

Candidate Information Pack

Appointment of:

Deputy Director of Newcastle University Business School: Education, Recruitment and Internationalisation



An Introduction to Newcastle University

Newcastle University is a thriving international community of more than 27,500 undergraduate and postgraduate students from over 140 countries worldwide studying across our campuses in Newcastle, London, Singapore and Malaysia.

Ranked in the top 200 of world universities, we focus our research and teaching on the profound challenges facing the world today. From age-related diseases, to protecting the environment and helping communities adapt in times of economic, political and social change, we aim to fulfil our mission of ‘Excellence with a Purpose.’

We see ourselves as delivering benefits, not just to individuals or individual organisations, but to society as a whole by using our academic knowledge, creativity, expertise and experience to come forward with innovations and solutions that will make a difference to people’s lives on a global scale.

The University’s main campus is located in the centre of Newcastle upon Tyne, the cosmopolitan capital of North East England that enjoys a worldwide reputation for the quality of its cultural and social life.

As a member of the Russell Group of research-intensive universities in the UK, we have a world-class reputation in the fields of medicine, science and engineering, social sciences and the humanities.

Academic Excellence

The 2014 Research Excellence Framework (REF) placed Newcastle University 16th in the UK for Research Power and the vast majority of our research (78 per cent) was assessed to be world-leading or internationally excellent. In June 2017 we were awarded Gold status in the TEF (Teaching Excellence Framework) a ringing endorsement of our long tradition of excellence in teaching. We also ranked:

- 4th amongst UK medical schools for Clinical Medicine Research Intensity.
- 3rd in the UK for English (1st for impact), and in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.
- 1st in the UK for Computing Science research impact, 3rd in the UK for Civil Engineering research power and 11th in the UK for Mathematical Sciences research.

We strive for excellence with a purpose, and to this end we are tackling major challenges that have a significant impact on global society, that are currently grouped under the headings of ageing, social renewal and sustainability.

In each of these areas the University has been recognised with a coveted Queen’s Anniversary Prize. Our research into sustainable rural economies and societies, which has influenced policy and practice around the world, won most recently in 2013. In 2005 we gained the Prize for our innovative solutions to mine water pollution and in 2009 we were recognised for research into ageing.

Globally Ambitious

We have extended our reach beyond the UK by opening two international branch campuses. In 2008, in partnership with the Singapore Institute for Technology, we opened our campus in Singapore and now offer six degree programmes supporting more than 700 students annually.

With the opening of Newcastle University Medicine Malaysia (NUMed) in 2011, we became the only UK University to have a fully owned medical campus overseas. NUMed delivers degrees in medicine and biomedical sciences to more than 500 students. The first doctors from NUMed graduated in June 2014.

Our third branch campus, Newcastle University London, located in the City of London, opened in September 2015. Here we provide full and part-time undergraduate and postgraduate study programmes for students from all over the world, with an initial focus on business programmes. Newcastle University London also provides students and staff with increased links to national and international businesses.

The University is 30th in the Guardian University league tables 2018, joint 25th in the Complete University Guide 2017, joint 22nd in the Times/Sunday Times Good University Guide 2017 and in the top 150 of universities in the world in the QS World University Rankings 2017-18.



Excellent Staff and Students

In 2015, Newcastle University won the Outstanding Leadership and Management Team category in the Times Higher Education Leadership and Management Awards for the second time in four years, receiving praise for our innovative programmes to develop leadership throughout the University and improve the diversity of those in senior positions.

In terms of staff and student numbers, the University has recently grown more rapidly than comparable institutions, with income of more than £476 million in 2015–16. We are one of the largest employers in the North East of England, with approximately 6,100 employees. Our recent engagement survey says our staff enjoy working here and we were placed in the top five of the best places to work, according to the Best UK University Workplace survey carried out by the Times Higher Education magazine in 2014.

Student satisfaction at Newcastle University is among the highest in the UK. We maintain a consistently strong performance in the National Student Survey (NSS) with the 2017 survey showing that 88% of students are satisfied with their time in Newcastle – placing us joint 15th in the UK against comparator institutions. We're in the top 10 in the UK for student experience for the third year in a row (Times Higher Education Student Experience Survey 2017).

Newcastle University students are also among the most employable in the UK, 82.6% are in graduate level jobs or further study within six months of graduation. While our 180,000-strong global network of alumni in 200 countries and independent states around the world encourages mutual support and connects us with every type and level of industry.

