



Brief for the position of

Dean of the School of Dentistry

Faculty of Medicine and Health

Grade 10

Competitive salary dependent on experience

(or relevant clinical scale)

June 2025



**UNIVERSITY
OF LEEDS**

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Message from the Executive Dean of the Faculty of Medicine and Health



Dear Candidate,

Thank you for your interest in the position of Dean of the School of Dentistry within the Faculty of Medicine and Health at the University of Leeds.

As a key member of the Faculty Executive Team, the successful candidate will lead the School of Dentistry, an internationally renowned and a leading centre in the UK in one of the UK's largest higher education institutions.

These are exciting times ahead for the University as we collectively work together to meet and navigate the challenges faced within the HE sector and the changing world through the mid-term review of our University Strategy, digital transformation and ongoing modernisation and transformation of our faculties and services.

As we move forward, we are seeking a strategic, innovative and resilient leader to lead the School of Dentistry and join our Faculty Executive leadership team in advancing our shared vision of excellence and innovation forward.

The successful candidate will demonstrate a strong commitment to equity, diversity and inclusion, and will embody our University Values in all operational activity, strategy and planning.

If this opportunity excites you and you have the drive and ambition to shape the future of dental education, research and clinical engagement whilst developing your leadership potential, we would be delighted to hear from you.

Applications are welcomed from clinical and non-clinical applicants.

Professor Mark Kearney
Executive Dean
Faculty of Medicine and Health

About us

The School of Dentistry is a forward-looking community of students and staff who are collectively invested with key partners in making oral health and care better within an ambitious, globally-facing University that makes a difference.

Why work with us?

- **World class education:** Introduction of new taught programme curricula informed by pandemic innovation and cutting-edge pedagogy have been driven by the need to prepare an oral health and care workforce ready to meet the challenges of a changing world.
- **World leading Research:** Our research excellence is helping to shape the direction of healthcare, bring new products to market through partnership with industry and inform our education offer.
- **Impact:** Through our education and research, our partners and alumni we make a positive difference to people's oral health and care locally, nationally and across the globe.
- **Personal Development and Progression:** We improve as a School community of students and staff by prioritising our personal development and understanding how this drives our progression as individuals and an organisation.
- **Estate and Facilities:** High quality and modern facilities within the School with clinics located on levels 5 and 6, respectively, of the Worsley Building, on the main University campus and immediately adjacent to Leeds General Infirmary Hospital.



“Being Dean of the School of Dentistry over the last 6 years has brought professional and personal development and opportunities that have exceeded my expectations.

The School, Faculty and University are vibrant, dynamic environments that play pivotal roles locally and far beyond. I continue to be amazed by the talent that the School attracts. I’m confident for this School's role in shaping the future of oral health and care through innovation in education and research.”

Professor Alan Mighell,
Dean of the School of Dentistry



Student Education

Undergraduate

Undergraduate programmes in Dental Surgery (DS) and Dental Hygiene & Dental Therapy (DHDT) represent the School's core business.

Both programmes are regulated by the General Dental Council (GDC). The School, through the Dean, is held directly accountable for the standards achieved by graduates that lead to professional registration and delivery of independent patient care. Both undergraduate programmes have been reviewed and revised through the University Curriculum Redefined approach and go live in academic year 2025-26.

The 5-year Dental Surgery programme has an intake of 96 students a year with a mix of UK and international students. The 3-year Dental Hygiene & Dental Therapy programme has an annual intake of 25 UK students.

Securing a place on our undergraduate programmes is hugely competitive. A high proportion of successful applicants meet the widening participation criteria and give opportunities that they might not have thought were within their reach.

Postgraduate

The School has 3 established, sustainable Postgraduate Taught (PGT) 1-year Masters programmes for international students.

Dental Public Health, Dental Materials and Oral Surgery have all been reviewed and revised through the University Curriculum Redefined approach. All include elements of research.

For further information about Student Education contact the Director of Student Education, Dr Jane Wardman - M.J.Wardman@leeds.ac.uk

Research

Research is central to the identity of the School and adds value through advancing knowledge and informing our approach to education.

