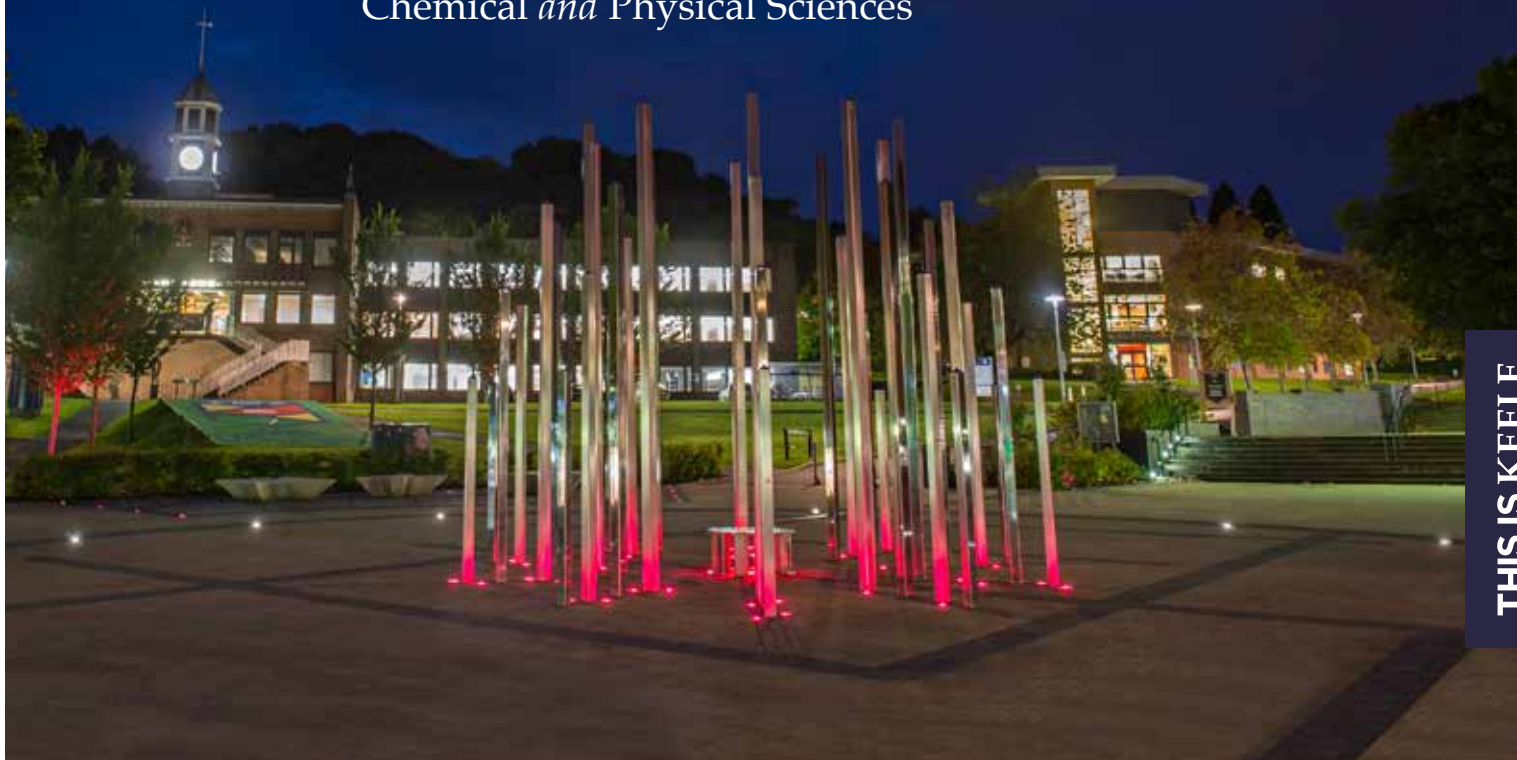


Keele  
UNIVERSITY  
EST 1949



# *Leadership*

*Appointment of* Head of School of  
Chemical *and* Physical Sciences



THIS IS KEELE



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# Welcome to *The Faculty of Natural Sciences*

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Keele University  
is renowned for its  
*interdisciplinary* and  
*multidisciplinary* approach  
and our Faculty of Natural  
Sciences is central to this.

Our Schools of Chemical & Physical Sciences,  
Computer Science and Mathematics, Geography,  
Geology and the Environment, Psychology,  
Chemical and Physical Sciences and Veterinary  
Medicine build scientific skills relevant to  
sustainable development and quality of life.

They integrate world-class research with the very  
best teaching and the latest innovations. Since the  
natural sciences are inherently multidisciplinary  
and interdisciplinary, they are particularly relevant  
to how the world around us works today and our  
Faculty is the natural home for them.





## Introduction from the *Executive Dean*

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### Thank you for your interest in the role of Head of the School of Chemical and Physical Sciences.

As Head of the School of Chemical and Physical Sciences, you will be an outstanding individual, prepared for the exciting challenge of continuing to shape the strategic direction of the School. Keele has ambitious plans for its continued development and is on a significant growth trajectory, building upon its reputation as a strongly research led campus university with a broad academic base. We are large enough to have high impact and profile, but small enough to sustain our commitment to community and individuals. Keele ranks in a 'Golden Quadrangle' of England's Top 15 universities that excel in both teaching and research, holding Gold TEF 2023 status and 80% of our research rated as either world-leading or internationally excellent in REF 2021.

