

**Appointment of**  
**Dean, School of Business, Education**  
**and Law**

February 2025



# Contents

- 1 Letter from the Vice-Chancellor
- 2 About the University of Huddersfield
- 3 School of Business, Education & Law
- 4 Organisational Structure
- 5 The Role
- 6 Person Specification
- 7 How to Apply



Barbara  
Hepworth  
Building

University of  
**HUDDERSFIELD**  
Inspiring global professionals



# Letter from the Vice-Chancellor

Dear Applicant

Huddersfield is an amazing institution, taking its students on life-changing journeys and providing a working environment where our colleagues can achieve career success and personal accomplishment. Originally from Huddersfield and having graduated in Engineering here, I am proud to lead this institution. With the help of a committed and ambitious senior team we are transforming the University academically, financially and physically having set our ambitions on becoming a global university. I am looking for a Dean that shares our ambition and drive. If you are looking for a challenging and stimulating strategic role in an enthusiastic and engaging environment then this could well be the opportunity you are seeking.

Here at the University of Huddersfield we have a lot to be proud of including collaborative research with some of the top universities in the world. We are the first University to receive the Global Teaching Excellence Award and achieved the TEF Gold Award. We have transformed our academic workforce and are now ranked in the top 5 for the percentage of academic staff with a higher degree and have set the expectation that all academic staff have doctorates and publish at least at an international level. We take leadership seriously and now are the first organisation in the world where all members of the Senior Leadership Team are Chartered Managers. This commitment to transformational leadership is underpinning our drive towards becoming a global University with the aim of creating partnerships with 140 of the top 300 world-leading Universities. We have won numerous awards including University of the Year, Entrepreneurial University of the Year, Best University Workplace, the Queen's Award for Enterprise and three national honours in the form of Queen's Anniversary Prizes.

The new postholder will take over the School at a time of great change in the higher education sector. You will be the driving force behind the School's strategic direction, providing visionary leadership

with the intention of further enhancing the standing of the School both in the UK and internationally. Building on the existing reputation for excellence in teaching and research, your first-class leadership skills and capacity for fresh ideas will fuel new developments. The Dean will play an important role in leading a diverse staffing base ensuring they are enabled to give of their best in this changing world and in ensuring the long-term financial stability of the School.

You will also be part of a wider University leadership group and as such play a role in contributing to the long-term development of the University which is undergoing a significant transformation. Over the last 5 years the University has gone from strength to strength showing signs of performance improvement against key benchmarks.

We are a highly sustainable organisation and placed amongst the top 10 in the UK for financial sustainability, with no historic debt. As such we have been able to invest more than £150m over the last ten years in a top-class estate and facilities.

The University is a great place to work and our staff report they are proud to work here. We expect high performance from our colleagues and in return you can expect to work in a collaborative and engaging environment with an outstanding development support to all staff.

Yours sincerely  
Professor Bob Cryan CBE DL  
Vice-Chancellor

Yours sincerely



**Professor Bob Cryan CBE DL**  
Vice-Chancellor





# About the University of Huddersfield

**Here are some key facts that make the University of Huddersfield a great place to be.**

## **Great learning**

- We're in the top 20 in the UK for placement years in industry (HESA Student Record 2022/23).
- 100% of our undergraduate students have the opportunity to undertake professional work-related experience during their studies. This includes placements, industry standard projects and real-world case studies.\*
- The University of Huddersfield placed in the top quartile for assessment and feedback as well as learning and resources in the National Student Survey 2024.

*\* This applies to undergraduate courses of more than 12 months duration.*

## **Great teaching**

- The University of Huddersfield achieved a Gold Teaching Excellence rating in all three aspects of the TEF in September 2023, the only university in Yorkshire and the Humber and the North West to achieve this.
- In November 2023 our Apprenticeship provision was rated Outstanding by Ofsted.
- In November 2023 the Huddersfield Business School won the Business School of the Year category at the Times Higher Education Awards.

- In 2017, the University won the first Global Teaching Excellence Award recognising the University's commitment to world-class teaching and its success in developing students as independent learners and critical thinkers (Higher Education Academy).
- 23 of our colleagues have received National Teaching Fellowship awards since 2008, making us first in the country for these awards.
- Huddersfield was the first and is the only University where 100% of the permanent teaching staff are Fellows of the Higher Education Academy\*\*.
- Our staff rank in the top four in England for the proportion who hold doctorates, who have higher degrees, and hold teaching qualifications (HESA 2025).