Investing in Innovation

The University's financial position is strong: over the past few years we have invested approximately £100 million per year in our city-centre campus and will continue to do so over the coming years. This has enabled us to achieve major refurbishments of our existing estate, for example the phased refurbishment of the Armstrong Building and Main Boiler House, and the development of outstanding new facilities such as the newly opened £60m Urban Sciences Building. Current projects include the 1277 bed Park View Student Village and Sports Centre on Richardson Road, Learning and Teaching Centre and National Innovation Centre at Science Central and the refurbishment of the Claremont Complex on the King's Road Campus. These projects are creating high quality teaching, learning, social and living environments for our students and staff.

We actively invest in projects that are helping to attract new businesses and jobs to the region. In partnership with Newcastle City Council, we are creating Science Central, a £350m urban regeneration project which is the largest of its kind in the UK. Science Central will be home to four innovation centres that have been awarded National status by the Government in the fields of Ageing, Smart Data, Energy and Infrastructure for cities. Together, these innovation centres will create a full-scale demonstration site in the heart of Newcastle that will provide **real-world solutions** to the issues facing modern and growing cities that businesses and communities can get involved with and help to shape. We also invest in cultural venues linked to our academic excellence. The Hatton Gallery is part of our world-class School of Arts and Cultures while the Great North Museum (GNM) is home to an extensive natural history and archaeology collection. Operated by our partners Tyne and Wear Archives and Museums, the GNM and Hatton Gallery welcomed 837,000 visitors in 2014/15. Investment in the region is further enhanced by the newly established NE Universities Major Capital framework which sees all 5 NE universities partnering with 6 local contractors on a 6 year framework with an expected value of between £700m and £800m.

University Vision and Mission

The University's new Vision and Strategy was approved by Council in June 2018. Our Vision is to be a world-leading university, advancing knowledge, providing creative solutions and solving global problems.

We have four core functions and contexts:

- Education for life
- Research for discovery and impact
- Engagement and Place
- Global



Organisation and Structure

Led by the Vice-Chancellor and President, the senior management team - Executive Board - of the University includes a Deputy Vice-Chancellor and three other cross-cutting Pro-Vice-Chancellors (PVCs) who provide strategic leadership on a University-wide basis for each of our three core academic functions:

- Education;
- Engagement & Internationalisation;
- Research Strategy & Resources;

The Deputy Vice-Chancellor has co-ordinating responsibilities for a range of critical activities and chairs the Estate Capital and Strategic Planning Committee that includes a number of key lay advisors and members of the governing body.

Delivery of the core academic functions occurs in our three faculties, each of which is led and managed by a PVC:

- [Faculty of Humanities and Social Sciences \(HaSS\);](#)
- [Faculty of Medical Sciences \(FMS\);](#)
- [Faculty of Science, Agriculture and Engineering \(SAgE\).](#)

The remainder of the Executive Board is made up of the Registrar and the Executive Directors of Finance, Human Resources and Corporate Affairs.

Each Faculty consists of a number of academic units, typically schools or research institutes, each led and managed by a Head. Currently, there are 20 academic schools, 13 research institutes and a further 38 research centres.

The core academic functions and line-management structures combine to form the academic map of the University in which we envisage the faculties as vertical columns, with the core functions as cross-cutting institutional activities. Interdisciplinary and cross-disciplinary activities are coordinated and supported by the functional PVCs. The academic enterprise is supported by a number of corporate activities within the professional services, led and managed by the Registrar.

Distribution of Academic School and line-managed Institutes

HaSS	FMS	SAgE
Architecture, Planning & Landscape Arts & Cultures Newcastle University Business School Combined Honours Centre Education, Communication & Language Sciences English Literature, Language & Linguistics Geography, Politics & Sociology History, Classics & Archaeology Law School Modern Languages Humanities Research Institute	Biomedical Sciences Dental Sciences Medical Education Pharmacy Psychology Newcastle University Institute for Ageing Institute of Cellular Medicine Institute for Cell and Molecular Biosciences Institute of Neuroscience Institute of Health and Society Institute of Genetic Medicine Northern Institute for Cancer Research Newcastle University Medicine Malaysia	Computing Engineering Mathematics, Statistics and Physics Natural and Environmental Sciences Newcastle University in Singapore

Living and Working in Newcastle

Newcastle is the cosmopolitan capital of the North East of England. Over the past 20 years, a cultural regeneration has changed the area beyond recognition, creating a stunning cityscape and a special place that rewards people who choose to visit, live, work, study and invest here.

