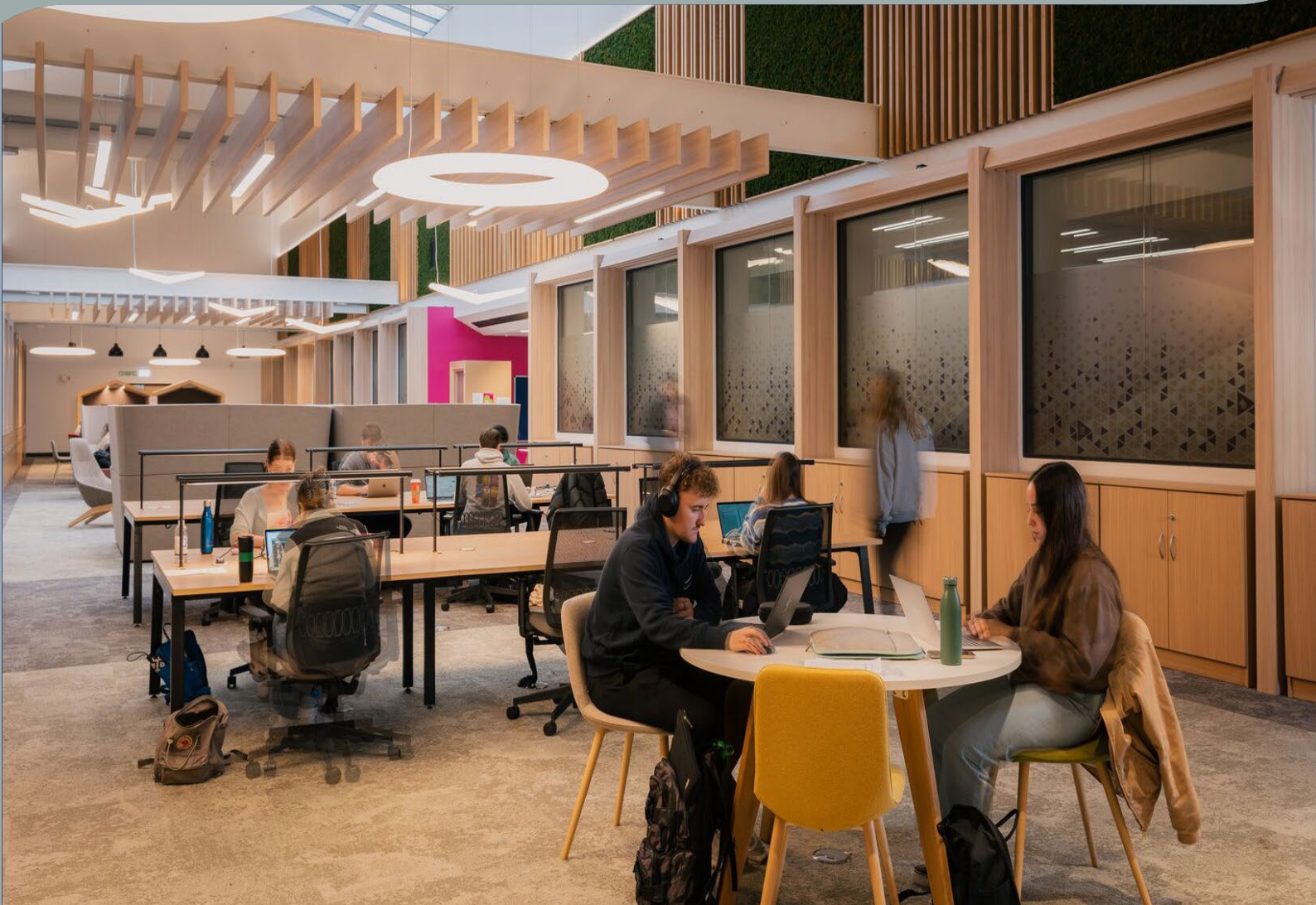


FOUNDING PROFESSOR AND HEAD OF DEPARTMENT

ARCHITECTURE AND THE BUILT ENVIRONMENT

Closing Date: 17 April 2023
Interview Date 31 May 2023
Reference Number: AQ1767



CONTENTS

1. Introduction from the Dean of Faculty
2. Job description and person specification
(Professor)
3. The new Department of Architecture and the
Built Environment
4. The University
5. A University for public good
6. Our commitment to equality, diversity and inclusion
7. The City and region
8. How to apply
9. Job description and person specification
(Head of Department)

