

Leeds University  
Business School



UNIVERSITY OF LEEDS

*Brief for the position of*  
**Deputy Dean**  
*September 2019*

World Ranked – Triple Accredited – Award Winning



ODGERS BERNDTSON

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# Leeds University Business School

*Leeds University Business School (LUBS) is a leading, full-service business school, regularly world ranked by the Financial Times, QS and The Economist, and one of a small number of schools worldwide to be triple accredited by AACSB, AMBA and EQUIS. We are a Top 10 business and management research institution (REF 2014).*

## Overview

LUBS is a single-school Faculty of the University of Leeds, with annual income of £74.5m and some 425 staff across six Divisions. Our mission is to make an exceptional impact on business and society globally through leadership in research and teaching. We deliver undergraduate, masters, MBA, PhD, executive and professional education and online study, to over 4,500 students from around 100 countries.

## Leadership and Structure

The School is led by the [Executive Dean](#), supported by the Deputy Dean, three Pro-Deans (for Research and Innovation, Student Education, and International), and the six Heads of Division. The [Divisions](#) are:

- Accounting and Finance
- Economics
- International Business
- Management
- Marketing
- Work and Employment Relations

## International Advisory Board

The School receives external guidance and support from its [International Advisory Board](#) (IAB). The experience and expertise of our IAB members reflects our international aspirations, our connectivity with private and public sector, and our desire to provide students with an inspiring and world class learning experience.

## Rankings

LUBS is one of the most influential business schools in Europe. We are ranked:

- Top 10 in the UK across all business subject groups (Times and Sunday Times Good University Guide 2019).
- 8th in the UK for the employability of our graduates (QS Graduate Employability Rankings 2019).
- 6th (UK)/18th (world) for our full-time MBA programme (THE/ Wall Street Journal One Year MBA Rankings 2018).
- 12th (UK)/92nd (world) for our full-time MBA programme (Financial Times Global MBA Rankings 2018).

## Facilities

LUBS is housed in the impressively renovated 19th century Maurice Keyworth building and the newly refurbished Charles Thackrah building. With significant growth in student numbers in recent years, a [multi-million investment](#) to further improve the School's facilities is well underway. Phase one is complete, and phase two of the scheme – construction of eight new classrooms – commenced early last year. Phase three, to be completed by late 2021, is an ambitious new building to house a multi-storey teaching facility. This will be shared by LUBS, the School of Law and the School of Languages and Central Teaching Space. It is expected to include a new Trading Room, flexible teaching areas and Behavioural Laboratories to provide more flexible and innovative ways of teaching.

## Top 10 in the UK

Across all business subject groups

Times and Sunday Times Good University Guide 2019

## Business Engagement & Entrepreneurship

The Business School is an internationally renowned centre of business excellence, supporting and collaborating with organisations regionally, nationally and internationally. In addition, academics are involved at government level to influence policy makers and business agendas.

We work with small businesses, large corporate organisations and public bodies through research, consultancy, executive education and events to help advance their organisational aims and impact. A key example of this is our Goldman Sachs 10,000 Small Businesses UK programme, designed to provide high-quality business support to leaders of high-growth small businesses, whilst our Executive and Professional Education also provides organisations and business professionals with a wide range of transformational learning experiences.

We understand that the challenges facing businesses are varied, with no two organisations sharing the same set of issues and opportunities. That's why our services to organisations include highly customised programmes that allow businesses to overcome the challenges important to them, their productivity and their development. Our courses for business professionals include short online courses to quickly up-skill in specialised areas, degree apprenticeships enabling individuals to work and learn at the same time, and small business support for SMEs wanting to develop and grow.

We also help ambitious organisations achieve operational and strategic goals through a range of consultancy and advisory services. Businesses of all sizes and sectors can access a range of consultancy and collaborative research services, to help them achieve operational and strategic goals. For example, our major new research project funded by the Economic and Social Research Council (ESRC) which, in partnership with the Marks & Spencer Group aims to understand and improve our knowledge of the effective and successful implementation of diversity and inclusion strategies in the retail sector with findings applicable to businesses across the UK.

## The Centre for Enterprise and Entrepreneurship Studies (CEES)

The University of Leeds Centre for Enterprise and Entrepreneurship Studies is the focal point for enterprise education and research on the campus, part of [Enterprise at Leeds](#) initiative and contributor to the [GOLD standard](#) awarded by the [Small Business Charter](#) in 2014.

We deliver interesting and stimulating modules at [undergraduate](#) and [postgraduate](#) levels and are proud of our postgraduate [MSc Enterprise and Entrepreneurship](#), and our innovative undergraduate '[with Enterprise](#)' programmes and [Year in Enterprise](#), for students interested in taking a year out to work on their own business idea between the second and final year.