Today, Newcastle is a modern, compact and culturally vibrant European city with a strong identity. The city centre is easy to get around and offers excellent shopping, restaurants, museums, galleries and cinemas. The city centre is renowned for its stunning architecture with many fine buildings and streets including Grey Street, described by renowned architectural historian, Nikolaus Pevsner, as ‘one of the finest streets in England’. Once a busy industrial and commercial dockside, Newcastle’s Quayside is now packed with cafés, bars and restaurants from which to enjoy views of the River Tyne and its bridges.

Neighbouring Gateshead, on the south bank of the Tyne, is now famed for its contemporary culture and iconic structures, including BALTIC, converted from a landmark industrial building in the 1990s and now a major international centre for contemporary art, the Sage Gateshead concert venue occupying a curved glass and steel building designed by Norman Foster, the Stirling Prize – winning Gateshead Millennium Bridge and Antony Gormley’s Angel of the North.



Sports fans are spoilt for choice in Newcastle, with regular topflight football, rugby and basketball fixtures taking place in the city. Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county and international matches. Nearby, Close House golf resort is listed among the UK's top 100 golf courses and, every year, the world's largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

The region is steeped in history. The Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, are only 30 minutes' drive to the north, while to the west lies Hadrian's Wall world heritage site. South of the city is County Durham where the ancient City of Durham is complemented by a heritage coastline and rural towns and villages.

Exceptional transport links connect the city and region to the rest of the UK, Europe and beyond. Newcastle International Airport is just over 20 minutes from the city centre by car or public transport, from where there are direct flights to and from London (Heathrow and Gatwick), Dubai, Amsterdam, Brussels, Dublin, Paris, New York and over 65 other destinations around Europe, together with frequent flights to most major domestic hubs. The East Coast mainline provides direct access to London by train in less than three hours and Edinburgh in just over an hour, with trains running approximately every 30 minutes. The A1(M) motorway links the area to London, Edinburgh and other major UK cities.

Getting around Newcastle on foot or by public transport is much easier than in many other urban centres. The modern, integrated transport system includes an extensive network of local buses and the Metro which connects the airport, city centre, coast and Sunderland. Services are reliable and good value and make commuting extremely easy.

Our region is one of the best value places to live in the UK based on the average cost of living, and property is significantly more affordable than in many other parts of the country. From carefully restored Victorian terraces to contemporary city-centre apartments, semi-rural locations to a seafront home, the region offers a wealth of choice in accommodation.

Newcastle's hospitals have an international reputation for excellence in health care, and the University works in close partnership with the Newcastle Hospitals NHS Foundation Trust. Our National Health services are some of the best in the country, and our hospitals – including the Royal Victoria Infirmary and the Freeman and Queen Elizabeth hospitals – are also significant employers.

Education here also has a strong reputation, with a choice of excellent state and private schools, several FE colleges and of course our world-class universities.

The Faculty of Humanities and Social Sciences (HaSS)

We are an exciting, multi-disciplinary faculty within Newcastle University. The Faculty is made up of nine academic schools, three inter-disciplinary institutes, a Combined Honours Centre and a University wide Language Resource Centre. We also work closely with the INTO Newcastle University Centre.

The University as a whole is committed to ensuring that our research helps address key global issues by focusing on selected societal challenge themes. The Faculty takes the lead in co-ordinating the theme of social renewal.

Much of the research in the [Faculty of Humanities and Social Sciences](#) (HaSS) makes an impact beyond the academic sphere. Our research has produced cultural, societal and economic impacts influencing a diverse group of beneficiaries, including: private business, public and third sector organisations, policy makers and practitioners, cultural and heritage organisations, educators, the legal profession and judiciary, civil society, and the general public. Much of this work is done in partnership with a wide range of organisations and communities in the region and beyond, including, for example, Tyne and Wear Archives and Museums, Citizens UK, Northern Stage, Newcastle City Council, Tyneside Cinema, the SAGE Gateshead, and Seven Stories, the National Centre for Children's Books.

