



University of Glasgow

WORLD CHANGERS TOGETHER

UNIVERSITY of GLASGOW

ADAM SMITH BUSINESS SCHOOL

HEAD OF SCHOOL

The University of Glasgow has been changing the world for more than 560 years, and today we are one of the world's top 100 universities. We are delighted to have recently been ranked as 81st in the world in the 2023 QS World University rankings which puts the University within the top 100 institutions worldwide and in the leading 6% of universities which make up the ranking. Our people have always been at the forefront of our innovation, and our past achievements inspire our current World Changers. The University employs over 11,000 staff and is in the midst of an ambitious capital programme.

The College

The College of Social Sciences brings together inspiring people in a creative, engaged and collaborative environment for learning and research in order to engender positive social change.

The College comprises five academic schools and is home to over 1,300 staff and 13,000 students. We address significant social and economic challenges and injustices and help shape changes in behaviours and social structures. Through social and organisational research, we focus on understanding and transforming societies, and provide our graduates with the knowledge, skills and insight to become future world changers.

Our world renowned research is based on three pillars: strong subject disciplines; interdisciplinary research themes that address some of the world's greatest challenges; and strong external partnerships, collaborating and co-producing with our research users.

Our Schools:

[Adam Smith Business School](#)

[School of Education](#)

[School of Interdisciplinary Studies](#)

[School of Law](#)

[School of Social & Political Sciences](#)

The Adam Smith Business School

We follow the legacy of Adam Smith

The University of Glasgow includes among its alumni, the father of economics, Adam Smith. The Adam Smith Business School is named in his honour. We aim to follow his legacy by developing enlightened, engaged and enterprising graduates, who are internationally recognised and make a positive impact on culture and society.

We help to transform organisations and careers

Our business is about creating inspiring leaders, researchers and professionals whose research and relations with industry have real impact, influencing organisations as they develop and grow globally.

We combine world class research and teaching

Our range of accredited degree programmes in Accounting & Finance, Economics and Management will help to prepare our students for a promising future career and the ability to contribute to organisations at the highest level.

We are triple accredited

We have the triple crown of accreditation and are accredited by the Association to Advance Collegiate Schools of Business (AACSB International), the European Quality Improvement System (EQUIS) and the Association of MBAs (AMBA) for our Glasgow MBA Programme. We are also home to research, of international and national excellence, that contributes to theoretical advancement and is relevant to practice.

Head of School - Role Description

The Head of School reports to the VP/Head of College and performs a pivotal and instrumental academic leadership role in the University's organisational structure and carries significant accountability for providing a coherent academic vision and direction for the School, through the Vice Principal/Head of College to the Principal and ultimately the University Court.

The School is a key organisational unit of the University, each led by an appointed Head of School with accountability for the strategic leadership and development of the subject disciplines within the School. The Head of School is financially accountable and the recognised budget holder for their respective School, and a member of the College Management Group. The Head of School is responsible for determining and successfully delivering the strategic direction of the school, including academic disciplines within its remit. Strategy is aligned with the strategic imperatives of the College in supporting the School's research, knowledge exchange and engagement, scholarship; learning and teaching, and internationalisation ambitions, and contributing to the success of the University. This role embodies responsibility for academic staff and students in the School.

Purpose

- Champion the provision of high-quality learning and teaching, research and scholarly activities within the School ensuring a stimulating, collegial and well-managed environment. The post holder will convene and lead a School Executive.
- Contribute to the delivery of the College's strategy including promoting excellence in the School's contribution to the University's Research & Knowledge Exchange, Learning & Teaching and Internationalisation strategies.
- Be accountable for ensuring the overall delivery of the student experience
- Be accountable for the effective governance and leadership of the school including, adherence to academic, research and relevant policy related principles.
- Lead, develop and motivate a high performing School and its staff, engendering a culture of excellence, accountability and transparency, ensuring alignment with the

University's Strategic Plan.

