Candidate Information Pack

Appointment of:

Pro-Vice-Chancellor - Faculty of Humanities and Social Sciences
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Letter from Professor Chris Day, Vice-Chancellor & President

Dear Colleague,

Thank you for your interest in the position of Pro-Vice-Chancellor - Humanities and Social Sciences. This role is a very important one in the University and has become vacant due to the current incumbent moving into the Deputy Vice-Chancellor role. In terms of its breadth, scale, and ambition, this stands out among Pro-Vice-Chancellor positions in the UK. I believe it requires a leader who is credible with senior academics, focused on achieving research and teaching performance of the highest standard, and committed to the richness and diversity of Newcastle’s proud tradition in the field of humanities, social sciences, and the arts.

As Pro-Vice-Chancellor, you will be responsible for a Faculty with a turnover of £130 million and serve as the line manager of the Heads of Schools and Faculty Deans, as well as the Directors of the Newcastle University Institute for Social Renewal, the Newcastle Institute for Creative Arts Practice, and the Newcastle University Humanities Research Institute. At University level, you will be a member of my Executive Board, along with the Deputy Vice-Chancellor, your fellow Pro-Vice-Chancellors, the Registrar, and the Executive Directors of Finance, Human Resources and Corporate Affairs. Through your membership of this team, you will take on a corporate responsibility and participate in the strategic allocation of resources across the institution.

Newcastle has much to be proud of in what it has achieved in the humanities, social sciences, and arts, including being ranked as the best university in the UK for Art and Design for the second year in a row by The Times and The Sunday Times Good University Guide. We want to make an even greater contribution to these fields and to set new standards for ourselves that reflect our commitment to being renowned internationally for the excellence of our research, teaching and engagement activities. Realising this ambition will underpin all you do and I believe the sense of personal satisfaction and academic achievement that will come with your success marks this out as an exceptional career opportunity.

Professor Chris Day, Vice-Chancellor & President
An Introduction to Newcastle University

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

Ranked in the top 200 of world universities, we focus our research and teaching on the profound challenges facing the world today. From age-related diseases, to protecting the environment and helping communities adapt in times of economic, political and social change, we aim to realise our vision of advancing knowledge, providing creative solutions and solving global problems.

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

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

Academic Excellence

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

• 4th amongst UK medical schools for Clinical Medicine Research Intensity.

• 3rd in the UK for English (1st for impact), and in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.

• 1st in the UK for Computing Science research impact, 3rd in the UK for Civil Engineering research power and 11th in the UK for Mathematical Sciences research.

The impact of our research has been recognised with several Queen’s Anniversary Prizes. Our research into sustainable rural economies and societies, which has influenced policy and practice around the world, won most recently in 2013. In 2005 we gained the Prize for our innovative solutions to mine water pollution and in 2009 we were recognised for research into ageing.
Globally Ambitious

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

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

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

The University is 30th in the Guardian University league tables 2018, joint 25th in the Complete University Guide 2017, joint 22nd in the Times/Sunday Times Good University Guide 2017 and in the top 200 of universities in the world in the QS World University Rankings 2017-2018.
Excellent Staff and Students

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

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

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

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

Investing in Innovation

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

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. We actively invest in projects that are helping to attract new businesses and jobs to the region. In partnership with Newcastle City Council, we are creating Science Central, a £350m urban regeneration project which is the largest of its kind in the UK.

Science Central will be home to three innovation centres that have been awarded National status by the Government: National Innovation Centre for Ageing (NICA), National Innovation Centre for Data (NICD) and the National Institute for Health Research Innovation Observatory (NIHRI). It will also be home to two centres of research: National Centre for Energy Systems Integration (CESI) and the UK Collaboratorium for Research on Cities and Infrastructure (UKCRIC). Together, these 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, recently redeveloped with the support of a Heritage Lottery Fund Grant, 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 and has also recently staged exhibitions and film installations created by our staff as part of the Freedom City 2017 initiative which marked the 50th anniversary of the award of an honorary degree by Newcastle University to Dr Martin Luther King. Operated by our partners Tyne and Wear Archives and Museums, the GNM and Hatton Gallery welcomed 837,000 visitors in 2014/15. In 2018 we are expecting a big upsurge in visitor numbers when the Great Exhibition of the North takes place in Newcastle and Gateshead.
University Vision and Mission

Our vision is of Newcastle as a world-class research-intensive university with a global reputation for academic excellence and output. This in turn is guided by our mission statement:

• To be a world-class research-intensive University.