From the summer of 2014 to 2018, the Economic and Social Research Council (ESRC) are providing funding for knowledge exchange activities through Impact Acceleration Accounts (IAAs). IAAs are block grants made to Research Organisations to accelerate the impact of research. The Newcastle University ESRCIAA, worth £691,824, managed within the Faculty of Humanities and Social Sciences, will allow us to respond to knowledge exchange opportunities in more flexible, responsive and creative ways than centrally administered schemes.



The Business School

Home to over 3,800 students, Newcastle University Business School is one of an elite group of Business Schools worldwide to hold the triple-crown accreditation from the internationally recognised accreditation bodies: AMBA, AACSB, and EQUIS. This places us in the top 1% of business schools worldwide and is testament to our reputation for Education and Research. Our vision is to be globally renowned for the Future of Work and developing students for a future they can shape. We are an internationally excellent business school known for our academic ambition, distinctive community and influence in building a responsible future for both business and society across the globe. We believe that business is shaped by the desire to think differently and the will to transform the status quo. Our thinking, combined with a first-class reputation for academic excellence, high graduate employability and student experience, ensures that we are a first-choice destination for students from across the world. This ambition is reflected in our ethos, Challenge Today, Change Tomorrow.

Situated within a £50-million development within Newcastle City Centre, we provide cutting edge facilities, where staff, students and partners are united to develop collective knowledge to define the future of business.

We offer a range of undergraduate and postgraduate programmes, PhDs, MPhils and our MBA programme in Newcastle and a range of programmes in Newcastle University London. Our programmes have high demand from UK, EU and International students and we educate diverse international cohorts. International students now account for 34% of the undergraduate population and 81% of the postgraduate taught student body.

Newcastle University Business School takes pride in its global outlook and the international composition of its staff, students and institutional partnerships. The School is a member of the Academic Collaboration Network, comprising high quality business schools around the globe (Fudan University School of Management, Questrom School of Business, Boston University, IIT Ahmedabad, University of St Gallen, Yonsei University Business School). Together with our partners we work on innovative research collaborations, dual degree programmes and unique student projects through the Global Experience Opportunity programme.

As part of a Russell Group University, at Newcastle University Business School, research is at the heart of everything we do and we have an internationally distinctive research reputation across a range of disciplines. In the 2014 Research Excellence Framework we were ranked 14th in the UK for Research Power. 97% of outputs were internationally recognised and 60% were world-leading or internationally excellent.

Research activity across the School is fully supported in workloads and delivered by a varied 150 person strong academic community based across our campuses in Newcastle and London. Clusters of knowledge and expertise cohere in seven Subject Group based innovative Research Communities led by Professors. The Business School also hosts a highly interdisciplinary University research

centre, Knowledge, Innovation and Technology (KITE), which collaborates on projects across health, data, entrepreneurship, arts and culture and commercialisation. The new Leadership Development and Organisation Futures academic team are leading our Engagement and Place strategy and working extensively with a range of organisations and networks.

Major projects which have attracted external research income include:

- EPSRC, innovation in FINTECH with Atom Bank and Computing Sciences (Elliot)
- ESRC Social Impact in Prisons (Gibbon)
- Comic Relief, Innovative distribution channels for micro-franchises in Africa (Newbery)
- NHS, Barriers and Drivers to Innovation in the health service: new care models (Casey)
- Interreg – INNOGROW, Regional policies for innovation driven competitiveness and growth of rural SMEs (Gorton)
- EU H2020 – Strength2Food, European Food Chain Sustainability (Tocco, Gorton).
- British Council UKIERI and Indian UGC: Collaborative Decision Making on Container Supply Chains (Dong/Hicks)
- AHRC/NE-LEP Creative FUSE NE (Whitehurst, Papagiannidis, Richter, McKinley, Sapsed)
- ESRC BEIS/ERC Rural Enterprise UK (Maioli, Newbery, Gorton, with Centre for Rural Economy)
- EU Horizon2020 VALUMICS project on food supply chains (Aditjandra, Gorton)



Location & Collaboration Opportunities

The Business School is also located at the gateway to the Newcastle Helix site (see Science Central), and we benefit from the opportunity to build relationships with colleagues in the National Innovation Centre for Ageing and National Innovation Centre for Data. The Helix represents a new round of construction and investment for Science Central, the UK's biggest urban development site outside London and an internationally-renowned innovation centre for sustainable engineering, ageing and data sciences.