*\*\* Permanent staff, after probation: some recently appointed colleagues will only obtain recognition in the months after their arrival in Huddersfield once they have started teaching; research.*

## **Great future**

- 95% of our undergraduate students go on to work and/or further study within fifteen months of graduating (HESA Graduate Outcomes 2021/22, UK domiciled, other activities excluded.)
- 97% of our postgraduate students go on to work and/or further study within fifteen months of graduating (HESA Graduate Outcomes 2021/22, UK domiciled, other activities excluded.)



# About the University of Huddersfield

## Research and innovation

- We've world-leading applied research groups in biomedical sciences, engineering and physical sciences, social sciences and arts and humanities. We have received prestigious Royal Anniversary Awards for our research in advanced manufacturing, railway engineering and music.

## Customer service

- Our Library was the first to gain the UK National Customer Service Excellence Award.

## Award-winning

- Business School of the Year (Times Higher Education 2023)
- Queen's Anniversary Prize (2021)
- Five-star University (QS awards 2020)
- Queen's Anniversary Prize (2019)
- Global Teaching Excellence Award (HEA 2017)
- Athena SWAN Bronze Award (2015, 2020)
- Queen's Anniversary Prize (2015)
- New University of the Year (Educate North 2015)
- University of the Year (Times Higher Education 2013)
- Queen's Award for Enterprise (International Trade 2013)
- Inspiring Leader (Guardian Education Awards 2013)
- Entrepreneurial University of the Year (Times Higher Education 2012)



# Strategy 2025

## Aims



## Values

We will work as a **team** to  
provide an **excellent** service to  
all of the **communities** we support.







# School of Business, Education & Law

**Our School is an exciting place in which to learn, research and teach. We provide an inspirational learning experience, underpinned by pioneering research, and delivered by innovative and creative professionals.**

The School of Business, Education and Law has over 150 staff and is structured into three Academic Departments:

- Huddersfield Business School
- The School of Education
- The Law School

We believe strongly in the quality of the support we offer to our students, employers and all our working partners which in turn has helped to establish a reputation for the quality and professionalism of our courses, our teaching, and our internationally recognised research.

Our students benefit from the practical emphasis of our teaching as well as our modern, industry-standard facilities, creating a professional environment in which to flourish.

We aim to provide the foundations for exciting and successful future careers through traditional placements, student-led Clinics and embedded employability initiatives, and we recently established the International Centre for Careers Development.

Our staff bring energy and enthusiasm to their work, offering expertise in their fields.

Their established links with industry and practice allow us to continually refresh and

update our teaching and research activities, keeping pace with an ever changing and increasingly technological world.

We believe in the importance of professional skills and accredited qualifications to help our students rapidly advance in their chosen careers; many of our courses are accredited by their respective professional body.

Our students learn and develop in a modern, professional environment. We offer a wide range of undergraduate, postgraduate, and executive education qualifications. All courses are designed to provide an inspirational and innovative learning experience. Postgraduate researchers are encouraged to undertake pioneering research with a practical emphasis and real-world application, inspiring the next generation of forward-thinking graduates.

We believe strongly in the quality of the support offered to students, employers, and partners. Our staff rank in the top four in England for the proportion who hold doctorates, who have higher degrees, and hold teaching qualifications (HESA 2025), meaning you can be assured of our expertise and high standards.

Our staff and students have an excellent track record of working in partnership with a wide range of organisations in private, public, and voluntary sectors and we welcome opportunities to work with organisations of all sizes, large and small. Businesses and organisations can benefit from working with us by utilising our research and consultancy services, gaining access to student talent, and drawing on our range of training and development opportunities.





# School of Business, Education & Law

**Our work aims to enrich lives, enhance organisations, and engage communities.**

We are extremely proud of our external accreditation, partnerships, and rankings. As a School, our mission is to deliver an inspirational and innovative learning experience and undertake pioneering research with a practical emphasis on real-world application.

## Recognition

**Gold:** The University of Huddersfield has been awarded a Gold rating, the highest accolade attainable, in all three aspects of the latest Teaching Excellence Framework (TEF 2023). We are the only University in the Yorkshire & Humber and North West regions to have this ranking.

