

Role Title: Pro Vice-Chancellor and Dean of School

Reports to: Deputy Vice-Chancellor

About the University

The University of Salford is a vibrant organisation with ambitious plans for the future. The University has developed into a truly global institution designed to carry out international quality education for all who can benefit and highly impactful, world-changing research and knowledge exchange.

Our university community now encompasses over 26,000 students, 2,800 staff and 200,000 alumni. We focus on fostering prosperity, enabling healthy living, building a sustainable environment and developing cutting edge creative and innovative practice. Our colleagues are critical in the development and delivery of our strategic vision; embodying our unique brand and acting as exemplars in demonstrating our philosophy and ethos in how we work.

Salford has a rich history and an exciting future; we sit at the heart of the Northern Powerhouse, and actively engage with stakeholders across the region to embed our industry collaboration activity, ensuring our students receive the best possible experience and are fit for their future beyond University.

Our belief in making a tangible contribution to industry and the economy through pioneering partnerships is critical to our identity. These partnerships deliver cutting-edge applied research, drive innovation and inform our teaching to ensure our graduates have the knowledge and skills to fulfil the future employability needs of the economy.

We have built upon our strong industrial heritage and have revolutionised our academic, enterprise research and teaching offer to increasingly embrace the economies ever changing needs through the development of our industry collaboration zones.

Whilst there has been significant transformation at the University of Salford in recent years, we remain true to our industrial roots with origins dating back to 1896 where, as the Royal Technical Institute, the University was established to provide a workforce that powered the Industrial Revolution. We may now have global reach, but remain passionate about having an impact in our local community, in Greater Manchester and the North West of England as a whole.

Role Purpose

The **PVC Dean of School** will perform a critical transformational role within the University of Salford. It will involve taking the leading role in driving the School forward, in support of the University's mission and strategic objectives. Providing leadership which puts the experience of our students and colleagues at the heart of decision making and supports their wellbeing.

The PVC Dean drives excellence in teaching, research and enterprise, developing and delivering the strategy for the school, ensuring it is successfully – and sustainably implemented, aligning us to the external environment and industry.

The PVC Dean will be expected to be an ambassador for the Salford Behaviours, driving a culture of continuous improvement, and working collaboratively across the University for the good of our whole community.

As PVC Dean of School you will;

- Provide outstanding leadership as part of the University leadership team and manage the human, physical and financial resources of the School
- Work closely with colleagues on the School Leadership team in supporting a changing environment and culture
- Take a lead in ensuring there is innovative curriculum development
- Facilitate and contribute to the School's research culture where we strive for international excellence
- Promote the active engagement of colleagues with all the University's stakeholders including public bodies, industry, schools, colleges, alumni and the community

Role Scope

PRINCIPLE ACCOUNTABILITIES:

- As a member of the University Leadership team, operate in a pan-institutional capacity with a clear role to inspire and enable colleagues to succeed, and lead cross school collaboration
- To establish and embed the vision and distinctive positioning for the school consistent with the strategic ambitions of the University
- To formulate and implement academic and business plans at school level in line with the University Strategy; building on existing strengths and driving forward further excellence
- Work collaboratively with colleagues to ensure the school effectively underpins the institution's vision, enhancing key areas of strength and driving forward further advancements
- Navigate change and act boldly in challenging the status quo, supporting the school leadership team to generate future focused solutions
- To maintain and further enhance the academic performance, standards and standing of the school, ensuring the delivery of high-quality teaching, learning and relevant research and business engagement
- To ensure the school meets the expectations of students for an outstanding learning and student experience equipping them for future success

- To build relations with external organisations and professional bodies, including the pursuit of further formal accreditations
- To drive sustained growth in student numbers at both undergraduate and postgraduate level
- Provide academic leadership for the research community within the school, enabling excellence in impact and outputs
- To be responsible for the strategic financial direction of the school; ensuring that the School is financially viable, and that finances are managed efficiently
- To enhance the Schools national and international profile, footprint and reputation, including developing new partnerships with overseas institutions
- Encourage innovation and distinctiveness in provision to ensure continued relevance to students and other key stakeholders, especially employers and industry partners
- Oversee the recruitment, deployment, development and wellbeing of colleagues; empowering teams, celebrating success and uniting the School behind a shared vision
- Embody the University's behaviours both within and outside the organisation ensuring we build an inclusive and diverse workplace

University of Salford Generic Responsibilities

- *Perform any other duties appropriate to the grade as may be required*
- *Comply with the personal health and safety responsibilities specified in the University Health and Safety policy;*
- *To engage with the University's commitment to put our students first and deliver services which are customer orientated, represent value for money and contribute to the financial and environmental sustainability of the University when undertaking all duties and aspects of the role.*
- *Promote equity and diversity for students and staff and sustain an inclusive and supportive study and work environment in accordance with University policy;*
- *To promote environmental sustainability in how we operate.*
- *This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.*

Person Specification

Qualifications

	The successful candidate should have:	Essential / Desirable
1	A first degree in a relevant discipline, ideally with a post graduate qualification/Higher degree or equivalent professional experience;	E
2	Doctorate or working towards;	E
3	Awarded Professorial status	D

Background & Experience

	The successful candidate should have:	Essential / Desirable
5	Successful record of inspiring academic leadership, strategic development and general management gained in a complex School environment likely at Dean, Deputy/Associate Dean or Dean of School or equivalent;	E
6	First-rate intellectual standing, with the requisite track record of success to operate credibly within a progressive academic environment and engender the respect of both academics and professional practitioners;	E
7	Significant experience of enabling complex multi-faceted resources - people, physical and financial;	E
8	A highly effective planner with experience of leading policy development, turning strategy into reality, managing uncertainty and driving sustained improvements in performance;	E
9	Evidence of success in innovation in academic provision, including the development and introduction of new or revised programmes of study and areas of relevant research excellence;	E
10	Evidence of having co-created productive networks and partnerships, both in the UK and overseas, combined with a strong record of developing and managing strategic relationships across business, industry and other related stakeholders with a thorough understanding of accreditation frameworks;	D
11	Experience of achieving in new markets overseas; experience and aptitude to engage credibly with and build strong relationships across International Partners.	D

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable
12	A demonstrable understanding of emerging national and global trends in government and higher education policy and their implications for the UK university system, particularly in terms of student recruitment;	E
13	Excellent understanding of the academic portfolio- and advanced expertise in one field of knowledge – within the school	E
14	Highly-developed business acumen with robust financial management skills and a proven ability to diversify and increase income streams;	E
15	A strong grasp of the evolving technological environment and its potential contribution to the School's academic ambitions and organisational success;	E
16	A commitment to supporting people development and the organisational values and behaviours that underpin Salford's commitment to success;	E

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable
17	The ability to think strategically in the context of the changing external environment;	E
18	Aligning first class communication skills and a collaborative leadership approach; with high levels of self-awareness and proven ability to empower and engage staff;	E
19	An unquestionable track record of integrity, openness and honesty with a strong and demonstrable commitment to inclusion and diversity throughout the institution;	E
20	The capability to work flexibly and enable efficiently in a complex and fast paced environment;	E
21	Excellent pro-active strategic thinking and problem-solving skills, with the ability to formulate clear decisions that command support and encourage a daring attitude;	E
22	Enterprising, with the ability and willingness to take calculated risks;	E
23	A commitment to genuine engagement with students within an exceptional learning environment, ensuring that the University meets their expectations for an outstanding experience;	E

24	Politically and commercially astute with an ability to engage with a broad range of external stakeholders, at all levels, on a regional, national and international basis;	E
25	Outstanding written, oral communication and advocacy skills;	E