Helix will be home to:

- National Innovation Centre for Ageing (NICA)
 - works with research specialists, businesses and the public to facilitate the commercialisation of key products, services and technologies to help people live better, longer lives.
- National Innovation Centre for Data (NICD)
 - work on opportunities offered by the explosion in digital data.
- National Institute for Health Research Innovation Observatory (NIHRIO)
 - apply Big Data analytical tools to reveal global trends in health innovation



The Post

This newly created role, Deputy Director of the Business School, has responsibility for the Education, Recruitment and Internationalisation. The post holder will lead colleagues to deliver an ambitious Education for Life strategy, further embedding internationalisation in curricula and extending our global reach; they will also be responsible for building international educational, research and recruitment partnerships around the world.

We are looking to appoint an innovator who can lead change and work effectively across academic teams to successful implementation. This is an academic leadership role to deliver outstanding Undergraduate and Postgraduate student experience in a globally renowned international business school that delivers excellence in the Future of Work and develops leaders for a future they can shape. Working extensively with the Director of School and Senior Executive Board you will provide inspirational and visible leadership to those responsible for the student journey and to colleagues across the four academic Subject Groups. You will make a significant contribution to the future success of the Business School.

The role would suit an academic who is passionate about students, education, recruitment, programmes and internationalisation; who understands the HE context and the significance of the Education, Recruitment and Internationalisation strategies. Candidates must have experience of quality assurance and enhancement, programme design and innovative delivery, international and home student recruitment and of developing international partnerships reflective of a triple accredited Business School. The ability to persuade, influence, motivate, and establish credibility with a wide range of stakeholders, is essential.

This senior academic appointment is open-ended and the Deputy Director role is for three years in the first instance. The role is offered on either a teaching and research or a teaching and scholarship pathway. The Deputy Director role is a 0.5 FTE position, with the remainder of the time allocated to research and impact or pedagogy, practice and impact and some inspirational teaching as agreed with the appointee and in line with the School's priorities. We are particularly interested in candidates with experience in successful interdisciplinary collaboration and an interest in the Future of Work or Leading on Leadership.



Main Duties and Responsibilities

- Successfully operate as a senior colleague at a School-wide level, be a key member of the Senior Executive Board and contribute to the successful delivery of the Business School's Vision, Mission and strategy.
- Be responsible and accountable for providing visible and strategic leadership in areas of teaching and learning, recruitment and internationalisation and make significant contribution to delivery of strategic and operational improvement plans.
- Work proactively to lead and engage all staff with the Education for life and Influencing globally strategies and build a focused culture of teamwork, to achieve successful results, providing direction and support.
- Support the Director and School Executive Board by leading coherent and structured approach to international reputation and partnership development, working with academic colleagues to maximise opportunities to showcase the strengths of both the School and University.
- Provide leadership and management to the Director of Excellence in Learning and Teaching; Director of Education, Enhancement and Employability; Director of Internationalisation and related academic teams in delivering their areas of responsibility.
- Support the Director of Leader Development and Organisation Futures to deliver innovative programmes in support of the UK Industrial Strategy and employer needs e.g. apprenticeships and corporate and executive development.
- Support the Director of Education, Enhancement and Employability to lead the successful delivery of Newcastle University Business School programmes in London.
- Lead on developing successful relationships across the University, in the Singapore and Malaysia Campuses and with University and Business School collaborative partners including INTO and international partners.
- Provide strong and proactive leadership on the development and implementation of the School's strategies on student recruitment (Home/EU and international) at UG and PG and support of international students and staff, international research collaboration, and broader global engagement activities.
- Working collaboratively with the School's Head of Marketing Recruitment and Communications and University and School colleagues involved in student selection, to deliver planned Home/EU and international student recruitment and selection across all programmes.
- Develop and implement strategies for international and European recruitment pathways including new and existing markets, partnerships, collaborations and transnational education.
- Lead diverse academic teams across Subject boundaries, create a culture of collaborative team working for high performance and embed Business School values to deliver outstanding student experience.
- Oversee the strategic development and review of the School's portfolio of a future facing and competitive portfolio of Undergraduate and taught Postgraduate programmes.

