



UNIVERSITY OF LEEDS



APPOINTMENT OF HEAD OF THE SCHOOL OF EARTH AND ENVIRONMENT, FACULTY OF ENVIRONMENT



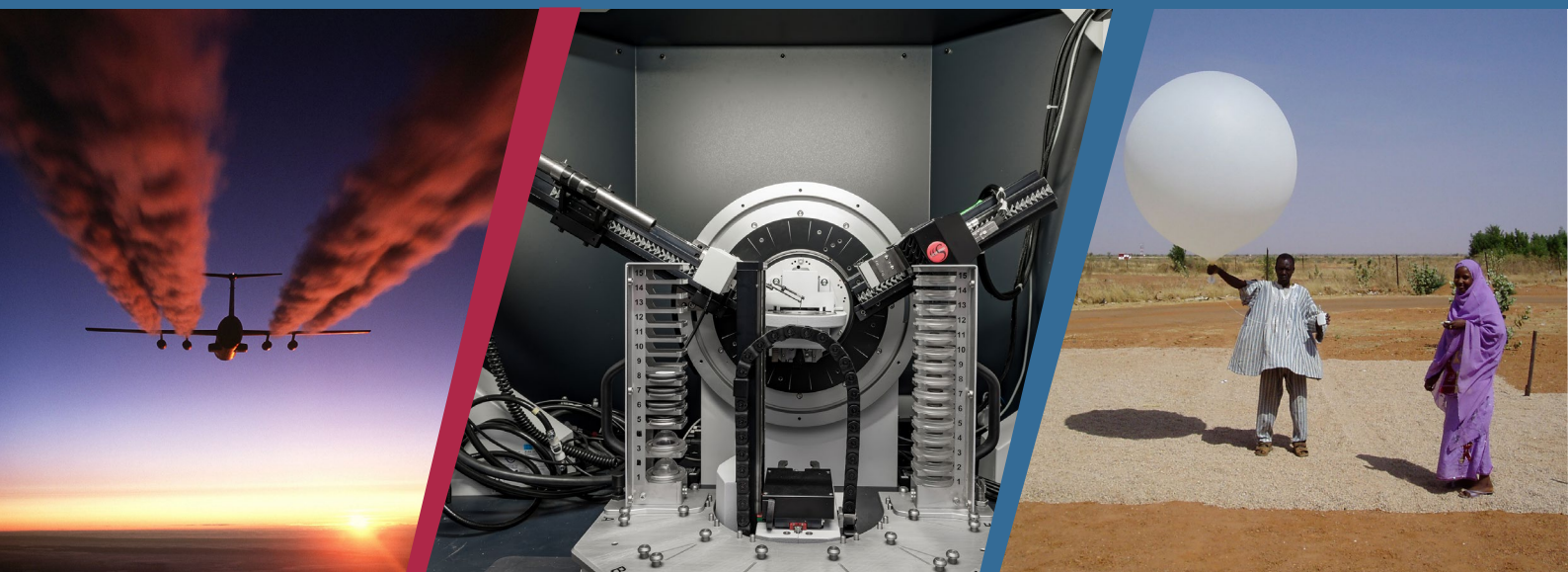
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SUMMARY



We are seeking an exceptional leader to fulfil the critical role of Head of the School of Earth and Environment. Located within the Faculty of Environment, the School of Earth and Environment is a vibrant, diverse academic community, consisting of over 285 academic and research staff, a committed community of professional services, and in excess of 1000 students at undergraduate and postgraduate levels.

The School has a strong international reputation, known for its cross-disciplinary research which addresses some of the most pressing and complex challenges facing humanity. Our research is carried across five institutes, and we have a strong record of international collaboration across sectors, including with business, NGOs policymakers and governmental bodies.

We are looking for an outstanding candidate to lead the School of Earth and Environment. With the vision and ambition to maximise strategic opportunities arising from the changing landscape of Higher Education and the University's strategic plan, whilst maintaining and growing excellence in our core activities of research and education.

This crucial senior leadership role forms part of the University's Leadership Forum, and the senior Executive of the Faculty of Environment. You will be a collaborative, inclusive leader, committed to working with colleagues across the University to enhance the reputation of the School and foster multi-disciplinary working.

We are seeking a leader with a sustained track record of excellence in research and/or student education, combined with excellent skills in team working and collaboration, capable of engendering the confidence of our academic community and leading the School through the next phase of its development.

