



UNIVERSITY OF
LEICESTER

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Pro-Vice-Chancellor and Head of the College of Social Sciences, Arts and Humanities



We are Citizens of Change





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Welcome from the President and Vice-Chancellor

Diverse in our makeup and united in ambition –
we pursue excellence in knowledge and learning to
transform our community, our world and beyond.
We are Citizens of Change.



PROFESSOR NISHAN CANAGARAJAH
PRESIDENT AND VICE-CHANCELLOR

Dear Applicant

Thank you for your interest in this exciting opportunity to play a leading role in helping to shape the future of this great institution.

I was delighted to launch the University's new Citizens of Change strategy in November 2021. In this, I committed the University to research-inspired education, world-changing research and a focus on people, partnerships and impact.

The three new values that run across the heart of our strategy are being inclusive, inspiring and impactful. These values speak to the kind of university we are – and will be in the future.

We believe that equity, diversity and inclusion are integral to a successful place of work and study. We proudly embrace our diversity with staff and students from over 100 countries working and studying at Leicester, bringing with them an incredible diversity of viewpoints, beliefs, attitudes and approaches which enrich both the University and the city.

We have had some outstanding successes in the past year in terms of our research and league table performance. Our University is now placed consistently amongst the top 30 universities in the country. In the Times Higher Education (THE) World University Rankings 2024, Leicester is ranked 26th in the UK.

The University is now an established and prominent member of the international academic community, with worldwide links in teaching and research. Last year the University was awarded a Gold rating in the Teaching Excellence Framework (TEF) 2023 which is an important recognition for all members of our University community that we deliver excellent education.

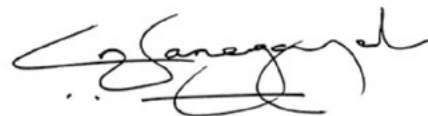
Research England published the results of REF2021 and the results show that, since the previous REF in 2014, the University has moved up 23 places to rank 30th overall in the Times Higher Education REF rankings. This represents one of the biggest climbs of any university and is an outstanding achievement. This is our best ever performance in a research assessment exercise and an exceptional testament to the quality and impact of our academics' research and the wider research environment.

We are seeking an exceptional candidate for the position of Pro-Vice-Chancellor and Head of the College of Social Sciences, Arts and Humanities. The College of Social Sciences, Arts and Humanities is comprised of seven schools and there are twelve research centres/ institutes within the College, some of which sit wholly within one School, while others are independent or inter-departmental. The College is ambitious, innovative, future-facing, and interdisciplinary; guided by a desire to nurture a stimulating, creative, and collegial working and learning environment. The College embraces diversity and works to achieve excellence in research and teaching that shapes policy and changes minds through the interpretation of the past and the present.

The Pro-Vice-Chancellor and Head of College will lead on the development and implementation of College level strategies and operational management in line with the University's strategy, aims and objectives. The successful candidate will be responsible for excellence in research, teaching, student experience, and enterprise, deepening inter-school collaboration, through effective leadership, annual planning and resource management.

As a member of the Executive Board, the successful candidate will help to shape the University's future strategic direction and drive its implementation. This is a significant and challenging role for a candidate of the highest calibre who will inspire others to achieve their best, with the vision and drive to ensure that there is a lasting legacy of excellence and innovation in all that the College of Social Sciences, Arts and Humanities seeks to achieve.

If Leicester sounds like the place for you and you have the skills, experience and desire to make a difference, we look forward to hearing from you.



**PROFESSOR NISHAN CANAGARAJAH
PRESIDENT AND VICE-CHANCELLOR**



We have established a reputation as an open, accessible and friendly university, where people enjoy their work.

Overview of the University of Leicester



The University of Leicester was founded a hundred years ago as a beacon of hope for the future.

The site for the University was donated by a local businessman, Thomas Fielding Johnson, in order to create a living memorial for all local people who made sacrifices during the First World War. This is reflected in the University's motto *Ut vitam habeant* – 'so that they may have life'.

With 21,505 students and 3,800 staff, Leicester is one of the very best British and global universities with an enviable record of research discoveries, a flair for teaching innovation and proven success in broadening access to higher education.

Our research has wide-ranging impacts on society, health, culture and the environment, with 89% of our research classed as world-leading or internationally excellent. Whether it's our pioneering work in space, breakthroughs in the search for alternatives to antibiotics, or life-changing diabetes research, we demonstrate education and knowledge to be a power for good. While proud of our heritage and our achievements so far, Leicester is a university focused on the future. Our spirit of discovery is about imaginative new thinking, and this

approach enables us to seize new opportunities as we pioneer a distinctive and research-intensive institution, open to all who have talent.

