



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

**Head of School, School of Mathematics
Faculty of Engineering and Physical Sciences**



Salary: Grade 9 – Grade 10, Competitive Salary

Reference: 71486

Closing date: Thursday 2nd May 2019

Available from 1 September 2019

The University will consider flexible working arrangements

Head of School

School of Mathematics, Faculty of Engineering and Physical Sciences

Are you an experienced and ambitious academic looking for an exciting senior leadership position?

Do you have the ability to provide the strategic vision and leadership necessary to lead the School to successfully develop and deliver the School's plans through inspiring, motivating and developing staff to achieve their full potential?

Are you passionate about delivering world-leading research and an exceptional student experience in an international and interdisciplinary context?

The Head of School of Mathematics will lead and manage the School, maximising strategic opportunities arising from the changing landscape of higher education and the University's strategic plan, whilst leading and delivering excellence in research and education.

You will be an active member of the University's Leadership Forum and of the Executive Committee of the Faculty of Engineering and Physical Sciences, promoting a coordinated approach to delivering innovative strategic academic development. You will be taking on a significant and complex leadership role in the Faculty, and must be able to lead with a clear vision, collegially engaging others across the School, Faculty and University.

You will have the leadership skills, ambition and creativity to take forward the development and delivery of the School's academic strategy and objectives. You will thrive on working collaboratively in a dynamic environment to enhance the reputation of the School with a focus on quality and excellence.

Academic credibility is essential. You will have a sustained track record of excellence in research and/or student education, combined with excellent skills in team working and collaboration.

The appointment will be from September 2019 (or as soon as possible thereafter).



What does the role entail?

University and Faculty Responsibilities

As Head of School, you will:

- Actively contribute to the University's strategy and performance through membership of the Leadership Forum, University-level committees and groups, and the Faculty Executive Committee, with a direct reporting line to the Executive Dean of the Faculty;
- Work collaboratively with your Faculty leadership colleagues to ensure decisions and strategic planning are made in the best interest of the University and Faculty as a whole;
- Consistently promote and deliver on Faculty agreed strategies and objectives both internally and externally;
- Work in partnership with the Faculty Pro-Deans (for Student Education, Research & Innovation, and International), the other Heads of School and Professional Services leads to develop and deliver the Faculty's academic strategies;
- Lead programmes of work to successful delivery as requested by the Executive Dean, and act for the Executive Dean as necessary;
- Represent the University and Faculty regionally, nationally and internationally, influencing external developments and sustaining partnerships to enhance our external profile and generate benefits for the University as a whole;
- Actively role model the University's expected leadership behaviours.

School Leadership

As Head of School, you will:

- Provide strategic vision, direction and inspirational leadership for the academic development and delivery of the School's plans;
- Support and promote collaboration across all academic activities;
- Promote excellence in student education with a focus on the student experience and measurable outcomes;
- Support and encourage excellence in research, innovation and impact, providing an enabling environment;
- Support and deliver the international strategy and objectives through engagement in building a strong international profile for the School and



- promoting its reputation and impact;
- Take responsibility and accountability for the overall performance of the School through its finances and cost control, staff and structures, processes and procedures, monitoring performance against plans;
 - Lead, manage and support the development of all School staff, ensuring that talent management and succession planning are delivered, and promoting service excellence and quality enhancement;
 - Promote and deliver continued improvement in equality and inclusion, including engagement with external bodies;
 - Work collaboratively with professional service leads to ensure the delivery of high-quality student and staff experiences;
 - Ensure that appropriate structures and mechanisms are in place for the effective leadership of the School, and lead the School Management Team comprising academic and professional service leads;
 - Ensure the effective implementation of the University's health, safety and wellbeing policies and management systems within the School and support our sustainability agenda.

You will also continue with your personal career, dedicating one day per week to your academic activity. Any additional support will be by negotiation with the Faculty Executive Dean. This may include a Research Fellow in your specialist area or be an alternative form of support.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.



What will you bring to the role?