- Be responsible for the effective and efficient use of allocated resources to maximise the School's contribution to the College and University strategy.
- Play a major role in the strategic development of the College.
- Ensure the school establishes a strong competitive position internationally, as enabled by and reflected in global business school accreditations and rankings

Main Duties and Responsibilities:

- Develop and deliver a compelling, cohesive and ambitious vision for the School aligned to College strategic objectives.
- Actively influence and contribute to the development and delivery of a compelling and sustainable University strategy.
- Manage the School's academic, physical and financial resources to maximize its contribution to the growth and success of the University
- Provide academic leadership and direction to the School, embracing the range of subject disciplines represented in the School, by providing a coherent academic vision and direction accordingly.
- Lead, develop and motivate a high performing School and its staff, engendering a culture of excellence, accountability and transparency, including responsibility for the career development and performance management of academic staff within the school.
- Attract, manage and retain staff to achieve academic excellence, supported by Performance and Development Review processes, and contribute to the successful development of the School and the College.
- Identify, promote and contribute resources to developing the School's research strengths and broader research portfolio. This will include identifying and supporting opportunities for research and programme developments internally, externally and internationally, both within existing funding streams, and where possible, through multi-disciplinary collaboration.
- Formulate and implement subject-specific aspects of the Learning and Teaching strategy which enhance the quality of the provision, ensuring that students are engaged fully and that the quality assurance of all provision is carried out in line with University policies.
- Promote engagement of students in critical evaluation of the education provision on an ongoing basis, taking cognisance of the needs of the diverse student body.
- Ensure academic staff in the School design, develop and deliver (undergraduate and postgraduate) degree programmes and relevant courses for agreed interdisciplinary degree programmes to the necessary standards.
- Actively develop and promote the School's international academic profile, including through accreditations and rankings globally, and enhance its international recruitment and partnership development in line with the University's Internationalisation strategy.
- Develop School strategies and associated financial and operational plans in partnership with staff and the VP/Head of College; to allocate School resources accordingly, with clear objectives, targets and associated measurements.
- Support cross-School and College developments in research, teaching and internationalisation including engaging with the Research Institutes.
- Support and promote knowledge exchange and engagement between the University and non-academic partners, stakeholders and users of research through appropriate mechanisms.
- Ensure close relationships are maintained with the relevant professional, statutory and regulatory bodies and that the School meets the required quality, accreditation training and development needs of the professions.

- Encourage, support and facilitate entrepreneurial activity, identifying and pursuing external funding and income-generating activities for the School.
- Ensure that all relevant University policies and procedures are communicated across the School.
- Forge and maintain external relations essential to the School's business, promoting the University as required to external bodies and organisations and enhancing its reputation, profile and influence in Scottish, UK and international forums.
- Act as an ambassador for the School and College raising its profile externally including internationally and embodying good practice.
- Deputise, when required, for the Head of College, in connection with College business.

Qualifications

- Academic – Level 10 (Professor, including Clinical)
- PhD or demonstrable evidence of equivalent training and experience

Skills & Experience

- Successful and sustained leadership that is evidenced internationally.
- Successful track record of academic leadership and team building
- Leadership style that engenders a positive collaborative culture, sustaining high performing and effective teams that engage with colleagues across the University
- Significant experience at a senior level in an academic based environment
- Well-developed understanding of the priorities, operation and strategy of relevant funding bodies as evidenced by a track record of funded research.
- Proven experience of managing staff and their performance.
- History of successful training and development of early career academics, including PhD students.
- Demonstrable track record in strategic and operational management and planning
- Experience of financial planning and resource allocation,
- Experience of leading and successfully initiating and implementing change.

Personal Qualities

- Ability to identify, create and articulate a coherent academic vision for the School
- Ability to combine and integrate the skills and expertise of highly motivated staff into multi-disciplinary teams, developing and building upon existing collaborations as well as creating/facilitating new opportunities.
- Ability to engage a range of internal and external stakeholders to collaborate in identifying problems and appropriate solutions, within agreed timetables and budgets.
- Ability to manage resources to ensure that the School is self-sustaining from income generated from research funders and other sources including teaching and research student supervision.
- Ability to motivate academic staff to create, develop and deliver innovative postgraduate taught degree programmes, working closely with Heads of College.
- Experienced in encouraging and supporting entrepreneurial activity.
- Fellowship of a subject specific society and international visiting appointment at a leading (top 200 global or top 3 in a specific country) international university.

World Changers Together – World Changing Glasgow 2025

Our outstanding disciplinary breadth and expertise has enabled us to make world-changing advances in fields as diverse as medicine, physics, linguistics, public policy and global development.

The key to our success is our talented staff and students pushing back at the boundaries of knowledge and understanding together.

