

**Appointment of**  
**Dean, School of Human and Health**  
**Sciences**

February 2025



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# 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 4 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 Human and Health Sciences

**The University of Huddersfield has recently been awarded an outstanding Gold rating, the highest accolade attainable, in the latest Teaching Excellence Framework (TEF 2023). The apprenticeship provision at the University of Huddersfield has also recently been graded as Outstanding. This is the highest possible grade that Ofsted can award.**

The School of Human and Health Sciences is one of five academic schools within the University of Huddersfield. The School has a long tradition of providing high-quality education and research, and prides itself on the quality of its teaching, facilities, research and its partnerships with a wide range of regional, national and international stakeholders. Our high-quality education is endorsed by our external examiners and professional, statutory and regulatory bodies.

The University has invested heavily in the future of the School and in September 2024 the Daphne Steele Building (named in honour of the first black matron in the NHS), a £75m development, was opened. This is the anchor building of our National Health Innovation Campus and the second building is currently under construction. This will include the first community diagnostic centre in the UK to be based on a university site. An exciting opportunity for the new Dean is to shape the National Health Innovation Campus and lead on the development of innovative products and services for future healthcare.

Our facilities include dedicated information technology, brand new psychology and exercise science labs, a fully functioning Podiatry Clinic, as well as a range of purpose built clinical/practice simulation environments, including operating theatres and critical care wards, enabling the provision of highly realistic practical learning opportunities to prepare students for their post-graduation roles.

Public facing services include:

- Our established Podiatry Clinic.
- Get Set Goal, a wellbeing service delivered by healthcare students.
- A community dental clinic.
- Potential for rehabilitation clinics using our plinth labs.
- A gait clinic on the ground floor.
- A large cafe open to staff, students and the public.

Specialist teaching facilities include:

- An immersive simulation room; a community house to replicate home care scenarios; a replica ambulance.
- A replica operating theatre including anaesthetic and recovery rooms.
- Multiple simulation rooms for Paediatrics, Midwifery and Nursing to be taught and practised in a safe environment.
- Gait analysis space, physio labs, manual handling classroom and a sensory classroom.





# School of Human and Health Sciences

## The aims of the School are to:

- Deliver inspirational courses that enable all students to fulfil their potential, equipping them with knowledge and skills for employability and life-long learning.
- Undertake world-leading, multi-disciplinary research which positively contributes to and impacts on individuals, communities and society.
- Provide a stimulating and supportive environment in which to learn and work.

These aims are achieved through outstanding student-centred teaching and learning, excellent academic, professional services and technical staff, state-of-the-art facilities, and strong external partnerships and collaborations.

We have three departments with approximately 3,400 undergraduate students, 1,000 postgraduate taught students and 750 apprentice learners:

- Department of Allied Health Professions, Sports and Exercise Science
- Department of Nursing
- Department of Social and Psychological Sciences

There are currently approximately over 250 staff, of whom 16 are on specialist research-only contracts and about 20 provide professional and technical support.

We have extensive and strong collaborative relationships with partners from health, education, criminal justice, defence, social work, social care and other universities. Partners include local and regional NHS Trusts, local authorities, social enterprises, local, national and international voluntary sector organisations, professional bodies, and service users and carers. International partners include Universities in Australia, New Zealand, the United States, Pakistan, China, Denmark, Spain and the Caribbean.





### **Teaching Excellence**

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 bodies and organisations.

Many members of the School's academic staff are recognised as national and international experts and their cutting-edge research directly informs teaching. They contribute to ongoing developments in their field through: research; publication; practice, consultancy and advisory work; membership of journal editorial boards; and positions of esteem on national and international committees.

All teaching staff have or are working towards a teaching qualification or Fellowship of Advance-HE and we are also proud to have a number of National Teaching Fellows in the School.

### **Innovative Research**

All of our research seeks to have direct relevance to aspects of policy and practice, to address real-world issues and problems, and to improve the understanding of, and responses to challenges faced by individuals, families, groups and society. Having such a wide range of research expertise across a broad range of disciplines enables complex challenges to be addressed in a holistic and interdisciplinary way.