- Ensure that the quality and standards of the School's provision satisfy the University's assurance framework (including Regulations and Codes of Practice) and enhancement objectives, and that these are recognised in internal and external assessments.
- Lead and ensure successful implementation of annual plans to assure and enhance the student experience and digitise the curricula and learning processes.
- Embed a culture of continuous improvement and embedded internationalisation to deliver outstanding learning and teaching across the Business School, including NSS, PTES, PRES, oversight of the annual Programme Development Week and Annual Module and Programme Reviews and deliver improved graduate destinations for Undergraduate and Postgraduate programmes.
- Extend and implement internationalisation in the learning and teaching strategies including study abroad and Erasmus ensuring sustainability of mobility and extending partnerships to build sustainable international research opportunities with partner institutions.
- Provide academic leadership on international alumni activity in partnership with colleagues.
- Champion and support student and staff international mobility.
- Chair School Committees and groups and be a member of University Committees and groups as appropriate.
- Lead on securing successful re/accreditation and enhancing relationships with professional bodies and international business school accreditation bodies.
- Engage in national and international education, subject and accreditation groups and communities in line with the demands of the role.
- Actively champion the University and School's commitment to equality, diversity and inclusion and to ethics, responsible management and sustainability.
- Work in ways which promote fairness in all matters and which engenders trust.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.

Person Specification

	Essential/ Desirable
EDUCATION AND TRAINING (<i>academic and vocational</i>)	
Doctorate in area of business and management	E
Extensive knowledge of teaching and scholarship and research in an area of business and management (e.g. Marketing, Digital Business, OB/HRM, International Business, Cross-cultural management, Leadership).	E
For Professorial level, sustained international research or pedagogical outputs, international standing in the field, experience of successfully securing research or pedagogical funding, engaging in impact activities and PGR supervision and examination.	E
A higher education teaching qualification or equivalent	E
Senior Fellow of Higher Education Academy or equivalent	E
EXPERIENCE AND ACHIEVEMENTS (<i>paid/unpaid</i>)	
Extensive commitment, knowledge and experience of (taking the lead responsibility in) designing, leading, managing and quality assurance of successful UK higher education business and management programmes	E
Extensive knowledge of UK QAA business and management benchmarks which underpin UG and PG programmes	E
Evidence of responsibility for ensuring the effective development and/or delivery of University policies or initiatives relating to Learning, Teaching and the Student Experience	E
A significant track record of operating in the transnational education arena, experience of developing links, partnerships and international collaborations to deliver recruitment targets, enhance student experience and develop research collaborations	E
An extensive understanding of international and Home/EU recruitment, admissions, retention and widening participation for students at UG and PG	E
Evidence of regular and consistent rating of teaching performance as excellent and/or outstanding	E
Regular and consistent incorporation of innovation into teaching which has been evaluated and found to be successful, including development and implementation of new programmes, especially involving innovative methodologies and/or content	E
Successful incorporation of research-led and internationalisation approaches into teaching which has been evaluated and found to be successful	E
Sustained successful dissemination and uptake by others of curriculum development/innovation through, for example, conference presentations, workshops, publications, web sites	D for T&R E for T&S

National/international record of publication of peer-reviewed articles on pedagogic research in the relevant discipline or more widely, and/or editorship of a teaching periodical	D for T&R E for T&S
Experience of EQUIS, AACSB and AMBA accreditations and business school professional body exemptions and accreditations	E
A national/international profile such as receipt of prizes, involvement at senior level in the subject nationally through a professional body, or other national/international group focused on the development of teaching/student learning	D
Substantial evidence of contribution to professional development programmes designed to improve teaching/learning, develop skills, raise awareness of pedagogic issues, etc. or a track record of successful support given to others seeking to develop their teaching or the learning experience of their students.	D
Acting as an external examiner in another highly regarded institution, or as a member of an examining or accrediting panel for a professional institute, or membership of a Quality Assurance Agency assessment/audit panel	E
Experience of designing and delivering employability initiatives for UG and PG students	D
Experience in managing substantial devolved budgets	E
BEHAVIOURS/SUCCESS FACTORS	
Evidence of high quality creative and innovative organisational, leadership or management skills which have contributed substantially to your business school and, where there has been opportunity, to the University. Such roles might include Deputy Director, Subject Head, Director of Learning and Teaching	E
Ability to evidence a credible leadership style that includes: setting direction, meeting the needs of our stakeholders, communicating, influencing and empowering others to deliver, fostering collaboration and driving innovation and change, and acting with integrity	E
Self-resilient entrepreneurial, self-driven, creative, enthusiastic, tenacious, resilient, patient with an ability to overcome barriers and meet tight deadlines/changing priorities	E
The ability to professionally and positively champion change and lead on implementation of new initiatives working with colleagues at all levels in the School and University	E
Excellent verbal, written communication and advocacy skills and the ability to lead, inspire and motivate others, within and outside of the immediate team.	E
The ability to effectively lead and manage large diverse academic and professional service teams in an academic context and to effectively negotiate and influence	E