Our leadership in such areas as [blended learning and creating global classrooms](#), experiential learning through social and simulation-based education, digital learning and MOOCs, and how [entrepreneurial learning](#), informs aspects of [leadership and creativity](#), and [skills issues](#) has led to invited talks around the world on a range of cutting edge issues in learning and education. We have also received a wide range of funding for our research and currently hold UK funding grants from the Leverhulme Trust and the British Academy, as well as international organisations such as the Catalan government. We also have significant experience of European grant funding, with our team delivering and involved in Erasmus and Erasmus+, Horizon 2020, FP7 and EU Tempus projects.



### Research and Innovation

Our research mission is to produce and disseminate world-class research, in order to increase knowledge, skills, understanding and impact. As a Russell Group institution, our research power, size and diversity mean that we are able to offer interdisciplinary opportunities, both across the University and with a wealth of international partners.

With over 200 academic staff in the Business School from across the globe, and a wider community across the University of Leeds, our people share a passion for excellence.

In the 2014 assessment, LUBS was ranked 9th in the UK for 'research power', and was highly ranked on all other measures, reinforcing our position a leading UK research-intensive business school.

We support impact and engagement of research across the faculty, facilitating engagement and impact for a wide range of user groups and beneficiaries in both the private and public sectors. In line with our mission statement, our research has an impact at local, national and international levels. Our performance on impact in REF 2014 resulted in 60% of our impact being assessed as 4\* and 35% as 3\* placing us in the top group of business schools for impact. Our REF2014 cases included work with national police forces, NHS, international trade organisations, the TUC and UnionLearn, Department for Business, Innovation & Skills (now BEIS) and several FTSE 100 companies. For the forthcoming REF2021 we are actively working on 15+ cases, connecting with user groups ranging from government departments, national banks, international governing bodies and large corporate organisations as well as policy stakeholders and influencers.

While our work on the REF is important and we aim to match or exceed our performance at the last REF, we regard impact and engagement with businesses and policymakers as being core to our research aims and objectives. Thus, we support impact-related work for researchers at all levels ranging from early career to senior professors and in both national and international contexts. For example, our research helped Nestlé to measure how its actions and investments create value and benefit societies in the

countries where it operates. The research was also used as a basis for discussion and decision-making in the Seoul G20 Business Summit, and helped shape the policy agenda of the UN Conference on Trade and Development. Similarly, research commissioned from us and published by the Solicitor's Regulation Authority (SRA) into diversity and progression within the profession is the most extensive of its type ever and again highlights our strong commitment to values-led impact.

We have a range of support measures including small grants for impact and engagement work; we run an external corporate engagement series called Ideas in Practice (<https://business.leeds.ac.uk/research-and-innovation/research-impact/ideas-in-practice-seminars/>), we facilitate external relationship management and we ensure that all our research grant applications have very well specified and often innovative Pathways to Impact.



### Student Education

Our commitment to excellence in research-led education is unwavering. Our student education mission is to enable individuals to develop their academic potential, their employability, their global and cultural insight and their ethical awareness to enhance their potential to benefit business and society.

We enable our students to develop their full academic potential through research-based learning, to articulate the benefits of their research-based experience, and to describe the skills they have acquired and demonstrated. All our programmes actively develop students' independent research skills and provide students with opportunities to put these skills into practice.

