

Job Detail

(Overview, Role Detail and Person Specification)

School of Science Engineering and Environment

**Associate Dean: Research and
Innovation**

Grade MNGT

Role Title: Associate Dean Research and Innovation

Reports To: PVC Dean - School of Science, Engineering and Environment

Accountable To: PVC Research and Innovation

Role Purpose

The role involves working closely with the PVC Dean of SSEE, PVC Research and Enterprise, Deputy Dean, Directors, other Associate Deans and Professional Services colleagues to ensure the alignment of activities related to research, the strategic priorities of the University and the School innovation strategy.

The post holder will be the strategic developer and coordinator of School activity related to research and innovation and will be focused on enhancing our quality, capacity, and capability to deliver internationally recognised research that is aligned to the overall University strategy.

This post holds the responsibility for translating our strategy into relevant research, knowledge exchange and student success activities. In addition to bringing global, UK, regional and sector related agendas to the fore, ensuring the strategic response of the school is agile and outward facing. In taking forward the strategic elements of the role the post holder will operate with a firm focus on innovation, considering opportunities for partnership working, and interdisciplinary, real world academic practice.

In line with the 'Salford Behaviours' and as a key post within the School Leadership Team, this post requires you to be a role model in visibly inspiring, aligning, collaborating, and co-creating. Success will be evidenced through effective working within the school and by collaborating with colleagues in other areas of the University and with external partners.

The post-holder will also assist and support the PVC Dean of School in the effective leadership of the school, developing, monitoring, and delivering the School's operational plan as it relates to research and innovation, as well as contributing to the achievement of School's wider objectives and key performance indicators.

Responsibilities

Leadership and Management

- Deputise where appropriate for the PVC Dean of School.
- Develop a positive and effective culture for research and innovation.
- Develop the professoriate and lead a team responsible for the implementation of the School's Research and Innovation Strategy.
- Assure continual improvement in the quality and performance of Research and Innovation throughout the School and the University.
- Engage with and participate in the University's Performance and Career Conversations process with research academics.
- Engage with and participate in the University's people processes including performance management and development of staff.
- Contribute to the strategic work of the School Leadership Team to develop, monitor, and review the school's operational plan and to oversee its implementation in respect of its strategic objectives.
- Develop and implement integrated academic plans and targets which support the wider objectives and KPIs of the University and position it to respond effectively to any future changes in Higher Education.
- Contribute to and support University wide initiatives and portfolios as required by the University Leadership Team.
- Work as part of an institutional team of Associate Deans, ensuring good practice and innovation is identified and shared institutionally.
- Support and guide senior colleagues within the school, ensure that specialist discipline level research and enterprise also contribute to interdisciplinary projects and the combined commitment of the school to industry collaboration.

Policy/Planning

- With the PVC Dean of School, Directors, and other senior colleagues, lead on the School Research and Innovation Strategy and matters related to research activity and performance.
- Develop research strategies, in conjunction with the PVC Research and Enterprise, and implement them through clear delivery plans.
- Formulate, implement, and manage School plans in relation to research and postgraduate education consistent with the University's strategic objectives.
- Set, monitor and review appropriate KPIs for research activity within the School Strategic Plan and align them with the wider university KPIs and the Research

Excellence Framework - including the management of individual 3-year research plans.

- Ensure the execution of agreed University policies on research and innovation.
- Work with relevant professional services to deliver research training and the development of postgraduate students and early career researchers.
- Contribute to engagement strategies that promote public engagement, community-based research, and targeted policy initiatives.

Quality Assurance and Enhancement

- Ensure the School's activities in research and research training are implemented to assure the pursuit and achievement of high academic standards.
- Ensure the operation of the University's agreed quality assurance mechanisms in relation to research and research performance.
- Develop School quality assurance systems in respect of research and research training to complement University systems.

Resource Management

- Advise the PVC Dean of School on the appropriate level of resourcing requirements to support research activity, including liaison with Deputy Dean and Directors in relation to workload management.
- Be responsible for the budgetary control of research activities and centres within the school.
- Be responsible for the allocation and deployment of resources to capitalise on opportunities or developing and enhancing research related success.

