

a top 10 university

Celebrating
50
years

Lancaster
University



Position

Dean of the Faculty

Faculty

Management School

Closing date

11 March 2015

Reference

A1173



Lancaster University - ensuring equality of opportunity and celebrating diversity.

The University

Lancaster University is firmly established as one of the UK's top universities, recognised as a world player in research, and teaching. We are in the top 1% of universities globally, and rose to 131st place in the most recent Times Higher Education World University Rankings. The growing reputation of Lancaster is also reflected by high rankings year-on-year in each of the UK's major university league tables - The Guardian (10th), The Times/Sunday Times (12th), and The Complete University Guide (11th).

Over a sustained period the University has performed strongly in UK research ranking exercises. In the 2014 Research Excellence Framework (REF), 83% of its research was rated as world leading (35%) or internationally excellent (48%).

The University has a strong commitment to business engagement, with extensive involvement in collaborative research, consultancy, economic regeneration and training and has helped to create more than 4000 new jobs.

The University provides excellent facilities for its 12,000 students and 3,000 staff, having invested £450 million into its campus since 2002, creating new academic facilities, student social facilities and improved teaching space. Lancaster has award-winning eco-residences, having opened a £10 million Centre for the Creative Arts in 2010 and summer 2011 saw the opening of a brand new £20 million Sports Centre. Lancaster University is situated in a pleasant parkland campus with easy bike, bus or car transport to the town. Lancaster itself offers an excellent school, family environment and work/life balance.

Lancaster is establishing a global presence through partnerships and currently has around 4000 students registered at our overseas strategic partnerships in India, Pakistan, Malaysia and Ghana.

Strategy and Vision

The University has recently published an ambitious strategy for 2020. Our vision is to become a university that is globally significant – a leader in higher education that provides the highest quality research and teaching, and engages locally and internationally on the issues and debates of the day and future. Driven by research, and stimulating learning, the globally significant university informs and changes practice and thinking worldwide.

To find out more about the University please visit:

www.lancaster.ac.uk



The Management School

Lancaster University Management School (LUMS) combines the passion for knowledge and ideas you would expect of one of the UK's top research-led business schools. With a deeply embedded and distinctive collegial culture we have created a supportive and vibrant academic community that values diversity and multidisciplinary. These qualities have been recognised as unique strengths by accrediting bodies and contributed to LUMS being named as the inaugural winner of the Times Higher Education (THE) Business School of the Year Award.

The School has enjoyed a period of sustained growth and development and is a leading, triple-accredited Business and Management School ranked in the UK's top ten, and amongst the world's top 100. As a full spectrum School we have demonstrated excellence and are highly ranked across all of the following major activities: MBA, Masters, Undergraduate, PhD, Research, and Business Engagement.

The January 2015 Financial Times World Global MBA Ranking placed the Lancaster full-time MBA 50th in the world, 9th in the UK and 18th in Europe. It also ranks the programme 1st in the world for the teaching of Corporate Strategy. Other key rankings include 35th in the FT Global Masters in Finance, 1st for Marketing and 7th for Business in the Complete University Guide, and 3rd for Accounting and Finance in the Times/Sunday Times. The School also has excellent student satisfaction and employability records.

Research excellence is at the heart of LUMS' success; it is a collegial, multidisciplinary and innovative research intensive school. We aspire to be world-leading in all our research activities by developing, recruiting and retaining world-leading researchers. We embed research into every aspect of our activities and, through this, achieve significant impact for all our stakeholders. LUMS performed very strongly in the 2014 Research Excellence Framework (REF). Of 101 UK business and management schools, LUMS is ranked 1st for 'research power' – a measure of both the quality and quantity of the research submitted - and 1st for the number of research active staff, showing LUMS to be the leading research-intensive school in the UK. It was also ranked equal 1st, with a maximum possible score of 100%, for the overall quality of its research environment. It was ranked 11th on 'grade point average' – a measure of the average quality of research submitted. A 'table of tables' constructed by the Association of Business Schools by combining rankings on a number of measures emanating from the REF ranks LUMS 4th.

LUMS prides itself on its engagement with business and the community. This activity is embedded across all of our departments. In particular, we have more than 20 years' experience in working with SMEs to help them innovate and grow. Our award winning LEAD programme has supported more than 3,000 SME owners creating over 10,000 jobs. On a national level, through the Institute for Entrepreneurship and Enterprise Development, the University has led a £32 million government funded project aimed at promoting growth in UK regional cities. Recently we have expanded our engagement activities internationally. For example, LUMS is involved in the Lancaster China Catalyst Project, which aims to foster collaboration between UK and Chinese companies. Our growing reputation for engagement has resulted in Lancaster becoming one of only three UK universities to gain the Small Business Charter Gold Award in recognition of the role it has played in developing British enterprise.



LUMS Mission and Vision

Our mission is to publish world leading research that impacts on society, and contributes to the excellence of our programmes and to our engagement with students, partners, clients and stakeholders.