• To deliver teaching and learning of the highest quality.

• To play a leading role in the economic, social and cultural development of the North East of England, the United Kingdom and Internationally.
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 four other cross-cutting Pro-Vice-Chancellors (PVCs) who provide strategic leadership on a University-wide basis for each of our four core academic functions:

• Learning, Teaching and the Student Experience;
• Engagement & Internationalisation;
• Research Strategy & Resources;
• Innovation & Business.

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

• Faculty of Humanities and Social Sciences (HaSS);
• Faculty of Medical Sciences (FMS);
• Faculty of Science, Agriculture and Engineering (SAgE).

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

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

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

Distribution of Academic School and line-managed Institutes

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<tr>
<th>HaSS</th>
<th>FMS</th>
<th>SAgE</th>
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<td>Architecture, Planning &amp; Landscape</td>
<td>Biomedical Sciences</td>
<td>Computing</td>
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<td>Arts &amp; Cultures</td>
<td>Dental Sciences</td>
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<td>Combined Honours Centre</td>
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<td>Education, Communication &amp; Language Sciences</td>
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<td>English Literature, Language &amp; Linguistics</td>
<td>Newcastle University Institute for Ageing</td>
<td>Natural and Environmental Sciences</td>
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<td>Geography, Politics &amp; Sociology</td>
<td>Institute of Cellular Medicine</td>
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<td>History, Classics &amp; Archaeology</td>
<td>Institute for Cell and Molecular Biosciences</td>
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<td>Law School</td>
<td>Institute of Neuroscience</td>
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<td>Modern Languages</td>
<td>Institute of Health and Society</td>
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<td>Humanities Research Institute</td>
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<td>Institute for Creative Arts Practice</td>
<td>Northern Institute for Cancer Research</td>
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<td>Institute for Social Renewal</td>
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Living and Working in Newcastle

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

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

Neighbouring Gateshead, on the south bank of the Tyne, is now famed for its contemporary culture and iconic structures, including BALTIC, converted from a landmark industrial building in the 1990s and now a major international centre for contemporary art, the Sage Gateshead concert venue occupying a curved glass and steel building designed by Norman Foster, the Stirling Prize – winning Gateshead Millennium Bridge and Antony Gormley’s Angel of the North.
Sports fans are spoilt for choice in Newcastle, with regular topflight football, rugby and basketball fixtures taking place in the city. Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county and international matches. Nearby, Close House golf resort is listed among the UK’s top 100 golf courses and, every year, the world’s largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

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

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

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

In 2017 the Family Living Index completed by MoneySuperMarket.com named Newcastle the best place to raise a family in the UK. 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)

The Faculty of Humanities and Social Sciences is an exciting, multi-disciplinary faculty and is structured around nine academic schools, a Combined Honours Centre & Philosophical Studies Group, a Confucius Institute, and a University-wide Language Resources Centre.

The academic schools are:

- Architecture, Planning and Landscape
- Arts and Cultures
- Business
- Education, Communication and Language Sciences
- English Literature, Language and Linguistics
- Geography, Politics and Sociology
- History, Classics and Archaeology
- Law
- Modern Languages

The Faculty has a total of 720 academic and research staff and 230 support staff across this range of disciplinary areas. Income has grown steadily in recent years, reflecting the strong market demand for many of the Faculty’s degree programmes and in 2016/17 turnover was £130 million, which generated a healthy surplus to the University.
It has a significant and diverse student population, with success in recruiting international students to many areas, and currently has 9,850 undergraduates, 2,400 postgraduates and 600 PhD students. Enhancing doctoral education is a key strategic priority. In 2016 the Faculty successfully partnered with fellow universities in the North East and Northern Ireland, including Durham and Queens University Belfast to form the NINE Doctoral Training Partnership which was awarded £12million by the ESRC. In 2013 the Faculty, in partnership with Durham University and Queen’s University Belfast, was awarded £11.2million by the Arts and Humanities Research Council (AHRC) to create the Northern Bridge Doctoral Training Partnership and we are currently partway through a submission for the DTP2 scheme with an expanded consortium (Newcastle is the lead Research Organisation in this bid.)