Building on our success in REF2014, the School made strong submissions to REF2021 across four Units of Assessment (Allied Health, Social Work and Social Policy, Psychology, and Sport and Exercise Sciences, Leisure and Tourism, with our first ever return to the latter).

### **International**

We have a number of existing international collaborations that align with and support key research themes. Several of these collaborations have resulted in, and continue to flow from, successful externally funded international research projects. Our external engagement activity is extensive, and we continue to maintain links and develop new positive relationships with NHS and other key stakeholders. The School appears in both the Times Higher Education and QS subject rankings, with encouraging performance in particular for both Nursing and Psychology.

More information about the School can be found at:

<https://www.hud.ac.uk/about/schools/>



## Mental Health Development Fund

As part of the School's ambition to address community health issues, and as part of the wider development of the National Health Innovation Campus (NHIC), which forms a cornerstone of University's strategy, we have been successful in securing a development award through the Mental Health Research Groups (MHRGs) programme, funded by the National Institute for Health and Care Research (NIHR).

The NIHR MHRGs are collaborations between HEIs who share an ambition to address local applied mental health research needs.

Led by Professor Mike Doyle and Professor Ann-Louise Caress, the School's NIHR Mental Health Development Award is c£150K of funding between April 2024 and March 2025. This positions the School to submit a competitive bid, in May 2025, for a full NIHR Mental Health Research Group (MHRG) award of £11M over 5 years, in collaboration with the University of Liverpool, SWYPT (including Creative Minds) and The Debs Effect.

Our clinical and wellbeing services are growing significantly with a focus on the development of student-led clinics and the provision of collaborative services with clinical partners.

Since its launch, Get Set Goal: the student-led goals-based wellbeing service, has provided over 1,000 health checks at over 70 venues in and around West Yorkshire. We have undertaken more than 120 one-one wellbeing coaching sessions and over 40 workshops. The HWA Team also have the following collaborative clinical and wellbeing services:

- Pre-parenting workshops with Locala and our student midwives.
- Advanced Clinical Practice (ACP) clinics with the University Health Centre.
- Restart a Heart with Yorkshire Ambulance Service in schools and communities.
- Supporting Kirklees Year of Music.

More information can be found here:

[Health & Wellbeing Academy - University of Huddersfield](#)

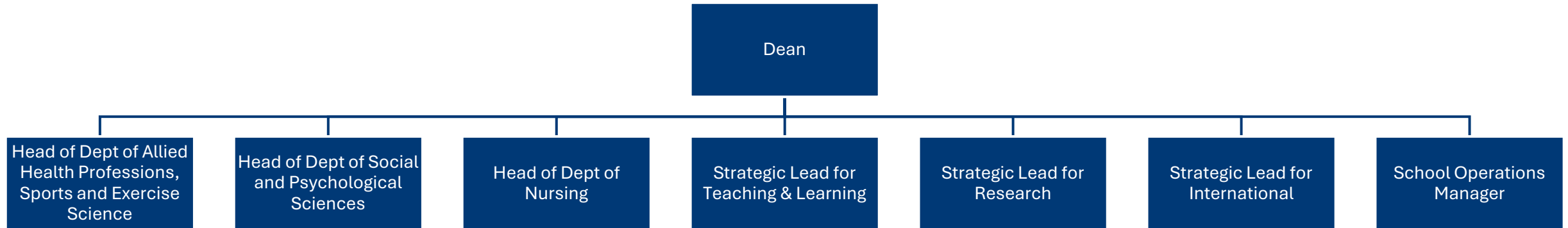
## Health and Wellbeing Academy

The Health and Wellbeing Academy (HWA) is part of the School of Human and Health Sciences and officially launched in June 2022. The HWA aspires to be an international centre of excellence dedicated to improving the health and wellbeing of communities through educational innovation and collaboration. We provide, co-create, and implement knowledge that results in real public benefit and have a strong commitment to place and the notion of the University's civic responsibility.



# Organisational structure

## School of Human & Health Sciences







# 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 **IBLND**.

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.