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The University was founded in 1904, but our origins go back to the nineteenth century with the founding of the Leeds School of Medicine in 1831 and the Yorkshire College of Science in 1874. Today, we are one of the largest Higher Education institutions in the UK, and globally renowned for the quality of our teaching and research.

We are a member of the Russell Group of research-intensive universities, and part of the Worldwide Universities Network (WUN), which comprises 23 research-intensive institutions spanning six continents.

The strength of our academic expertise, across a wide breadth of disciplines, offers a wealth of opportunities for our students and staff, and has a real cultural, economic, societal, and environmental impact around the globe.

Our institutional strategy, 'Universal Values, Global Change', sets an ambitious, transformative roadmap for the next 10 years. It is a blueprint for a values-driven university, rooted in our desire to make a difference in the world – one that harnesses expertise in research and education to help shape a better future for humanity, working through collaboration to tackle inequalities, benefit society and drive change.

The University's core values are:

- **Integrity:** We are open and honest in our words and actions.
- **Inclusivity:** We are a community where everyone is welcomed and belongs.
- **Compassion:** We are caring and considerate in our words and actions.
- **Collaboration:** We work together to achieve our goals and ambition.

FACTS AND FIGURES

- 39,800 students from 137 countries.
- Over 9,000 members of staff from more than 100 countries.
- More than 3,500 Leeds students volunteer each year.
- 82nd in QS World Rankings.
- 90% of our research is world-leading or internationally excellent, according to the Research Excellence Framework (REF).
- £2.7 billion contribution to the UK economy annually.

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OUR STRATEGY

Further information about the University and our Strategic Plan 2020-2030, can be found here:

<https://spotlight.leeds.ac.uk/strategy/>.

Our strategy identifies three core areas of focus:

- **Culture** – recognising that collaboration rather than competition is fundamental to yielding excellence in research, education and societal impact.
- **Community** – recognising the importance of diversity, partnership and innovation in forging strong communities internally and externally.
- **Impact** – recognising the need to develop the next generation of global citizens and to focus our research efforts on areas in which we can be truly globally leading, while harnessing the potential of digital innovation to enhance both.

OUR CLIMATE PLAN

The climate crisis is the most significant challenge the world faces and at the University of Leeds, we are committed to ensuring our world-leading research and education plays an essential part in plotting a path to a fairer and more sustainable future.

As part of our efforts to address the crisis the University agreed in 2019 to embed seven Climate Principles within its strategy, including setting an ambitious 2030 net zero greenhouse gas target. Since then, members from across the University have been establishing how we can take these principles off the page and transform them into a full, deliverable Climate Plan, consistent with the values of our 10 year strategy.

In November 2021 the Climate Plan was approved by the University's governing body, its Council. The plan represents the single biggest investment we have ever made: £174 million over the next decade, more than £150 million of which will be put towards achieving our goal of net zero greenhouse gas emissions by 2030.

The Climate Plan is a collaborative effort across the University community, involving our academic staff, professional services and students. It maps out how we will deliver our key commitments, reducing greenhouse gas emissions, supporting a net zero city, delivering sustainable travel, enabling responsible investment, shaping institutional decision-making, and refocusing research and education.

The ambitious road laid out by our Climate Plan will be a challenging one. We have put systems in place that will regularly review our progress, to assess whether we need to correct or alter our course, and to identify opportunities to push our ambition further.

Our Climate Plan is at the heart of the part we are playing to support climate change mitigation and adaptation, locally and globally, while also contributing to a healthier, greener and fairer place to live, work and study.

Further information about our Climate Plan can be found here:

<https://spotlight.leeds.ac.uk/climate-plan/#group-section-Research-and-teaching-of5M6RrNp5>

ABOUT THE FACULTY OF ENVIRONMENT

The Faculty of Environment is focused on addressing global environmental challenges with world-class research.

Our Faculty is composed of four Schools/Institutes with international reputations:

- **School of Earth and Environment**
- **School of Food Science and Nutrition**
- **School of Geography**
- **Institute for Transport Studies**

Find out more about the **Faculty of Environment**.

ABOUT THE SCHOOL OF EARTH AND ENVIRONMENT

The School of Earth and Environment (SEE) is one of the largest and foremost academic groups dedicated to the vision *“motivated to being a world-leading centre for high impact research and education in all areas of the earth and environment”*. The School continues to perform extremely strongly on the world stage, as evidenced by our exceptional performance in international rankings at the subject specific level. For example, in the QS World rankings 2023, SEE is now 24th for Earth and Marine Sciences and 39th for Environmental Sciences, 22nd for Geology, and 22nd for Geophysics.