As Head of School, you will have:

- Experience of academic leadership, with a clear vision and the ability to engage others in that vision;
- The ability to respond flexibly and with resilience to the demands of delivering a complex leadership role, and respond positively to changing priorities;
- A breadth and depth of academic expertise in research and teaching to build credibility and influence at all levels, internally and externally;
- Experience of developing and implementing strategy, demonstrating an ability to think and plan strategically, articulate priorities and imperatives, and deliver change;
- A highly developed awareness of internal and external political issues and higher education regulation with proven ability to operate effectively within these different environments;
- Significant creativity and judgement and the willingness to suggest and try new and creative approaches to problems;
- Highly developed communication skills with the ability to build and maintain effective and productive working relationships internally and externally;
- A commitment to creating an environment for staff and students that is inclusive, promotes equality and supports diversity;
- Evidence of effective and appropriate delegation, providing and responding to constructive feedback, monitoring and addressing performance, and building trust and teamwork;
- Evidence of success in delivering results, effectively managing people, finances, and other resources to achieve these.



How to apply

The University of Leeds has engaged the services of Berwick Partners, to whom applications should be sent at your earliest convenience, and no later than 23.59 (BST) on Thursday May 2nd 2019.

In order to apply, please submit a curriculum vitae, detailing your qualifications and experience, along with a covering letter setting out your interest in the role and details of how you match the required criteria.

The preferred method of application is online at www.berwickpartners.co.uk/71486. All applications will receive an automated response.

For a confidential conversation about this opportunity, please contact:

Alex Albone: +44 (0)207 529 3061
Clare Bromley: +44 (0)121 654 5915

Key dates

Deadline for applications:	Thursday May 2 nd 2019
First round interview with Berwick Partners:	w/c 13 – 20 May 2019
Interview at the University of Leeds:	Mid-June



Additional information

The University of Leeds

The University, established in 1904, is one of the largest higher education institutions in the UK. We are renowned globally for the quality of our teaching and research.

The strength of our academic expertise, combined with the breadth of disciplines we cover, provides a wealth of opportunities and has real cultural, economic, societal and environmental impact.

The University strives to achieve academic excellence within an ethical framework informed by our values of integrity, equality and inclusion, community and professionalism.

Leeds is a community of more than 38,000 students from 150 different countries, over 8,700 staff of 100 different nationalities and we are in touch with more than 267,000 alumni in 191 different countries. A member of the Russell Group of universities, we are one of the UK's top ten research institutions and one of the UK's most prestigious and diverse universities.

Highlights include:

- 88% of final year students reported through the 2018 National Student Survey that they are satisfied with the quality of their course, placing us joint top in the Russell Group.
- The results of the Research Excellence Framework (REF) 2014 ranked Leeds in 10th place for research power and 9th for research impact. The assessment identified that over 80% of our research is rated “world-leading or internationally excellent”.
- The University is number 93 in the QS world rankings in 2018 and was named University of the Year 2017 in the Times and the Sunday Times' Good University Guide.
- The University has an annual turnover £715 million and we are in good financial health with a strong balance sheet.
- Our commitment to invest for the long term is based on robust financial plans that set exacting student recruitment targets, ambitious improvements in research performance and significant efficiency improvements.



- For every £1 million of revenue generated by the University, we generate secondary economic impact of £1.31 million – 74% of which flows into the regional economy of Yorkshire and Humberside.

Values

The University's core values are as follows:

- Academic excellence: knowledge, academic freedom, critical independence, creativity, innovation and world-class performance;
- Community: public service and citizenship; collegiality, teamwork and mutual respect;
- Integrity: openness, transparency and honesty;
- Inclusiveness: diversity, equal opportunity and access;
- Professionalism: provision of effective and efficient customer-focused services in all aspects of our work (internally and externally).



The Faculty of Engineering and Physical Sciences

The Faculty of Engineering and Physical Sciences is a new Faculty which will be established on 1 August 2019, integrating the former Faculties of Engineering and Mathematics and Physical Sciences to build on existing strengths. It has expertise across a wide range of disciplines and staff who deliver outstanding student education and research within the following eight Schools:

- Chemistry;
- Chemical and Process Engineering;
- Civil Engineering;
- Computing;
- Electronic and Electrical Engineering;
- Mathematics;
- Mechanical Engineering;
- Physics and Astronomy.

The new Faculty will provide the context in which to promote our academic excellence and to offer a compelling narrative to all stakeholders, including students and potential students, potential research partners, research councils and other research funders.