The Faculty of Natural Sciences has a vibrant research community, and we are proud of the supportive research culture we promote through our investment in staff and research facilities. Keele is an outstanding provider of inspiring education and prepares graduates with the skills and attributes to make significant and wide-ranging contributions to their chosen fields. Students form a strong affinity with Keele during their studies and throughout their lives, as evidenced by our success in relation to student satisfaction, our significant alumni networks across the world and the active role our alumni take in the development of the University.

The School of Chemical and Physical Sciences is at an exciting stage of development. We are extending its national and international reputation in research, including recently securing £1.5m STFC funding for Astrophysics, participation in a multi-million pound BBSRC Prosperity Partnership Programme with Unilever and UCL for our Centre for Glycoscience, and in education, including delivery of the first RSC-accredited masters-level degree apprenticeship scheme. As the new Head of School, you will have the opportunity to build upon and further develop the research profile of the School as well as further developing the School's education programmes in Chemistry and Medicinal Chemistry, Forensic Science and Physics and Astrophysics.

As we celebrate our 75th anniversary and look ahead, Keele will be a university characterised by inspiration and ambition – an aspirational destination for both students and staff. If you believe you have the experience and qualities to lead the School to further success and to be part of the leadership team of the Faculty through its next period of development and growth, then I hope you will pursue this opportunity.

*Professor Anna Meredith OBE*  
Executive Dean



## School of Chemical and Physical Sciences

The School of Chemical and Physical Sciences is the interdisciplinary home for around 600 undergraduate and masters level students in the areas of Chemistry and Medicinal Chemistry, Forensic Science, and Physics and Astrophysics.

The School comprises 50 academic staff and is home to around 45 PhD students and generates an income budget in excess of £9.5M per year across all operational activities.

The School prides itself on the approachability and quality of its staff and has a strong commitment to providing high quality educational programmes, with a nationally leading reputation for innovation in teaching, recognised by many awards, invited talks and teaching innovation grants. Staff within the School have strong connections with the Higher Education Academy and have an impressive track record of receiving grants for developing innovative teaching activities and pedagogical research.

The School has an outstanding reputation for promoting their subject areas to the public via outreach activities, supported by substantial external grants. The School holds an Athena SWAN Bronze Award for excellence in recruiting and progressing women in science, engineering and technology (SET).



## Research

The School has internationally recognised research across its complete portfolio. Staff in the School are an integral part of Keele's REF submissions to units of assessment in Allied Health (top 10 nationally), Physics, Biological Sciences and Engineering, with all areas significantly increasing their GPA of outputs in the recent 2021 REF Exercise.

The School works closely with the Faculty Research Office to provide an excellent infrastructure to enable staff to pursue high quality, internationally-recognised work. Research within the School covers a range of topics including clean and environmental technology, environmental chemistry, glycosciences, catalysis, materials chemistry, computational chemistry, analytical and forensic science, chemical ecology and astrophysics. The primary external funders for research in the School are the MRC, EPSRC, BBSRC, Innovate UK, STFC (including a PGR training grant), and private industry. Research applications have averaged a total of £10.8 million over the past three years resulting in an average of £1.17m in awards over that period. In 2022-23, the School has achieved a step change with research funding applications currently standing at £23 million and expected to reach ~£30 million for the year. The School is currently host to a UKRI Future Leaders Fellowship situated in the very successful Centre for Glycosciences which sees strong collaborations with the School for Life Sciences. The School also has strong ties to Keele's new Digital Society Institute and an emerging University network for Materials Science.



# The Role

## Head of School of Chemical and Physical Sciences

## Role Summary

As Head of School of Chemical and Physical Sciences the appointee will be responsible for the delivery of teaching and research.

The Head of School will be responsible for all aspects of leadership and management of the School and ensuring compliance with University and statutory regulations. They will drive forward both the research and teaching agenda of the School and will shape the School's strategy which will be summarised within the School's strategic plan. The Head of School will be ultimately accountable for the performance of the School against that strategy. The post-holder will be a member of the Faculty's Executive Group.

In addition to the overarching Head of School responsibilities, the appointee will be expected to show leadership in the growth, development and delivery of internationally excellent research in Chemical and Physical Sciences and to continue to develop a strong personal portfolio of internationally renowned research.

### Head of school duties and responsibilities

To provide academic leadership in the management of all educational and research activities within the disciplinary fields of the School, building on the strengths of Keele's interdisciplinary provision.

### Development of Strategy

- Provide strategic leadership, including development and regular review of the School's strategic plan, ensuring that local plans are consistent with overall Faculty and University strategy.

### Support Growth in Student Numbers to agreed targets

- To generate new income for the School and Faculty through growth in student numbers to agreed targets, either directly or through a contribution to new intra-or inter-Faculty programmes at all levels.

### To be a key member of the Faculty Executive Group

- To contribute to Faculty Executive Group and ensure that the School makes a full contribution to Faculty and University objectives.