The confidence, high level of cultural awareness and communication skills to represent Newcastle University Business School in developing relationships within the University, with regional Schools and employers and with partners across the world	E
OTHER	
The ability to undertake regular national and international travel is essential to the role.	E
Evidence of actively championing commitment to equality, diversity and inclusion and to ethics, responsible management and sustainability	E

The Professorial Role, Pay Structure and Pay Review Process

The key areas of activity of all academic staff, including professors, at Newcastle University are summarized in the Academic Job Summary <http://www.ncl.ac.uk/hr/recruitment/role-profiles.php>. The information below is designed to build upon the Academic Job Summary and specify the levels of expertise and contribution expected of professors. Progression to professorial status at Newcastle is governed by the Procedure and Criteria for Promotion to a Personal Chair.

Professors at Newcastle University are leaders within the academic community. They have a national and international reputation in their academic field and demonstrate leadership both within the University and externally, with recognition often extending beyond academia into relevant policy and practice communities. Like all academic members of staff, unless explicitly specified to the contrary, professors are expected to do research, and expected to do teaching. Engagement is not normally a separate third activity, but in the main derives from research and teaching activities. The University engages with civil society as an educational and research institution, and therefore the expectation is that engagement activities will be carried out not just in the sense of good citizenship, but specifically based on academic expertise and experience.

Professors may or may not have line management responsibilities such as those carried out by the Head of an Academic Unit. However, it is expected that all professors should provide leadership within their academic discipline and make an appropriate contribution to the management of their academic unit, faculty and/or to the University.

Depending on the academic focus of the particular role performed by an individual, the following activities and achievements, viewed within the context of their academic discipline, are illustrative of the normal level of expectations for those holding a professorship at Newcastle University:

Research and Innovation

- Achieve regular outputs, of high impact, in top media for the relevant discipline; this is likely to include publications in top-tier, high-impact journals and in some disciplines research monographs,

but may also include exhibitions, performances, commissioned research reports, and a range of other outputs.

- Achieve consistently high levels of research income from prestigious, peer-reviewed funding sources.
- Lead and direct a substantial programme of research (which may include research groups and/or facilities) often including responsibility for the mentoring and development of academic colleagues.
- Achieve and maintain an international reputation in the discipline and, where appropriate, contribute to societal challenge themes.

Teaching and Learning

- Publish highly regarded text books and other teaching materials.
- Lead in the design and implementation of programme, curricular and related innovations that make a major positive contribution to the student learning experience and the academic and financial success of the academic unit.
- Establish and maintain national or international eminence through the exercise of leadership within professional bodies and participation in policy circles. Create and/or lead substantial, multi-institutional, regional, national or international educational programmes or facilities.
- Make a sustained, high-quality contribution to pedagogic research.

Engagement

- Make a major contribution to intellectual, cultural, social or economic life at regional, national, or international level.
- Lead and direct substantial and financially positive commercial activities and collaborations.
- Play a leading role in the development and/or application of public or professional policy or practice at national, European or international levels.
- Develop and maintain innovative and/or creative partnerships with external bodies (public, private or voluntary), to address societal challenges in line with University strategy.

Professorial Band Profiles

In order to determine professorial pay in a transparent and equitable manner, the University references a three band pay structure within the professorial grade. This structure is designed appropriately to reflect and reward continuing scholarly attainment and achievements, the exercise of academic leadership, and contributions made to the life, work and sustainability of the University community.

The band profile descriptions below are used in assigning all Newcastle professors to an appropriate point on the professorial scale.

Band 1

Band 1 is the normal entry band for newly promoted Newcastle professors. It is also sufficiently broad to allow progression within the band as professors develop their career and standing.

For appointment or promotion to this level, a professor will have a national and international reputation in the relevant discipline with established evidence of academic excellence. The detailed criteria are set out in the University's professorial promotions criteria.