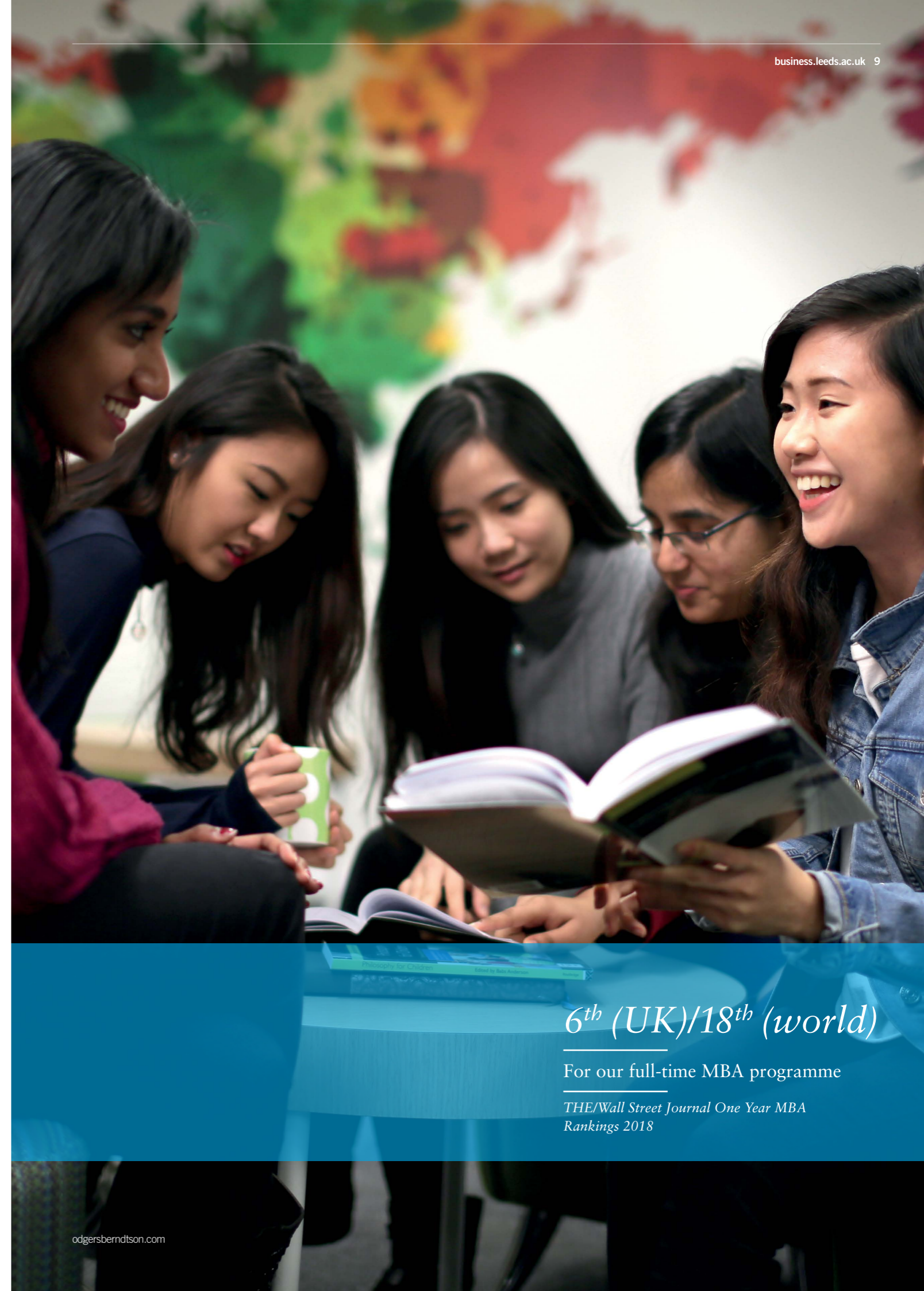
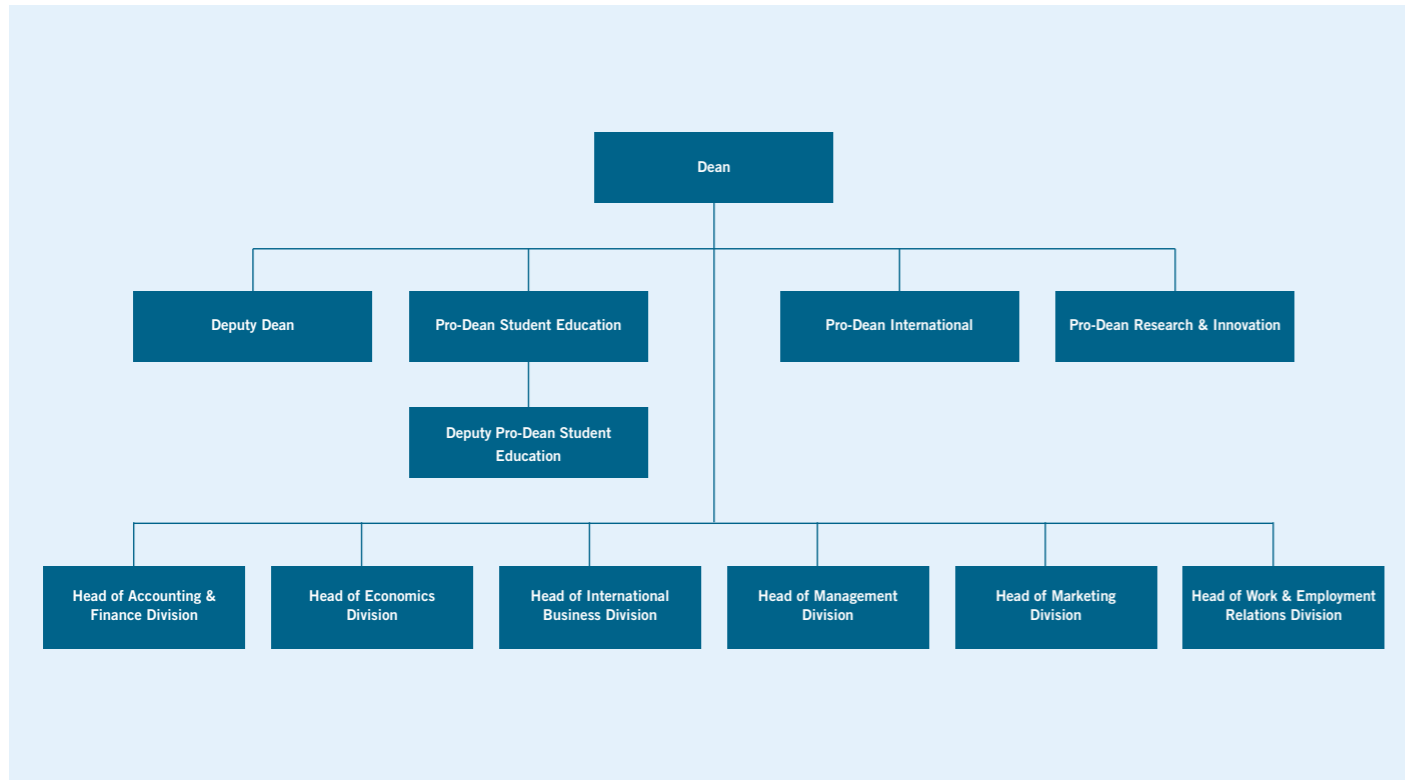
LUBS provides a range of curricular and co-curricular opportunities for our students to develop the attributes that will make them sought-after in the graduate job market. We work with each student on an individual basis, through personal tutorials, specialist modules, expert guidance and provision of personal, academic and professional development opportunities to encourage them to become a lifelong learner who is effective in a work environment.