### To ensure appropriate academic structures are in place

- To ensure the appropriate academic support for all students.
- To provide an infrastructure for organising teaching across the School that supports flexible, high quality provision and enhances the quality of the learning environment.

### To ensure appropriate internal and external links

- To develop disciplinary links with appropriate external professional bodies for programmes hosted by the School.
- To develop effective links with other Schools and Faculties across the University.

### To move forward the School's research agenda

- To appoint Research Centre lead(s) within the School and work with them to grow the research agenda of the School to agreed targets, working closely with the Faculty's Associate Dean for Research.

### To move forward the School's teaching agenda

- To ensure appropriate management structures within the School to lead on the educational curriculum, and ensure that the School maintains high standards of teaching delivery and curriculum development.

### To seek continuous improvement

- To take a fresh look at School structures and processes to seek efficiency and effectiveness within all areas and undertake a process of continual evaluation and improvement.
- To embrace the use of learning technology within the School.

### To have an external facing role

- To represent the School and University effectively at local, regional and national level.
- To act as an effective ambassador for Keele University in the external environment.
- To operate in a way in which commands the respect of colleagues across the University.
- To participate in the University's governance through membership of Senate and other formal bodies.

### Management of Resources

- To have responsibility for the direct line management of members of the School.
- To ensure that the School budget is managed effectively and in line with Faculty objectives, working closely with the Senior School Manager, Faculty Link Accountant and Head of Faculty Operations.
- To manage the staffing resource for the School in line with University policies and procedures and best practice, including recruitment, performance management, appraisal and development.

- To ensure all members of the School have access to appropriate staff development.
- To facilitate the promotion of equality of opportunity and diversity throughout the School.

### Quality Assurance

- To manage the processes of quality assurance delegated to School level, implementing effective and consistent processes to ensure quality and enhancement.
- To embrace quality enhancement as a key educational tool and embed principles at all levels of the School.

### Governance

- To act as School risk manager for governance purposes and to ensure compliance with University Risk Management policy and procedures.
- To ensure appropriate School representation at Faculty meetings and to participate in University Committees where appropriate, feeding back information to the School where necessary.
- To ensure that the School complies with all University Policies and Procedures.
- To ensure the implementation of effective health and safety procedures in line with University policy.





# Personal Specification

## Personal Specification

### Qualifications/Education/ Training

- PhD in an appropriate area of Chemical and Physical Sciences. Degree or equivalent qualification in Chemical and Physical Sciences.
- Substantial knowledge in area of Chemical and Physical Sciences.

### Experience

- Experience in undertaking high quality research in appropriate area of Chemical and Physical Sciences.
- Experience of enterprise activity.
- An international reputation for research excellence.
- Experience of public engagement activity.
- Experience of leading teaching and research staff.
- Experience of leadership in HE and/or external sector.
- Proven record in demonstrating academic leadership.
- Demonstrable success in grant applications.
- Experience of teaching undergraduates and postgraduates in higher education.
- Extensive experience of supervising postgraduate research students.

### Skills/Aptitudes/ Competences

- Excellent communication, presentation and interpersonal skills.
- Innovation in teaching and assessment methods.
- An ability to initiate, develop and deliver high quality independent and collaborative research.
- Relevant academic IT skills, including the ability to use a Virtual Learning Environment.
- Publications in peer-reviewed journals with high impact factor, and presentations at international/national conferences.
- An ability both to initiate work independently and to work as part of a team on teaching and research programmes.
- Ability to identify new opportunities for collaborations.
- Ability to interact with non-academic sectors through academic enterprise, business, and community engagement.
- Ability and willingness to contribute to the general administration of the School.
- Ability to contribute to the operational and strategic direction of the School.

## Personal *Characteristics*

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Candidates must *think strategically* and have outstanding leadership, oral and written communication skills.

They will be adaptable, with an innovative and creative approach, excellent problem solving and decision-making skills. Candidates will have exceptional influencing and negotiating skills and ensure that effective relationships are maintained at all levels within the University. Candidates will also demonstrate a high degree of integrity, enthusiasm and commitment for Keele University.





# Financial Highlights

Key data from our 2019/20 Accounts

Total income of   
**£163.3m**

**Total income** – income for the year totalled £163.3m, a decrease of £5.5m in income on 2018/19. This is mainly due to a reduction in one-off capital income on completed projects, with the impact of higher tuition income being offset by the negative effects of Covid-19.

Tuition fee income   
**£81.5m**

**Tuition Fee Income** – tuition fee income increased slightly by £1.0m, to £81.5m. Strong Home/EU UG recruitment has offset slightly lower than expected Overseas and PGT recruitment.

Further information can be found [keele.ac.uk/finance/key-accounts](https://keele.ac.uk/finance/key-accounts)

## Surplus before other gains

**Surplus before other gains/ losses** – ignoring the actuarial movement in staff costs, the consolidated operating surplus before other gains/losses reduced slightly in 2019/20 to £2.6m from £3.8m. This includes depreciation and interest payable on loans and pensions. This was expected, and the reduced income has been largely offset by pay and non-pay savings.



## Cash generation

**£20.5m** 

**Cash Generation** – the University improved its cash generation from operating activities in the year and at year end had cash and cash equivalents of £20.5m (2018/19 £18.5m). In addition to this, the University has fixed asset investments that are invested in liquid funds that could be available to the University at short notice if required. At the date of signing these accounts the University had access to further undrawn bank borrowing facilities of £14m.

