

Job Detail

(Overview, Role Detail and Person Specification)

School of Health & Society

Director of Directorate of Nursing and Midwifery



Role Title: Director of Directorate (Nursing and Midwifery)

Reports To: Deputy Dean of School

Accountable To: Dean of School

Overview

Welcome to the School of Health and Society - a forward-thinking, dynamic school with a commitment to lifelong learning and real-world impact.

Our School of Health & Society is one of the largest providers of nursing, midwifery, social work and allied health professional education programmes in the UK, known for our track record of collaborating with a wide range of industry partners across health and social care to produce highly skilled graduates with real work experience. We are at an interesting time in the Higher Education sector, there is significant change in terms of oversight, student expectations and changing demographics and we are trying to do things differently so that we stay ahead of these changes. Our connection to industry is stronger than ever and we're proud to have more partnerships with SMEs than any other Greater Manchester University. It's everything we do and the way we do everything.

The key strengths of the School of Health and Society lie in the breadth of our offering across the span of health sciences; sport; public health; nursing; midwifery; allied health professions; social work; psychology; and social sciences.

The School is a large dynamic multi-disciplined environment, and one of our key requirements is to develop synergies between industry partners for the benefit of students to develop enterprise activity. The aim is to maximise the opportunities through the University's number one strategic driver, Industrial Collaboration, to co-create a unique student and staff experience.

The School is focused on the student experience, learning, teaching, research, and enterprise, building on an existing track record of good practice in working with partners in the public, private and third sectors. Through this engagement, the School will provide students with real life experience, work-based placements and project work which addresses clinical, health and / or service-based problems. Developing our relationship with our partners is therefore crucial in relation to programme design, delivery and assessment. The aim of the School is to build on these existing partnerships and develop new strategic partners, in order to further develop distinctive programmes, and research and enterprise activities which respond to employers' needs and ensure that graduates from the School are work ready. We are proud of our diverse student population, and it is important for us to create an inclusive culture where all our students and colleagues can bring their whole selves to the University. It is important to us that our students see themselves reflected in those who teach them, and that higher education is a place where they can thrive. We recognise that our colleague profile is not as diverse as

it should be and have developed strategies to address this. We also operate a guaranteed interview scheme for job applicants who declare they have a disability and meet the essential criteria of the job they are applying for and we make every effort to support disabled colleagues by providing them with equipment or making reasonable adjustments to support them in their career journey. It is important to us that we can provide a high-quality learning experience and an environment in which our students can see themselves and thrive.

About the University

Salford has a rich history and an exciting future; we sit at the heart of the Northern Powerhouse, and actively engage with stakeholders across the region to embed our industry collaboration activity, ensuring our students receive the best possible experience and are fit for their future beyond University.

Our belief in making a tangible contribution to industry and the economy through pioneering partnerships is critical to our identity. These partnerships deliver cutting-edge applied research, drive innovation and inform our teaching to ensure our graduates have the knowledge and skills to fulfil the future employability needs of the economy.

We have built upon our strong industrial heritage and have revolutionised our academic, enterprise research and teaching offer to increasingly embrace the economies ever changing needs through the development of our industry collaboration zones.

As we build a new type of University here at Salford, our staff are critical in the development and delivery of our strategic vision; embodying our unique brand and acting as exemplars in demonstrating our philosophy and ethos in how we work.

About the role

As **Director of Nursing and Midwifery**, you will provide dynamic strategy and people leadership across the discipline, with industry experience and a track record of collaboration and stakeholder engagement to shape the School and Directorate vision. You will manage the subject areas of Adult, Mental Health and Children and Young Peoples Nursing, Midwifery, Nursing Associate, Specialist Community Nursing, Advanced Practice, Nursing Studies, Non Medical Prescribing and a range of postgraduate specialist programmes and be able to prioritise action and resources to meet the requirements of a broad and diverse portfolio to achieve excellence.

Role Detail Director

Purpose

- To be responsible to the Deputy Dean for the operational and strategic management of the Directorate in the context of School strategic aims and objectives.
- To ensure the student experience is of high quality and high satisfaction.
- To contribute and lead across the Industrial Collaboration agenda within the Directorate.
- To make an appropriate contribution to the School's portfolio of learning, teaching, research, enterprise and innovation, and professional activities in light of other responsibilities, as agreed with the Deputy Dean of School.
- To be part of the School Leadership Team and work closely with all the Directors across the portfolios.
- To take full accountability of the activity within the Directorate, including staff matters; the student journey; and operational matters.

Responsibilities

Individual and Team Leadership

- To provide leadership of the Directorate that builds cohesion around a clear vision of the Directorate's contribution to the strategic direction of the School
- To facilitate effective team working that promotes a collegiate and inclusive organisational environment
- To provide strategic leadership and operational management of academic excellence across all areas of activity within the Directorate.
- To work with the School Leadership Team, to lead the development of programme content within the directorate and ensure quality, enhancement and research-led learning and teaching underpins all Undergraduate and Postgraduate provision as appropriate.
- To liaise and work with the School Business Manager to ensure appropriate administration support.
- To engage with and participate in the University's Performance and Career Conversations as reviewer and/or reviewee as appropriate.
- To contribute to and support University-wide initiatives and portfolios as required by the University Executive

Management of People

- Articulate the Directorate's strategic, operational, and developmental goals to your teams and facilitate the discussion on how everyone in the Directorate contributes to these
- Line management of the Academic Leads/ Subject Heads aligned to the direction agreed with the (Deputy) Dean, including Performance and Career Conversations, regular wellbeing and progress conversations, review of contribution and impact against goals and absence

- Ensure a cross directorate approach to goal setting and clarity of expectation through calibration and moderation, ensuring parity, fairness, and transparency of expectation within every team member's goals.

