

Candidate Information Pack

Appointment of:

## Deputy Director of Newcastle University Business School: Academic



## An Introduction to Newcastle University

**Newcastle University is a thriving international community of more than 28,100 undergraduate and postgraduate students from over 140 countries worldwide studying across our campuses in Newcastle, Singapore and Malaysia and our centre in London.**

**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) in 2018 ranked 9<sup>th</sup> in the *Times Higher Education* Rankings of Teaching in Europe, ringing endorsements 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.

In several of our areas of strength 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 together with a number of our masters programmes.

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 site, 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 £487.9 million in 2016–17. 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 2018 survey showing that 86% of students are satisfied with their time in Newcastle – placing us highly in the UK against comparator institutions.

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 200,000+ 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 with major investments over the next few 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 1,277 bed Park View Student Village and Sports Centre on Richardson Road, Learning and Teaching Centre and National Innovation Centre at the Newcastle Helix site 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 Newcastle Helix, a £350m urban regeneration project which is the largest of its kind in the UK. Newcastle Helix will be home to four innovation centres that have been awarded National status by the Government in the fields of Ageing, 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 expect 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 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, one-day international, Twenty20 and Test 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.

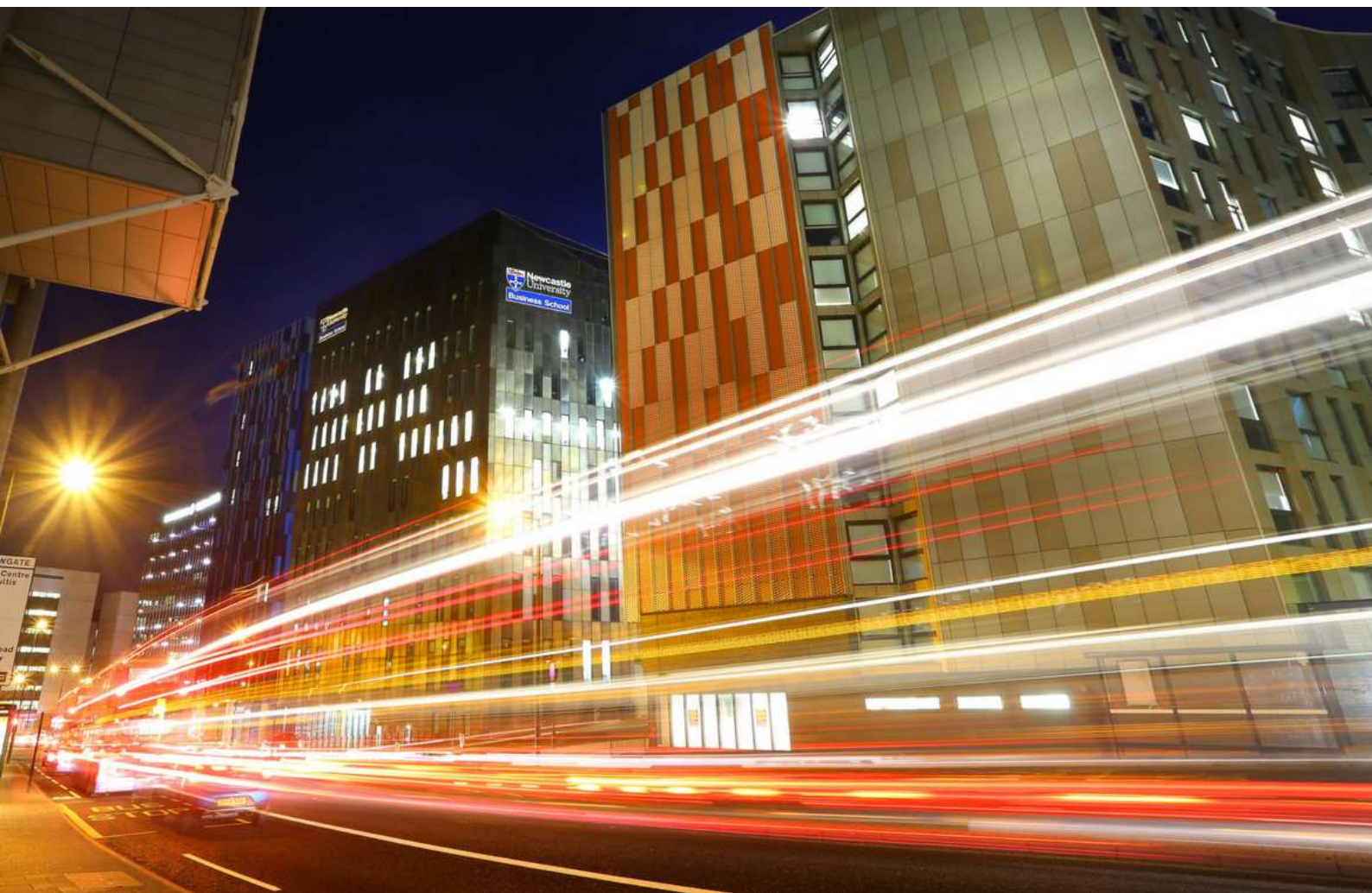
Research activity across the School is fully supported in workloads and delivered by a varied 150 person strong academic community based across our campuses in Newcastle and London. Clusters of knowledge and expertise cohere in seven Subject Group based innovative Research Communities led by Professors.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

At an exciting time for Newcastle University Business School we are looking to appoint a Deputy Director of School. This is a senior appointment and we are looking for an experienced academic leader looking for a challenging senior leadership position in a research-intensive culture. The role will suit an academic who has the vision, innovation and leadership skills to support strategic and academic development in a globally renowned international business school that delivers excellence in the Future of Work and develops leaders for a future they can shape. We are particularly interested in those who are passionate about leading and developing academics in a triple accredited international Business School.