## Staff costs



**Staff costs** – on-going staff costs (note 8) totalled £89m for 2019/20, equalling 55% of total income. The percentage compared to income figure has increased compared to 2018/19, but the University has managed to control the overall staff costs in the year.

## Capital expenditure

**£21.5m** 



**Capital Expenditure** – £21.5m of capital expenditure was realised on projects including the new Central Science Laboratories, Smart Energy Network Demonstrator and Denise Coates Foundation Building.

# This is Keele

We're Keele and we're different. Founded almost 75 years ago to meet the demands of a new kind of society, economy and world, our principles resonate now more than ever.

We are a campus university with over 12,500 students, nestled in 600 acres of Staffordshire countryside and just an hour from Manchester and Birmingham. It's a big campus but a small and cosmopolitan community, with space to think and plenty to do.

Keele University was born from a pioneering vision, one of a different kind of university. Established in 1949 by Lord Lindsay – the former Vice-Chancellor of Oxford University – in a country still recovering from the Second World War, the University's founding aim was to produce graduates who not only had the technical and specialist knowledge to move society forward, but who understood the social and political landscape that drove this need.

Fast-forward almost 75 years and this original ethos remains at the core of the University's mission, and our global network of over 100,000 alumni in 120 countries is creating positive impact across the world in a range of diverse careers.

## Our research

Our research seeks to improve lives and address the most pressing challenges across our region, country, and world.

Our academics are actively studying matters of global importance: from food security, climate change and smart energy, to neglected tropical diseases, global health and sustainable futures.

It's no wonder that 80% of our research is deemed world-leading or internationally excellent in the Research Excellence Framework (2021).

## Studying at Keele

Keele sets the gold standard for teaching, with some of the most satisfied students in the country – in 2022, students ranked us "Britain's best university" in the Student Crowd University Awards.

Our teaching excellence is renowned: underpinned by a high quality curriculum, delivered by inspiring academics, and surrounded by research that has a global impact.



As well as enabling our students to develop their academic expertise, we believe in educating the whole person, building skills for life, as well as for work. With that in mind we deliver a broad-based education in a dynamic environment, where debate, discussion and learning happens within the classroom and beyond. Our approach is interdisciplinary and multidisciplinary, which means that perspectives are shared across subjects, showing the world in different ways.

## Sustainability at Keele

At the core of our mission is the vision for a more sustainable world, driven by the United Nations Sustainable Development Goals.

Sustainability is embedded in everything we do at Keele, and this drive has led to us leading innovative trials in smart energy and green technology. From hosting the first UK trial of hydrogen blending in a gas network, testing new smart energy technologies, to producing our own renewable energy on campus, we're proud to be leading the sector on sustainability.

Our efforts are recognised around the globe, a status which was cemented when we won the Global Sustainability Institution of the Year award at the Green Gown Awards in 2021.

## Supporting our local community and beyond

Our impact is felt not only around the world, but closer to home as well – our academics and students benefit from close links with regional businesses, industry, and our local NHS trusts.

Over 5,000 Keele-trained nurses are currently working on the NHS frontline, with many who study with us choosing to stay local when they qualify. More than 180 of our healthcare professors, lecturers and teaching staff also work clinically in the NHS, putting their expertise into practice day in, day out.

Outside of healthcare, our support for local businesses and SMEs is also unparalleled, with 600 local businesses having been supported by Keele-led innovation programmes since 2017, contributing £200m per year to the local economy, and with over 50 businesses based on our campus Science and Innovation Park.

This is Keele.



# Keele *Statistics*

Find out more at [keele.ac.uk/discover](https://keele.ac.uk/discover)



**NO.1**  
IN THE UK

BRITAIN'S BEST  
UNIVERSITY  
AS RANKED  
BY STUDENTS

STUDENT CROWD UNIVERSITY  
AWARDS, 2022

GLOBAL  
SUSTAINABILITY  
INSTITUTION OF  
THE YEAR

INTERNATIONAL GREEN  
GOWN AWARDS, 2021

**TOP 10**

*in ENGLAND for*  
OVERALL STUDENT  
SATISFACTION

BROAD-BASED PUBLIC  
UNIVERSITIES, NSS 2021

**96%**  
GRADUATE  
EMPLOYABILITY

HESA, 2017

**TOP 10**

*for* STUDENT  
EXPERIENCE

TIMES GOOD UNIVERSITY  
GUIDE, 2020

**600+**  
**ACRES**

ONE OF BRITAIN'S  
BIGGEST CAMPUSES

**80%**  
*of* RESEARCH  
CLASSED AS  
WORLD-LEADING *or*  
INTERNATIONALLY  
EXCELLENT

RESEARCH EXCELLENCE  
FRAMEWORK, 2021

**TOP 10**

*in the* UK FOR  
RESEARCH  
OPPORTUNITIES  
OFFERED *to*  
POSTGRADUATE  
STUDENTS

POSTGRADUATE RESEARCH  
EXPERIENCE SURVEY, 2019

**£45M**  
INVESTMENT *in*  
SCIENCE FACILITIES  
*on* CAMPUS

**THIS IS KEELE**

## Strategic Plan and Vision

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### Our Mission

Keele University's mission is to make a difference in society by providing innovative, high-quality education for students from all backgrounds and by undertaking world-leading research that transforms understanding and brings benefit to society, communities and individuals.