The [School Research Overview](#) captures examples of School priorities and successes. These cover a breadth of research disciplines and highlight the interdisciplinary partnerships across the University and beyond that underpin our approach.

Postgraduate Research offers are embedded within our research priorities and include PhDs and the Professional Doctorate in Paediatric Dentistry (see School Research Overview). The latter is the flagship 3-year clinical programme for international students that for 40 years has upskilled paediatric dentists who have gone on to work across the globe.

The School has successfully taken research discoveries through to commerce. Vardis Oral Care continue to develop the clinical applications of Self-Assembly Peptides (SAPs) that were co-invented between the Schools of Dentistry

and Chemistry at the University. [Mimetrik](#) is a current spin-out company from the School and is launching the [Cubit 360](#) – a unique scanner – to the clinical dentistry market in 2025. [Hyfacol](#), a current spin-out company with origins in the Schools of Dentistry and Textiles has undertaken first in man clinical trials.

Preparation for the Research Excellence Framework 2029 (REF2029) are ongoing and follow an excellent outcome for Unit of Assessment 3 in REF2021.

For further information about Research contact the Director of Research, Professor Gail Douglas - G.V.A.Douglas@leeds.ac.uk





International

The School is internationally facing across its business.

At any one time there are over 100 international students registered for taught or research degrees. Our staff are drawn from far and wide.

Education and research successes are based on established, sustainable international partnerships with universities and sponsors that we continue to develop.

Partnerships

Strategic partnerships underpin our approach. Leeds Teaching Hospitals NHS Trust is our principal clinical partner primarily through [Leeds Dental Institute](#) for undergraduate and postgraduate programmes. The smooth transition of our undergraduates to GDC registrants reflects our strong working relationship with NHS England (Workforce, Training and Education) who have responsibility for Dental Foundation Training.

Our successes reflect productive cross disciplinary partnerships across Higher Education, government and industry with a global reach.

Impact

The School makes a positive difference. There is an ongoing impact of its core business, which is shaped by innovation and drives the developments needed in a changing world. Around the globe our alumni have built on the foundations established in Leeds. In addition, the School shares more widely through the media specific examples of its impact. Recent examples broadcast on national TV include:

- [Tooth-brushing clubs](#)
- [I'm Still Me](#)
- [Jaw joint](#)

Staff Development

The School has a sustained track record of developing staff to meet the changing needs of the business including the future generations of academics: clinical and non-clinical. Leadership development is central to the future of the School with wide-ranging opportunities. As part of the School and Faculty Executive you will be supported to develop your leadership skills with opportunities for collaboration and influence regionally, nationally and internationally.



The Faculty of Medicine and Health

The Faculty of Medicine and Health is the largest of 7 Faculties within the University of Leeds with approximately 1700 staff.

We are a diverse Faculty with 4 Schools (School of Dentistry, School of Healthcare, School of Medicine and School of Psychology) with 6 Institutes within the School of Medicine. The Faculty also hosts the NIHR Research Delivery Network.

Our Faculty operates within an external context and working together with our NHS partners is fundamental. We are interconnected and interdependent and share many of the same goals and challenges. As a Faculty we are well connected to influence policy and practice regionally and nationally; as a member of the Leeds Academic Health Partnership, a collaboration between Leeds Council, Leeds Teaching Hospitals NHS Trust and University of Leeds, we are working towards an Academic Health Science Centre designation for our region. Members of the University sit

on the Board of the West Yorkshire ICB and we host the UKCRC Clinical Trials Units Network; an internationally recognised network of more than 50 UK academic clinical trials units. Members of the Faculty Executive Committee also hold Non-Executive Director positions on the Boards of each of our teaching hospital partners: Leeds Teaching Hospitals NHS Trust, Mid Yorkshire Teaching NHS Trust, Bradford Teaching Hospitals NHS Foundation Trust and South West Yorkshire Partnership NHS Foundation Trust.