In recent years, there has been increasingly close collaboration between the two existing Faculties, including in doctoral training through the EPSRC Centres for Doctoral Training in Fluid Dynamics, Soft Matter and Functional Interfaces, Complex Particulate Produces and Processes and, Bioenergy. Both Faculties have important external academic links with national research institutes such as the Alan Turing, Rosalind Franklin and Royce and each has industrial partners in common.

The integration will provide significant opportunity to grow further our interdisciplinary research and education across the Faculty and beyond. In education, there will be greater scope for complementarity in programmes which are interdisciplinary in nature with opportunities to refresh the curriculum with a greater emphasis on discovery and employability. In research, it is anticipated that there will be increased success with funding organisations, such as EPSRC, and better interaction with the Industrial Challenge Strategy and Global Challenges Research funds.



The Faculty in Numbers

The Faculty employs over circa 1,100 staff and has 6,900 students, of which 4,800 are on undergraduate programmes and 2,100 are postgraduate students. The Faculty's total income is circa £150 million, of which £42 million is research income.

Student Education

The Schools within the Faculty have an excellent track record of recruiting outstanding students, delivering an excellent student experience and supporting our graduates to achieve the best possible outcomes, both at Leeds and beyond. This is reflected in our consistently strong National Student Survey (NSS) performance and high national ranking in student education tables with five Schools in the top ten in the 2019 Guardian subject league tables.

Research and Innovation

In the 2014 Research Excellence Framework (REF), the impact of research carried out in all schools within the Faculty of Mathematics and Physical Sciences and the Faculty of Engineering was rated as either 'world-leading' or 'internationally excellent'. The Faculty is well-prepared for its submissions to REF 2021.

Each School within the Faculty has a clear research strategy that focuses on maintaining and growing well-defined areas of core research excellence, many of which underpin our multidisciplinary research investments.

Research Highlights

Within Engineering, the Institute of Medical and Biological Engineering (iMBE) is one of four research institutes within the School of Mechanical Engineering which has developed an internationally-leading reputation for more than two decades of work that combine expertise in science, engineering, innovation and medicine to translate scientific discovery and research into the treatment of human diseases and disabilities. With a vision of "50 active years after 50" the institute focuses in particular on the development of longer lasting joint replacements, tissue sparing interventions and biological scaffolds for tissue regeneration. Our distinctive expertise lies in experimental evaluation and computational modelling of tissues, devices and interventions, as well as in the development of acellular scaffolds for tissue engineering and repair. Of particular note is the Institute's eminent record around innovation and translation.

Within Physical Sciences, we can evidence strong interdisciplinary working, with



strengths, for example, in Chemical Biology linked through the Astbury Centre to fundamental research in structural molecular biology and medicine, and in Atmospheric Science, with a link to the University's flagship Priestley International Centre for Climate, where our research seeks to provide fundamental understanding of atmospheric processes to provide sustainable, evidenced-based solutions for issues around air quality, human health and climate change. We work closely with other faculties directly, or through research institutes, as well as with industry to find interdisciplinary opportunities with significant potential for impact.

Capital Developments

The University is undergoing a significant capital programme, with major projects relating to the Faculty of Engineering and Physical Sciences. These include the development of the £98 million investment in the Sir William Henry Bragg Building, an integrated space for Engineering and Physical Sciences which will provide greater opportunities for researchers to collaborate across disciplines, and the new Institute for High Speed Rail and System Integration, which will form part of a new off campus facility – the Leeds Engineering & Technology Campus (LETeC).

Sir William Henry Bragg Building

The Sir William Henry Bragg Building will provide a space to physically bring together the schools across the newly created Faculty of Engineering and Physical Sciences. It will help foster a culture of interdisciplinary working in the development of novel materials to address a range of 21st Century challenges in many areas, including energy-efficient computing, telecommunications, sustainable magnetic materials, sensors for use in biological systems and extreme or remote environments, pharmaceutical formulations, 'smart foods' and medical technologies.

The facility will include first-class laboratory and specialised teaching spaces, enabling cutting-edge research and outstanding student experience, whilst enhancing the University's research power and strengthening collaboration with industry.

The space will also incorporate the Bragg Centre for Materials Research, establishing a world-leading centre to accelerate the impact of interdisciplinary materials research on society.