As we build for the future, we have made multi-million pound investments in our estate to ensure we have state-of-the-art facilities that are fit for purpose in our new century. During our centenary year, we opened our dedicated home for the School of Business at Brookfield, which also connected us with the original benefactor of the University, Thomas Fielding Johnson, who lived there. We also celebrated the opening of the refurbished and extended Percy Gee Building, home to the Students' Union, and we recently had the official opening of our new £150m Freeman's development – a vibrant new neighbourhood for students to live, study and socialise.

We play a vital part in the UK's most multicultural city as a major employer, and as an investor and supporter of music, art, sport and culture. There are more than 180,000 graduates from the University today, many of whom choose to stay in the city and region long after they graduate. We work closely with local schools and colleges in all aspects of education including teacher training. We are committed to creating access for anyone with the talent and determination to succeed in their studies, regardless of background. We are similarly committed to helping our city meet its environmental, social and educational ambitions.

12,912
undergraduate
students



£300 million
research portfolio (live grants)
from over 250 funders



8,593
postgraduate
students



3,800
staff



32%
international
students



£340 million
turnover



2023 Statistics



College for Social Sciences, Arts and Humanities

The College of Social Sciences, Arts and Humanities is one of three Colleges within the University (the others are the College of Science and Engineering and the College of Life Sciences).

Structure

The College's broad remit is spread across seven Schools, each covering one or more academic disciplines.

School of Archaeology and Ancient History

A world-class, international team of scholars engaged in cutting-edge research and teaching, with a long history of making high-impact, world-leading discoveries – most famously, the lost grave of King Richard III.

School of Arts, Media and Communication*

Combining teaching and research in the fields of English, modern languages (French, Spanish and Italian), translation, film studies, and media and communication.

School of Criminology, Sociology and Social Policy*

Globally important research into all aspects of criminology and sociology, supporting and underpinned by a range of undergraduate and postgraduate degrees.

School of Education

Covering all phases of the study of education, from initial teacher training to advanced research degrees, through various learning methods, including full-time, part-time and distance learning courses.

School of History, Politics and International Relations

Teaching and research across two broad fields, each with a long and distinguished history at Leicester, with a wide variety of research specialisms represented within the academic community.

Leicester Law School

A wide range of undergraduate and postgraduate courses, alongside research recognised on a global stage, with academics frequently participating in legal debates and contributing to policy-making.

School of Museum Studies

The oldest and largest academic unit of its kind in the world, this is the only autonomous department in the UK dedicated to the study of museums and galleries.

The College also includes Languages at Leicester, a self-contained teaching unit with extracurricular courses in

17 global languages. It also houses the East Midlands Oral History Archive.

There are twelve research centres/institutes within the College, some of which sit wholly within one School, while others are independent or inter-departmental.

- Leicester Institute for Advanced Studies
- Centre for European Law and Internationalisation
- Centre for Hate Studies
- Centre for Historical Archaeology
- The Stanley Burton Centre for Holocaust and Genocide Studies
- Leicester Medieval Research Centre
- Research Centre for Museum Studies and Galleries
- Centre for New Writing
- Centre for Regional and Local History
- Centre for Translation and Interpreting Studies
- Centre for Urban History
- Victorian Studies Centre

Research

Research across the College is broadly grouped under six themes, although many projects naturally include two or more of these.

- Heritage
- Creativity, culture and media
- Diversity, equality and rights

- Crime, intelligence and security
- Health research in humanities and social sciences
- Work, employment and productivity

Recent/current high-profile research projects include:

- A student field school excavating the home of Lady Jane Grey in nearby Bradgate Park.
- The Arch-I-Scan image-recognition and machine-learning project to automatically identify and record Roman pottery vessels and sherds.
- Deciphering manuscripts written by Charles Dickens in an unknown shorthand.
- Working with primary pupils to explore country houses' Caribbean and East India Company connections.
- Ongoing work with OUP to publish the first ever complete works of Evelyn Waugh.
- Exploring disability representation in museums and galleries.
- Tackling online sexual harassment in school.

The College achieved excellent results in several units of assessment in REF2021. (Ranking as determined by THE analysis/Percentage of research judged 'world-leading' or 'internationally excellent'.)

- Archaeology – 5th/94%
- Arts – 11th/97%
- History – 2nd/94%
- Media – 7th/95%
- Museum Studies – 3rd/93%





The role

Job title:

Pro-Vice-Chancellor and Head of the College of Social Sciences, Arts and Humanities

Salary:

Competitive

Department:

College of Social Science Arts and Humanities

Hours/contract:

This appointment is initially for a four year period, with the potential for a further four year term. When the term is completed, you will be offered a Professorial position on a permanent basis.