### Our future

Our strategic plan is articulated through a clear sense of purpose and knowledge of what our performance needs to be to achieve this. Keele University has a strong sense of community. We recognise how our place in the UK partly defines us and what we do but that brings with it a determination to be global in outlook and international in action. Ultimately, our success comes from our people and the partnerships we forge, nurture and cherish.

### Enabling strategies

To deliver this strategy, we will have a number of visions, strategies and action plans across the following themes:

- Education
- Research
- Student Experience
- People
- International
- Financial Sustainability
- Estates
- Digital
- Environmental Sustainability
- Health and Wellbeing

Find out more at [keele.ac.uk/ourfuture](https://keele.ac.uk/ourfuture)



## An Education that *Inspires*

Keele offers *distinctive* programmes and a learning environment that enables our students to make the most of their time at University.

The University is justly proud of its students and alumni, who set themselves ambitious goals as they seek to make a positive impact on the world around them. Keele is ranked Top 10 in England for Overall Student Satisfaction (broad based public universities, NSS 2021). This is the seventh time in eight years that Keele has been ranked in the top three in England for student satisfaction, demonstrating our consistent commitment to delivering an outstanding student experience – year in, year out.

We are committed to providing opportunities for all those who can demonstrate the determination to succeed at the University irrespective of their circumstances or background. We offer our students a supportive community and provide financial support when appropriate through generous bursaries and scholarships.

Originally a University that offered only interdisciplinary options and an integrated Foundation Year, we have now evolved into an institution where a third of our students continue to study two or more disciplines to completion. We have maintained a thriving Foundation Year, providing pathways to inspirational education that we are proud to offer.

Our programmes are innovative, inspirational and delivered by exceptional staff, with outstanding commitment to high-quality education provision and student-centred experiences.

We have extensive outreach and widening participation activity, including being lead institution of one of the 29 OfS-funded Uni Connect schemes; Higher Horizons+. Colleagues across the institution work with thousands of school-aged students, their parents and teachers, giving guidance on higher education choices and delivering aspiration-raising activities both on and off campus. The campus offers a wide range of co-curricular activities which are an important part of our broad degree offering, which extends far beyond the boundaries of the classroom.

Over 12,500 students and 2,000 staff living and working on the Keele campus, we are the size of a small town. We have a strong postgraduate community, and have a clear strategy to grow both postgraduate taught and research student numbers.

12,500  
STUDENTS *and*

2,000  
STAFF LIVING *and*  
WORKING ON CAMPUS



# Equality, Diversity and Inclusion

Keele University values equality and diversity across our workforce and *welcomes* applications from individuals from all sectors of society.

Where there is evidence of under-representation of a particular group in a specific type of role or at a certain grade the University is committed to taking appropriate action to actively encourage applications from that group.

The University is keen to support all applicants during the recruitment and selection process where possible and particularly those with additional requirements. Applicants with disabilities are asked to identify in their application if they require any adjustments to the process. If shortlisted candidates have childcare responsibilities, the University may be able to provide on-site care during the interview/selection process, subject to availability. If childcare is not available Skype interviews can be explored. Applicants are asked to discuss their specific needs with the recruiting manager.

The University aims to support employees to balance work/life commitments, which includes giving consideration to requests for flexible working, part-time working, job-share, etc.

As a Defence Employer Recognition Scheme silver award holder and having signed up to the Armed Forces Covenant the University supports the Armed Forces and welcomes applications from members of the Armed Forces community (veterans, service leavers, reservists, Cadet Force adult volunteers and spouses of serving personnel).



The University is *committed* to making Keele a place where learning, living and working is a positive experience for all and currently holds a number of equality awards.

## Athena Swan

As a member of the Athena Swan Charter the University is committed to developing initiatives to advance gender equality. The charter covers women (and men where appropriate) in academic roles in STEM (science, technology, engineering, maths and medicine) and AHSSBL (arts, humanities, social sciences, business and law), professional and support staff and trans staff and students.

At the time of writing, the University has obtained an institutional Bronze Athena Swan award, 1 Silver award and 12 departmental Bronze awards.

## Race Equality Charter

The University is committed to addressing racial inequalities and creating an inclusive culture and environment where individuals are able to thrive, irrespective of their race or ethnicity. Keele was awarded a Bronze Race Equality Charter award in 2020 following a first submission in February 2019. Keele is (currently) one of only 21 institutions with an award.

## Defence Employer Recognition Scheme (DERS)

Keele has been awarded a silver award under the DERS to recognise the University's commitment to supporting members of the Armed Forces Community.

## Disability Confident Scheme

The University is signed up to the Disability Confident Scheme and has met the criteria to become a Disability Confident Employer which is a demonstration of its commitment to support job applicants and staff with a disability or long term health condition.

## Stonewall

Stonewall's Diversity Champions programme is Britain's leading best-practice employers' forum for sexual orientation and gender identity equality, diversity and inclusion. Keele University is proud to display the Stonewall Diversity Champions logo in our internal and external messaging to demonstrate our clear commitment to LGBT equality.