We have one of the most extensive work placement programmes in the UK. Our Nurturing Talent Mentor Scheme connects our undergraduate students with professionals from industry providing them with a chance to enhance their employability skills and start to build their professional networks, as mentors pass on their knowledge, expertise and experience to support the career paths of their mentees. Successful applicants to the scheme receive a wide range of benefits as they are mentored on a one-to-one basis for one academic year.

We have also recruited 200 mentors in a wide range of roles from companies such as [KPMG](#), [M&S](#), [PwC](#), [Santander](#), [Barclays](#) and [L'Oréal](#). The scheme aims to enhance employability, expand professional networks, increase confidence and develop key skills that will provide our students with a competitive edge in the graduate labour market.

All Business School students can apply to spend a year in industry as the third year of their degree, study abroad as an additional fourth year, or take part in the Year in Enterprise programme – spending the third year of their degree running their own business.

# Organisation chart



6<sup>th</sup> (UK)/18<sup>th</sup> (world)

For our full-time MBA programme

THE/Wall Street Journal One Year MBA  
Rankings 2018

# The Role

*Leeds University Business School is looking to appoint a Deputy Dean. The role will work closely with the Executive Dean and Pro-Deans to provide strategic vision, direction and leadership to enable academic development and continuous improvement.*

The Executive Dean will lead and shape the future trajectory of one A decisive academic leader with a track record of leadership and management in a relevant context to the Business School, a proven ability to drive and implement change successfully and an aptitude for collaborative working. You will bring an ability to think strategically and creatively about the improvement and development of a leading international Business School as well as a passion for world-class research and outstanding education.

You will represent the Executive Dean as required at the University Executive Group and its cognate committees. :

## What does the role entail?

As a Deputy Dean of the Faculty, and in partnership with the Executive Dean, you will:

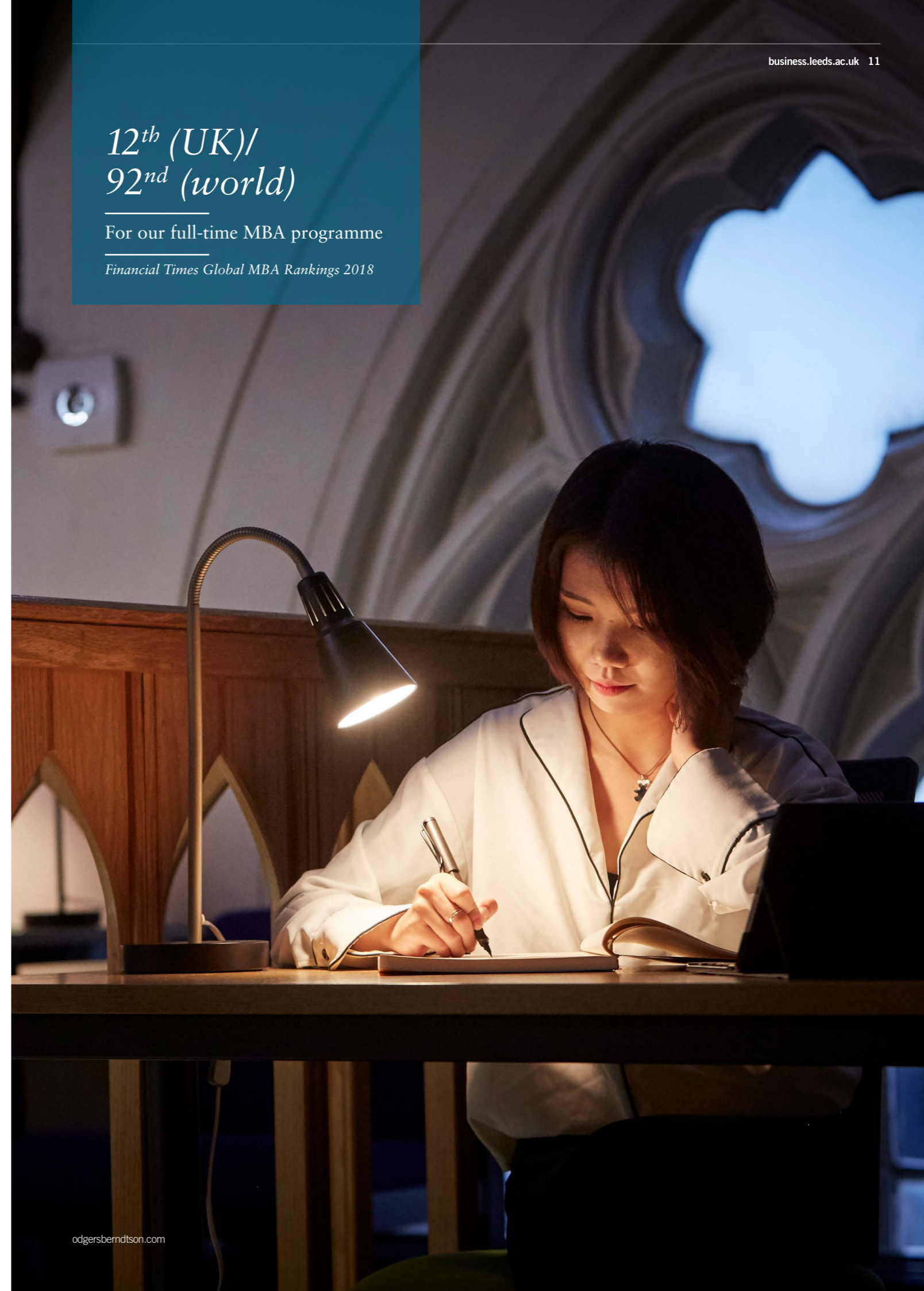
- Provide strategic vision, direction and inspirational leadership to enable academic development and continuous improvement.
- Promote excellence in student education with a focus on the student experience and measurable outcomes.
- Support and encourage excellence in research, innovation and impact, providing the necessary environment to enable this.
- Support the delivery of the international strategy through engagement in building a strong international profile for the Faculty and promoting its reputation.
- Take lead responsibility for the overall performance of the Faculty through its staff and structures, finances, processes and procedures working in collaboration with the main professional services in the university.
- Support the delivery of integrated activities in teaching and learning, business engagement, research and innovation, executive education and regional development, to maximise the School's impact upon society.
- Provide leadership and management to Heads of Division and Pro-Deans who will be accountable for disseminating and delivering the Faculty's strategy and engaging with colleagues across the University to promote interdisciplinarity in education and research.



12<sup>th</sup> (UK)/  
92<sup>nd</sup> (world)