Reference:

9522

Role purpose

As Pro-Vice-Chancellor and Head of College you will play a key role on the Executive Board to shape the University's future strategic direction and driving its implementation. You will be an academic leader accountable for the academic and financial management of the College.

You will lead on the development and implementation of College level strategies and operational management in line with the University's strategy, aims and objectives. You will be responsible for excellence in research, teaching, student experience, and enterprise, strengthening inter School collaboration, through effective leadership, annual planning and resource management. You will represent the College to a range of partners on a local, regional and national level.

Working with Heads of Schools, you will provide outstanding leadership and seek to identify creative and innovative ways of working, implementing service improvements to services and staff.

Main Duties and Responsibilities

Leadership

- Play an active role in the Executive Board, assisting in achieving the University's Strategic Plan and goals, contributing to University planning and to the formulation of policies and procedures and taking a lead on specific issues and implementation at college level.

- Provide academic and strategic leadership for the College proactively promoting the interests of the college both internally and externally.
- Provide outstanding leadership in people management, defining and setting standards of excellence in research and teaching.

Strategic Planning and Operational Management

- Manage financial, staffing and other resources to ensure achievement of the University’s strategy and compliance with financial and other controls.
- Set strategic and operational objectives for the college, with respect to teaching, research and enterprise.
- With the Heads of Schools, and with and Deans of Teaching and Research and Academic Centres, develop, implement and regularly review the College Plan, setting performance targets consistent with the University’s strategic direction.
- Explore opportunities to further expand the College’s portfolio in relation to teaching and learning, research and enterprise.

People and Resource Management

- Manage the Heads of School and College Deans to provide outstanding leadership, playing an active role in recruitment, management and development of people in conjunction with Human Resources and relevant policies and procedures.
- Work with Heads of Schools and College Deans to achieve agreed income and other targets including proactively increasing enterprise and commercial opportunities.
- Actively promote cross-institutional structures and systems (whether related to research/academic programmes/portfolio matters or administration).

Research and Teaching

- Develop and implement coherent strategies to deliver and set high standards of excellence in research and teaching, ensuring operational frameworks exist to ensure delivery of the objectives.
- Ensure an effective strategy is implemented with regards to REF, KEF and TEF, ensuring the attraction of research funding and effective bid and funding management.

External Representation

- Promote the University values of high standards of professionalism in teaching and research, focusing

on the needs of students and other stakeholders, collegiality, interdisciplinary, integrity and community service.

- Promote the well-being of staff and students in the College, fostering a culture of respect in all aspects of operation and leading.
- Promote the College as a place of international repute in which to study, research and work and encourage international collaboration and exchange.

Qualifications, knowledge and experience

Essential

***Criteria to be used in shortlisting candidates for interview**

- Significant research and/or teaching profile that aligns with one or more of the key strategic priorities for the College.*
- Significant record of successful leadership, strategic development and delivery gained within the academic sector.*
- Recent demonstrable experience of leading a large complex unit e.g School, Department and supporting/ leading projects across a College /the University.*
- Demonstrable experience of leadership and turning plans into action, taking into account developments in the competitive landscape as well as the particular characteristics of the current Leicester experience.*
- Ability to think strategically, develop vision for the future of the University/College with demonstrable experience of leadership and delivery.*
- The capacity to manage a substantial financial resource, with proven experience in the delivery of complex budgetary processes, ideally involving other external partners.*
- Experience of successfully managing staff, with the ability to combine both decisiveness and a consensual approach to management where necessary.*
- A demonstrable track record of working with academic partners.*
- Extensive knowledge of developments in the Higher Education arena, both nationally and internationally, and a high regard for research, scholarship, teaching and learning.

Desirable

- Knowledge and experience of distance learning will be an advantage.