INTRODUCTION

We're looking for a visionary leader to help us fulfil one of our exciting transformational initiatives - to create a Department of Architecture and the Built Environment at the University of York. We want this new department to champion sustainable, solutions-based and environmentally responsible design that supports our commitment to public good.

Our new Department will foreground sustainable, solutions-based design for the public good, taking a socially and environmentally responsible approach to problem solving. The Department's expertise will be interdisciplinary, building on York research strengths in culture, community, computation, environment and geography, heritage and social policy. The founding Professor and Head of Department will build a thriving and supportive environment for students from all backgrounds, featuring professional engagement throughout with a range of local and regional organisations. The founding Professor and Head of Department will also serve to connect the department to relevant communities, both nationally and internationally to establish a distinctive position for York in architectural education and research.

Taking advantage of recent changes to professional training expectations as set out by the Architects Registration Board, we are also looking to establish new ways in which we can broaden access into the profession for a wider community, foregrounding diversity and inclusion in training the next generation of architects.

The founding Professor and Head of Department of Architecture and the Built Environment will be an outstanding and creative leader, with experience of delivering complex projects to completion and a track record of exemplary management citizenship and distinctive personal research and/or professional practice. We expect to launch the department in the academic year 2025/26. The post holder will be responsible for shaping the department, establishing a team of staff, defining the initial teaching and research portfolio, developing the estates and facilities requirements and developing the plans for the wider built environment aspects of the department.

As Head of Department the post holder will also be a key member of the Faculty Executive Board, developing and delivering against Faculty and University strategy.

Professor Ambrose Field
Dean of the Faculty of Arts and Humanities



JOB DESCRIPTION (PROFESSOR)

Main purpose of the role

The post holder will be the founding Professor and assume the role of Head of Department.

Professors at York are expected to advance their subject nationally and internationally and to contribute to maintaining the University as an international centre of excellence for the relevant subject area through research and publication, teaching, networking and consultancy.

Key details

Hours of work:	37 Hours per week (flexibility available)
Contract type:	Open
Salary:	Commensurate with experience on the professorial scale + £10,000 Had of Department allowance

Key responsibilities

To manage the initial set-up and development of the Department of Architecture and the Built Environment

- Recruitment and selection of the core staff team for the Department of Architecture and the Built Environment
- Defining and executing an ambitious departmental strategy for Design for Public Good that is sensitive to global and local challenges
- Widening access to architecture knowledge and qualifications through proactively developing inclusion and diversity in all activities of the Department
- Managing the delivery of a RIBA/ARB accredited programme in Architecture at undergraduate and postgraduate level
- The management and delivery of a complementary suite of programmes (for example, Sustainable Urban Design, Landscape Architecture, Computational Design, Spatial and cultural considerations);
- Oversight of programme development
- Establishing and maintaining partnerships with industry to help enhance the Department's activity and student learning opportunities

- Championing innovation and multi-disciplinary knowledge in the Department's academic strategies
- Developing key relationships within the university and external stakeholders;
- Working in partnership with professional support staff to establish sustainable student recruitment nationally and internationally
- Building a thriving and high-quality research culture
- Managing departmental planning, local budgets, estates and facilities requirements and resourcing

To support the research activities of the Department

- To carry out internationally outstanding research and scholarship
- To disseminate this research through monographs, articles in journals of international standing, and other appropriate forms of dissemination, including national and international conference presentations
- To play a leading role in the Department in identifying and securing external funding through research grants and contracts, and in developing collaborative research income-generating activities

JOB DESCRIPTION (PROFESSOR)

