable for: All School Executive staff

Grade: S3

### Job purpose

**UWE Bristol has an academic structure, based around three newly created colleges. Within each college, academic disciplines are clustered together in schools ensuring academic excellence through teaching and learning, research and enterprise and student experience. Each new college will be led by a Pro Vice-Chancellor Head of College and each new school will be led by a Dean and Head of School.**

The Dean and Head of School is a key leadership and management role, shaping strategy for the new school and ensuring its financial viability and success. The role holder will be expected to provide effective and values led leadership and to work across the other schools to ensure strategic and organisational alignment.

Working closely with the Deputy Head of College, the role holder will be accountable for the effective allocation and deployment of resources within the school as well as for governance and compliance activities. With support from the College Deans of Learning and Teaching and Research and Enterprise, the role holder will be accountable for ensuring excellence in all academic and research portfolios across the school and for enhancing the student and staff experience.

The role holder will be a member of the wider College executive team. They will work collaboratively as part of that team to develop and deliver the College strategic and operational objectives, at all times ensuring alignment to the wider University's strategy and its values.

As a Senior academic leader the role holder will be expected to make a significant contribution to the university's strategic plan. They will represent the University at key external networks and develop strategic partnerships to promote the profile and reputation of the School, College and University.

### Key accountabilities

#### Strategic leadership

- As a member of the College executive, embed the University's values and strategic vision across the College and within the school.
- Lead strategic planning and management of the School to ensure excellence across all activities and ensure key metrics are delivered.

- With the College Dean of Learning and Teaching to develop and enhance learning and teaching within the school. Ensure alignment in the quality of student experience and outcomes.
- With the College Dean of Research and Enterprise contribute to the development of a strong College research profile, including research income, outputs and impact.
- Embed enterprise and innovation across the School and across the College, enhancing the University's reputation as a centre of excellence.
- Build and nurture networks and collaborative working with key external stakeholders to enhance the profile and reputation of the University.
- As a member of the University's senior leadership team, contribute to the development of the University's overall strategy and participate in University strategic and operational decision making.
- Act as leader and advocate for equality, diversity and inclusion across the School, the College and University; leading inclusivity activities to enhance access, participation, continuation and outcomes for all groups.

#### Operational leadership

- Lead the school management team in the development and delivery of strategic and operational objectives. Deliver on the overall vision and goals of the College, in line with the University's strategic direction.
- As a member of the College executive, contribute to the strategic planning, and financial management of the College in relation to all allocated resources and budget. As Head of School, take responsibility for the effective deployment of resources and determining future planning requirements for the School.
- Ensure compliance with legal, regulatory and governance requirements, including internal university policies, procedures and systems; manage risk and ensure equality and diversity, and a healthy, safe and sustainable work and study environment.

(Continues on next page)

## People leadership

- Provide inspirational leadership to motivate and empower everyone to achieve their best work, maximising the School contribution to the overall success of the College and the University. Undertake line management responsibilities for designated direct reports.
  - Contribute to college workforce planning and take responsibility for a School plan to recruit and retain a diverse workforce taking into account emerging skills and new delivery modes including digital and distributed course content.
  - Lead and cultivate a culture of continuous improvement within the School, and the development of new ideas and innovation, embedding best practice benchmarking and sharing across disciplines and communities.
  - Lead the regular and effective flow of communications at all levels within the School ensuring that priorities and targets are shared and consulting stakeholders to make informed decisions.
- 3 A strong commitment to the University's values and to role modelling these through everyday actions and behaviour, ensuring the values are evident and visible in all School activities.
  - 4 Evidence of excellent communication and strong interpersonal skills, with the ability to build trust and form positive working relationships, internally and as an ambassador for the School, the College and University in the furtherance of its reputation.
  - 5 Evidence of successfully leading large teams and individuals, in a style of leadership that aligns to UWE values, connects people to the strategic direction and enables them to achieve their best work; capable of managing difficult relationships in order to achieve successful outcomes.
  - 6 Evidence of initiating and developing mutually beneficial and sustainable relationships and partnerships at an international, national and local level.
  - 7 A substantial record of achievement as an academic leader, in a relevant subject area, commensurate with a professorial level appointment.
  - 8 Experience of and expertise in strategic planning including budgeting, forecasting and the management of financial and other resources with proven ability to deliver on a range of internal and external KPI's.
  - 9 Evidence of the ability to influence and challenge at the highest level within the University and across stakeholder groups. Maintaining positive working relationships and demonstrating resilience and empathy in their style of leadership.
  - 10 A passion for achieving an inclusive experience for staff and students.

