

PERSON SPECIFICATION
Dean for Colleges
Vacancy Ref: 0614-24

Criteria	Essential/Desirable	Evidenced: Application/Interview/Supporting documentation
Demonstrate a commitment to, an understanding of, and a vision for Colleges within the University environment.	Essential	Application/Interview
A proven track record of delivery in a senior management role as evidenced by the successful completion of complex and challenging projects to further a strategic agenda.	Essential	Application/Interview
Credibility as a senior leader with diverse stakeholders, including academic staff, professional services staff; students, parents, alumni, and community leaders.	Essential	Application/Interview
Strong understanding of drivers for and influences on effective student engagement, satisfaction and personal development.	Essential	Application/Interview
Excellent interpersonal, communication and leadership skills, with demonstrable ability to manage and influence competing interests amongst a diverse range of stakeholders	Essential	Application/Interview
A strong understanding of strategies to support inclusive practices in a diverse student community	Essential	Application/Interview/Supporting documentation
Drive, resilience and the ability to operate decisively and problem solve at times of pressure	Essential	Application/Interview
A strong understanding of key risks and compliance issues to be considered in a pastoral and accommodation setting	Essential	Application/Interview/Supporting documentation
Ability to represent the University at a range of events and deputise for the Vice-Chancellor as required	Essential	Application/Interview
Strong alignment with the University's values as evidenced through leadership behaviours and strategies.	Essential	Application/Interview

- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by either competency based interview questions, tests or presentation etc.