**Top 300 in the World:** We are ranked 251-300 for 'Business and Economics' and 201-250 for 'Law' in the Times Higher Education (THE) World University Rankings 2025, and 251-300 for 'Education and Training' in the QS World University Rankings 2024.

**Outstanding:** In November 2023, our Apprenticeship Provision was graded as 'Outstanding' – the highest possible grade that Ofsted can award, and our ITE Provision was graded 'Good'.

**#1:** We were named 'Business School of the Year 2023' at the prestigious Times Higher Education (THE) Awards in December 2023.

## Key Facts

**International:** The School has around 6,000 students from around 100 countries, including from the UK, China, Hong Kong, India, and Middle East.

**Rich Heritage:** We've been training teachers since 1947 and launched the UK's first degree in marketing in 1967.

## Accreditations

We became an accredited member of **AACSB International** – the Association to Advance Collegiate Schools of Business, in February 2023.

In January 2022, we were awarded the **Small Business Charter**, leading to delivery of the Government's Help to Grow training for SMEs.

We were awarded the **Athena SWAN Bronze Award** in May 2020 in recognition of our commitment to progressing equality



# School of Business, Education & Law

## Innovation

We combine a broad base of academic research excellence with skills, expertise, and experience in developing innovative work and engaging in knowledge exchange activity. We produce research that not only makes valuable contributions to key academic debates and policy development, but also has real impact in ways that improve the world we live in, and which makes a real difference to people's lives.

With a supportive and stimulating research environment fostering a strong track record for academic research, and the University's ambitious targets for research quality underpinning the drive to publish research through prestigious media, we were placed 40th and 76th overall (for outputs, impact and environment combined) and 29th and 37th for Research Power (Times Higher Education) for 'Education' and 'Business and Management' respectively, in the 2021 Research Excellence Framework, which demonstrates the high number of academics producing internationally excellent research.

With a wide network of contacts in businesses and other organisations locally, nationally, and globally we engage through avenues including collaborative research, training, and knowledge exchange schemes, and as a key partner in both the Kirklees and Wakefield Top 100 initiatives, which celebrates the success of companies and organisations regionally.

## International

As an internationally renowned School we are building strategic research relationships with other world-class academic institutions, fostering an environment that encourages and rewards researchers to build new collaborations that further our work and increase our international impact. We work with partners to deliver collaborative research and teaching, including at our international partner institutions and through several Knowledge Transfer Partnerships.

We provide an excellent international student experience to a truly global student community. Enhancing the employability and intercultural awareness of all our students is core to what we do. The new University of Huddersfield – London campus will open in September 2025 in partnership with Study Group and will offer Master's courses in a range of subjects including Management, International Business, Computing and Marketing.

Our dedicated global employability initiatives, as well as the opportunities we provide for our students to experience today's global world of business and education, ensure that our students are well on their way to becoming global professionals when they graduate.

We're growing our international alumni network to ensure that being part of the School of Business, Education and Law community is an ongoing partnership, which continues to benefit our graduates long after their time spent studying with us.





# School of Business, Education & Law

## Inspiring

We offer a vibrant and dynamic teaching and learning environment with everything on hand to help students to develop and achieve their full potential across a range of disciplines – from business management, law, and accounting, through to logistics, marketing, and initial training for professionals in early years and for teachers, lecturers, and trainers across all age phases.

Most of our teaching takes place at our attractive Queensgate campus, supported by some online delivery, although we have a number of distance-learning courses too. Our attractive buildings (including the Charles Sikes Building, Richard Steinitz Building and the contemporary Oastler Building) are well equipped to provide a great environment for learning and we have a great mix of spaces from specialist teaching rooms (such as the Trading Room, Mock Law Courtroom and Early Years and Primary Classrooms), social areas, quiet work areas, collaborative work areas to a student common room.

