

a top 10 university



Position **Dean of the Faculty of Health and Medicine**

Division **Faculty of Health and Medicine**

Closing date **8th February 2018**

Reference **A2173**



A Warm Welcome

Lancaster University is one of the UK's top universities, ranked well inside the top 10 across all major tables, and is currently University of the Year in the Times and Sunday Times Good University Guide.

Competition for undergraduate places is the highest it has ever been, and Lancaster graduates are performing well in an increasingly competitive job market.

The University places great emphasis on an excellent student experience and students work with academics who are experts in their field. We provide an environment that is conducive to learning for a culturally and ethnically diverse student population, on a friendly campus that is part of one of the safest cities in the UK. Since 2003 the University has invested over £450M to transform the campus for students and boost research and teaching facilities.

Lancaster University has an international outlook, but also a strong commitment to engage with the regional agenda and works closely with its partners across the North West.

Staff and students from over one hundred countries make up a thriving community based around nine Colleges, four Faculties and a range of Professional Service functions. Lancaster's community extends far beyond the campus with research, teaching and student/staff exchange partnerships, with leading universities and institutions in 24 countries around the world. Our current overseas teaching partnerships and established campuses are in China, Ghana and Malaysia where we work in partnership. We have also recently launched a project to create an innovative new UK partnership, based in Manchester, which includes partners such as the Man United Class of 92, Microsoft and Trafford Council (www.ua92.ac.uk).

Following the University's golden anniversary in 2014, we continue to celebrate the inspiring work of our academic community and extend the opportunities that Higher Education brings to students from all backgrounds.



About The University

Lancaster University is an international leader in the provision of inspiring teaching and research; this reputation is reflected by its ranking in the UK top 10 in all three major UK rankings (Times/Sunday Times, Guardian, and the Complete University Guide). The University has been awarded the 'University of the Year' award 2018 by the Times and The Sunday Times. The University is also ranked 1st in the North West, Best Campus University, and 150th in the Times Higher Education World University Ranking 2018.

Lancaster University has been awarded the highest possible ranking (Gold) in the UK government's Teaching Excellence Framework (TEF) ratings, which aim to recognise and reward excellence in teaching and learning in UK institutions. The TEF Gold rating is based on high-quality teaching, excellent teaching facilities, and the career opportunities provided to graduates.

The University's research has also been rated as world-leading in the 2014 Research Excellence Framework (REF), which assesses the quality and impact of research submitted by UK universities across all subjects.

Lancaster was ranked 13th for percentage of world-leading research out of the 128 institutions listed.

Lancaster University is also proud to be a member of the N8 Group, a research partnership of the eight most research-intensive universities in the North of England.

A major strength of Lancaster University is its thriving ecosystem of interdisciplinary research. This collaborative approach is fostered by its mixture of formal and informal structures - including Institutes and University Research Centres - bringing together experts from different disciplines to address regional, national, and global challenges.

The University comprises of circa 14,000 students and around 3,600 staff. Lancaster is one of only a handful of universities with a collegiate system which has helped to forge a strong sense of identity and loyalty, and continues to be a distinctive feature of student life. More than £450M has been invested into the Campus since 2003, creating new academic facilities, student social facilities, and improved teaching space.

Our campus has transformed over recent years due to a number of significant redevelopment projects, including the refurbishment of the library and multi-million pound investments in other facilities across the University.



University Strategic Plan

Our strategy 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.

Our strategy was developed in the first half of 2013. In the first half of 2017 we undertook a stocktaking exercise to examine progress to date and to take into account the rapidly changing environment universities are operating in. Founded on three priorities of equal importance, success across all three of these domains will be critical if we are to fully realise our strategic goals. In the rapidly changing context of UK higher education, the University community has identified that we now need to increase our engagement with third parties, enhance our reputation and to continue to grow in scale. We have reviewed and updated our objectives to reflect these factors, and new or revised objectives are highlighted against each of our three overarching priorities.

