UNIVERSITY OF LEEDS

CANDIDATE BRIEF

Head of the School of Physics and Astronomy, Faculty of Engineering and Physical Sciences

Competitive salary at Grade 9 or Grade 10

Reference: EPSPA1017

Closing date: 15 November 2020

We will consider flexible working arrangements

Head of the School of Physics and Astronomy, Faculty of Engineering and Physical Sciences

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?

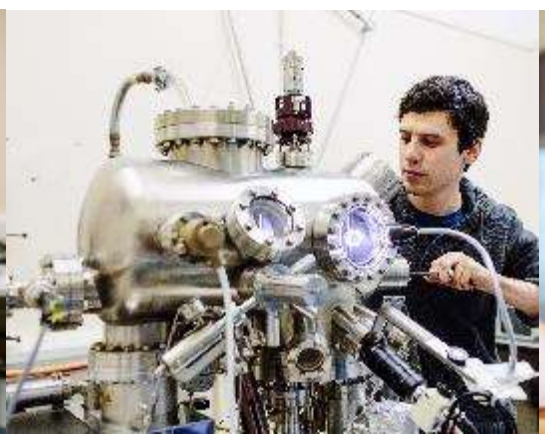
You will lead and manage the School of Physics and Astronomy, maximising strategic opportunities arising from the changing landscape of higher education and the University's strategic plan, whilst leading and delivering excellence in research and education.

You will be an active member of the University's Leadership Forum and of the Executive Committee of the Faculty 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, 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 busy and 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.

This represents an opportunity for a senior scholar proficient in inter-disciplinary and multi-disciplinary working to shape collectively the future of a School with a diverse portfolio of subject specialisms at a leading Russell Group University. You will be able to obtain very quickly a detailed working knowledge of the School's complex, multi-


disciplinary operations, including a very wide variety of research projects and programmes of both undergraduate and postgraduate study.

The appointment will be by negotiation.

What does the role entail?

As Head of School, your main duties will include:

University and Faculty Responsibilities

- 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), other Heads of School and Professional Service leads to develop and deliver the Faculty's academic strategies;
- Lead programmes of work to successful delivery as requested by the Executive Dean, and Deputy 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;
- Be an active role model for the University's expected leadership behaviours.

School Leadership

- 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.

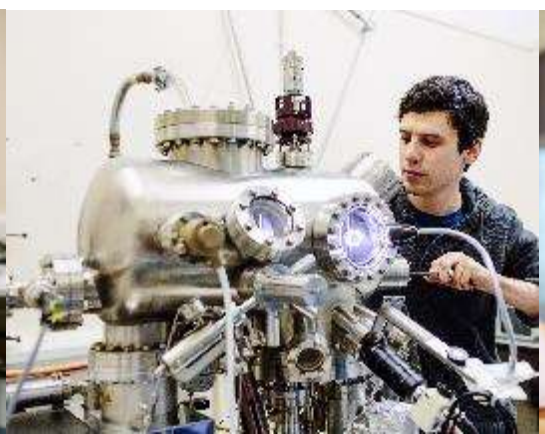
You will also continue to dedicate time (approximately one day per week) to your academic activity. Any additional support will be by negotiation with the Faculty Executive Dean. This may include a Research Fellow in your specialist area or be an alternative form of support.

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 strong research portfolio that complements ongoing research themes in the School of Physics and Astronomy;
- 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;
- Excellent communication skills with the ability to build and maintain effective and productive working relationships internally and externally;
- A commitment to ensuring that the environment for staff and students is inclusive, promotes equality and supports diversity, building on existing best practice;
- 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

You can apply for this role online; more guidance can be found on our How to Apply information page. Applications should be submitted by **23.59** (UK time) on the advertised closing date.

Your application should include the following:

1. A statement evidencing how you believe your existing knowledge and experience equips you to carry out the role.
2. A curriculum vitae, detailing your qualifications and experience.



You will also be asked to provide details of three referees - please supply e-mail addresses. Referees will only be approached after an offer is made and only with your consent.