- To attract and supervise research students, and, as appropriate, post-doctoral researchers and other support staff
- To support, comply with, and contribute fully to research plans and policies of the Department and the University
- To support and mentor junior academic colleagues in order to promote quality of teaching and research and their career development

To support the teaching objectives of the Department

- To design and be responsible for delivery of modules and teaching programmes for undergraduate and graduate students
- To play a leading role in departmental and interdepartmental curriculum development and quality enhancement
- To coordinate team teaching, as required, including liaison with other staff and with postgraduates who teach
- To design and mark assessments, and give feedback
- To supervise undergraduate and graduate projects and dissertations
- To carry out teaching in Continuing Professional Development
- To undertake pastoral support of students, as a personal supervisor or in another designated role
- To support and promote fully the University and Department teaching quality assurance standards and procedure

To contribute to the efficient management and administration of the Department

- To make an important contribution to the leadership and management of the Department, including supporting early career staff and developing new collaborative initiatives
- To attend Departmental meetings, meetings of the Board of Studies, and other committees and working groups within the Department and University
- To carry out relevant professional duties, commensurate with the Professorial grade
- To undertake specific departmental roles and management functions as may be reasonably required by the Head of Department

To contribute to the strategic management and delivery of the Faculty and University

- To make an important contribution to University and Faculty strategy development and delivery
- To be a member of the Faculty Executive Board

PERSON SPECIFICATION (PROFESSOR)

Qualifications:

- PhD in relevant subject area
- Professional qualification in a design-related discipline (Desirable)

Knowledge:

- An outstanding and internationally recognised profile in Architecture or a design-related discipline

Skills, abilities and competencies:

- Ability to define, lead, manage and attract funds for internationally excellent research, operating across disciplinary boundaries
- Proven leadership and managerial skills
- Ability to manage and interact with staff and students at all levels and to contribute to broadening the strategic development of the Department
- Ability to innovate and lead others with clarity, sensitivity and strategic vision
- A substantial track-record of developing new projects and ideas to completion
- Evidence of international collaboration (Desirable)
- Evidence of peer review activities (Desirable)

Experience:

- International leader in a design-related field
- Substantial publication record in leading peer-reviewed journals
- Attraction and effective supervision of postgraduate students
- Significant and sustained success in accessing research grants and other external funding

- Exceptional achievement in curriculum development, course design and teaching, learning and assessment methods at UG and PG levels and in encouraging student access and engagement
- Invited presentations at major international conferences
- Effective and sustained involvement in major administrative tasks or positions of responsibility within a department or research unit
- Authorship of books (Desirable)
- Editorial duties with journals (Desirable)
- Activity as an invited examiner at other institutions (Desirable)
- Participation in national teaching initiatives or international equivalents (Desirable)

Personal attributes:

- Demonstrable capacity for strategic thinking and planning
- Ability to take a lead in key administration functions within the department
- Self-motivated, pro-active and innovative
- Strong personal commitment to equality, and diversity and inclusion



Students celebrating graduation outside **Heslington Hall**.

THE NEW DEPARTMENT OF ARCHITECTURE AND THE BUILT ENVIRONMENT

York is well positioned to become a leader in societally-informed design. In establishing a new Department of Architecture and the Built Environment we have the opportunity to innovate in how we educate design professionals through an interdisciplinary approach of being culturally informed, inclusive, creative and sustainable. We wish to be academically challenging and adopt methodologies that draw on practical interaction with the wider community, locally, nationally and beyond the UK in providing experience for students.

Our context as a heritage city will be used to inform future developments, and we will embrace computational modelling and design as an essential part of our creative studio work.

In setting up the Department, there is an exciting opportunity to re-think the student experience, focusing on team work, co-design, non-standard educational routes and multi-cohort teaching that is focused around real-world 'projects' from the outset.

The Department's initial goal will be to deliver a BA and MA programme accredited by RIBA/ARB in Architecture. While we propose to site the new department in the Arts and Humanities faculty, the department is intended to form a hub for collaboration across the University in teaching and research in architectural design and related disciplines.

www.york.ac.uk/architecture



Students exploring the new **Anne Lister College** on Campus East.