The incoming Head of School will be responsible for the leadership of the School's Strategy aimed at ensuring continued academic excellence and financial sustainability aligned to key societal challenges and the strengthening of external partnerships.

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STUDENT EDUCATION AND TRAINING

The School of Earth and Environment has a highly diverse learning environment offering a variety of disciplinary and inter-disciplinary perspectives across and within degrees. A research-based learning pedagogy infuses all our degrees, with all programmes requiring students to participate in gradually more intensive and independent field courses that are highly valued by our students and prepare them to produce empirically informed final year projects. Our students develop academic and professional skills in a supportive environment that builds up vibrant academic communities. The School has had a consistently high NSS overall satisfaction over recent years, and is regularly above the University average for teaching.

The student education portfolio in the School covers four broad areas at undergraduate and postgraduate level: Social Science for Sustainability, Environmental Science, Geo-Science and Climate and Atmospheric Science, hosting 6 undergraduate programmes and 14 masters programmes. It also contributes to the cross-university natural sciences programme.

The School is a leader in Sustainability education and has catalysed cross-university programme development in areas of significant global challenges such as sustainable food systems and food security, sustainable cities and climate futures as well as helping to shape the University's sustainable curriculum strategies. We have strong international and industrial partnerships underpinning our postgraduate offer including international partner universities (e.g. Nanjing University, University of Pretoria and Karlsruhe Institute of Technology), environmental and sustainability consultancy, and engineering geology industrial connections linked to the transition to a low carbon future.

RESEARCH & INNOVATION

We are a major international powerhouse for Earth, Environmental and Atmospheric sciences, and Sustainability solutions that has wide-ranging and positive impacts on the world that we live in. Our research is carried out within five institutes which represent our core research areas, but much of our work is cross-cutting, tackling complex global challenges. We are a large, research intensive, school with a supportive and friendly community of around 140 academic staff, over 160 research staff, a large number of professional support staff, and over 250 postgraduate students.

The five institutes that make up the school include:

- Earth Surface Science Institute
- Institute of Applied Geoscience

- Institute of Geophysics and Tectonics
- Institute for Climate and Atmospheric Science
- Sustainability Research Institute.

All the SEE Institutes have an active seminar series and social events, and act as academic homes for staff and PGR students. We host the Panorama NERC DTP and SENSE NERC CDT as well as being active partners in the White Rose ESRC DTP and several EPSRC CDTs hosted by other schools.

Additionally, SEE hosts the directorates for national research centres: NCAS (NERC National Centre for Atmospheric Science) and COMET (Centre for the Observation and Modelling of Earthquakes, Volcanoes and Tectonics), and we are founder members of the UK Met Office Academic Partnership.

SEE also co-hosts the ESRC Centre for Climate Change, Economics & Policy (CCCEP), the EPSRC UK Centre and the EPSRC/ESRC Centre for Research on Energy Demand (UKCREDS).

SEE staff lead a number of interdisciplinary centres, supporting the university climate plan including:

- The Priestley Centre for Climate Futures is unique in bringing together world leading expertise in all the key strands of climate change research - <https://climate.leeds.ac.uk/>.
- A living lab, rewilding the university owned Gair Wood.
- Supporting a Net Zero city through the Leeds city climate commission and the Yorkshire and Humber Climate Commission.
- GeoSolutions, an initiative supporting an on campus geothermal project and research for the low-carbon transition, ensuring society can benefit from the resources and opportunities within the earth's subsurface <https://geosolutions.leeds.ac.uk/>.

SEE staff lead or participate in several cross-faculty research initiatives including the Global Food and Environment Institute (GFEI); Leeds Institute for Fluid Dynamics (LIFD); Leeds Institute for Data Analytics (LIDA), and water@leeds.

In REF2021 the school achieved the highest power index score of any submission in UoA7, reporting 9 impact case studies and over £100M in research income (from UK Research Councils such as NERC, ESRC and EPSRC, from the EU Government, the Royal Society, Industry and Charities). As a University, we are the recipient of the largest amount of competitive NERC funding in the UK (based on data from 2015-2019). The University and School have invested significant funds in our physical research environment, organisational infrastructure and facilities.

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FACILITIES AND BUILDINGS

The University and School have invested significant funds in our physical research environment, organisational infrastructure and facilities. A £23.5M Capital Building project, completed in 2009, unified the School's research and teaching spaces within a purpose built, state-of-the-art building. To accommodate our growth, a £7.3M project has provided a new contiguous wing to the Earth and Environment building which was inaugurated as the Priestley Building in June 2019. This research space spans four floors of new offices and meeting rooms housing the **Priestley Centre for Climate Futures**.