Contact information

To explore the post further or for any queries you may have, please contact:

Professor Nora de Leeuw, Executive Dean of the Faculty of Engineering and Physical Sciences
Email: N.H.deLeeuw@leeds.ac.uk

Additional information

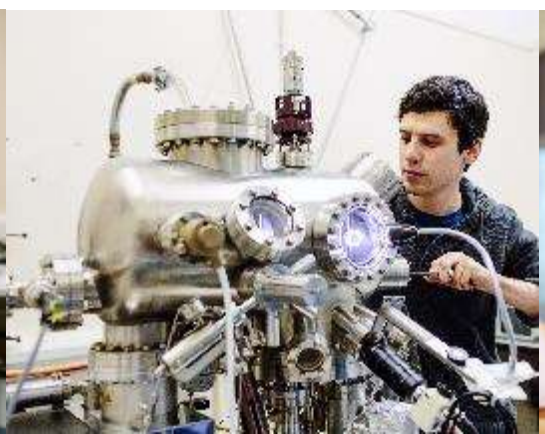
The School of Physics and Astronomy

The School of Physics and Astronomy has a 140-year history of nationally and internationally leading research and teaching. About 70 academic, academic-related and research staff, 20 support and technical staff and 80 research students combine with 500 undergraduates to form a lively community in an established research-focused university. Significant investment in the School in recent years includes a new home for the School from 2021 and means that approximately 25% of the staff are early career, providing a state-of-the-art, vibrant environment.

Academic activity within and related to Physics is also to be found across other faculties in the University of Leeds in areas such as biophysics, medical physics and engineering. With around 80 academic staff in the University clearly contributing to Physics from one perspective or another, the School, by fostering a culture of interdisciplinary engagement, is well-placed to enhance its tradition of being recognized as one of the major players in the UK and internationally.

The School of Physics and Astronomy is consistently in the top 5 Russell Group physics departments and schools in the National Student Satisfaction Survey. The School offers a range of three and four year undergraduate and postgraduate programmes accredited by the Institute of Physics. The undergraduate programmes include:

- Physics – BSc/MPhys


- Physics with Astrophysics – BSc/MPhys
- Theoretical Physics – BSc/MPhys

It collaborates with other schools, including Philosophy, on additional undergraduate programmes. The School offers a MSc programme with pathways in Environment, Physics applied to Medicine, Materials and Business Management and collaborates with Engineering on a Materials MSc.

The School has six academic groups:

- Astrophysics
- Condensed Matter Physics
- Molecular and Nanoscale Physics
- Soft Matter Physics
- Theoretical Physics
- Physics Education Research

For more details about the research groups visit www.physics.leeds.ac.uk/research/.

The research topics addressed by staff range from those concerned with fundamental quantum and biological processes to the application of physics to areas as diverse as non- linear feedback in star formation, the development of functionalized nano-materials for use in photo-voltaics and liquid crystal elastomers with negative Poisson ratio. Our other research with wider potential economic impact includes, but is not restricted to, that on the micro-bubble delivery of medication to cancerous tissue and quantum sensing applications for medical imaging. Our research strategy is to use existing strengths as the foundation for enhancing activity in focused areas. Particular areas for consideration include:

- Star and planetary system formation;
- Soft matter systems and their applications;
- Biological physics and healthcare, especially in relation to imaging;
- Novel sustainable resources, from materials to energy;
- Spin-orbit effects in condensed matter;
- Quantum technology development.