The Faculty promotes excellence in research, teaching and engagement activities in the creative arts, humanities, social sciences, business and related disciplines. It strives to deliver:
• High quality research of significance to policy makers, practitioners and fellow researchers, disseminated widely and published in the most impactful outlets and journals;
• Educational programmes that are prized by students, alumni and employers alike for the high quality of the learning experience and the readily transferable knowledge and skills of graduates.

Through extensive engagement activities the Faculty also aims to achieve impact on policy makers, professionals, practitioners and partner organisations in the cultural, social and economic spheres and a great deal of the research undertaken has had substantial impact on a wide range of user communities in the UK and internationally. One recent success story is the Heritage Lottery Fund Grant for the Hadrian’s Wall Community Landscape Archaeology Project which will work with hundreds of volunteers and many partner organisations in northern England to enable community-based conservation and research along the whole length of the Wall and its region.
The Faculty currently houses three interdisciplinary research institutes. The Newcastle Institute for Social Renewal (NISR) has played a key part in policy making and the understanding and practice of social renewal. Its responsive mode funded projects acts as seed-bed for interdisciplinary engaged research. NISR has helped shape the vision and develop proposals for large UKRI initiatives across the University such as Digital Civics and the Digital Economics Research Centre. It is a European partner in H2020 ACCOMPLISSH developing models of co-creation between academic, industry, governments and societal partners: a prime example of this is the nationally recognised Newcastle City Futures project. The Newcastle Institute for Creative Arts Practice (NICAP) is a hub for creative arts at the University and beyond. It stimulates interaction between our creative practitioners and showcases their work, exploring ideas and challenging perceived boundaries between academic disciplines. The Institute was shortlisted for the Times Higher Awards 2016 for Excellence and Innovation in the Arts and is an important bridge to many external partners in the creative and cultural industries. The Faculty also houses the Newcastle University Humanities Research Institute (NUHRI) which was created to foster the work of Humanities disciplines and to provide the capacity and infrastructure for pursuing larger and more complex grant applications. Areas of focus in NUHRI at the moment include medical and digital humanities as well as the Vital North partnership with Seven Stories, the National Centre for Children’s Books which is based in The Ouseburn Valley in Newcastle. The Seven Stories partnership was awarded the Knowledge Exchange / Transfer Initiative of the Year at this year’s THE Leadership and Management Awards and in 2017 several of our cultural partners including Tyne and Wear Archives and Museums, Northern Stage, Seven Stories, and the NewBridge collective enjoyed the recognition of Arts Council England National Portfolio Organisation awards that directly mentioned the University as a mission critical partner.

The Faculty is home to a vibrant and internationally prominent community of researchers and it supports research through the activities of the Research Institutes, a number of established Research Centres and Research Groups including the award-winning Newcastle Centre for the Literary Arts, which hosts an annual poetry festival in Newcastle and regular public events and which has staff who have won major prizes for poetry (TS Eliot Prize for Jacob Polley in 2016 and the Forward Prize for Poetry for Sinéad Morrissey in 2017 are just recent examples of achievements).
Research activities within the Faculty span a broad range of subjects and significant expertise and strength has been developed in many areas including:

- Cities;
- Creative Writing;
- Creativity and Performance;
- Experimental Architecture;
- Film and Media Studies;
- Heritage;
- Innovation and Entrepreneurship;
- Landscape, Space and Place;
- Linguistics and Language Sciences;
- Medical Ethics;
- Oral History;
- Qualitative Social Sciences;
- Translation and Interpretation.

The Faculty performed in the top quartile in the Research Assessment Exercise 2008 for Town Planning, Music, Art and Design, English and Education and submitted to 15 Units of Assessment in the Research Excellence Framework 2014, with 80% of eligible staff included. There is a drive to improve research funding building on a number of success areas. Research grants and contract income has risen to £5.2million in recent years, although notable successes have been achieved in winning Research Councils UK income.

