



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

Diversity, Inclusion and Performance Lead - Leeds University Business School and National Highways



Salary: £35,000 – £42,000 p.a.

In addition to salary, a Personal Development budget of £3,333

Reference: CSRIS1365

Closing date: 25th June 2025

Fixed Term for 20 months to complete specific time limited work.

Location: 8 City Walk, Holbeck, Leeds, LS11 9AT

Overview of the Role

Do you hold a PhD or Masters degree in Business Management, Organisational Behaviour, Human Resource Management or a related discipline? Would you like to work on a high-impact project aimed at transforming Diversity and Inclusion (D&I) and performance within the UK Construction sector?

The University of Leeds and National Highways has an opportunity for a highly motivated individual to lead an exciting project aimed at embedding an evidence-based Diversity and Inclusion (DI) toolkit within National Highways construction supply chain. This is a unique chance to work at the intersection of academic research and industry practice, driving meaningful change and innovation.

As a KTP Associate you will be tasked with implementing National Highways' purpose-built evidence-based DI toolkit. Outcomes will align with National Highways' ambition to enhance D&I and in doing so improve productivity and effectiveness across the sector. To do this effectively, you will engage with a wide range of stakeholders within the supply chain across the construction community. You will also need to be flexible and responsive to changing in an increasingly agile and fast paced environment. You will need to be resilient and persuasive to drive adaptation and to implement new D&I policies and practices through delivering bespoke training sessions and workshops to staff at all business levels.

National Highways is a government-owned company responsible for operating, maintaining, and improving England's motorways and major A roads. It plays a crucial role in ensuring safe, reliable, and sustainable transport infrastructure across the country. By working with National Highways and The University of Leeds you will be enhancing and developing innovative, sustainable, and inclusive, infrastructure D&I solutions to support local and national socio-economic growth.

Main duties and responsibilities

Your responsibilities will include:

- Develop and implement a D&I toolkit that aligns with National Highways' ambition to improve performance and effectiveness.
- Conduct primary and secondary research to evaluate the impact of D&I initiatives on business performance, and monitor impact.



- Engage with key stakeholders across National Highways construction supply chain to drive adoption of D&I interventions.
- Developing and maintain good working relationships within the supply chain across a complex project
- Deliver training sessions and workshops to support the implementation of new policies and practices.
- Monitor and assess project outcomes, ensuring alignment with organisational goals to change industry practices.
- Produce high-quality reports, publications, and presentations to disseminate findings and insights.

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 are the benefits of being a KTP Associate?

- All KTP Associates spend 10% of their time on Personal Development, making full use of a £3,333 Personal Development budget
- Access to two residential training sessions aimed at developing project management skills
- Opportunity to gain both management and academic experience
- Potential to fast-track a career in industry
- Access to a wealth of academic resources
- Access to a Travel & Subsistence and Consumables budget
- Access to mentoring sessions through Innovate UK

Qualifications and skills

Essential

- A PhD or Master's degree in Business Management, Organisational Behaviour, Human Resource Management, or a related discipline.
- Strong research and analytical skills, with experience in evaluating D&I initiatives.
- Experience of working with industry partners or organisations to deliver impactful research-led solutions.
- Excellent project management and stakeholder engagement skills.



- Strong communication skills, with the ability to translate academic research into practical business applications.
- Resilience when faced with resistance to change and time management pressures
- A proactive and independent working style, with the ability to manage competing priorities.

Desirable:

- Experience in developing and implementing organisational change initiatives.
- Knowledge of HR practices, business process innovation, or supply chain management.
- A background in diversity and inclusion research or policy development

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

ACADEMIC SUPERVISOR

Prof Danat Valizade

Professor of Quantitative Employment Research

Email: D.Valizade@leeds.ac.uk

COMPANY SUPERVISOR

Belinda Blake

Senior Policy Advisor for Equality Diversity and Inclusion

Email: Belinda.Blake@nationalhighways.co.uk

James Hartford

Innovation Support Co-ordinator (University of Leeds)

Email: J.Hartford@leeds.ac.uk

Additional information

Find out more about the [Leeds University Business School](#)

Find out more about our [Research and associated facilities](#).

Find out more about [ATHENA SWAN at Leeds University Business School](#)

Find out more about [National Highways](#)



Find out more about [Innovate UK](#)

Interview location

Details will be provided should you be successful in gaining an interview.

Working as a KTP Associate at Leeds

You will be an employee of the University of Leeds and will have access to university facilities. However, you will be based at the company premises, working to their terms. You will have access to the University's USS pension scheme, with generous employer contributions.

A diverse workforce

The Leeds University Business School has received a prestigious Athena SWAN Bronze 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.

Our University

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 Leeds University Business School, 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, those 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.



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.

Visa Entitlement:

Please note that this post may be suitable for sponsorship under the Skilled Worker visa route, but first-time applicants might need to qualify for salary concessions. For more information please visit: www.gov.uk/skilled-worker-visa.

For research and academic posts, we will consider eligibility under the Global Talent visa. For more information please visit: <https://www.gov.uk/global-talent>