## Staff and Student Networks

The University has established staff and student networks to support its aim of working towards realising and developing equality for Black, Asian and ethnic minority backgrounds (BAME) staff and lesbian, gay, bi-sexual, transgender and intersex (LGBTI) staff.





# People Strategy

The University *recognises* that its effectiveness and success depends crucially upon the contribution made by its staff and that its reputation, growth and success rely on high levels of staff engagement and performance, at all levels of our institution.



The people strategy comprises of 5 strategic aims.

## Being an employer of choice

Maximise the potential of Keele as a career destination for all groups.

## Developing and empowering our staff

Enable and encourage supportive and effective personal, professional and career development for all our staff, based on academic and service priorities and forthcoming developments.

## Encouraging and developing innovative leaders

Ensure that leaders at all levels support their staff in making a strong contribution to the University.

## Fostering a culture of inclusion, innovation, engagement and well-being

Create a framework for organisational development which reflects the University's values and which enables cohesion and engagement across the University community.

## Promote the global outlook and impact of our staff

Create an environment which values staff from other countries, international experience and a global outlook.



## *Living and Working at Keele*

Nestled in 600 acres of countryside at the heart of England, many of our students and a number of our staff live, as well as study and work here: boasting a big campus but a small and cosmopolitan community.

Close to rural Cheshire, Shropshire, and Derbyshire, the University is located in an ideal position, less than an hour from Manchester, Birmingham and Chester and within 1.5 hours of London on the train.

The historic market town of Newcastle-under-Lyme is Keele's nearest municipality, surrounded by a number of charming villages and hamlets. The vibrant and multicultural city of Stoke-on-Trent is less than 6 miles away from campus, providing cultural and social entertainment in the midst of its prestigious potteries heritage. In recognition of its engaging cultural scene, Stoke-on-Trent was submitted as one of the nominations for the City of Culture 2021.

*Find out more at*  
**[keele.ac.uk/discover/aboutthearea](https://keele.ac.uk/discover/aboutthearea)**

Within a short distance of campus, there are activities and opportunities to suit all ages and interests. From monkey forests to theme parks, boutique shops to high-street brands, entertainment complexes to some of the most beautiful landscapes in the UK; our location suits all individuals. For families we can boast some excellent Schools and Colleges in our vicinity, an exceptional hospital and healthcare service and many vibrant sporting and community social opportunities.

On campus there is a truly international flavour, as the Keele community is drawn from over 100 countries and a wide variety of cultures.

In addition to the Keele Campus we have a number of staff based in satellite sites off campus, including the Royal Stoke Hospital (University Hospitals of North Midlands NHS Trust), the Guy Hilton Research Centre, and the Robert Jones and Agnes Hunt Orthopaedic Hospital in Oswestry. Staff at these sites have access to onsite facilities, alongside access to the Keele Campus facilities.





# Employee Benefits and Facilities

Keele is *committed* to providing an environment where staff are highly valued and feel motivated. To support this commitment the University provides a wide range of employee benefits and reviews this offer regularly.

## Contractual Benefits

**Competitive salaries**  
Our salary scales can be found at [keele.ac.uk/hr/salaryscales](https://www.keele.ac.uk/hr/salaryscales)

**Attractive pension scheme**  
More information can be found at [keele.ac.uk/finance/payrollandpensions/pensionstax](https://www.keele.ac.uk/finance/payrollandpensions/pensionstax)

**Annual Leave**  
Generous annual leave entitlement

## Family Friendly Benefits

**Family**  
Family leave including maternity, paternity, adoption, parental and shared parental leave for which eligible employees receive enhanced pay.

**Flexible Working**  
All staff can make flexible working requests.

**Childcare**  
We have an on-site nursery and run a nursery fees salary sacrifice scheme for staff. More information about our Nursery can be found at [keele.ac.uk/nursery](https://www.keele.ac.uk/nursery)

**Additional Annual Leave Scheme**  
Staff can apply to purchase additional annual leave, the cost of which is deducted from salary over a 12 or 6 month period.

## Health and Wellbeing Benefits

**Occupational Health**  
Supporting managers and staff with health-related issues in the workplace. More information can be found at [keele.ac.uk/dohs/occupationalhealthservice](https://www.keele.ac.uk/dohs/occupationalhealthservice)

**Staff Counselling**  
Providing counselling support for staff. More information can be found at [keele.ac.uk/staffsupport](https://www.keele.ac.uk/staffsupport)

**Holistic Therapies**  
Staff may access a range of therapies on site. More information can be found at [keele.ac.uk/hww/holistictherapies](https://www.keele.ac.uk/hww/holistictherapies)

**Paycare Health Cash Plan**  
Staff can opt to pay in to a healthcare plan which allows them to claim back healthcare costs.

**Chaplaincy**  
More information about our Chaplaincy and Faith facilities can be found at [keele.ac.uk/faith](https://www.keele.ac.uk/faith)

**Sports Centre**  
Reduced membership rates for staff and all new staff can get one month's free membership. More information about our Sports facilities can be found at [keele.ac.uk/sport](https://www.keele.ac.uk/sport)

**Swimming**  
Discounted swimming at the Jubilee swimming pool in Newcastle-under-Lyme for staff on production of their Keele card.