The Faculty has been awarded an Economic and Social Research (ESRC) Impact Acceleration Account to enable it to work better with partners to enhance the impact of research. Newcastle University is working closely with Durham University on this initiative to share expertise and strengths for the benefit of the North East, building upon an existing range of partnerships, through a joint scheme for funding collaborative impact activities and a shared capacity-building training programme.

Creative Fuse North East is a multi-disciplinary £4.5m budget multi-stakeholder research project focused on the strength, diversity and nuanced nature of the North East’s creative, digital and IT (CDIT) sector. Led by Newcastle it brings together all five North East universities with a range of large and small businesses and practitioners to investigate how the sector can grow and contribute more impactfully to the regional economy, assessing and developing new ways of collaborative working between Higher Education and the CDIT sector and addressing the need for the right skills and aptitudes for a sustainable industry into the future.

In relation to teaching, 14 out of the Faculty’s 27 subject areas scored 90% overall student satisfaction or better in the 2017 survey. The Business School has achieved the significant accolade of gaining triple accreditation with EQUIS, AACSB and AMBA, with just 1% of business schools worldwide holding this Triple Crown.
The Faculty has benefitted substantially through major capital investment, which in recent years has included a state-of-the-art new £40 million building for the Newcastle University Business School which opened in September 2011, and the sympathetic renovation of the historic Armstrong Building over five years in a £25 million development which has provided world-class accommodation for the Schools of Arts and Cultures, and History, Classics and Archaeology. In 2017 a cutting-edge workshop extension to our Architecture, Planning and Landscape complex opened to great acclaim and the next few years will see a major refurbishment of the Claremont-Daysh complex, which will house flagship social science subjects as well as the faculty office team, and the opening of a £34 million state of the art Learning and Teaching Centre which will provide additional space and facilities for our Business School staff and students among others.

Vision and values

HaSS Faculty Values:

The Faculty is open to the world and seeks to address social and global challenges through its thinking, making, and practice. Building on the strong cultural heritage of our disciplines, we value enquiry, exploration, and creativity. We are committed to enabling a supportive culture for our staff and students, which prizes trust and integrity, values diversity and inclusiveness, and promotes wellbeing in collaborative and inspiring environments.

The Faculty aims to be renowned nationally and internationally for the excellence of its research, teaching and engagement activities across the creative arts, humanities and social sciences.

Current priorities include strengthening its research strategy by promoting a culture of excellence through the research portfolio; building upon an internationally recognised AHRC/ESRC funded doctoral training programme; launching new programme areas to assist the University to realise its ambitions for growth; further expansion of domestic and international strategic partnerships and strategic development of the Business School. We share the ambition for global excellence that is part of the current development of the University vision and strategy led by the Vice- Chancellor and President.
As part of that developing strategy, the Faculty is leading on the iteration of a ‘10th School’ intended to foster creativity and inter and transdisciplinary practice and dialogue in the University across all areas of our work, from undergraduate programmes to International research collaborations. There is a really exciting opportunity for the PVC HaSS to join a creative and ambitious team developing new programmes, initiatives and spaces as part of this agenda. A longer term strategy for the acquisition, duration and interpretation of archives is also being co-created between the faculties and the University Library and Special Collection teams and we have real opportunities to build on a track record of excellence in this sphere which includes AHRC funded work on the Bloodaxe archive and world-class collections pertaining to children’s literature as well as the internationally significant Gertrude Bell archive. This archive is recognised by UNESCO and has been added to their International Memory of the World Register as a collection of global significance, one of only 16 UK held collections to be added to the International Register.