THE UNIVERSITY

The University of York exists for public good. Founded in 1963 with just 263 students, York has become an intellectual powerhouse where research, teaching, student and global alumni engagement are anchored by the highest academic standards and a community of shared purpose.

We are committed to demonstrating the transformative power of education and research, to make a difference in the world around us. Our exciting vision for York makes clear our determination that our research, our teaching, and our purposeful partnerships and engagement should all make a positive contribution to the city, region and beyond.

Our vision

Our vision is a result of the many conversations we have had with our staff and students - one of the largest consultations ever held in our community. That resulted in a bold and ambitious Strategy, characterised by a desire to build on York's interdisciplinary strengths, a sense of shared purpose, and which recognises the need for interdependent actions to navigate the complex world we live in. Being an international, research-led university relies on equality in participation, progression and success for all. We are creating a working, learning, social and living environment that enables all our staff and students to achieve their potential, while they experience and celebrate diverse cultures, knowledge and identities.

Academic excellence

The University's academic endeavour is shaped around our three faculties - Arts & Humanities, Social Sciences and Science - and more than 30 academic departments and research centres. The equal emphasis we place on the importance of teaching and learning, and world-leading research, is reflected in our Teaching Excellence Framework (TEF) Gold and our recent Research Excellence Framework (REF) results, which positioned us as 10th in the UK in the 2022 Times Higher Education REF rankings. Our REF performance is particularly pleasing because it demonstrates a breadth and depth

of academic excellence across the whole institution. The REF outcome overall places York as only one of two Northern UK universities ranked in the top 10. We are also consistently in the top ten UK research universities, attracting over £80m a year of funding from research alone.

In 2022, we have also been ranked well inside the top 150 universities in the Times Higher Education world rankings (the fastest rise for a UK university) and in the top 20 in the Times & Sunday Times Good University Guide.

Our commitment to equality, diversity and quality is also reflected in our five Queen's Anniversary Prizes, our long association with Athena SWAN, holding multiple awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

At the heart of the region

The University is deeply embedded in the local community of York & North Yorkshire. Our values and commitment to the public good have never been more important. We are a hub for sharing knowledge, inspiring collaboration and enriching lives. We were shortlisted for Times and Sunday Times Good University Guide 2022, and the Times Higher Education's University of the Year Award 2021 in recognition of the University's response to the Covid pandemic: [The Year We Came Together - Our Covid-19 response](#).

Our discovery research spans areas from mental health, fusion clean energy and safety assurance for autonomous systems, through to digital and creative technologies, environmental sustainability and much more. These are the sectoral strengths through which we engage new partners, including business and industry, and social, charitable and voluntary groups, and which underpin the region's future inward investment opportunities.

We have actively helped to shape and deliver a devolution deal for

York & North Yorkshire, which includes a significant ambition to deliver net carbon negativity for the region through the [BioYorkshire](#), a public-private partnership designed to transform the UK's bioeconomy. Playing a leading role in helping the City of York develop its 10 year economic strategy, we have recently amplified our support for entrepreneurship through a new innovation hub, [Enterprise Works](#) - including brokering the development of the City's first Barclays Eagle Labs - all of which is located in the newly refurbished Guildhall in the centre of the City as a focus of our activities to support and drive start-ups and job creation.

We are active partners in helping to shape a vision for York Central - one of the largest brownfield sites in the UK and equivalent to the size of Kings Cross - that will create new knowledge based businesses aligned to key sectoral research strengths, enhance inward investment opportunities and help more of our graduates stay in the city and region.

The York Festival of Ideas is led and delivered by the University in collaboration with more than 100 programme partners, including many in the City, and every year delivers more than 200 free events to thousands of people who typically do not engage with universities as a means of building public trust and understanding of the integral contribution of universities to society.