Liaison and Co-ordination

- Represent the School internally on committees relevant to research and innovation activity.
- Promote and identify cross University collaboration with other Associate Deans Research and Innovation.
- Ensure that successful research activities are disseminated in the University and externally.
- Liaise with relevant external organisations to raise the profile of the School and University and take advantage of trends and opportunities, disseminating this information across the University as appropriate.
- Work with the other Associate Deans Research and Innovation and relevant professional services in reviewing, enhancing, and monitoring the postgraduate student experience.

University of Salford Generic Responsibilities

- Promote equity and diversity for students and staff and sustain an inclusive and supportive study and work environment in accordance with university policy.
- 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.
- Engage with the University's commitment to deliver value for money services that optimise the use of resources by maintaining a cost-conscious approach when undertaking all duties and aspects of the role.
- 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.

Qualifications

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	A first degree in a relevant discipline	E	A
2	A Higher Degree, or equivalent, in a relevant discipline	E	A / I
3	Fellowship of the Higher Education Academy	D	A
4	Hold a Postgraduate Certificate of Academic Practice or equivalent higher education teaching qualification (or commitment to enrol on the University programme during the probationary year and complete within three years) or Fellowship of HEA (or international equivalent	D	A

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
5	A successful record of academic achievement, with proven track record in research and/or engagement; knowledge exchange and enterprise; and teaching and learning	E	A / I / P
6	Experience of operations at executive level to deliver measurable improvements in research and external collaboration	E	A / I / P
7	A proven track record in the area of research innovation at a senior level working in partnership with academic staff within and across organisational units	E	A / I / P
8	Breadth of knowledge and experience of undertaking a senior management role within HE	E	A / I / P
9	Experience of monitoring and reviewing research and innovation, and identifying and responding to national and global research agendas	E	A / I / P
10	Experience of developing and sustaining partnership working, regionally and internationally	E	A / I / P
11	Experience of financial and contract management in HE	D	A / I / P
12	Experience of mentoring and developing staff to achieve stated goals	E	A / I / P
13	Extensive experience of developing and delivering research and innovation strategies within HE	E	A / I / P

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
14	Current issues and priorities in HE and their impact upon Salford	E	A / I / P
15	The development, implementation and monitoring of policy and strategy pertaining to REF and enhancement of research performance	E	A / I / P
16	A thorough understanding of internal and external developments in research related topics with reference to REF, national strategic policy and funding, PGR experience and standards, including international developments	E	A / I / P
17	A thorough understanding of national industrial strategy, intellectual property, and the commercialisation of research.	E	A/I/P

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
18	Ability to generate and maintain external links	E	A / I / P
19	A firm commitment to personal and professional development	E	A / I / P
20	Excellent communication, interpersonal and team working skills	E	A / I / P
21	An ability to drive forward inclusion, diversity and widening participation. activities at a school and institutional level to affect sustained cultural change	E	A / I / P
22	Ability to manage and successfully lead academic teams towards sustained and tangible impact	E	A / I / P
23	Ability to teach, research or undertake in professional practice. in support of the school's aims and objectives	E	A / I / P
24	Ability to travel overseas and in the UK which requires time away from home	D	A / I
25	Ability to think strategically and propose strategic direction for the future of the University of Salford to meet changing external environment	E	A / I / P
26	An appreciation of the discipline areas across the school and ability to harness respect and influence internally and externally	E	A / I / P
27	A collaborative leadership approach with strong self-awareness and track record of empowering and engaging staff	E	A / I / P
28	Ability to manage and successfully execute organisational and cultural change	E	A / I / P

A = Application form, I = Interview, P = Presentation, T = Test

Candidate guidance

You should provide narrative to each of the key sections (Background & Experience, Knowledge and Skills and Competencies). Strong applicants will demonstrate experience relevant to the **essential** and **desirable** criteria. You should aim to be as **concise and succinct** as possible when providing your narrative, as this will greatly assist the shortlisting panel in reviewing your application.