

CANDIDATE INFORMATION BRIEF



UNIVERSITY OF
BATH



**APPOINTMENT OF
DEAN, SCHOOL OF MANAGEMENT
August 2019**

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“A top 10 UK university with a reputation for research and teaching excellence”



INTRODUCTION FROM THE VICE-CHANCELLOR

Our School of Management is one of the UK's leading business schools. Consistently ranked in the Top 10 in the UK and with a strong international profile, we have an ambitious agenda for change. With agreed investment in people and infrastructure to deliver those ambitions we are now looking for a new Dean to lead the School on the next stage of this journey.



I am personally grateful for your interest in this leading role in our organisation. Since joining the University as Vice-Chancellor earlier this year I have been consistently impressed by the quality of people, the sense of community and the professional way in which colleagues work together to give our students a great experience. Not only do we consistently rank highly and our staff receive awards for excellence, we have a real, positive impact on the regional economy and community. With a strong local presence and a broad international outlook, this is a University with ambition, and the School of Management is right at the heart of those aspirations.

We are investing £70M in a new building for the School of Management, due to be completed in 2021. The building design focuses on working together. It has an open layout to enable effective teamwork, supporting our key philosophies of 'engagement, education and collaboration'. As well as having the latest technology for teaching, our research spaces include laboratories for entrepreneurship, behavioural research and supply-chain innovation. Interdisciplinarity is key to the future success of the School, and the building will greatly enhance the growing collaborations in teaching and research between the School and Faculties across the University. We have also developed facilities where we expect our business and industry partners to play a key role in preparing our students for the workplace and creating real-world impact with our research.

As demonstrated through our Research4Good initiative, a key aim for the School is to make a positive difference through management research. Our research improves people's lives. We tackle challenges around individual wellbeing, health, exploitation and discrimination. Our research strengthens the economy. It supports businesses to flourish and grow, and supports innovators and entrepreneurs. Our research contributes to a better world. We work with partners across the globe to improve society and work towards a more sustainable future.

Our new Dean will be collaborative, dynamic and able to work with people at all levels, and from all organisations, to further the mission of the School. We are looking for someone who will relish the challenge of growing the School and aspiring to deliver stronger industry partnerships and greater international profile. Working with Faculties across the University, counselled by a diverse professional advisory board and supported by excellent academic and professional colleagues, this is a real opportunity for the right person to make a real difference in the world of management education.

*Professor Ian White, FEng
Vice-Chancellor and President*

THE UNIVERSITY

Fifty years of achievement have seen the University of Bath grow into a globally recognised institution with over 17,000 students from 130 countries. We believe in offering our students a well-rounded education: high quality teaching from research-led academics, extra-curricular activities such as our award-winning sports facilities; placements as an integral part of all of our undergraduate courses; a substantial and growing range of options for post-graduate study. The result: a very engaged, high-quality student body with strong values and good levels of student satisfaction.

The purpose of a University is to transform the life of its students; at the same time we are a touchstone for the acquisition and dissemination of knowledge, to further humanity's understanding of the world and beyond. Our academics collaborate across traditional and emerging subject areas so that our research has practical applications with social and economic benefit. We continue to invest in new facilities and people to grow the impact of our research. We make a positive contribution to our community and the vigour of our local economy, accounting for around £300M to Bath & NE Somerset's GDP. We work closely with globally-recognised as well as small and specialised industrial partners and our Innovation Centre grows new businesses.

We are a vibrant, close-knit, intellectual, cultural, sporting and social community who are proud of what we do and who we are, committed to using our skills and expertise to discover and solve real-world problems. From the beginning, the University was designed to be different, innovative and inclusive. Our compact campus provides a sense of community which underpins our commitment to collegiality. A lively, international and impactful alumni community helps us reach out into the world. Linking with partners who are both national and international; industrial and social, this is a place where social sciences, humanities, the arts, engineering and the broader sciences science, come together to benefit of the wider global society.