The priorities are:

- Research that changes practice and thinking
- Teaching that transforms people's lives and society
- To engage actively with students, businesses and our communities

Read our Strategic Plan that can be found at www.lancaster.ac.uk/about-us/strategic-plan



Our People

Lancaster's success depends on the talented, creative and committed people who work hard to make this University so special and distinctive.

Our vision for the future is to be a sustainable and academically excellent institution recognised as one of the leading universities in the world.

You will be joining a university which is amongst the best on any objective measure, but also modern, forward thinking, quick and nimble in adopting the latest developments in teaching and research.

Lancaster University is committed to attracting, developing and retaining the best staff, to attracting and celebrating diversity, and recognising how all staff contribute to and enhance the overall success of the University.

Our People Strategy 2020 clearly articulates that the core strength of our university is our people.

Further details on our People Strategy can be found at www.lancaster.ac.uk/hr/people-strategy



About Lancaster and the UK

The City of Lancaster has a long and diverse history, having gained its first charter in 1193. In the heart of the city centre lies a 12th-century castle – one of the best preserved in Great Britain – which dominates the hill above the River Lune.

Lancaster is small enough to explore on foot, but big enough to keep you entertained all day, and was recently ranked as one of the top ten most vibrant cities in the UK (the Experian Vibrancy Report), thanks to its established arts scene and student population. It offers excellent shopping, cinemas, theatres, and restaurants, with many well preserved older buildings. The area is also well served with state, private and church schools.

Lancaster's live music venues are home to regular guitar, electronic, folk, classical and jazz gigs. Fans of independent film and theatre have the choice of the city centre Dukes Theatre and Cinema, Grand Theatre, and Vue multiplex cinema, and the University's own Nuffield Theatre and LU Cinema. Venues also regularly play host to major comedy and theatrical tours too. With a number of galleries and museums located in the city, there is plenty for lovers of the arts to get their teeth into. The latest listings can be found through the Lancaster Arts City app.

Lancaster itself is situated in a delightful part of North West England. The rural landscape is superb, with the Lakeland fells in full view across the expanse of Morecambe Bay. The River Lune runs along the edge of the Forest of Bowland, an area of outstanding natural beauty, past many villages, into Lancaster and to the sea. There are two National Parks, the Lake District and the Yorkshire Dales, which are within a 30-minute drive. Lancaster is just over two hours by fast train to London and it is less than one hour to Manchester airport, which offers direct flights to most European capitals, the Middle East, and North America and the Far East.



Lancaster, and the local surrounding area, offers a unique combination of city, coast, and countryside. There is an excellent choice of accommodation in the 'travel to' area which stretches from the Lake District to Preston and east along the Lune valley, as well as Morecambe and Lancaster, offering a range of housing from city centre to rural environments. Housing is varied (from old townhouses to barn conversions and new builds) and is competitively priced, especially against similar properties in South East England.

The University offers a competitive relocation allowances for this role if the successful candidate is moving to the area to take up the role.

For further information about working and living in Lancaster please visit: www.lancaster.ac.uk/working-at-lancaster



Faculty of Health and Medicine (FHM)

Faculty of Health and Medicine (FHM)

Led by the Dean, the Faculty is committed to pursuing world-class research and education. Its strategic aim is to continue to build its reputation as a major international presence in the field of health medicine and life sciences, with a particular focus on population health challenges, developing the Faculty as a centre of excellence in health-related learning and teaching, and producing excellent research that is both interdisciplinary and translational, having practical applications for human and societal benefit. The Faculty brings together a unique blend of biomedical, medical, and social science researchers to tackle global challenges within health and medicine. The Faculty was proud to achieve an Athena Swan Bronze Award (operated by The Equality Challenge Unit) in 2012 and the Athena Swan Silver Award in 2014 in recognition of its good employment practice undertake to address gender equality in higher education and research.