Our campus

Centred around the picturesque village of Heslington on the edge of the City of York, our University Colleges are set in an attractive landscaped campus that enjoy protected status. The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new Colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

A UNIVERSITY FOR THE PUBLIC GOOD

In October 2021 the University Council approved the strategic aims and principles for our new strategy, '[Vision for York](#)'. Everything that we strive to achieve in this strategy is underpinned by an abiding commitment: the **University of York exists for the public good.**

Our strategy for the University of York sets out our aims, expressing where we want to be in 2030 and the principles that guide our actions.

STRATEGIC AIMS

Curiosity-driven and action-oriented research

We embrace the complexity and uncertainty that arises in an increasingly interconnected, rapidly changing world. By investing in people and systems to advance curiosity-driven research and its action-oriented applications, we are at the forefront of providing the evidence base and practice that are required for communities to flourish both at home and abroad.

Education that empowers

We transform the whole student experience to create high-quality, flexible, inclusive and accessible lifelong learning journeys. The University of York nurtures and fulfils ambitions and prepares students for an ever-evolving world. We design innovative pedagogies and curricula underpinned by technology, widen access locally and globally, and eradicate achievement gaps.

Community without limits

Our diverse community, which reflects both wider UK society and our principle of internationalism, fosters a sense of belonging and operates at the highest academic and ethical standards.

By establishing an inclusive environment, removing barriers to progression for our staff and students, and creating physical, virtual and cultural spaces that facilitate rich exchanges, we transform perceptions and enable a culture of possibilities where new knowledge is generated and everyone can thrive.

Local commitment on a global scale

We build strong partnerships to expand and share knowledge for local impact on a global scale. By promoting collaboration beyond disciplinary boundaries, and with diverse people and entities from across society, we combine relevant expertise and experiences, generate synergies for lasting benefit, and expand the reach of our research and education.

GUIDING PRINCIPLES

Inclusion

Freedom of enquiry and expression are central to intellectual advancement and to social and economic development. Upholding them is essential to ensure that every single member of our communities – whatever their heritage, creed or orientation – is treated with the respect we expect for ourselves, is afforded the same opportunities, and feels at ease with being in our midst.

Environmental sustainability

Improving environmental conditions is a prerequisite for societies and economies to flourish and for people to live healthy and fulfilled lives. It is also a powerful driver for research, education and partnerships, because the complexity of the challenge requires distinctly new knowledge, fundamentally new ways of generating it, and radically new ways of acting on it.

Collaboration

Through the partnerships we create in research, education and engagement, we put to rest the assumption that competition lies at the heart of progress in the teaching and research arena. Instead, it will be the collaboration across different disciplines, by people from different backgrounds and with different expertise and experiences, from York and around the world, that will bring in a new era of prosperity and health.

Internationalism

We embrace global awareness and responsibility in all that we do. We seek partners with complementary skill sets, ambitions and networks, so that together we can address pressing and emerging environmental, social and economic challenges efficiently and effectively, wherever we are.

ORGANISATION

How we best organise ourselves to pursue our goals, with a focus particularly on academic departments, is a fundamental part of our development over the next few years. A key aspect of the new strategy is organisational agility and therefore a 'programme for change' has been established, which includes:

- introduction of new teaching programme and semester structures from 2023
- decentralisation of financial planning to Faculties
- establishment of new Schools that combine the strengths of different departments to open up new opportunities in research and teaching



The **inclusive crossing**, outside the Spring Lane Building on Campus West.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Our vision

The University of York emerged from a campaign in this city in the 1940s and 1950s which foresaw a university whose work would 'contribute to the amelioration of human life and conditions.' Our commitment to Equality, Diversity and Inclusion is more important than ever and that's why Equality, Diversity, and Inclusion is at the heart of the University's 2030 Strategy and is exemplified in our values, shared sense of purpose enquiring minds, to make equality, diversity, and inclusion everyone's business.

Our commitments

As a University that exists for Public Good, through purposeful action we are committed to equality of opportunity. Engendering inclusivity, and nurturing an environment where our students and staff can study, work, and live in a community which fosters a sense of belonging, is reflective of our values, and demonstrates a measurable difference to driving forward an innovative agenda for change which tackles.