The University of Bath is known as a **leader across innovation** in all areas of student experience, teaching and learning, research and international profile.

- 4th of out 122 institutions for student experience
- Gold TEF
- 87% of research graded as world-leading
- 160th of 959 institutions across the globe

A snapshot as to areas of particular innovation across the University includes:



Based at the Bristol Bath Science Park, the **Institute for Advanced Automotive Propulsion Systems** will be industry led and compete on a global scale to support the UK in delivering transformational research in the years to come. Combining the world's best engineers with industry, underpinned by a track record in expertise and delivery from the University of Bath, IAAPS can help deliver the cars of the future, securing jobs and investment.

The **Milner Centre for Evolution** brings together our intellectual expertise in evolution research in this state-of-the-art research facility. This Centre asks the big evolutionary questions, finds new technological and clinical research applications and takes evolutionary research into the community.



The **Institute of Coding** brings together universities, large corporates, small and medium sized enterprises, established industry groups, experts in the delivery of distance and non-traditional learning and professional bodies, led by the University of Bath, to develop and deliver innovative, industry-focused education across the UK.

“Courses will be made available at undergraduate and masters levels, alongside short courses in areas of strategic importance including data science, artificial intelligence and cyber security.”

Rachid Hourizi, Director of the Institute of Coding



THE SCHOOL OF MANAGEMENT

'THINK AMBITIOUS'

The University of Bath's School of Management is one of the UK's leading business schools, with a faculty of over 100 teaching and research staff, and over 2000 students, it is ranked 4th in the UK and 47th in the world by The Economist's WhichMBA? and accredited by EQUIS and AMBA. The School seeks to be at the forefront of global leadership in graduate education, and sees its new £70m building as being central to high quality teaching and research.

Situated on the University of Bath campus, the School is renowned for its friendly, collaborative atmosphere. With students and staff from around the world, it benefits from an international perspective. The School's reputation as one of the UK's top business schools, combined with its enviable location, means that it has been able to attract some of the brightest and best individuals. People who come here to research, learn or teach, thrive in this environment.

All academic members of the School belong to a Division which is broadly representative of the individual's research and teaching interests. These divisions are: Accounting, Finance and Law (AFM); Marketing, Business and Society (MBS); Information, Decision and Operations (IDO) and Strategy and Organisation (S&O). Increasingly there is an emphasis on interdisciplinarity and links are strong with Faculties across the University.

The quality of the School's staff and their dedication to research has helped the School of Management already to gain much international recognition across the research landscape. In the latest Research Excellence Framework (2014), 87% of research was classed as being world-leading or internationally excellent. The School is also known for the impact of its research. This impact is felt outside of academia, creating change in policy and practice; this includes the School's [Research4Good](#) agenda, which seeks to ensure a positive impact upon peoples' lives. For more information please visit the School's website [here](#).



RESEARCH4GOOD

The School of Management's research improves peoples' lives. It enhances our community. It strengthens our economy. It contributes to a better world. It's Research4Good.

The School of Management's research makes a real impact; helping people, communities, economies and the world.



People: the School's research tackles challenges around individual wellbeing, health, exploitation and discrimination through management research. An example of this research, includes helping to protect communities and people from becoming victims of modern slavery, by helping companies and the government to understand the links between modern slavery and supply chains. More can be read about the School's modern slavery research [here](#).

Communities: the School works to build infrastructure and links where you live and work, to drive vibrancy and resilience. This includes assisting the NHS in making vital cost saving. The School's researchers have created a system of innovation, which has changed the NHS' procurement policy. This has saved the NHS £500m in goods and services. More can be read about this [here](#).

Economy: the School's research supports businesses to flourish and grow, and supports innovators and entrepreneurs. The School has supported start-ups and existing social enterprises in the local community through a Social Enterprise and Innovation Business Support Programme.

World: the School works with partners across the globe to improve society and work towards a more sustainable future. Its research helps improve education in developing countries. It looks at the link between different models of school management and how these affect student learning and well-being. More can be read [here](#).