Excellence in teaching, learning and student support is evidenced by consistently high rankings in external measures of student

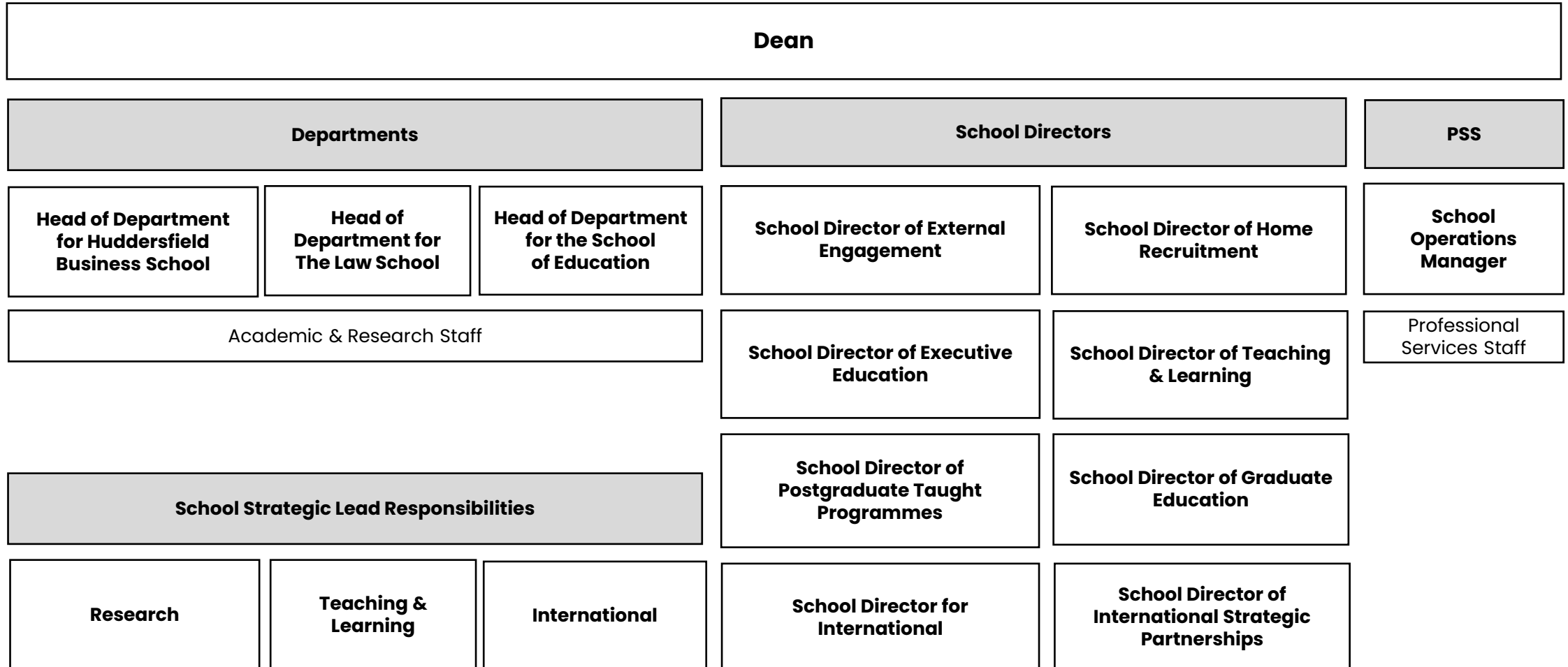
satisfaction, student achievement, and employability, as well as the validation, ongoing approval, and accreditation of courses by a range of professional and regulatory bodies. We are also proud to have a number of National Teaching Fellows based in the School.

We are committed to ensuring that students develop as global professionals ready for the world of work, which culminated in the University's Global Professional Award (GPA), a ground-breaking, innovative employability and enterprise programme that adopts a holistic approach to student development, winning the Diversity, Equality and Inclusion award at the Educate North Awards 2024.

Our Legal Advice Clinic, and bespoke employability modules ASPIRE (for undergraduate students) and The Global Professional (for postgraduate taught students) are designed to nurture academic, personal and professional skills, with students also engaging in practical placements in the workplace. We are excited to be launching a new Business Clinic in 25/26 to provide further opportunities for our students to gain valuable experience working alongside local organisations.



# Organisational structure







# The role

## Job description

The post of Dean of School reports to the Vice-Chancellor and its main objectives are:

- To provide academic and strategic leadership of the school, ensuring the growth, development and achievement of the school strategy and business plans.
- To be responsible for the effective operational leadership of the school.
- To contribute to the strategic development and effective operation of the University.