The Faculty, as its values statement indicates, is hugely committed to the broadest possible work on Equality, Diversity and Inclusion over the next decade. We are extremely proud of our first Athena SWAN awards for arts and humanities and social sciences (bronze awards respectively for English Literature, Language and Linguistics in 2016 and Geography, Politics and Sociology in 2017) and all of our schools are committed to a rolling programme of submissions between now and 2020. We have active ED&I champions among our staff and student communities, and are working to embed our commitment in our teaching and research, as well as undertaking action on a range of issues such as the representation and inclusion of BAME and LGBT+ staff and students. It is the Faculty’s strong desire that the next post holder continue to champion this work.
Introduction to the Role

As Pro-Vice-Chancellor – Faculty of Humanities and Social Sciences (PVC HaSS) you will act as the strategic lead for all arts, humanities and social science disciplines.

At University level, you will be a member of the Vice-Chancellor and President’s Senior Management Team, Executive Board, along with the Deputy Vice-Chancellor, the other Faculty Pro-Vice-Chancellors, Pro-Vice-Chancellors with cross cutting responsibilities in Learning & Teaching, Research Strategy & Resources, Engagement & Internationalisation, and Innovation and Business, as well as the Registrar and Executive Directors of Finance, Human Resources and Corporate Affairs. In a Faculty based role you will work strategically with the other Faculty PVCs and work closely with the cross-cutting PVCs.

Role Description

The PVC - HaSS will take responsibility for, and work with other members of Executive Board as appropriate on:

- Ensuring key deliverables are achieved in relation to HaSS’s strategy and the wider University strategy;
- Ensuring public visibility of HaSS;
- Taking ownership of and continually improving HaSS;
- Champion the University’s core values including: aspiration and ambition; equality, diversity and inclusivity; trust, integrity and respect; and social responsibility;
- Developing mutually beneficial relationships with external companies and organisations;
- Establish working relationships across a wide range of organisations, across all sectors, with which the University is currently working in partnership including:
  - Accrediting bodies for programmes in the Faculty of Humanities and Social Sciences;
  - Counterparts at other universities and partner organisations in the region and beyond;
  - National and international organisations shaping policy and practice in relation to the humanities and social sciences.
  - Cultural and creative partners regionally, nationally, and internationally.

Key Contacts and Structure

The key contacts and structures that this role will work through are:

- Vice-Chancellor, Deputy Vice-Chancellor, Registrar and other PVCs
- Executive Directors of Human Resources, Finance and Corporate Affairs;
- Executive Board, Council, Senate, Court and relevant Committees;
- Heads of Academic Units;
- Directors of Faculty Institutes;
• Dean of Undergraduate Studies, Dean of Postgraduate Studies, Dean of Research and Innovation, Dean of Cultural Affairs (to 30 July 2018), Dean of Culture and Creative Arts for HASS (from 1 June 2018), University Dean of Diversity and Faculty Director of Diversity;
• Associate Dean Learning and Teaching, Associate Dean Research & Innovation (to August 2018);
• Academic Director of the Northern Bridge Doctoral Training Partnership, Academic Director of the Northern Ireland North East (NINE) Doctoral Training Partnership;
• Faculty academics;
• Faculty Professional Services;
• Key external organisations & stakeholders.

Faculty-level

As Pro-Vice-Chancellor you will provide leadership, vision and direction for the Faculty, which spans social sciences, arts, humanities, business, professional (i.e. law, architecture, urban planning) and education disciplines and deliver its contribution to the University’s mission. You will chair a number of key Faculty committees including:
• Faculty Executive Board;
• Faculty Steering Group;
• Faculty Promotions Committee.

In addition, you will serve as an ex officio member of the Faculty Learning and Teaching and Student Experience Committee, Graduate School Committee and Research and Innovation Strategy Group. You will be the Faculty budget holder, accountable to the Vice-Chancellor and University Executive Board and will participate in the strategic allocation of resources across the University. You will be the line manager of Heads of Schools, Faculty Deans and Directors of the Newcastle University Institute for Social Renewal, Institute for Creative Arts Practice, and the Newcastle University Humanities Research Institute. The Faculty values interdisciplinary work and the Pro-Vice-Chancellor will provide a key leadership role in facilitating and developing links and connections between researchers across all three Faculties. You will be supported by a well-established team of professional Services colleagues, including colleagues with expertise in Recruitment and Marketing, Human Resources, Financial Accounting, Estates, Quality Assurance, Research and Enterprise support and led by the Director of Faculty Operations.
**Person Specification**

The position of PVC - HaSS, will fit someone with a strong academic track record involving collaboration with external stakeholders, good organisational and coordination skills, and a commitment to demonstrating the social and economic value of a research intensive university.