Our programmes deliver the health workforce of the future. The Faculty of Medicine and Health is unique amongst our Russell Group peers, with Undergraduate programmes covering most of the clinical, nursing and aligned healthcare practitioners required within the NHS workforce plan. Significant development work is ongoing to refine and diversify our education portfolio whilst enhancing both student education and experience across programmes. The positive impact of this work is reflected in our NSS data.

We have a Faculty vision of 'Learn Together, Work Together' which supports our ambition to develop a transformative, world-class, values driven education for students who will make a positive difference to the health and wellbeing of all communities. Learning is informed and led by interdisciplinary research which improves health and wellbeing in global, UK and local populations through excellent biomedical, basic, translational and applied health research and innovation.

As a Faculty we are particularly proud of the strong commitment over the past 10 years to gender equality and EDI and of our diverse range of staff and students. We were one of the first Faculties to gain Athena Swan chartership status for gender equality, and all Schools hold awards: Silver for Dentistry, Healthcare and Psychology and Gold in the School of Medicine (the first UK Medical School to achieve Gold).

The University of Leeds

University of Leeds is one of the largest higher education institutions in the UK and one of the most diverse university campuses in the country. Located at the heart of the UK in West Yorkshire, with a vibrant creative community and an abundant history and a major commercial and cultural centre.

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.

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

The University strives to achieve academic excellence within an ethical framework informed by our values of collaboration, compassion, inclusivity and integrity. Leeds is truly a community, with more than 39,000 students from 137 different countries, over 9,000 staff of 100 different nationalities and we

are in touch with more than 281,000 alumni in 190 different countries.

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. As 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.



Our Core Values

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.

Our Strategy

Further information about the University and our Strategy 2020-2030, can be found **here**.

Our institutional strategy, 'Universal Values, Global Change' 2020 – 2030, sets an ambitious, transformative roadmap over 10 years. It is a blueprint for a values driven University, rooted in our desire to make a difference in the world. Our University 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.

We are currently undertaking a mid-term review of our Strategy and you would join the University at this exciting stage of its delivery

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.



The Role

Dean of the School of Dentistry

Reports to: Executive Dean of the Faculty of Medicine and Health

Key partnerships: Clinical teaching is delivered with Leeds Teaching Hospitals NHS Trust together with other NHS partners. There is a close working relationship with NHS England (Workforce, Training & Education).

Applications and welcomed from clinical and non-clinical applicants.

We are open to discussing flexible working arrangements

Overview of the role

The School of Dentistry, in the Faculty of Medicine and Health, is an internationally respected centre of excellence in education, research, and clinical engagement. We are seeking a collaborative, strategic, and values-led academic leader to shape the future of oral health and care through inclusive leadership and innovation.

As Dean of the School, you will foster a culture where staff and students are supported, inspired, and empowered to achieve their full potential. You will lead the School in delivering world-leading interdisciplinary research and an exceptional student experience, combining expert teaching with innovative research, while strengthening strategic partnerships with the NHS, industry, and other key stakeholders.

You will play a key role in the Faculty Executive leadership team at an exciting time, as we advance our vision for student education and contribute to the national education and workforce agenda for health and social care.

As an active member of the University's Leadership Forum and the Faculty Executive Committee, you will promote a coordinated and innovative approach

to academic development. This is a significant and complex leadership role, requiring a clear strategic vision and the ability to engage and influence across the School, Faculty, and wider University. You will bring the leadership skills, creativity, and ambition to deliver the School's academic strategy and priorities. You will thrive in a dynamic, collaborative environment and be committed to enhancing the School's reputation through a focus on excellence, inclusion, and impact.

Academic credibility is essential. You will have a sustained track record of excellence in research and/or student education, alongside demonstrable skills in teamworking, collaboration, and inclusive leadership. You will be a role model for our University values and demonstrate courage and authenticity in how you lead.