Our vision is for Lancaster University Management School to be recognised as a leading global management school through:

- The excellence and impact of our disciplinary and multidisciplinary research
- The transformational nature of our teaching and the student experience
- The sustainable impact of our partnerships, networks and our engagement activities
- Our collegial, academic and ethnically diverse culture

Departments and their Heads

Accounting & Finance

Professor Steve Young
www.lancaster.ac.uk/lums/accounting-and-finance/

Economics

Professor Ivan Paya
www.lancaster.ac.uk/lums/economics/

Entrepreneurship & Enterprise Development (IEED)

Dr Qihai Huang
www.lancaster.ac.uk/lums/ieed/

Lancaster Leadership Centre

Dr Steve Kempster
www.lancaster.ac.uk/lums/lancaster-leadership-centre/

Management Learning & Leadership

Professor David Collinson
www.lancaster.ac.uk/lums/dmll/

Management Science

Professor Matthias Ehrgott
www.lancaster.ac.uk/lums/management-science/

Marketing

Professor Maria Piacentini
www.lancaster.ac.uk/lums/marketing/

Organisation, Work & Technology

Professor Theo Vurdubakis
www.lancaster.ac.uk/lums/owt/

To find out more about the School please visit:

www.lancaster.ac.uk/lums/



The Role

Faculty Deans are members of the University senior management team with a shared responsibility for promoting and achieving the University's goals as set out in its Strategic Plan.

Within the School, the Dean of LUMS is responsible for the development and implementation of a strategy and vision that support the aims and ambitions of the University. The role will involve maintaining the existing strong upward trajectory of LUMS across all dimensions of its activity.

The Dean:

- provides academic leadership, to encourage excellence in teaching, the student experience, research and engagement
- oversees the resourcing of the School including through interaction with internal university and external providers of resources
- ensures the careful management of the resources and staff of the School
- promotes the development of staff and the culture of the School
- represents the School to the University
- represents the School and University externally, both nationally and internationally at senior levels including with accreditation bodies, government agencies, business school associations, etc.
- enhances the reputation of the School and the University through the development of a strong external profile

Deans have a key senior executive role, but it is expected that as part of the role you will continue to pursue an internationally leading research career. They report directly to the Vice-Chancellor, who will hold them accountable for this role.

Role Criteria

Strategic vision

The ability to lead the development of the strategic vision for LUMS in line with Lancaster's Strategic Plan.

Academic credibility

A personal record of academic distinction and achievement in areas related to business and management as evidenced by peer recognition in the international community, sufficient to gain the confidence of academic colleagues.

Experience

Recent experience of a senior role within the Business and Management sector of Higher Education, demonstrating a full understanding of the international environment and trends/developments facing the sector and HE more generally. The role holder will be expected to maintain LUMS on its current high upwards trajectory. Experience should be at a suitably senior level in order to demonstrate significant achievement in role and/or potential. Should also be able to lead on a major philanthropic campaign on behalf of the School.

Financial Management

Experience of large scale budget management and financial control.

Management

A proven track record of delivery in a senior academic management post. This could be evidenced by the successful completion of complex and challenging projects in furtherance of a strategic agenda.

Personal attributes

- Excellent interpersonal and leadership skills including the ability to motivate, influence and inspire teams and individuals.
- Drive, resilience and creativity and the ability to problem solve and navigate obstacles.



Terms and Conditions of Service

Pay

The role attracts a highly competitive starting salary. Further salary progression and enhancements will also be achievable, based on a combination of performance in role and regular salary benchmarking.

Pension

This role offers the role holder the opportunity to join the University Superannuation Scheme (USS).

Relocation

For those relocating nationally or internationally a generous relocation package is available.

Flexible Benefits

All staff are eligible to participate in the University's sector leading flexible benefits scheme. The scheme provides staff with the opportunity to purchase benefits at discounted rates and also to take advantage of tax and national insurance savings on the benefits chosen.

The benefits include: child care salary sacrifice child care vouchers, bicycle to work scheme, travel season tickets, payroll giving, dental insurance, healthcare cash plan, sports centre membership, vocational training courses, professional bodies' membership fees and discounted retail vouchers.

Appointment Process

Applications should be made on-line at:

<https://hr-jobs.lancs.ac.uk/Vacancy.aspx?ref=A1173>

Closing date for receipt of applications: Wednesday 11 March 2015.

Shortlisted candidates will be invited to visit the University to meet a range of senior staff on Monday 23 March 2015.

Formal interviews will take place on Wednesday 15 April 2015.

The final appointment will be made subject to satisfactory references.

Further information can be found via these links:

www.lancaster.ac.uk

www.lancaster.ac.uk/lums

www.lancaster.ac.uk/strategic-plan



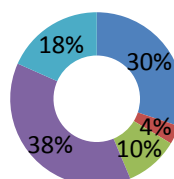
Key Data and Information

LUMS Students 2014/15	Postgraduate Research	Postgraduate Taught	Undergraduate	Total
UK/EU	86	270	1970	2326 (55%)
Overseas	122	563	1256	1941 (45%)
Total	208 (5%)	833 (19%)	3226 (76%)	4267

LUMS Staff (Headcount)	Jan-15
Academic	239 (UK51%)
Support and Professional	125
Honorary/Visiting	119
Total	483

LUMS Academic Faculty

- Professor
- Reader
- Senior Lecturer
- Lecturer
- Teaching Staff



Quick Facts

150 countries LUMS is a truly international community with students and staff from over 150 countries

30,000 alumni LUMS has an alumni network of over 30,000 alumni around the globe

95% employment 95% of LUMS graduates go into work or further study within 6 months of graduating

2000 students overseas More than 2000 students gain a business and management degree at the University's international teaching partnerships

40 global partners LUMS has additional partnerships with over 40 business schools in more than 30 countries

600 projects In 2013 over 600 students were involved in consultancy style company projects