For our full-time MBA programme

Financial Times Global MBA Rankings 2018



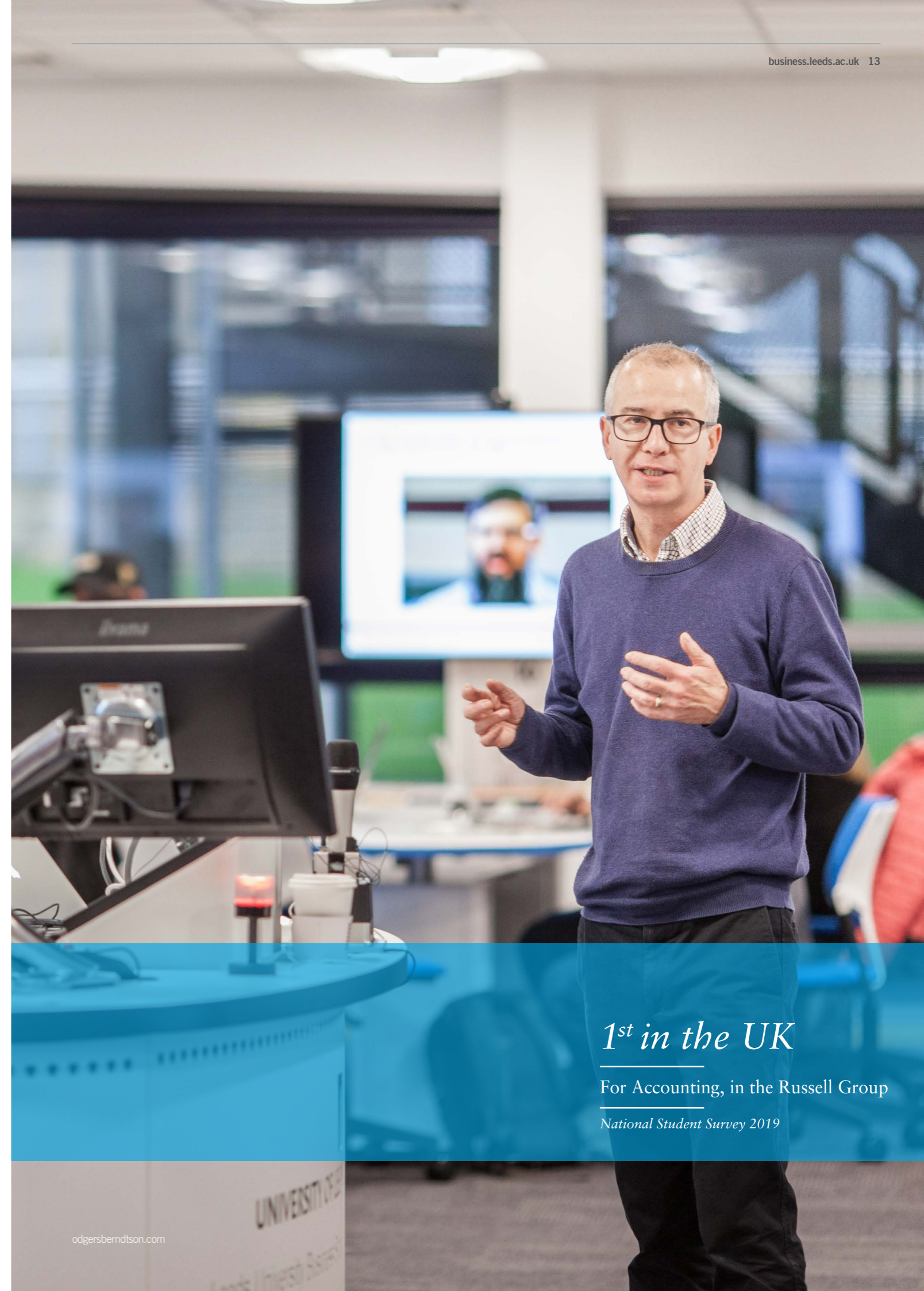
### What will you bring to the role?

As a Deputy Dean of the Faculty you will have:

- Significant experience at a senior leadership level gained in a relevant context to the Business School, with a clear vision and the ability to engage others in that vision.
- A breadth of academic expertise to build credibility and influence at all levels, internally and externally.
- An ability to think and plan strategically, articulate priorities and imperatives, and deliver change.
- A highly developed awareness of political and environmental issues with the ability to operate effectively within these different environments.
- Creativity and judgement and the willingness to suggest and try new and creative approaches to problems.
- Highly developed communication skills with great influencing skills, combined with the ability to build and maintain effective and productive working relationships internally and externally.
- Experience of leading effective change management.
- Experience of delivering tangible results at a senior level, effectively managing people, finances and other resources to achieve these.
- Experience of providing and responding to constructive feedback, monitoring and addressing performance and building trust and teamwork.
- A commitment to creating an environment for staff and students that is inclusive and promotes equality and supports diversity.

### Terms of Appointment

As part of our ongoing recognition of, and commitment to, leadership roles at the University of Leeds, senior leadership appointments are made on an ongoing (not termed) basis. These roles require significant focus and will require the post holder to use their judgment as regards the allocation of their time. However, we would ordinarily expect leadership responsibilities in such senior roles to absorb circa 0.8 fte, leaving the remainder of time for the pursuit of academic work in the individual's area of research or scholarly activity.