Main duties and responsibilities

School Leadership

- Provide strategic vision, direction and visible inspirational leadership to enable the School to be ambitious, meet its potential and contribute to the University vision and strategy with a positive impact on the world;
- Support and promote collaboration across all academic activities;
- With the Faculty Executive work to meet the University's Key Performance Indicators, in Education, Research, and Equity Diversity and Inclusion
- Promote excellence in student education with a focus on the student experience and measurable outcomes;
- Demonstrate a commitment to reducing inequalities in higher education, to ensure the academic success of all our students, including the reduction of attainment gaps;
- Develop and maintain an excellent partnership with our external collaborators, including NHS partners, in leading and promoting excellence in clinical training;
- Support and encourage excellence in research, innovation and impact, providing an enabling environment through enhancing research culture;
- 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;
- Demonstrate leadership in and personal commitment to improving equity, diversity and inclusion, including engagement with the Athena Swan charter for gender equality;
- Lead, manage and support the development of all School staff, ensuring that talent management and succession planning are delivered, and promoting service excellence, quality enhancement and staff wellbeing;
- 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 Executive Committee 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.

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;
- Work in partnership with the Faculty Pro-Deans (for Student Education, Research and Innovation, and International), the Deputy Deans, other Heads of School and Institute, the Faculty Operations Director 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 Deans 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 courageous, values-driven leadership and lead a culture that enhances staff and student wellbeing and shapes a community where all feel that they belong.



A photograph of the University of Leeds building, a modern structure with a curved facade and large glass windows, partially obscured by green trees in the foreground.

What will you bring to the role?

As Head of School, you will have:

- Experience of academic leadership within a Dentistry setting, with a clear vision and the ability to engage others in that vision;
- A PhD in a relevant discipline or have equivalent research experience;
- 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, including the clinical interface, to build credibility and influence at all levels, internally and externally;
- Experience of developing and implementing strategy, a forward thinker, demonstrating an ability to think and plan strategically, articulate priorities and imperatives, engaging a range of stakeholders to deliver change;
- A highly developed awareness of internal and external political issues as well as higher education and public health 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;
- Proven ability to communicate difficult, challenging or sensitive information with tact and diplomacy across all staff levels and an ability to handle confidential, sensitive or contentious information with respect and integrity;

- Strong conflict management, influencing and negotiation skills;
- Ability to make sound management decisions by acting on the information and intelligence available, with an ability to make difficult decisions and overcoming barriers;
- Evidence of effective and appropriate delegation, providing and responding to constructive feedback, monitoring and addressing performance, dealing with inappropriate behaviour, and building trust and teamwork;
- Evidence of success in delivering results, effectively managing people, finances, and other resources to achieve these.
- A commitment to creating an environment for staff and students that is actively inclusive, promotes equity, and supports diversity.

Clinical applicants will also be required hold the relevant professional registration.

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



Additional Information

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

At the University of Leeds, we are committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains the best students and staff from all backgrounds

Whatever role we recruit for we are always striving to increase the diversity of our community, which each individual helps enrich and cultivate. We 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.

Accessibility

Candidates will always be selected based on merit and ability. 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.

If you would like the candidate pack in an alternative format, for example, paper; large print; or audio, please contact governance@leeds.ac.uk

If you would like to discuss and arrange any reasonable adjustments to enable you to apply for a role with us, please let us know via governance@leeds.ac.uk. We will be more than happy to help.

You are not obliged to inform us of any disability, but you will still be covered by the Equality Act (2010) if that disability becomes known to us.

Criminal record information

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. Rehabilitation of Offenders Act 1974. 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

For a confidential discussion about this role please email the Executive Dean of Faculty of Medicine and Health, Professor Mark Kearney at:

m.t.kearney@leeds.ac.uk

Or the current Dean of the School of Dentistry, Professor Alan Mighell at:

a.j.mighell@leeds.ac.uk

To apply for the role, please submit

- A supporting statement (no more than 3 sides of A4) providing your vision for the School and how your knowledge and expertise equip you to carry out the role set out in the role profile.
- A curriculum vitae, detailing your qualifications, experience and most recent publications.

Closing Date: 7th September 2025

Shortlisted candidates will be invited to Stakeholder and Interview Panel to be held Friday 3rd October 2025 (Provisional date).