**Cycle to Work Scheme**  
Allows eligible employees the tax-free hire of bicycles and related safety and security equipment. More information can be found at [keele.ac.uk/cycletoworkscheme](https://www.keele.ac.uk/cycletoworkscheme)

## Learning and Development Benefits

**Learning and Development**  
We offer a programme of Continuing Professional Development for our staff as well as taster courses, such as foreign languages. Keele is one of more than 35 universities and research institutions from across the UK which have backed a pledge to support their technicians. The Technician Commitment is a sector-wide initiative led by the Science Council and supported by the Gatsby Foundation, which aims to help address key challenges facing technical staff working in research. Five target areas have been identified, and the commitment will ensure greater visibility, recognition, career development and sustainability for technicians across all disciplines at Keele.

Technician **Commitment**

## Other Benefits

**Staff Housing**  
We have housing on campus to rent or buy keele.ac.uk/staffhousing

**Keele Card**  
A campus wide payment card with discounts at many of our catering outlets.

**NUS Extra Card**  
The affiliation between the University and the Student's Union means staff are able to purchase a card which allows them to access discounts and offers on a wide range of products and services.

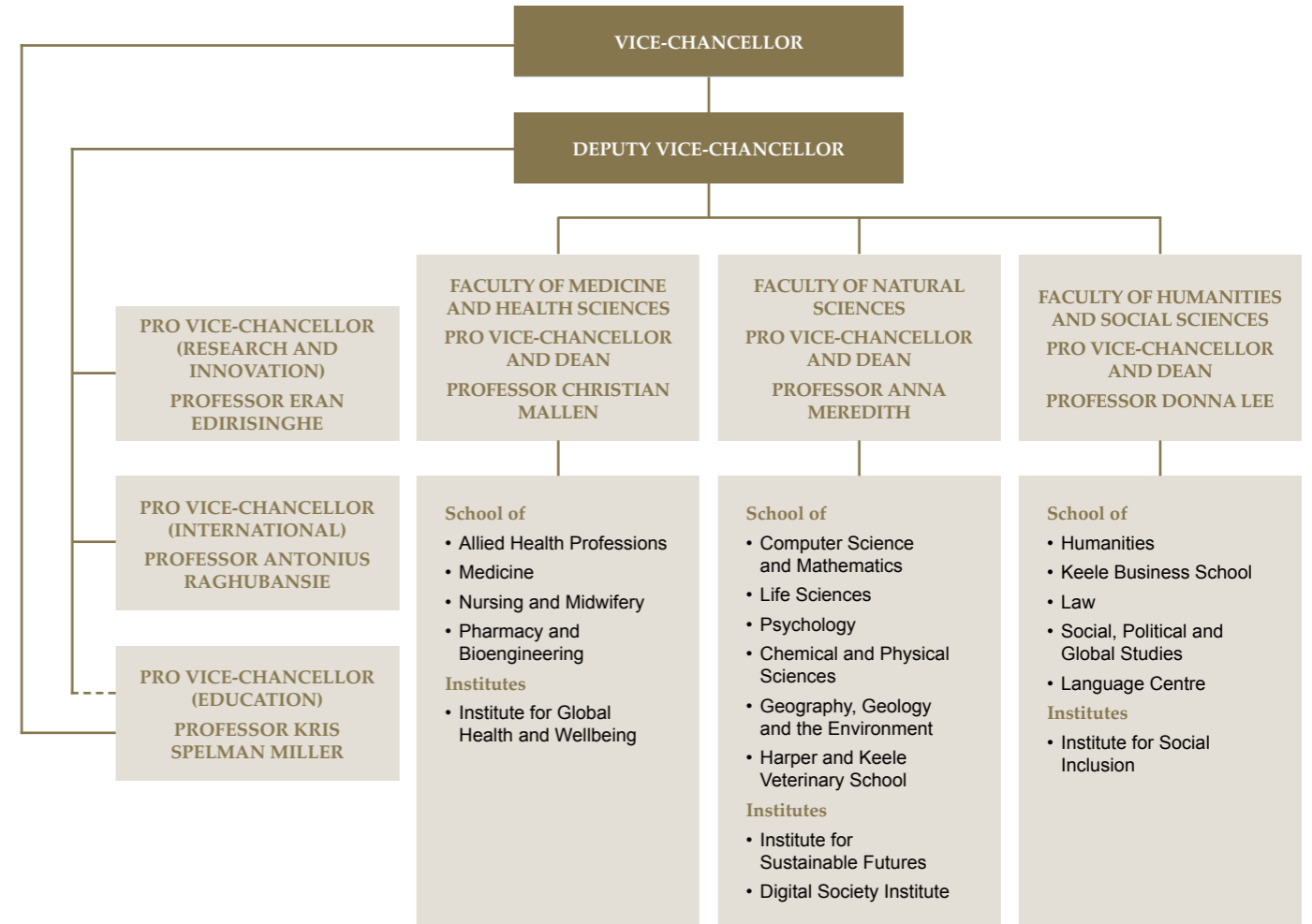
**Trade Unions**  
The University works with three recognised Trade Unions (UCU, Unison and Unite). Staff can opt to become a Trade Union member and access the range of services and support they provide.