# Person specification.

## Qualifications/professional membership

### Essential

- 1 Qualified to Doctorate level in a subject relevant to the School and/or with equivalent professional qualification/demonstrable experience

### Desirable

- 1 Professor or Associate Professor working towards Professor status.
- 2 Senior or Principal Fellowship of the HEA.

## Knowledge/skills/experience

### Essential

- 1 Evidence of achievement and effectiveness as a visionary and engaging leader with emotional intelligence and a passion for innovation, creativity and collaboration across teaching, research and enterprise.
- 2 Experience and ability to lead strategic, cultural and digital change at a senior level, building advocacy for change through a shared vision, effective capability building and meaningful engagement. A values led systems thinker, with a solution focused approach and ability deal with the complexities of change.

### Desirable

- 1 Substantial knowledge and understanding of national HE policies and issues relevant to the student experience, employability and enterprise; including student satisfaction, graduate outcomes, Teaching Excellence Framework.
- 2 Substantial experience and understanding of the UK and international research landscape.

## Find out more about the UWE Bristol Strategy 2030

[www.uwe.ac.uk/about/values-vision-strategy/strategy-2030](http://www.uwe.ac.uk/about/values-vision-strategy/strategy-2030)



# Shaping the future.

UWE Bristol transforms futures: powering the future workforce, supporting local economic prosperity, shaping the health and sustainability of our communities and creating solutions to global challenges.

## Our values

**Ambitious.** We are not afraid to shape, challenge and tackle the big issues, to take the initiative and pave the way.

**Collaborative.** We have strong connections locally and globally. We help people and organisations be the best they can, building trust throughout our university community and beyond.

**Inclusive.** We make UWE Bristol a supportive and inspiring place to learn and work – somewhere where diversity of experience and perspective is encouraged, and learning and research is shared and accessible.

**Innovative.** We create new opportunities for the people who work and study with us. We embrace different ideas and pioneer new and sustainable ways of doing things.

**Enterprising.** We instil a thirst for new knowledge, its creation and application, empowering our students and staff to demonstrate a creative questioning approach, a 'can-do' confidence, and ability to navigate uncertainty.

## As we shape our future to 2030 our focus will be on

**Our purpose.** Solving future challenges through outstanding learning, research and a culture of enterprise.

**Our people.** Creating opportunities to thrive and flourish.

**Our place.** Creating an inspiring local and global gateway to the future.

As a university, we have won praise from the UK's City Growth Commission for fuelling economic growth by 'pioneering progressive practices'. The Commission highlighted in particular the way we encourage entrepreneurialism among our students and how we work with employers to embed job-ready skills and internships into our curricula.





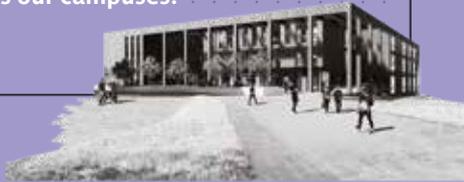
→ **4,008**  
staff help power our University forward.



→ **4<sup>th</sup>**  
in the South West of England for student satisfaction (excluding specialist HEIs).

Source: The National Student Survey 2021

**£300m** ←  
investment in new and improved facilities across our campuses.



↑ **76%**  
of our research is considered 'world-leading or internationally excellent'.



Source: Research Excellence Framework (REF) 2021

# UWE BRISTOL IN NUMBERS.



→ **36,150**  
students study at UWE Bristol.



→ **90.2%**  
of our graduates are in work or further study 15 months after graduation.