**Experience and Knowledge**

It is essential that you have:

- An outstanding track record of academic leadership success, preferably with experience of managing substantial budgets, projects, and staff numbers in a multi-disciplinary research-led environment;
- Strong academic credentials, with an international academic standing in a discipline relevant to the Faculty, and a broad perspective capable of encompassing a wide range of subjects in the humanities, social sciences, and arts;
- Success in leading and managing organisational change and driving high research and teaching performance within an academic community and a commitment to continuous improvement;
- A track record of action for positive change in respect to Equality, Diversion & Inclusion and Social Justice;
- The ability to set a strategic vision for a large-scale, complex organisation and to translate strategy into action with excellent advocacy and prioritisation skills, communicating strategy and inspiring trust through an open and consultative style;
- Working with and influencing internal and external stakeholders, understanding their agendas and winning their agreement for the organisation’s benefit;
- Developing engagement with local/regional/international bodies to the benefit of the University;
- Commitment to promoting the relevance of the institution’s work, in a national and international context, through engagement with a range of internal and external audiences;
- A clear, open, and consultative leadership style and the ability to develop close working relationships with a range of internal and external audiences;
- Knowledge and understanding of the HE environment.

**Skills and Abilities**

It is essential that you have:

- Outstanding influencing and communication skills, being able to command the trust and respect of colleagues and to work with them to achieve shared goals;
- The ability to coordinate and deliver a complex Faculty agenda to enhance the core purpose of the University and its reputation;
- Excellent networking abilities;
- A strategic outlook;
- Proactive about equality, diversity and inclusion issues in Higher Education
- Project management skills;
- Demonstrable organisational skills;
- A high level of probity and integrity.
Equality, Diversity & Inclusion

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, diversity and inclusion, the University is better able to engage with its customers, respond to new and evolving business challenges and create better working environments for colleagues.

Athena Swan

We are one of only a small number of recipients of the institutional silver Athena SWAN award demonstrating our achievements and ongoing commitment to achieving gender equality. We are proud of this award - 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](http://www.ncl.ac.uk/hr/support/new.php)

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).
- Excellent salary sacrifice schemes for 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/)
The Professorial Role, Pay Structure and Pay Review Process

The key areas of activity of all academic staff, including professors, at Newcastle University are summarised in the Academic Job Summary [http://www.ncl.ac.uk/hr/recruitment/role-profiles.php](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 field and demonstrate leadership both within the University and externally, with recognition often extending beyond academia into relevant policy and practice communities.

Depending on the academic focus of the particular role performed by an individual, the following areas are typical activities, for those holding a professorship at Newcastle University:

- Research and Innovation
- Teaching and Learning
- Engagement

Professorial Bands

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.

Pay Ranges

Are available online at: [http://www.ncl.ac.uk/hr/pay/](http://www.ncl.ac.uk/hr/pay/)
How to Apply

The appointment as Substantive Professor will be made on a permanent basis. The term of office as Pro-Vice-Chancellor (Humanities and Social Sciences) will be for five years, renewable subject to performance.

Newcastle University now invites applications for the position of Pro-Vice-Chancellor - Faculty of Humanities and Social Sciences. Applications should consist of a full academic CV and a covering letter of up to 2 pages, 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/

Newcastle University has engaged the services of Dixon Walter to assist in the search process for its Pro-Vice-Chancellor (Humanities and Social Sciences). For a confidential discussion about the role please contact Mike Dixon on mike@dixonwalter.co.uk or 0787 675 1896.

Appointment Timetable

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening Date</td>
<td>13.12.17</td>
</tr>
<tr>
<td>Closing Date</td>
<td>15.01.18</td>
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<tr>
<td>Shortlisting</td>
<td>30.01.18</td>
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<tr>
<td>Informal Meetings</td>
<td>In the day or days prior to Interviews</td>
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<tr>
<td>Formal Interview</td>
<td>02.03.18</td>
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