SEE hosts a number of key research facilities, these include:

- **Cohen Geochemistry Laboratory** - an integrated laboratory suite designed and built for geochemical research in all areas of environmental geosciences.
- **Ice Nucleation Laboratory** - a range of instruments and facilities focused on measuring properties of atmospheric aerosol both in the laboratory and the field, including the IcePod, which fits into a standard shipping container, and be transported all around the world.
- **Sorby Environmental Fluid Dynamics Laboratory** - which enables a wide interdisciplinary community to experiment upon a range of simulated natural processes, from flow-sediment transport links in alluvial channels, through the dispersal of sediment in the deep oceans, to particulate transport through pipes and rig vessels.
- **Wolfson Multiphase Flow Laboratory** – which has state-of-the-art facilities for investigating the multi-phase flow properties of fault rocks for predicting the flow of petroleum in the subsurface and measuring the relative permeability, capillary pressure and wettability of fault rocks within petroleum reservoirs.

You can read more here:

<https://environment.leeds.ac.uk/see/dir/facilities-environment>

RECENT RANKINGS BY SUBJECT

- 21st in the world for Earth Sciences, **ShanghaiRanking's Global Ranking of Academic Subjects 2023**
- Top 100 in the world for Environmental Science and Engineering, **Shanghai Ranking's Global Ranking of Academic Subjects 2023**
- 23rd in the world for Earth and Marine, **QS World University Rankings by Subject 2023**
- 36th in the world for Environmental Sciences, **QS World University Rankings by Subject 2023**
- 24th in the world for Geology, **QS World University Rankings by Subject 2023**
- 22nd in the world for Geophysics, **QS World University Rankings by Subject 2023**
- The University of Leeds is among the top 75 universities, **QS World University Rankings 2024**
- University of Leeds students are among the top 10 most targeted by top employers, **The Graduate Market 2023, High Fliers Research**
- We are a member of the Russell Group of research-intensive universities
- Awarded a prestigious **Queen's Anniversary Prize (2021)** for research in climate and extreme weather, aiding vulnerable communities in the global south with new forecasting and warning systems.

EQUALITY & INCLUSION

The Faculty of Environment holds a Silver Athena SWAN award (awarded November 2019) – Athena SWAN awards recognise and celebrate good practices in higher education and research institutions towards the advancement of gender equality: representation, progression and success for all.

HEAD OF SCHOOL OF EARTH AND ENVIRONMENT



MAIN DUTIES AND RESPONSIBILITIES

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 three Faculty Pro-Deans (for Student Education, Research and Innovation, and International), the Deputy Dean, 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;
- To model the University's expected leadership behaviours.