THE ROLE

Overall purpose

The Dean is the academic leader of the School and is responsible for its effective leadership, management and development within the framework of the University's mission and strategic direction.

Reporting to the Deputy Vice-Chancellor and Provost, s/he will be the School's leading representative in internal University and external business networking, and hold responsibility for developing the School's stakeholder relationships in a manner which is most likely to lead to the successful development and progress of the School.

The Dean will work closely with the Vice-Chancellor and be a member of the senior team developing and implementing University policy and to progress the University's long term aims and objectives. As a member of the Executive Board, the Dean will play a key role in institutional strategic planning and decision-making.

Principal Duties:

University Management

- To make an active contribution to the University's strategic development.
- To play a full part in institutional activities.
- To represent and promote the interests of the University.

Academic Leadership

- To lead, manage and develop the School's focus on the achievement of excellence in teaching and research nationally and internationally.
- Working across boundaries and promoting interdisciplinarity and collaboration with other disciplines.
- Develop a positive and dynamic academic environment within the School, based on research-driven teaching and effective balance and interaction between research, teaching and innovation.
- To support activities to maximise the economic, social and cultural impact of research, as appropriate.
- Further developing a School with the highest standards of quality in all its activities.
- To strengthen the School's interdisciplinary links across the University by liaising, on behalf of the School, with other Deans, where appropriate, and Professional Service Heads to initiate and develop taught programmes, research programmes and develop international, national and regional links which span other Institutions and/or Services.
- To encourage the exploitation of Intellectual Property arising from the work of the School.
- Promoting innovation, enterprise and entrepreneurship at all levels.
- To ensure the development and implementation of appropriate School policies.
- To ensure the delivery and ongoing development of the curriculum including cross-Faculty initiatives (in accordance with the quality assurance framework of the University) with responsibility for the development and delivery of appropriate strategies for teaching, learning and assessment.
- To personally maintain an appropriate academic contribution in agreement with the Vice-Chancellor or the Deputy Vice-Chancellor and Provost.

Financial Management

- To be responsible for the effective financial management of the Schools and the effective deployment of resources.
- Ensuring that the School is financially sustainable, and successful, in the short, medium and long term, and contributing to the long-term financial health of the institution.
- Overseeing the development of financial plans to maximise income generation and promote efficient working.
- To promote and ensure effective coordination of School bids for external funding and encourage revenue enhancement through income generation and endowments/gifts.
- To ensure that the School operates within its delegated budgets and that financial and recruitment targets are met.

Strategic Planning

- To take responsibility for the development and promotion of a clear sustainable strategic vision for the School's future development.
- To prepare for the planning process and, following approval, implement monitor and review a School Plan which is consistent with the University's Strategic Plan; Annual Operating Statement; and Policy Statements, and which is based upon sound market research and planning.
- Developing an international and increasingly globalised Business School within the context of the University's internationalisation strategy.

- Contributing to the growth and diversification of our student community including: widening access, international and RUK student recruitment, partnerships development, transnational education, blended learning, CPD delivery and income generation.
- To identify priorities for strategic investment and meet the educational and research needs of business, charities, industry and public services so as to develop additional income streams for the Faculty and the University.

People Management

- To lead, manage and ensure the development of all staff of the School, including the determination of arrangements for, and monitoring of, staff development and performance review.
- To advise the Vice-Chancellor on the appointment of Heads of Department and Associate Deans and ensure the effective induction of Heads of Department and Associate Deans.
- To oversee the development of effective mechanisms for the assignment of equitable staff workloads.
- To be responsible for the effective co-ordination and management of the School's support infrastructure, including administrative and technical staff, ensuring that it works in an efficient and effective way in partnership with central professional services.
- Recruiting, retaining and developing the highest quality staff – academic and professional – to ensure delivery of the School's and University's strategy.
- Building an inclusive School which is attractive to potential staff and students and which demonstrates a tangible commitment to principles of equality, diversity and inclusion.
- To identify staffing needs in the Faculty and ensure that resources are realigned to meet the needs of Faculty Plans prior to seeking approval to fill posts.