Professors who achieve movement to a higher point within Band 1 will be demonstrating continued development in the role as measured against the generic activities expected of professors (described above) and the particular requirements of the role in question.

Band 2

Professors who reach this band are working at a level significantly higher than the entry level for a Newcastle professor. Individuals have a sustained, distinguished record of internationally-recognised achievement in their field; their expertise is in significant demand from partners within or beyond academia and/or they are asked to fulfill major international roles within the discipline.

They will be national leaders in their field and have established themselves as an acknowledged international authority. Their academic work is likely to have made a significant and lasting mark.

Some professors may progress from Band 1, their role and contribution having grown sufficiently to be recognised in this way. Senior lecturers or readers are not normally promoted directly to Band 2. External appointments are only made to Band 2 where the professor is already well established at another institution or working at a comparable level outside academia.

Band 3

This band is reserved for the small number of professors who bring great prestige to the University through their sustained record of academic achievement at the highest international level. This may take the form of leadership of world-leading research, election to the most prestigious learned societies, a leading role in high-impact interdisciplinary collaborations with a broad range of academic, industrial or governmental partners, or a position of unequivocal international authority. Their work will be recognized internationally as outstanding and they will have made a formative and lasting contribution to their field of study.

Band 3 professors may have progressed from Band 2, or in exceptional circumstances may have been appointed directly to this band. External appointments are only made to Band 3 where the professor has achieved international status of the highest level. Authority from the Vice Chancellor is required to appoint to Band 3.

Pay Ranges

(Ranges are based on professorial pay scale effective from 1 Aug 2018)

Band 1: £65,409 - £71,835

Band 2: £73,487 - £97,675

Band 3: £99,760 +

Annual Pay Review Process

Cases for pay progression will be considered through the Professorial Pay Review process, which commences in February each year, with decisions taking effect the following 1 August.

Employee Benefits

The University is committed to providing a great range of benefits and discounts for our staff and includes:

- Excellent defined benefit pension schemes (e.g. USS, NHS).
- Excellent salary sacrifice schemes for childcare vouchers, cycle to work scheme and pensions.
- Generous annual leave of up to six weeks per year in addition to a Christmas closure period. You also have the opportunity to purchase a further two weeks additional leave per year.
- Family friendly leave policies, a staff volunteering scheme and career break scheme.
- NCL Rewards which offers nearly 6,000 discounts at national retailers, holiday providers, cinemas, leisure attractions and much more.
- Webstore – offering discounts on local sports tickets, theatre shows and other attractions.
- Discounted regional travel scheme including bus, metro and rail.
- On-site Sports Centre and Library.

More detailed information at www.ncl.ac.uk/hr/

Equality & Diversity

We are committed to academic excellence, equality of opportunity, valuing individual differences and the diversity this brings. We aim to develop a fully inclusive University community which recruits and retains staff and students from all sectors of society, that they can be developed within a positive and supportive culture and encouraged to flourish and reach their potential.

These fundamental values are central to ensuring that all individuals are treated with dignity, fairness and respect. The fostering and promotion of good relations and understanding between and among staff and students, irrespective of identity or background, is expected of everyone that works or studies at the University. By fully embracing equality and diversity, the University is better able to engage with our customers, respond to new and evolving business challenges and create better working environments for staff.

Athena Swan

We are the proud recipients of an institutional silver Athena SWAN award demonstrating our achievements and ongoing commitment to achieving gender equality. We value diversity at Newcastle University and welcome applications from all sections of the community.

Information for Overseas Employees

Essential information for international staff arriving to work at Newcastle University can be found in our Welcome Pack at <http://www.ncl.ac.uk/hr/support/new.php>

How to Apply

Newcastle University now invites applications for the position of Deputy Director of Newcastle University Business School: Education, Recruitment & Internationalisation.

Applications should consist of a full academic CV and a covering letter, of up to 2 sides of A4 paper, outlining your interests in and vision for the role.

For a confidential discussion about this role, please contact our retained search Partners Dixon Walter as below:

Kiersten Avery – Executive Search Consultant
Phone: 0191 500 5500
Email: kiersten@dixonwalter.co.uk

Appointment Timetable

Opening Date:	18 th December 2018
Closing Date:	5pm Friday 25 th January 2019
Formal Interviews	Final interviews will be scheduled late February/early March 2019