*1<sup>st</sup> in the UK*

For Accounting, in the Russell Group

*National Student Survey 2019*

# How to apply

## KEY DATES

*The University of Leeds has engaged the services of Odgers Berndtson, to whom applications should be sent at your earliest convenience and in any event by no later than Monday 21 October at 9am*

*Preliminary interview will take place on 11th and 12th November.*

*The final interview process with the University is anticipated to take place in Leeds on 28 and 29 November 2019. Candidates are kindly requested to diarise these dates.*

## How to apply

In order to apply, please submit a comprehensive curriculum vitae along with a covering letter, setting out your interest in the role and details of how you match the required criteria. Please include in a separate document the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at [www.odgers.com/73930](http://www.odgers.com/73930)

If you are unable to apply online please email your application to [73930@odgers.com](mailto:73930@odgers.com)

All applications will receive an automated response.

If you prefer to send your application by post, it should be addressed to: **Education Practice, Odgers Berndtson, 20 Cannon Street, London EC4M 6XD.**

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process. This will assist the University of Leeds in monitoring selection decisions to assess whether equality of opportunity is being achieved. Information collated from the Equal Opportunities Monitoring forms will not be used as part of the selection process and will be treated as strictly confidential.

## Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact [education.practice@odgersberndtson.com](mailto:education.practice@odgersberndtson.com)

## Queries

For a confidential conversation about this opportunity, please contact:

**Dr Mary Beale:** +44 (0) 20 7529 1024

**Nick Willis:** +44 (0) 20 7529 6305



## 1<sup>st</sup> in the UK

For Economics and Management Studies, in the Russell Group

National Student Survey 2019





# About the University of Leeds

*The University of Leeds was established in 1904, and has been inspiring staff and students to be the best that they can be ever since. The strength of our academic expertise, combined with the breadth of disciplines we research and teach, provides a wealth of opportunities and ensures that we have real economic, social and cultural impact.*

Leeds is a community of more than 38,000 students from some 150 countries, and over 8,600 staff of 100+ nationalities. We are in touch with more than 250,000 alumni in over 190 countries.

A member of the Russell Group, we are one of the UK's top 10 research institutions and one of the UK's largest, most prestigious and most diverse universities. Increasing knowledge and opportunity in powerful combination is, and will continue to be, the defining feature of Leeds, distinguishing us from other universities and enabling us to address the challenges of education and research across a broad range of disciplines with energy and confidence.

Our academics are leaders in their field who undertake powerful research with enduring national and international impact. Societal issues do not respect disciplinary boundaries, and our strategic research themes of energy, climate, water, cities, food, high-value engineering, culture and health promote interdisciplinary research across the University and with a wide range of partners.

We integrate this world-class research with education and scholarship of the highest quality, and we are committed to the continuous improvement of student education. Our activities are underpinned by leading-edge facilities and a significant commitment to further investment.

All that we do is driven by the quest for academic excellence and our agreed values of integrity, inclusiveness, community and professionalism.

## 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 per cent of our research is rated "world-leading or internationally excellent".

- The University achieved a Gold rating in the Teaching Excellence Framework (TEF), the highest award possible. The independent TEF panel judged that the University delivers "consistently outstanding teaching, learning and outcomes for its students, of the highest quality found in the UK."
- Our staff have been awarded 25 National Teaching Fellowships – more than any other university.
- 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.
- We're ranked in the top 10 universities in the UK in the Guardian University Guide 2019
- The University has an annual turnover of £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 per cent of which flows into the regional economy of Yorkshire and Humberside.

## Financial position

The University has an annual turnover of £715 million and continues in very good financial health with robust financial plans, enabling us to invest in an ambitious and exciting future. Further details of our finances can be found [here](#).

## Further information

Further information on the University, including the Annual Review 2017-2018 and the Strategic Plan 2015-2020, can be found [here](#).

**Please note:** planning is underway for the next iteration of the University's Strategic Plan.



*1<sup>st</sup> in the UK*

For Finance and Marketing, in the Russell Group

*National Student Survey 2019*

# Research and Innovation

*Research is at the heart of university life. We aim to be an outstanding research university, securely placed in the UK's top ten and achieving significant increases in research quality, income and impact, building on existing research strengths and our commitment to interdisciplinary working.*

Outstanding research takes place in every part of our campus; the breadth of subjects studied, the possibilities for interdisciplinary working and the quality and impact of our research are all contributing to the needs of the economy and society. Our active involvement in the main national institutes (specifically the Turing, Rosalind Franklin and Royce institutes), significant successes in the global challenge research fund, the industrial strategy and nationally funded doctoral training centres all result from our own investment in technology and talent, and a strong university-wide commitment to interdisciplinarity. However, a great deal of hard work is still required to improve our research standing if we are to enhance the overall competitiveness of the University for the medium and long term.