It comprises three divisions:

- Lancaster Medical School, www.lancaster.ac.uk/lms/
- Health Research, www.lancaster.ac.uk/fhm/dhr/
- Biomedical and Life Sciences, www.lancaster.ac.uk/bls/

The Faculty is ranked 3rd in its field in the most recent Research Excellence Framework (2014) on the 'intensity weighted' score, equal 1st in 'research environment' and in the top 10 for 'research power'. Research is organised around five main themes: mental health; health information, computation and statistics; ageing; infectious disease transmission and biology; and social and economic inequality and health. Each theme addresses issues of national or international importance in health and biomedicine, reflects the multidisciplinary nature of the Faculty, and delivers research excellence.

Aligned with the University's strategic plan, the Faculty's 2017-22 priorities are to: develop the Faculty as a centre of excellence in learning and teaching; develop the quality and volume of research; develop effective engagement with key stakeholders; build its international presence; promote a culture within the Faculty that reflects the University's values and makes it a highly attractive place to work; and ensure that the necessary support is in place for achieving these ambitions.

Further information about the Faculty can be found online via: www.lancaster.ac.uk/fhm

Health Innovation Campus

Lancaster University acquired 35,000sqm of land immediately adjacent to the University's Bailrigg Campus for its Health Innovation Campus, due to be completed by September 2019. This £41 million investment for the first phase of the campus will focus on developing partnerships between businesses, public and third sector organisations, and community user groups. The campus is proposed to drive advances in technologies, products, and ways of working to improve health and healthcare.

Further information on the Health Innovation Campus can be found online via:

www.lancaster.ac.uk/health-innovation/about-us



Key Data and Information

Numbers of students registered on UG, PGT and PGR programmes:

	Undergraduate	Postgraduate Taught	Postgraduate Research
Faculty of Health and Medicine	693	49	294

	Full Time	Part Time
Undergraduate	693	-
Postgraduate Taught	28	21
Postgraduate Research	141	153
Grand Total	862	174

			Full Time	Part Time
Biomedical and Life Sciences (Division of)			476	3
Division of Health Research			94	152
Lancaster Medical School			292	19
Grand Total			862	174

Nationality of Students

	UK	EU	Other	Total
UG	577	52	64	693
PGR	196	39	59	294
PGT	31	7	11	49
Total				1036

Staff

Staff (function)	Total
Academic	169
Support	81
Honorary/Visiting (includes clinical teaching staff)	127
Total	377

Gender	Total
Female	159
Male	91
Total	250

Nationality of academic staff	Total
UK	140
International	29
Total	169

Finances

Actual income and expenditure for period end 31/07/2017	Total
Income	£22.4M
Direct Expenditure	£16.6M
Contribution	£5.8M

The Role

Overview

Faculty Deans are members of the University senior management team, reporting directly to the Vice-Chancellor, with a shared responsibility for promoting and achieving the University's goals set out in its Strategic Plan. Their role is to provide the Faculty with leadership, to encourage excellence in teaching and research, to represent the Faculty to the University and externally, to promote the development of the Faculty and its staff and to manage its activities through the most effective and cost-efficient use of its resources. Deans have an executive role and are responsible for the proper conduct of the Faculties in accordance with the University's governance.

Post

This role is a full-time one, with post-holders being on senior management contracts although continuation of some academic activities (e.g. research) is strongly encouraged. There will be scope for some individual negotiation of contract.

Start Date and Term

Five years in the first instance with the possibility of one further term of up to five years, with the agreement of the Vice-Chancellor. In exceptional circumstances, and with the concurrence of the Faculty, the Vice-Chancellor may extend the appointment beyond ten years. The Vice-Chancellor will seek the views of the Faculty about the performance of the Dean, and whether the appointment should be renewed, approximately twelve months prior to the end of the term of office.