Skills, abilities and competencies

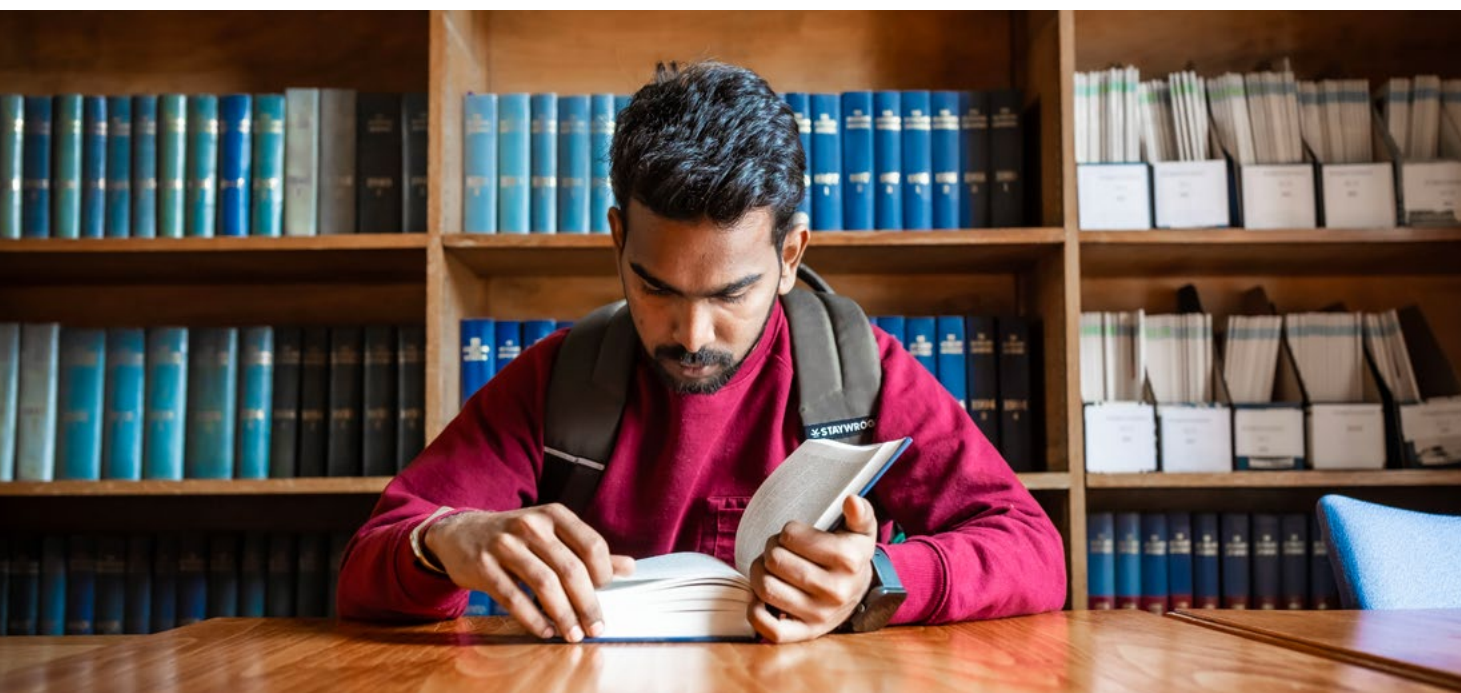
Essential

- Proven capabilities as a leader and manager with a flexible, inclusive and collegial management style appropriate to the complexity and diversity of the University.*
- Ability to lead continuous organisational change and development.*
- The capacity to maintain and encourage academic excellence and to understand the academic community.
- Outstanding communication skills, natural authority and a commitment to excellence in all areas.
- The ability to relate to and gain the confidence of colleagues from a breadth of academic disciplines, in particular those other academic areas in the College structure.
- Financial and commercial acuity, and the ability to formulate robust business plans to support the College's strategic priorities.
- Demonstrable commitment to the promotion of equity and diversity. The ability to secure widespread engagement in and commitment to such a vision, and to motivate colleagues around its delivery.

- The ability to respond to changes in the external political, policy and educational environments such that the College retains its place at the forefront of UK biomedical education and develops its reputation internationally.
- A commitment to the development of the College's culture and systems in such a way as to facilitate the recruitment and retention of outstanding colleagues.
- Evidence of excellent negotiating and influencing skills.
- The ability to undertake a substantial ambassadorial role and to establish effective relationships with government, funding bodies, research councils and other stakeholder organisations in the UK and internationally.
- Outstanding communication skills, natural authority and a commitment to excellence in all areas.
- A commitment to people development and the organisational values and behaviours that underpins the culture and values of the University.

Criminal declaration

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.





Supporting University activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

University values

Inclusive – We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring – We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful – As Citizens of Change we will generate new ideas which deliver impact and empower our community

Equity and diversity at Leicester

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equality support our efforts to attract a diverse range of high-quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equality, diversity and inclusion.

How to apply

For further information and detail of how to apply, please contact Alan Walter at alan@dixonwalter.co.uk or on 07876 766 972.