Our World Changers Together strategy recognises the fundamental importance of a culture of open cooperation: not just as colleagues and mentors or students and teachers, but as a community of discovery that reaches beyond its walls and draws inspiration and strength from its connections and partnerships worldwide: excellence that's part of something bigger. The strategy is articulated across three themes:

Community

People centred, globally engaged

Connectivity

Collaboratively minded, digitally enhanced

Challenges

Solution focused, impact orientated

[Find out more](#)

Living in Glasgow

A UNESCO City of Music, a vibrant arts and culture scene, a food-lover's delight, and a shopper's paradise. Just some of the highlights of the 'friendliest city in the world'. As well as that accolade by the Rough Guides poll, Glasgow has also been named a must visit destination by publications including the New York Times, The Guardian, and Wanderlust.

Music

The city hosts an average of 130 music events a week catering for every taste; from rock to rap, and classical to country. Glasgow also has a world class club scene playing host to some of the world's top DJs.

Shopping

Outside of London's West End, Glasgow is frequently voted the best place for shopping in the UK. A must-visit destination for any shop-a-holic, it houses high street chains, international designers, and independent retailers. The West End, home to the University of Glasgow, is bustling with vintage fashion, vinyl stores, and second-hand bookshops.

Arts and Culture

Glasgow's arts scene has gone from strength to strength, and is the base for five internationally renowned performing arts companies including the National Theatre of Scotland and Scottish Ballet. The city has several world-class museums, which are free to the public, and the city's architecture is a work of art in itself.

Food and Drink

You can be in Glasgow and taste the world with its many diverse restaurants, cafes, and bars. And if you've yet to sample the delights of haggis and whisky, Glasgow is the place to be.

The City and Beyond

Glasgow has all the opportunities and excitement of a big city but its compact size means you can quickly travel from one vibrant district to the next. You could be relaxing in one of its many parks, before shopping in the quirky West End, and then dancing until the wee small hours in the Merchant City.

And when you fancy getting out of the city you can reach the stunning Loch Lomond in just 30 minutes, climb one of our many breathtaking Munros, play golf at one of Scotland's many world-class courses, visit one of our ancient castles, or go further North and search for Nessie! Scotland has also just been named the world's most beautiful country by Rough Guides.

Campus Development Plan

Our Vision

Over the next 10 years, the major investment will expand our campus footprint by 25%, creating a new urban quarter with the University at the heart of a revitalised west end. This is the largest development since the creation of the original campus in 1870.

This is a unique opportunity for a University to extend the boundaries of its historic core in a central city location. It will create:

- New learning and teaching facilities
- Refurbishment and repurposing of existing iconic buildings for specialist uses
- Identification and design of social spaces that support the student and community experience.

The expansion of our Gilmorehill campus into the 14 acre, former Western Infirmary site will transform the West End of Glasgow. The Masterplan for the site will incorporate:

- New learning and teaching facilities supporting our students and making sure they get the best in modern teaching and learning styles and approaches
- Creation of a Research Hub, housing large-scale multidisciplinary projects and incubator space for spin out collaborations with industry. This will encourage further innovation development
- New public cycle and pedestrian routes and a new central square which will link Byres Road to the up-and-coming cultural quarter for the West End, with new links to Kelvingrove and the newly-refurbished Kelvin Hall
- Refurbishment of five listed buildings: The Chapel, the Outpatients building, the Macgregor building, the Tennent Institute and Anderson College
- Commercial opportunities, including a hotel, restaurant, bars and cafes
- The state of the art Learning and Teaching Hub adjacent to the Boyd Orr building on University Avenue will be completed next year.

As part of Team UofG you will be a member of a world changing, inclusive community, which values ambition, excellence, integrity and curiosity.

As a valued member of our team, you can expect:

1. A warm welcoming and engaging organisational culture, where your talents are developed and nurtured, and success is celebrated and shared.
2. An excellent employment package with generous terms and conditions including 41 days of leave for full time staff, pension - pensions handbook <https://www.gla.ac.uk/myglasgow/payandpensions/pensions/> , benefits and discount packages.
3. A flexible approach to working.
4. A commitment to support your health and wellbeing <https://www.gla.ac.uk/myglasgow/staff/healthwellbeing/> .

We believe that we can only reach our full potential through the talents of all. Equality, diversity and inclusion are at the heart of our values. Applications are particularly welcome from across our communities and in particular people from the Black, Asian and Minority Ethnic (BAME) community, and other protected characteristics who are under-represented within the University. Read more on how the University promotes and embeds all aspects of equality and diversity within our community:

<https://www.gla.ac.uk/myglasgow/humanresources/equalitydiversity/>.

We endorse the principles of [Athena Swan](#) and hold bronze, silver and gold awards across the University.

We are investing in our organisation, and we will invest in you too.