Key Challenges

The most significant long-term challenges for the Faculty currently are:

- Setting up the Health Innovation Campus in a way that ensures that the full benefits to both the University and the local economy are realised
- Continuing to develop the local health system to become an 'academic health system'
- Maximising the influence of health and medicine research at Lancaster on policy and practice nationally and internationally
- Ensuring significant and sustainable growth in our teaching portfolio, especially our postgraduate taught and research offer
- Continuing to build research grant awards to the levels typical of a Faculty of Health and Medicine
- Building the numbers of staff to support the ambitions for health and medicine at Lancaster to be achieved

There are some further short-term challenges – in particular:

- Building the initial cohort of clinical academic appointments
- Developing the capability and capacity for effective external engagement
- Maintaining the strong student experience record as medical student numbers are expanded significantly (this is subject to the outcome of our current bid for additional student numbers)
- Building the leadership and management capacity in the Faculty for now and the future



The Role

Key Relationships

- Vice-Chancellor for line management of the role;
- DVC to progress and implement the international engagement strategy;
- Pro-Vice-Chancellors for delivery of the Strategy;
- Chief Administrative Officer and senior members of Professional Services, including HR;
- Other Deans and Associate Deans for the development of Faculty responses and implementation of strategy;
- Provost for Student Experience, Colleges and the Library and Lancaster Award;
- Deans in cognate disciplines in other universities
- Senior officials within key funders, e.g. Department of Health, research councils, HEFCE, ERC, non-RCUK/ non-EU government sources, GMC;
- Local and regional partners, Trusts, CCGs and other health sector organisations.
- Head of Department for personal research (where applicable) and/or relevant clinicians for practice related research or continuing clinical practice.

The major duties of the post are:

- (i) Providing strategic leadership in the development and operation of the Faculty, and particularly in:-
- developing and implementing (in consultation with Faculty Policy and Resources Committee) long-term academic and management plans and policies, incorporating a coherent set of objectives for teaching and research. This will include the production of a three-year rolling strategic plan;
 - developing and managing human resource strategy for the Faculty within a University-wide framework, leading to policies which will include recruitment, training and development and career development of staff;
 - fostering and facilitating a supportive environment or ethos for intra-Faculty, inter-disciplinary and consortial work. This will include ensuring that the Faculty explores new markets and responds to them;
 - working with other members of the senior management team to promote the University's Strategic Plan.

- (ii) Shaping and be responsible for controlling the Faculty budget within the funding constraints set during the budget-setting cycle, including:-
- informing the allocation of funding between member departments;
 - reporting regularly to the University Planning and Resource Group to account for the use of resource;
 - acting as the accounting officer for the Faculty and providing financial accountability to the University;

This will include agreeing targets for income and expenditure with the Vice-Chancellor as Chair of the University Planning and Resource Group.

- (iii) Managing and developing the staff in the Faculty, including:-
- recruiting and selecting staff within policy guidelines;
 - career development in accordance with institutional and Faculty policies and procedures.
- (iv) Supporting Heads of Departments in the Faculty and holding them accountable for the proper discharge of their departmental responsibilities.
- (v) Acting as an advocate for the Faculty and ensuring its views are represented to officers and committees in the University.
- (vi) Promoting the Faculty externally.
- (vii) Chairing the Faculty Policy and Resources Committee and such other committees as the Faculty deems appropriate and are contained in the Constitution of the Faculty.
- (viii) Facilitating Faculty-level enterprise activities, including development of commercial opportunities to develop both research programmes and exploitation of intellectual property as well as externally funded projects in conjunction with the Director of Research and Enterprise Services and the Pro-Vice Chancellor Research.
- (ix) Facilitating Faculty-level alumni and development activities in conjunction with the Director of the Alumni and Development Office.

Responsible to: the Vice-Chancellor

Deans will be expected to pursue actively their own personal and professional development, in consultation with the Vice-Chancellor.