## Campus Facilities

The University has the following facilities on campus:

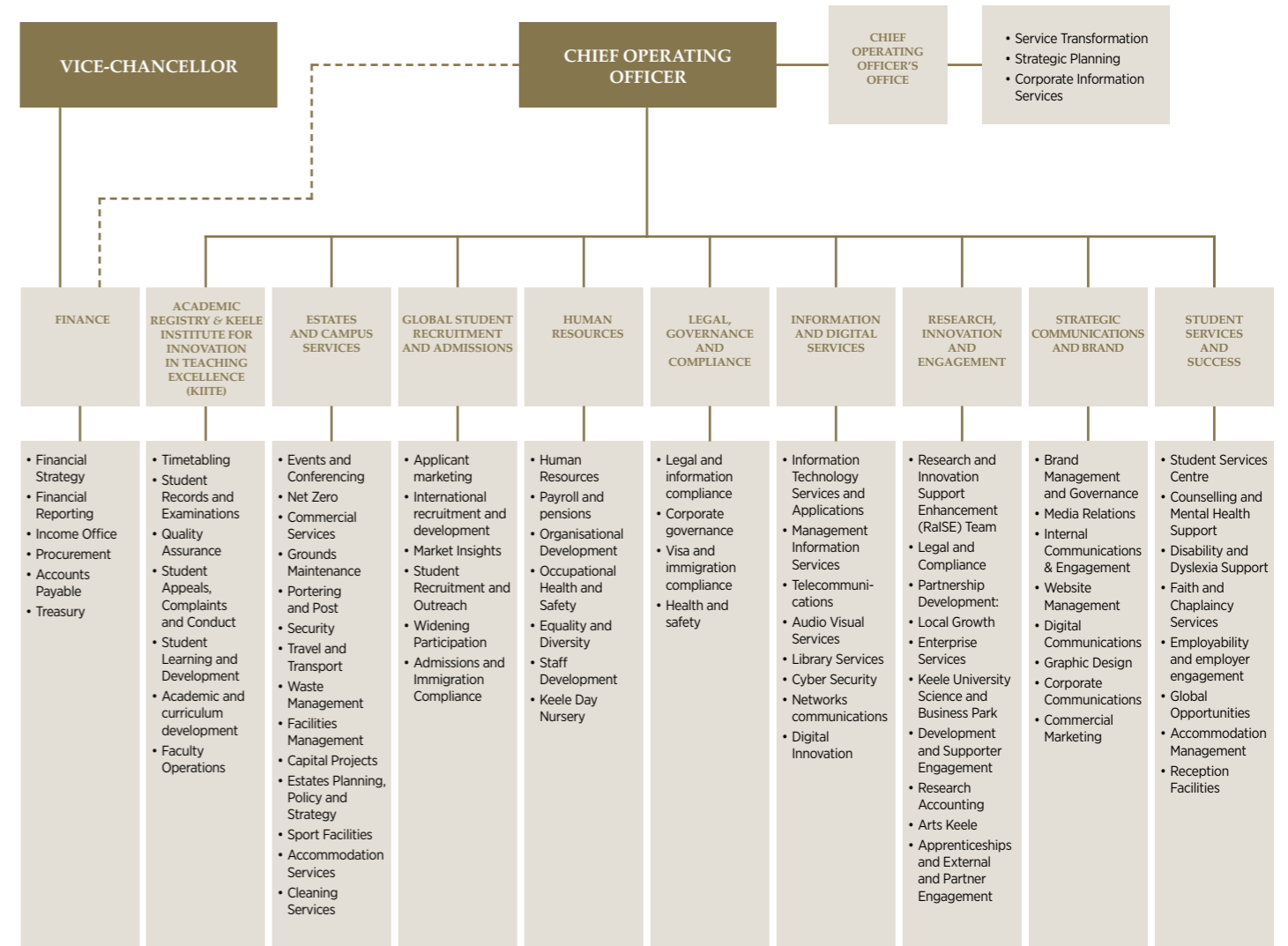
- Pharmacy
- GP surgery
- Cashpoints
- Supermarket
- Catering outlets
- Newsagents and post office

# Academic Structure





# Administration Structure



# | How to Apply

## How to apply

Dixon Walter have been retained by Keele University to provide executive search and advisory services. Should you wish to have an informal discussion about this role then please contact Emma Wilkins on [emma@dixonwalter.co.uk](mailto:emma@dixonwalter.co.uk)

Applications should be emailed to Emma by the closing date of 5pm on 24 May 2024. Your application should include on separate documents:

- a letter of application setting out your interest in the role and details of how you match the requirements in the Person Specification
- a comprehensive curriculum vitae
- details of three referees and your notice period (referees will not be contacted without your permission)
- a completed Personal Details Form (available from the website below)

Further details are available at:

[www.dixonwalter.co.uk/opportunities/keele-head-of-cps](http://www.dixonwalter.co.uk/opportunities/keele-head-of-cps)

GDPR: In making an application for this role we ask you to view Dixon Walter's Privacy Notice which outlines our compliance to General Data Protection Regulations and the use and storage.





Keele University, Keele, Staffordshire, ST5 5BG

[keele.ac.uk](http://keele.ac.uk)