- Barriers to progression for our staff and students
- Gender, disability, and ethnicity pay gaps
- Continuation, progression, and eliminates awarding gaps across the diversity of our student cohorts at any stage in the student lifecycle
- Diversifying our staff and student community through our transformational initiatives and leadership
- Create a working, learning, social and living environment that will enable all staff and students to achieve their full potential

What we gain from diversity is immeasurable. Our Equality, Diversity, and Inclusion Strategy, which was developed in partnership with our staff and student communities, describes our commitment to create an inclusive environment where everyone can make a positive contribution to university life, the city region and beyond.

The recruitment, retention and success of a more ethnically diverse staff and student community; an accessible and inclusive campus, and ensuring that the values and behaviours we expect from everyone embrace inclusive responsibility and leadership.

Our actions

Our strategy sets out an ambitious set of objectives to succeed in our commitment. At the University of York, Equality, diversity, and Inclusion is critical by design, delivering on its extraordinary founding principles for the advancement of equity, diversity, and inclusion for all.

We want to appoint a founding Professor who not only shares our vision and purpose, but who has a genuine commitment to inclusivity in research, education, and partnerships.

We see equality, diversity, and inclusion as critical to deliver on our extraordinary founding principles for the advancement of equity, diversity and inclusion for all.

Will you join us in this journey?

<https://www.york.ac.uk/about/equality/>

The EDI Exchange

Making EDI
everyone's business





The famous **Rose Window** at York Minster.

THE CITY AND THE REGION

At the heart of the region

People fall in love with York the moment they visit. Internationally acclaimed for its rich heritage and historic architecture, York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford's Tower and the Shambles just a few of the many attractions. But it's not all about our past.

The city's entering an exciting period of its history as it explores the opportunities redevelopment of large parts of the city centre provides.

The below video highlights some of the different developments currently underway in the city.



The new Department of Architecture and Built Environment would be ideally placed to engage and work with the city and regional partners to shape the future of our home.

York is an ideal place to raise a family, with a great range of high-performing schools, both state and independent. We are also rated the safest city-based university in the UK (Complete University Guide Top 15 Universities in England and Wales with Low Crime Levels 2022).

Housing and schools

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within a comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector. York ranks fifth in the country for top secondary schools, with three quarters of the city's secondary schools receiving the top ranking of 'outstanding' by Ofsted.

Great location

Great rail and transport networks also connect you with other major cities in the UK. York is only a short train ride away from Leeds (20 minutes), Manchester (1.5 hours), London (2 hours) and Edinburgh (2.5 hours). We are also close to major road links including the M1 and M62.

Yorkshire

The Lonely Planet guide declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.



**Professor Charlie Jeffery, Vice-Chancellor
and President at Graduation in 2022.**

HOW TO APPLY

Anderson Quigley is acting as an employment advisor to the University of York.

An executive search process is being carried out by Anderson Quigley in addition to the public advertisement.

Should you wish to discuss the role in strict confidence, please contact

Ed Pritchard on +44 (0)7873 218 380
ed@andersonquigley.com.

The closing date for applications is noon on Monday **17 April 2023**.

Applications should consist of:

- A full CV;
- A covering letter (maximum of two pages) outlining how you meet the points under the person specification;
- Please include details of two referees, though please note that we will not approach referees without your prior consent and only should you be shortlisted.

Completed applications should be uploaded at <http://www.andersonquigley.com> using the reference number AQ1767.

JOB DESCRIPTION (HEAD OF DEPARTMENT)

Main purpose of the role

Heads of Department at the University of York provide academic leadership in their Departments, play a crucial role in collective decision-making on strategy and finance in their Faculties, and are Senior Leaders at University level, helping to deliver the University's commitment to Public Good.