Person Specification

Criteria	Essential/ Desirable	How it will be assessed
A PhD or equivalent in a cognate subject.	Desirable	CV and Cover letter
A personal record of academic distinction and achievement in a life science, health and/or medicine (emphasised by their research record) as evidenced by peer recognition in the international community, sufficient to gain the confidence of academic colleagues.	Essential	CV and Cover letter / Interview
A proven track record of delivery in a senior academic management post as evidenced by the successful completion of complex and challenging projects to further a strategic agenda, at least at the level of Head of Department or Head of a major Centre or Institute.	Essential	CV and Cover letter / Interview
The capacity to build an effective leadership team and delegate effectively.	Essential	CV and Cover letter/ Interview
Excellent interpersonal, communication and leadership skills, including the ability to motivate and inspire teams and individuals, with demonstrable ability in managing the competing demands of a diverse range of disciplines	Essential	CV and Cover letter / Interview
The ability to lead the development and implementation of the strategic vision for life sciences, health and medicine in line with Lancaster's Strategic Plan.	Essential	Interview
Experience of large scale budget management and financial control.	Essential	CV and Cover letter / Interview
Commitment to the highest levels of quality in all activities, but especially recruitment.	Essential	CV and Cover letter/ Interview
Recent experience of working in the UK Higher Education sector.	Desirable	CV and Cover letter
Drive, resilience and creativity and the ability to problem solve and navigate obstacles.	Essential	Interview
Demonstrable ability to create and manage a significant body of external stakeholders in health and medicine disciplines.	Essential	Interview
Strategic acumen demonstrating a full understanding of the UK and international HE environment and trends/developments facing HE.	Desirable	CV and Cover letter / Interview
Extensive experience of operating within a regulated, national publicly funded health service, including clear understanding of the operating model of the UK's NHS.	Desirable	CV and Cover letter / Interview
Experience of working in an international context/working internationally.	Desirable	CV and Cover letter
Evidence of pursuing own continuing professional development, clinical practice (if appropriate) and commitment to a culture of continuous improvement.	Desirable	CV and Cover letter

- CV and Cover letter – assessed against the curriculum vitae and letter of support. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process.

Our Attractive Employee Benefits and Reward Package

Remuneration

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. The role-holder may also be eligible for consideration for NHS clinical excellence awards.

Pension

For this role the University offers an opportunity to join the Universities Superannuation Scheme (USS) or the NHS Pension Scheme.

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 some of the benefits chosen.

Detailed information on benefits are available at www.lancaster.ac.uk/employment-benefits.



Appointment Process and How to Apply

Applications should be made online at

www.lancaster.ac.uk/jobs

Applications should consist of a CV accompanied by a covering letter addressing the criteria in the role information.

**Closing date for receipt of applications:
8th February 2018.**

The Dean for the Faculty of Health and Medicine will be appointed by a formal Selection Committee who will hold a candidate review meeting shortly after the closing date, with notifications being sent to preliminarily shortlisted candidates in mid-February 2018.

Informal questions regarding the post should be directed to the Vice-Chancellor via m.needham@lancaster.ac.uk or +44 (0)1524 592001.

Preliminarily shortlisted candidates will subsequently be invited to visit the University and meet a range of senior staff on 1st March 2018.

The process will conclude with final shortlisted candidates meeting the Selection Committee for the formal interview process, chaired by the Vice-Chancellor on 15th March 2018.

An appointment will be made subject to satisfactory references, in line with the usual terms and conditions of employment at the university.



Recruitment Statement

We want to provide full information to you at an early stage to enable you to make an informed decision as to whether you are committed to pursuing this position and to outline the University's expectations of all candidates taking part in our recruitment process.

Once you have reviewed the information below, and in fairness to everyone concerned, we would ask that you give serious consideration to proceeding further with this process if you think you may not accept the position should it be offered to you.

The roles will be located in Lancaster and there is a requirement that successful candidates will live within commuting distance of the Lancaster University Bailrigg campus. If this might involve a re-location for you, it is of course important that candidates consider how the move might affect anyone who may accompany you (for example, early consideration may need to be given to local schooling, housing and other employment opportunities where other family

members are involved as early as possible). We will support you as much as possible with this and are happy to discuss any concerns you may have. We would ask you to agree to undertaking a positive, open, and transparent dialogue with us throughout the recruitment process, raising questions and any concerns as early as possible.

Information relating to the reward package, along with relocation details, if applicable, will be supplied to those short-listed for interview. Lancaster engages in a variety of domestic and international benchmarking exercises to ensure we are extremely competitive in the levels of reward and recognition we provide, therefore we are confident that any offer made will be strong and competitive.

If you are happy to continue in your application for the position in light of the above expectations, we would very much look forward to hearing from you.