## Main duties and responsibilities

- Be responsible for the transformational strategic development, structure, facilities, and resources of the school, including both major capital projects and resources accessed collaboratively outside the University, ensuring effective operation of the school in the context of the delivery of the current University Strategy Map.
- Driven by market demands and in line with overall institutional strategy, set student number targets for the school and devise

and implement recruitment and retention strategies to meet those targets, ensuring the school model is developed to enhance competitive standing and the development of leading-edge solutions.

- Be accountable for academic development across the school; ensuring quality of the education provision, including that offered through external partnerships and ensuring student experience is aligned to the University teaching and learning strategy.
- Ensure the teaching and learning programmes are underpinned by a relevant programme of research and scholarly activity of the staff.
- Be accountable for the research profile and outputs of the school, ensuring they are raised and further developed exploiting research, commercial, innovation and knowledge exchange opportunities across relevant sectors and development activity aligned to the University Research, Knowledge Exchange, and Public Engagement Strategies.

# The role

- Ensure the School creates and develops national and international partnerships across relevant sectors aligned to the University international strategy.
- Create an inclusive, communicative, and performance-focussed management culture, encouraging staff engagement and motivation to deliver in order for students and staff to progress and achieve within a stimulating, creative and safe environment.
- Ensure excellent staff management and the highest standards of professional performance on the part of all staff are established and maintained through a process of evaluation, appraisal, and staff development.
- Be responsible for the development, implementation, and evaluation of the school's annual strategic and financial plan.
- Be accountable for the financial probity and sustainability of the School, including but not limited to responsibility for complex capital planning and projects.
- Maintain an effective external profile and promote the school through links with external bodies, nationally and internationally, securing good relationships with professional bodies and accrediting agencies.
- Maintain an appropriate personal profile of research and scholarship and teaching and participate in the academic activities of the school.
- Take a lead in developing links and collaborations with other schools.
- As part of the University Senior Leadership Team and through membership of University Committees, contribute to the strategic and business planning of the University.
- Ensure the implementation of the University's health and safety policy and regulations within the school.
- Ensure compliance with all University policies and procedures within those areas under your remit.
- Undertake any such duties as may be directed by or in agreement with the Vice-Chancellor.





# Person specification

## Qualifications

- Strong academic track record, as evidenced by a good first degree and a PhD and/or other equivalent postgraduate qualification.
- Postgraduate Certificate in HE.
- Fellowship of Higher Education Academy or willingness to become a fellow during first year.
- Professional body membership.
- Ability to meet the University professorial criteria (attached).

## Experience

- Detailed understanding of relevant legislation and developments underpinning higher education, its management and organisation.
- Experience of strategic management in HE in a discipline relevant to the development of the School.
- Established record of research and scholarship.
- Track-record as an effective and innovative teacher.
- Successful track-record of management of staff, effective planning, academic course development and budget management.
- Evidence of successfully managing a significant and complex budget.
- Evidence of outstanding contribution and sustained output of high-quality peer-reviewed research publications or other recognised forms of output demonstrating high impact.
- Successful record of attracting external funding and building external partnerships.
- Membership of major national committee(s).
- External examiner of major undergraduate or postgraduate programmes.

## Knowledge and understanding

- In-depth knowledge of UK university system including quality systems, funding systems and research agencies.
- High levels of expertise in one or more subject areas covered by the School.

## Skills/Abilities

- Ability to devise, plan, develop and organise curriculum policy and secure its implementation.
- Ability to develop and implement systems and procedures to secure high standards of teaching and learning.
- Ability to initiate and manage research and scholarship.
- Ability to negotiate effectively with strategic partners in the public sector.
- Ability to effectively market the educational provision within the School.
- Ability to lead and inspire staff.
- Effective oral and written communication skills to be able to work effectively with a range of audiences using appropriate negotiation, presentation, interpersonal and decision-making skills.
- Effective numeracy skills and a level of IT literacy that will enable the effective preparation of financial and other strategic plans.
- Effective organisational and administrative skills necessary to obtain, develop and effectively manage the personnel, financial and physical resources of the School.
- Ability to lead and effect change at a senior level and to take a strategic and innovative view on issues.
- A personal credibility in one or more of the relevant professional and academic disciplines.
- The skill to maintain a highly visible profile comfortable both with networking inside and outside the university at regional, national and international levels.



# How to apply

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

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **IBLNC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Friday 14 March 2025**.

\* 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.

## **Remuneration**

The salary is negotiable commensurate with experience.

## **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.

## **Due diligence**

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