Placing Leeds on the world stage for high speed rail research

The University is investing £13 million in developing the UK's first dedicated centre



for high speed rail technologies and system integration, with substantial additional funding from the West Yorkshire Combined Authority and industry partners. Offering a 'complete system' approach to high speed rail engineering, it will give the UK an unrivalled centre of excellence for planning, design, construction and manufacturing.

The Institute for High Speed Rail and System Integration will include a high speed railway infrastructure and vehicle system test facility. From foundations and track to traction systems, braking, energy harvesting, sensor technology and digital systems, the Institute aims to optimise the efficiency, performance and safety of high speed rail.

Equality and Inclusion

As part of our continued commitment to equality and inclusion, we strive to create an environment where everyone can reach their full potential and have a real opportunity to participate in and contribute to our activities.

Athena SWAN Charter

The Faculty of Mathematics and Physical Sciences has received an Athena SWAN Bronze Award from the Equality Challenge Unit, the national body that promotes equality in the higher education sector. The Faculty of Engineering has received a Silver Award.

These awards represent the combined efforts of all the Schools in the Faculty and shows the positive actions we have taken to ensure that policies, processes and ethos all promote an equal and inclusive environment for work and study for women in particular.



The School of Mathematics

The School of Mathematics is home to approximately 100 academic and academic-related staff, 100 PhD students, 100 MSc students and 1,000 undergraduates from 15 countries, making it currently one of the largest in the UK.

Student Education

The School offers 11 (with variants) single- and joint-honours [undergraduate degree programmes](#) and seven [postgraduate taught programmes](#), as well as being involved with a further four undergraduate joint-honours programmes that together emphasise opportunity and choice, such as options for a year in industry, a year abroad and employability skills. At post-graduate level, the MSc in Data Science and Analytics is burgeoning rapidly.

Research and Innovation

In the Research Excellence Framework (REF) 2014, the School was ranked in the top ten in the UK for Mathematics for the quality of its research. The unitary school comprises three departments, of [applied mathematics](#), [pure mathematics](#) and [statistics and financial mathematics](#), within which reside world-leading groups in astrophysical and geophysical fluids, mathematical logic and shape analysis. The School's reputation was further enhanced in recent months by two of its members winning highly competitive fellowships totalling £2.5 million. School staff are actively involved in conducting and extending scope for interdisciplinary research on a number of fronts: with the [Leeds Institute for Data Analytics](#), which brings together over 200 researchers and data scientists in the University of Leeds; through its collaboration with engineers and environmentalists in a number of successful [CDT](#) programmes; and, through the Leeds Institute for Fluid Dynamics (LIFD).

Strategic investment in research is conducted on a number of fronts focussing on career development within the School. For example: the School regularly extends postdoctoral positions via a programme of academic development fellowships (11 in the last three years); its research committee regularly invites academics to apply for funding to facilitate meetings at, and visits of national and international collaborators to, its dedicated [Research Visitors' Centre](#); the School has a policy of freeing up time for all researchers and grant applicants by having its Senior Teaching Fellows taking on the most significant governing roles in student education, and by appointing Tutorial Assistants.



Inclusivity and Internationalism

The School has a firm commitment to equality, diversity and internationalism. The majority of recent appointments have been non-UK academics, and approximately 55% of our permanent staff were recruited from non-UK institutions. Moreover, the School has in recent years developed an atmosphere of inclusion that has not only significantly improved its female-to-male staff ratio but has also resulted in the implementation of additional supportive measures. For example: candidates for academic positions in the school are now asked to present their views on equality, inclusion and diversity; in 2019 the School will host a Daphne Jackson Fellowship (these help STEM academics return to a research career after a break) and, the School regularly hosts workshops, and will in future offer short-term (one to two weeks) fellowships to enable early-career mathematicians from developing countries to come to Leeds.

Further information on research and innovation within the School of Mathematics may be found [here](#).



Further Information

Working at Leeds

Find out more about the benefits of working at the University and what it is like to live and work in the Leeds area on our [Working at Leeds](#) information page.

Candidates with disabilities

Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at disclosure@leeds.ac.uk.

Rehabilitation of Offenders Act 1974

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