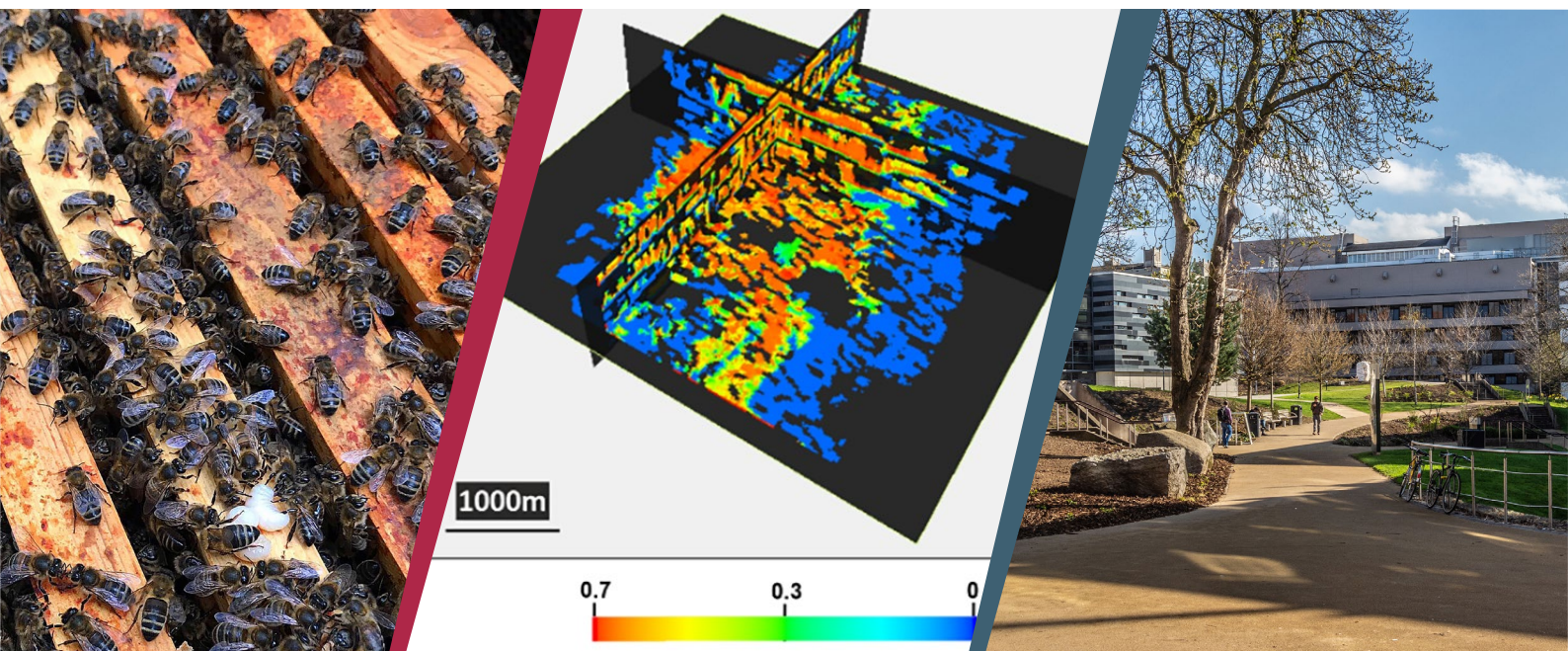
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School Leadership

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.

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.



HEAD OF THE SCHOOL OF EARTH AND ENVIRONMENT

QUALIFICATIONS AND SKILLS

As Head of School, you will have:

Essential

- 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;
- An awareness of internal and external political issues and higher education regulation with proven ability to operate effectively within these different environments;
- 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.

Key Attributes

- Significant creativity and judgement and the willingness to suggest and try new and creative approaches to problems;
- 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.

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 your academic activity. Any additional support will be by negotiation with the Faculty Executive Dean.



HEAD OF THE SCHOOL OF EARTH AND ENVIRONMENT

A DIVERSE WORKFORCE

As an international research-intensive university, we welcome students and staff from all walks of life. We foster an inclusive environment where all can flourish and prosper, and we are proud of our strong commitment to student education. Within the Faculty of Environment we are dedicated to diversifying our community and we welcome the unique contributions that individuals can bring, and particularly encourage applications from, but not limited to Black, Asian, people who belong to a minority ethnic community; people who identify as LGBT+; and disabled people. Candidates will always be selected based on merit and ability.

The Faculty of Environment has received a prestigious Athena SWAN silver award from **Advance HE**, the national body that promotes equality in the higher education sector. This award represents the combined efforts of all schools in the Faculty and shows the positive actions we have taken to ensure that our policies, processes and ethos all promote an equal and inclusive environment for work and study.

WORKING AT LEEDS

We are a campus-based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our **Working at Leeds** information page.

INFORMATION FOR DISABLED CANDIDATES

Information for disabled candidates, impairments or health conditions, including requesting alternative formats, can be found on our **Accessibility** information page or by getting in touch with us at hr@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.



HOW TO APPLY



Leeds is being supported in this process by the University's executive search partner, Perrett Laver.

Shortlisted candidates will be invited to attend informal sessions and formal interviews with the selection committee and other key stakeholders at the University in the beginning of 2025.

Application is by submission of a full curriculum vitae giving full details of qualifications and experience and a covering letter of application, addressing the criteria and evidencing how you believe your existing knowledge and experience equips you to carry out the role of Head of the Department of Earth and Environment.

Completed applications should be uploaded at <https://candidates.perrettlaver.com/vacancies/> quoting reference number **7604**. The closing date for applications is **Sunday 15th December 2024**. All telephone enquiries, in the first instance, should be directed to Lucy Roper on Lucy.Roper@perrettlaver.com.

ACCESSIBILITY

For a conversation in confidence, please contact Lucy Roper on +44 (0)20 3928 7358 and Lucy.Roper@perrettlaver.com.

Should you require access to these documents in alternative formats, please contact Esther Elbro on esther.elbro@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

DATA PROTECTION AND PRIVACY

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>.