You will be a confident and resilient leader and manager who has experience of leading change and delivering results in a business school and working collaboratively with colleagues across the University. Working extensively with the Director of School and Senior Executive Board you will provide inspirational and visible School-wide leadership to academics across the four Subject Groups: Leadership Work and Organisation; Marketing Operations and Systems; Accounting and Finance and Economics. You will make a significant contribution to successful strategic implementation and the future success of the Business School.

Candidates must have experience of recruitment and selection, leadership, promotion and development of academics and of operationalising academic workloads. The ability to persuade, influence, motivate, and establish credibility with a wide range of stakeholders, is essential. We are particularly interested in candidates with successful interdisciplinary research collaborations and an interest in the Future of Work or Leading on Leadership.

This senior academic appointment is open-ended and the Deputy Director role is for three years in the first instance. The Deputy Director role is a 0.5 FTE position, with the remainder of the time allocated to research and impact and some inspirational teaching as agreed with the appointee and in line with the School's priorities.

## Main Duties and Responsibilities

- Provide leadership and management to the Subject Group Heads and related academic teams in delivering their areas of responsibility and develop an embedded agile, vibrant collaborative and ambitious School-wide ethos where we work together.
- Work closely with the Subject Group Heads and HR colleagues to lead and ensure successful implementation of People Plans, including recruitment, selection, development of world-leading academics and ensure all University processes related to academic leadership and management are appropriate, transparent and equitable.
- Be responsible and accountable for providing visible and strategic leadership in academic activities including academic recruitment, selection, promotion and development and workloads, as well as make a personal contribution to outstanding education and research and impact.
- Take responsibility for the overall academic performance through staff and structures, finances, processes and procedures.
- Take responsibility for the transparency and implementation of the School-wide academic workload processes for core and adjunct colleagues, working with Professional Service colleagues and Subject Group Heads.
- 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.
- Support the Director and School Executive Board by leading coherent and structured approach to ensure the School attracts, retains and develops world-leading academics.
- Provide leadership and management to advance the School's international reputation, working with academic colleagues to maximise opportunities to showcase the strengths of both the School and University.
- Make significant contribution to the successful delivery of strategic and operational improvement plans.
- Work proactively to lead and engage diverse academics teams in the School-wide Strategy and change agendas across Subject boundaries, embed Business School values and build a focused culture of teamwork, to achieve successful results, providing direction and support.
- Embed a culture of academic continuous improvement to deliver outstanding learning and teaching across the Business School and supporting and encouraging excellence in research and scholarly activities, providing the necessary environment to enable this.
- Provide leadership and management to ensure academic diversity and also internationalisation in the curricula and research collaborations.
- Support the Director of Education, Enhancement and Employability to lead, where appropriate, the academic activities and successful academic delivery of Newcastle University Business School programmes in London.



- Chair School Committees and groups and be a member of University Committees and groups as appropriate.
- Lead on academic activities relating to securing successful re/accreditation and enhancing relationships with professional bodies and international business school accreditation bodies.
- Engage in national and international education, research 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
<b>EDUCATION AND TRAINING (<i>academic and vocational</i>)</b>	
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
Sustained international research outputs and thought leadership; international standing in the field; successful research funding; impact activities and PGR supervision and examination.	E
A higher education teaching qualification or equivalent	E
Senior Fellow of Higher Education Academy or equivalent	D
Membership of Chartered/professional bodies related to business and management	D
<b>EXPERIENCE AND ACHIEVEMENTS (<i>paid/unpaid</i>)</b>	
Significant experience at a senior leadership level, with the ability to engage others in the School's Strategy and Vision	E
Experience of delivering results at a senior level, effectively managing people, finances and other resources to achieve these	E
Evidence of an international profile through publications and other measures of peer esteem in a business and management area within the REF2021 period.	E
Experience of securing and delivering grants from research councils, the EU, and/or other international sources, third stream funding, consultancy projects.	E
Outstanding track record of successfully supervising and examining PhD/DBA students	E
Extensive commitment, knowledge and experience of (taking the lead responsibility in) recruitment, selection, management, promotion, development and retention of academic colleagues	E
Experience of supporting academics across a range of experience in achieving their research and career potential by providing leadership, mentoring and development programmes	E
Experience of managing and operationalising academic workloads	E
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 research and impact, education and the Student Experience	E
Evidence of regular and consistent rating of teaching performance as excellent and/or outstanding	E
Experience of EQUIS, AACSB and AMBA accreditations and business school professional body exemptions and accreditations	D

Experience in managing substantial devolved budgets	E
<b>BEHAVIOURS/ SUCCESS FACTORS</b>	
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 think and plan strategically, articulate priorities and imperatives, and deliver change	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 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
A highly developed awareness of political and environmental issues and the confidence and high level of cultural awareness to represent Newcastle University Business School and the University with external stakeholders e.g. employers and partners across the world	E
<b>OTHER</b>	
Undertaking national and international travel as appropriate to the role can be negotiated	D
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.

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### 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.

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## **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.

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## **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/](http://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: Academic.

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 further information and to apply for this position please visit:

<http://www.ncl.ac.uk/vacancies/>

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](mailto:kiersten@dixonwalter.co.uk)

## Appointment Timetable

Opening Date: 18<sup>th</sup> December 2018

Closing Date: 5pm Friday 25<sup>th</sup> January 2019

Formal Interviews Final interviews will be scheduled late February/early March 2019