The University was ranked 9th in the UK in the 2014 research assessment exercise for the impact of its research. This result positions the University as having the strongest impact performance of any UK university north of Oxford and Cambridge.



# Student Education

*The University of Leeds is committed to providing an outstanding education, which will attract, excite and retain high-quality students from diverse backgrounds, and equip them to succeed in a competitive global employment market and to make a difference.*

League tables can only provide a glimpse into what universities offer, but the fact that Leeds has moved up consistently in so many important rankings over the past five years, reflects the world class student experience we offer and our sector leading partnership with Leeds University Union and the wider student body.

At Leeds, we provide a research-based education that emphasises the development of independent, critical thinkers. We also recognise that we need to continue to match the expectations of a hugely diverse student population and community of learners, hence our ongoing investment in digital technology and cutting-edge facilities.

The University is committed to widening participation, spotting talent early, and boosting the aspirations, attainment and achievement of young people from challenging backgrounds. More than 1,000 students progressed to undergraduate study via our Access to Leeds programme in 2018, with circa 50 per cent achieving AAB or above at A-level.



# International

*We have made significant progress during the past 12 months towards achieving our ambitious international objectives.*

Leeds is a truly global university. We contribute most effectively to sharing knowledge, innovation and education worldwide by building productive, mutually-beneficial relationships with researchers, universities and other organisations in key countries. Doing so continues to help us create opportunities to widen horizons and bring new perspectives to education, and to generate opportunities for academic staff and students at all levels to collaborate on new frontiers of research.

We have made significant progress during the past 12 months towards achieving our ambitious international objectives, evidenced by the fact the University has been named 47th most international institution in the world by the latest Times Higher Education (THE) World University Rankings, a rise of at least 103 places from last year. We have a Joint School of Engineering with Southwest Jiao Tong University in Chengdu, with 1,200 high attaining students.

# Business Engagement

*A key ambition of the University's Strategic Plan is to make a step change in how we connect business with our world-class research and expertise.*

The University works with organisations of all sizes – from SMEs to multi-nationals – across a wide range of industries to come up with solutions to the needs of business. The opening of our new £40 million innovation and enterprise centre, Nexus, will provide seamless access from the world of business to our world leading research, talent and facilities, and the launch of our new Business Engagement Framework will make partnership working even easier in the future. This is already demonstrated by the Universities

of Leeds, Manchester and Sheffield jointly establishing the £5m Northern Triangle Initiative, which will help take novel research to market and develop ideas based on innovations in areas such as advanced materials, medical technologies and computer science.



*Joint 3<sup>rd</sup> in the UK*

For Management Studies, in the Russell Group

National Student Survey 2019

# Campus Developments

*In recent years the University has undertaken an ambitious capital investment programme of £525 million to further strengthen the University's position as a top higher education institution in the UK.*

The developments include state-of-the art undergraduate provision in the recently completed £26 million Laidlaw Library, £98 million in the Sir William Henry Bragg Building, further investment in Mathematics, Chemical and Process Engineering, Robotics, and the Leeds Engineering and Technology Campus.

For further details, please visit: <https://campusdevelopments.leeds.ac.uk/projects/>



# Life in Leeds

*Leeds City Region is the largest city region economy outside of London.*

It has a population of three million people, 1.37 million employees in 119,000 businesses, and an economic output of £66.5 billion.

The thriving city of Leeds is the UK's third largest and fastest growing city and the largest financial, legal and business services centre outside London. Located close to the city centre, the University plays a significant role in the economic, social, cultural and environmental development of the region.

There is a strong ethos of partnership and collaboration at the University of Leeds and we recognise the important role we will continue to play in the future success of the city and region

We have built strong links with the City Council, with business and industry, with the NHS and wider health context, and with the arts and cultural organisations based in and around the city to support economic development and ensure Leeds and the region continues to thrive for all. The local community also benefits from our 3,000 student volunteers.

The Yorkshire region offers a diverse range of areas to live; from a modern city centre and leafy suburbs in Leeds to lively, yet traditional, market and spa towns such as Ilkley and Harrogate; and a range of village and rural settings.

The University campus is vibrant and diverse, offering state-of-the-art facilities and hosting a wide range of academic, cultural and sports activities and events for staff, students and the public.

From small clubs to international events, sporting fixtures to theatre and music performances, there are always opportunities for people to come together.

The University has ambitious and exciting plans for its future academic development based on a commitment to support the professional aspirations of staff and the energy, enthusiasm and talent of our students. We need successful and committed people to help us build on our existing strengths and achievements and to deliver a new and exciting future.

You can find further information on why Leeds is a great place to live and work on the relocate website: <http://relocate.leeds.ac.uk>





■ ODGERS BERNDTSON



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