Governance

- To ensure that the activities of the School are undertaken in accordance with the governance, policy and regulatory frameworks of the University.
- To represent the School as a member of Senate, Court and Convocation
- To represent the School as a member of the University Executive Board and other Committees, Working Parties and Groups of the University as required.

Marketing and Communications

- To represent and promote the interests of the School within the University and in external arenas both nationally and internationally.
- To develop effective internal and external mechanisms which ensure the provision of effective channels of communication for staff, students and other stakeholders appropriate to an open, consultative institution.

Physical Resource Management

- To manage the physical assets of the School, including space allocation.
- To be involved in the management of capital projects in the School.

Health and Safety

- To ensure, at the level of the Faculty, the health and safety of staff, students and visitors in accordance with University requirements.

General

- To produce management and other reports as required.
- To undertake any other activities assigned from time to time by the Vice-Chancellor or the Deputy Vice-Chancellor and Provost.
- In undertaking these responsibilities the Dean will clearly be able to delegate specific functions, but not accountability for them, to other individuals.



PERSON SPECIFICATION

Candidates for the role will be expected to demonstrate evidence of the following knowledge, skills, and attributes:

Essential

- Academic and/or professional qualifications and relevant experience, which reflect the senior nature of the appointment;
- Proven experience of leadership and management appropriate to a higher education environment;
- Ability to lead, motivate and manage multi-skilled staff groups and to successfully build effective teams and networks;
- The ability to motivate others in an entirely collaborative and inspirational manner;
- A track record of entrepreneurialism, as well as embedding innovation throughout all aspects of the School;
- Ability to contribute fully to management and development of the University including an awareness and understanding of key factors currently affecting higher education;
- A strong track record of achievement in a discipline appropriate to the work of the School;
- Excellent interpersonal skills and experience of communicating effectively with a wide variety of stakeholders;
- The ability to advocate and win buy-in from members of the academic community both within the School and across the University;
- A strong network of relationships at senior level in the international community;

- A track record of delivery in growing internationally attractive teaching programmes, developing industrial and international collaborations;
- An open, inclusive and approachable style of management.
- Excellent verbal and written communication skills, including negotiation skills, presentation skills, and report writing;
- Strong budget management skills;
- Ability to manage and develop staff both individually and in teams, including managing performance. Ability to ensure that all staff are performing optimally to meet their department's, Faculty's and University's objectives;
- Ability to manage a complex set of resources;
- Experience of working effectively with external agencies, as appropriate to the work of the Faculty;
- Skilled at engaging a range of internal and external stakeholders to work together to tackle problems and identify and deliver effective solutions;
- Experience of winning support for and successfully managing externally funded activities;
- Effective at leading and managing change and creating a culture of positive, highly performing, effective teams;
- Ability to command respect. This will be a combination of a personal academic record of significant achievements, relevant experience at a senior level inside higher education and knowledge of the Faculty.

Desirable

- Experience of leadership and management within a higher education context which has involved successful interaction with other disciplines;
- A range of experiences gained through internal and external activities in higher education which raise awareness and understanding of cross institutional and external issues, especially development and quality issues;



TERMS OF APPOINTMENT

Competitive salary

The appointment of the Dean will be up to five years in the first instance. The post-holder will take a permanent role at the University.

Hours: This is a full time post. The nature of the post is such that the postholder will be expected to work flexibly and for such reasonable hours as are necessary in order to fulfil the duties and responsibilities of the post.

Leave: 26 days per annum plus five University days taken in conjunction with Bank Holidays

Flexibility: Please note that given the need for flexibility in order to meet the changing requirements, the duties of this post and the role of the postholder may be changed after consultation with the Vice-Chancellor.

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to the University of Bath on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **KAVXB**.

Click on the **'apply'** button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on 26 September.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

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