Key responsibilities

(Role holders will be required to undertake some or all of the duties below in collaboration with the Dean and the broader Faculty Executive Board)

Departmental Responsibilities

- Provide academic leadership and direction for the department/school ensuring the department/school maintains the highest possible standards in research and teaching
- Translate strategic goals into operational plans and establish and lead a management team to implement these operational plans
- Work with all colleagues in the department/school to ensure all staff are well managed and motivated and have opportunities for development
- Foster collaborative relationships (internally and externally) with key stakeholders and partners in teaching, research and knowledge exchange
- Manage the finances of the department/school, ensuring the department/school has robust financial planning and management (in line with the faculty budget)
- A commitment to developing (through colleagues) new forms of educational opportunities through online or non-traditional means
- Foster a culture of excellence, co-operation and respect, driving a commitment to equality, diversity and inclusion for all students and staff both within and beyond the department/school

Faculty Responsibilities

- Support the development of Faculty Strategy aligned to the University Strategy 2030, and exercise joint responsibility for its successful delivery
- Approve strategic initiatives developed by, and between, academic departments and schools, and review their wider staffing and wider resourcing and delivery

- Work closely with the Deputy Head of Faculty Operations and Director of Faculty Operations to develop and maintain an appropriate professional and technical support for the department/school and wider Faculty
- Support and contribute to the faculty planning and budget management process
- Represent the Faculty in the wider University and externally

Institutional Responsibilities

- Ensure delivery of the department/school's contribution to University and Faculty strategic plans
- Contribute to the development and delivery of institutional strategic change programmes at a department/school level
- Play an active role in institutional committees and projects that enhance and support the wider institutional endeavours
- Develop and maintain effective working relationships with key senior internal and external partners including a commitment to enhancing industrial income
- Contribute to the University's roles in civic leadership, international engagement, and in addressing major social challenges such as environmental sustainability
- The above list of duties is not exhaustive and is subject to change. The post holder may be required to undertake other duties commensurate with the level and scope of the post.

Line management

The role holder is managed by the Dean of the Faculty of Arts and Humanities

JOB DESCRIPTION (HEAD OF DEPARTMENT)

Further Details

Heads of Department/School will be eligible for the National Pay Award effective from 1 August each year. Those whose substantive grade is within Professorial Band 1 will continue to receive any increments they are entitled to.

Heads of Department/School who are at grade 8 or Reader level will be able to apply for promotion via the annual academic promotions process (if eligible).

Heads of Department/Schools on a professorial grade will be able to apply for a promotion or a pay review through the annual professorial review process (in line with the stipulated eligibility criteria).

* The appointment as Head of Department will be on a four year fixed-term basis, reverting to a substantive academic appointment after that term. The successful candidate will be required to meet the criteria for a Professorial appointment as outlined in the appendix.

PERSON SPECIFICATION (HEAD OF DEPARTMENT)

Qualifications:

- PhD or equivalent, such as professional level experience

Knowledge:

- Relevant research and teaching at a high level
- A personal academic standing which commands the respect of colleagues within the Department, University and externally
- Good understanding of the current issues in higher education, in the areas of governance, management, processes, people, infrastructure, technology and finance

Skills, abilities and competencies - demonstrates:

- Strong commitment to the goals and vision of the University
- Creates a sense of unity and common purpose
- Manages change effectively
- Actively builds teams and effective working relationships
- Promotes interdisciplinary working beyond the Department through others
- Ability to work collaboratively and develop positive relationships with a range of senior stakeholders, both inside and outside the organisation
- A strong commitment to promoting excellence in teaching, research and leadership
- Ability to nurture and develop credibility with senior academic colleagues, though an understanding of the issues and challenges faced as academic leaders
- Ability to inspire, influence and persuade at all levels of the organisation

Experience:

- Proven record of managing diverse resources in the University or a similar environment
- Experience of identifying risks and options, and of developing strategies to manage and mitigate them
- Previous experience in a leadership role

Personal attributes

- Consultative and able to influence and work collaboratively, with emotional intelligence and an ability to relate to a wide range of people at all levels
- Creative and innovative with a strong grounding in practical solutions and achieving results
- Resilient, able to work well in a fast-changing environment and with conflicting priorities
- Political and commercial acumen, able to seek and identify opportunities for the benefit of the University
- Integrity, openness and honesty with a strong commitment to equality and inclusivity and an understanding of cultural differences and considerations