Source: Graduate Outcome Survey 2018/19, published 2021



→ **Top 30**  
A top 30 UK university for positive graduate employment prospects.

Source: Graduate Outcome Survey 2018/19, published 2021

**310,000** ←  
More than 310,000 within our alumni community, with many supporting our students and our curriculums.



# 24<sup>TH</sup>

in the Guardian

League Table 2023

## Doing university right.

**UWE Bristol has climbed to 24th place in this year's Guardian University Guide rankings of 121 Higher Education Institutions (HEIs).**

The University was one of the biggest climbers in this year's league table, driven by improvements in its scores in the guide's continuation and value-added categories.

UWE Bristol is ranked 4th in the South West region and 24th in the UK in the highly respected guide, which rated 121 institutions based on factors including student satisfaction scores, employment prospects, financial outlay and average entry tariffs.

UWE Bristol also performed strongly in the guide's subject level rankings, with 10 subject areas among the top 10 nationally. These were Interior Design (2nd), Animation & Game Design (2nd), Product Design (6th), Construction, Surveying & Planning (6th), Film Production and Photography (6th), Architecture (7th), Paramedic Science (7th), Aerospace Engineering (7th), Philosophy (7th) and Creative Writing (9th).

Professor Steve West, Vice-Chancellor said: "This is tremendous news for everyone in our university community and a wonderful way to start the new academic year. It is really pleasing to see so many of our subject areas performing so strongly this year, proving they are among the best in the country. I would like to wholeheartedly thank all our staff and students for their contribution to this terrific result."





# Real World Ready.

UWE Bristol's graduates are going on to have successful careers, with over 90.2% of our graduates in work or further study 15 months after graduation.

Source: Graduate Outcome Survey 2018/19, published 2021



# Love Bristol.

**Bristol was named the Most Artistic City in the UK, 2019 and, in 2017, the Best City to Live In. Happiest city, kindest city and most beautiful city.**

Source: 2019 Premier Inn Study, 2017 Sunday Times best places to live guide.



# Bristol – the city that has it all.

Bristol is a vibrant, welcoming, creative, smart and diverse city, open to the new, open for business, open to everyone.

We're biased, of course, but it's hard to think of a better UK city to study and work in. Music, tech, culture, clubs, shopping, sports, art, festivals, fashion and food. Not to mention Wallace and Gromit, and the artist we know and love as Banksy. Bristol has it all.

It's no exaggeration to say that Bristol is thriving. From the creative industries to engineering, high-tech to healthcare, from established blue-chips to fast-emerging start-ups, businesses and employers alike realise what a great place this is.

**That's brilliant news for you and your future career.  
You really couldn't be better placed.**



# Add your individuality to ours.

Our people are our strength, and we are proud to be part of a vibrant, multicultural city that celebrates diversity.

We're always on the lookout for talented people from all backgrounds because inclusivity empowers our creativity, leading to better decision-making and problem-solving.



# How to apply.

**Anderson Quigley is acting as an advisor to UWE Bristol. An executive search process is being carried out by Anderson Quigley in addition to the public advertisement. If you have the qualities and attributes we seek, we would be delighted to hear from you.**

To apply, please submit a full CV which should include:

- educational and professional qualifications
- full employment history
- current salary, including any relevant benefits.
- the names and addresses of two referees. Referees will not be approached until the final stages of the selection process and not without prior permission from candidates.

You should also include a personal statement that explains why you are a suitable candidate for the role and how you meet the essential/desirable criteria (maximum two pages). Please also complete the online Equal Opportunity Monitoring Forms by following this link **[Equal Opportunity Monitoring Form AQ1595](#)**.

**Please submit your documents to <https://andersonquigley.com/candidates/> using the reference AQ1595.**

**Closing date is noon on 18th November 2022.**

Should you wish to discuss the role in strict confidence, please contact our advising consultants at Anderson Quigley:

**Carolyn Coates** on **+44 (0)7825 871 944** or **[carolyn@andersonquigley.com](mailto:carolyn@andersonquigley.com)**

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