The School Executive Group is accountable through the Head of School to the Dean of Faculty and includes:

- Head of School
- Director of Research and Innovation



- Director of Student Education
- Heads of Academic Groups

The current School Executive Group is committed to:

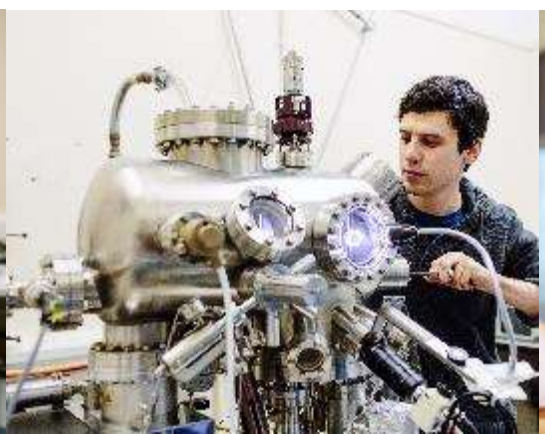
- growing the School in a sustainable fashion;
- increasing the quality of the student intake and the proportion of undergraduates taking the MPhys, and focusing upon growth of international PGT and of PGR student numbers;
- focusing the research activity of the School in ways that build on existing strength, maximizing funding opportunities, growing PGR numbers and fostering interdisciplinary collaborations across the University;
- increasing the level of research funding per academic FTE and continuing to promote world-leading outputs across the research areas;
- giving relentless, imaginative and results-oriented attention to providing the best possible student experience;
- developing the brand and profile of the School thus providing a stronger and more visible external presence and reputation;
- continuing to maximize career opportunities for students, for example through our partnership in the White Rose Consortium
- nurturing knowledge exchange to ensure maximum industrial and societal impact of our research;
- continuing to champion and support diversity and equality of opportunity;
- maximising the opportunities offered by the re-location of the School to the Bragg building, exploiting its state-of-the-art facilities.

Further information about the School of Physics and Astronomy can be seen at www.physics.leeds.ac.uk.

Faculty Information

The Faculty of Engineering and Physical Sciences is a new Faculty which was 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 provides 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. There are many exemplars of cross-disciplinary collaboration in the Faculty in which the School of Physics and Astronomy is fully engaged, including in doctoral training through the EPSRC Centres for Doctoral Training in Fluid Dynamics; Soft Matter and Functional Interfaces; and Molecules to Devices. The School is active in three of the primary cross-disciplinary University Centres: the Bragg Centre for Materials; the Astbury Centre; and the Priestly Centre for Climate. There are also important external academic links with national research institutes such as the Henry Royce, Alan Turing, and Rosalind Franklin Institutes.

The recent formation of the Faculty provides significant opportunity to grow further our interdisciplinary research and education across the Faculty and beyond. In education, there is 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.

Capital Developments

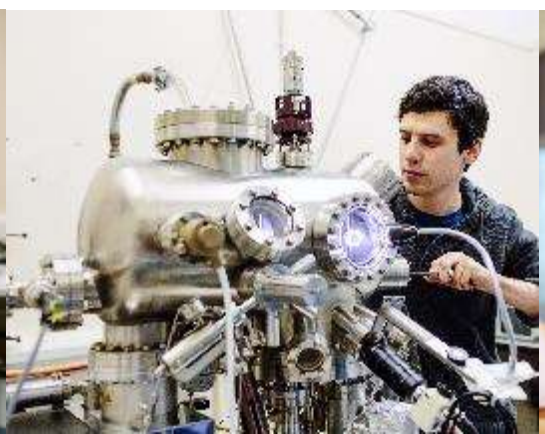
The University is undergoing a significant capital programme, with major projects relating to the Faculty of Engineering and Physical Sciences. These include the development of the £98 million investment in the Sir William Henry Bragg Building, an integrated space for Engineering and Physical Sciences which will open in early 2021 to 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 Faculty of Engineering and Physical Sciences. In particular, the School of Physics and Astronomy will move into the Bragg building from early 2021. The new environment 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, establishing a world-leading centre to accelerate the impact of interdisciplinary materials research on society.

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.


A diverse workforce
The Schools in the Faculty of Engineering & Physical Sciences are proud to have been awarded the Athena SWAN Bronze or Silver Award from the Equality Challenge Unit, the national body that promotes equality in the higher education sector. The School of Physics and Astronomy currently holds the Institute of Physics Juno Practitioner award. Our equality and inclusion webpage provides more 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.

Criminal record information

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.