Further information and details of how to apply can be found at:

<https://www.dixonwalter.co.uk/opportunities/pvc-and-head-of-college-of-social-sciences-arts-and-humanities>

Applications should be made via email to alan@dixonwalter.co.uk by midnight on Sunday 7 April 2024 and should consist of:

- A curriculum vitae detailing relevant qualifications and experience, full employment history, and achievements.
- A 2-page cover letter describing briefly how you feel you meet the criteria outlined in the Job Summary Form, your achievements, why the appointment is of interest, and what you'd like to achieve in the role.
- Details of three referees and notice period (referees will not be contacted without your permission).
- A completed Personal details form (available from the link above).

Preliminary interviews with Dixon Walter will commence from 15 April 2024.

First stage interviews will take place on Friday 17 May 2024, shortlisted candidates will also be asked to make a presentation to members of the School prior to the interview.



Living in Leicester

Leicester, Leicestershire and Rutland are rich in culture, heritage, and leisure activities, from our vibrant multicultural city, to the beautiful market towns and rural villages.

Often described as the heart of rural England, the area features beautiful country villages, the National Forest, great rivers and castles, and a cosmopolitan city centre, making it an exciting and diverse place to live and work.

Leicester is one of the UK's ten largest cities and represents the largest economy in the East Midlands region. It has a bustling and diverse atmosphere and recent regeneration (to the tune of £3 billion) has made this cosmopolitan city even more exciting. Leicester is home to the state-of-the-art Curve theatre, as well as large and multicultural festivals. It is famous for its diversity and offers an amazing chance to dive into many different cultural

celebrations. Leicester celebrates Diwali (the Festival of Light) with spectacular lights, stunning street parades and dazzling fireworks. This is attended by 35,000 people and is the largest celebration of the festival outside of India. The city also hosts an annual Pride Parade (Leicester Pride), a Caribbean Carnival, and the largest comedy festival in the UK.

The University, working in close partnership with the city, has been the inspiration behind two of Leicester's most famous tourist attractions. The award-winning National Space Centre – the UK's largest attraction dedicated to space exploration – and the King Richard III Visitor Centre which retells the dramatic story of the University's discovery of England's most infamous King. Leicester is well-known as a sporting capital – hosting the country's best-supported rugby team the Leicester Tigers as well as Leicester City Football Club and Leicestershire County Cricket Club.

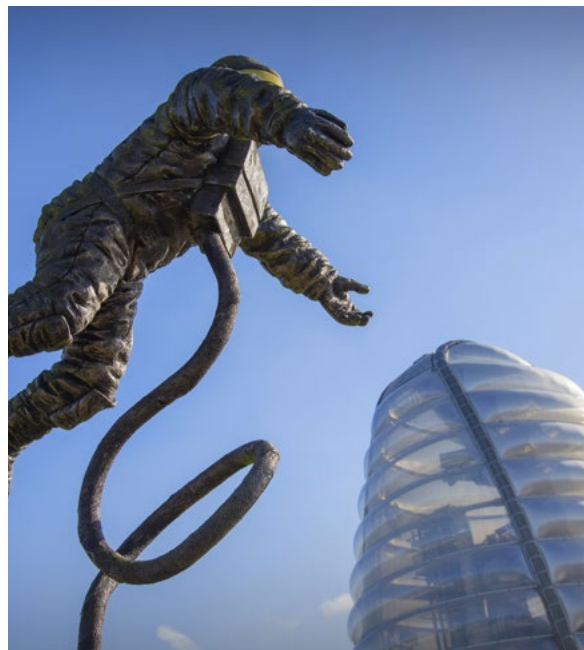
The city benefits from a large number of public parks including Abbey Park and also Victoria Park which is adjacent to the University. Leicester is steeped in history, dating back to the original Iron Age settlement which was to become an important Roman trading centre with a commanding position on one of Britain's



Leicester represents the largest economy in the East Midlands region.

most important routes – the Fosse Way. The growth of manufacturing industry reached its peak in the great hosiery, textiles and footwear enterprises of the 20th century.

On Leicester’s doorstep is the National Forest, offering cycling, riding and walkways, adventure activities and some of the most impressive landscapes in the region, including Charnwood Forest and Swithland Reservoir. To the east is Rutland Water, one of the largest man-made reservoirs in Europe, which supports a wide range of water sports. Leicester and the surrounding region offer a wide choice of property to buy or rent. In the city itself, there is a diverse mix of housing and apartments. Both new and older properties, including substantial homes, can be found in leafy parts of Leicester within easy reach of the University. Alternatively, there is property available in the attractive villages and market towns in Leicestershire and Rutland such as Market Harborough and Oakham. House prices are markedly less than those in London.





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