- To operationalise strategies for the development of scholarship and research capability
- To lead and support career development and succession planning, spotting talent and providing the right incentives for academics and other staff to contribute effectively

- To collaborate with the Dean of School, the Deputy Dean and the Associate Deans to manage the effective deployment of academic staff within the Directorate and where appropriate agree the contributions made to programmes in other Directorates

- To ensure the allocation and publication of appropriate workloads for all academic staff
- To ensure compliance with all HR policies and procedures within the Directorate

- To line manage Heads of Subject and any relevant Senior Lecturers
- To ensure the effective induction and probation of new academic staff within the Directorate

- To ensure that academic staff development needs across the Directorate are co-ordinated, prioritised and actioned through the Performance and Career Conversation process
- To foster a working environment within the Directorate that is supportive of individuals and encourages active engagement and a positive contribution from all members of the Directorate
- To act as a channel of communication between the Dean of School, the Deputy Dean and the Associate Deans and Directorate staff, ensuring effective communication within the Directorate
- To play a leading role in the selection and recruitment of new academic staff for the Directorate

Policy/Planning

- Collaborate with the Dean, Deputy Dean and Associate Deans on creating the School level view of the strategy and direction of travel.

- Leading the directorate to ensure all academic delivery is aligned to strategic goals of the school.

- To identify and respond to market indicators and market trends in relation to programme development and delivery, research and innovation, internationalisation, enterprise, and the student experience within the Directorate
- To support the School Executive to develop, monitor and deliver the School's Improvement Plan, contributing to the achievement of the University's Corporate Strategy objectives
- To identify, and ensure the achievement of, objectives and Key Performance Indicators for all aspects of provision and activity within the Directorate

- To work closely with the Dean of School, the Deputy Dean, Associate Deans and the School Operations Manager to ensure the planning and management of academic

workloads within the Directorate to ensure the effective delivery of all of the Directorate's activities, taking account of staff development needs, research activity and succession planning

- To contribute to the development of School's strategies/policies

Quality Assurance and Enhancement

- To ensure Directorate programmes meet all academic and professional standards and conform to the requirements of the University's quality assurance processes, and where appropriate the requirements of professional regulatory bodies
- To ensure that Directorate programmes meet the needs and expectations of participating students, and contribute to the good reputation of the School and University within the academic and business communities
- To work with colleagues to develop the Directorate's profile and the academic identity of its staff, work, and programmes
- To ensure that academic and personal support to students is provided in line with Academic Expectations
- To ensure fair and consistent application of University policies and procedures and compliance with appropriate legislation including, for example, equality and diversity, health and safety and data protection.

Resource Management

- To oversee the allocation of directorate budgets within agreed guidelines
- To advise the Dean/Deputy Dean of School on Directorate resource needs
- To ensure the effective utilisation of resources at a Directorate and School level

Liaison and Co-ordination

- To lead directorate meetings to enable effective two-way communication, feedback and information sharing.
- To ensure Heads of Subjects manage the effective delivery of all aspects of the Directorate's programme areas, supporting programme leaders and the contributions made to programmes in other Directorates
- To positively promote the University within and outside the University to build networks which will assist and inform the development of the School and the University
- To contribute to and support School and University-wide initiatives and portfolios as required by the University and the Dean of School
- To liaise with the School Business Manager and other academic support roles as appropriate

- To represent the interests of the Directorate, School and University, developing and leading internal networks as required
- To represent the School and University externally as appropriate, using relevant industry and discipline specific knowledge and experience to participate in external networks which influence decision making at national or international level

Corporate Management Responsibilities

- To participate effectively as a member of the School Leadership Team
- To participate in School and University projects and initiatives as required
- To represent the Dean of School and/or School Leadership Team as required at meetings
- To perform any other duties appropriate to the grade as may be required by the Dean of School
- To comply with the personal health and safety responsibilities specified in the University Health and Safety policy
- To engage with the University's commitment to put our students first and deliver services which are customer orientated, represent value for money and contribute to the financial and environmental sustainability of the University when undertaking all duties and aspects of the role
- Drive forward equality, diversity and inclusion for students and staff and sustain an inclusive and supportive study and work environment in accordance with University policy
- Drive our thinking and be challenging on how Salford can transform the way it addresses equality disparities, embraces diversity, and becomes more inclusive.

This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.

Person Specification

Consideration should be given to the following four themes which will be tested at each stage of the recruitment process

- Learning and teaching
- Research and innovation
- Leadership, management, enterprise and engagement
- Internationalisation

Qualifications

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	A first degree in a relevant discipline	E	A
2	A higher degree, or equivalent, in a relevant discipline	E	A / I
3	HEA Fellow	D	A / I
4	Senior Fellow of the HEA	D	A / I
5	Doctorate, or working towards	D	A / I
6	Membership of Professional, Statutory and Regulatory Body (PSRB) accredited body (where relevant to role)	E	A / I / P

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
7	Breadth of knowledge and experience of senior management within HE	E	A / I / P
8	Knowledge and experience of working in / with industry in the discipline area	E	A / I / P
9	Experience of developing and delivering strategy	E	A / I / P
10	A successful record of academic achievement, with a proven track record in scholarship; research; and/or engagement in a discipline relevant to the Directorate	E	A / I / P
11	Experience of leadership and the management of staff groups; including managing in a changing environment, and management of HR matters, including staff development	E	A / I / P
12	Extensive experience of programme / curricula design; development; approval; and management	E	A / I / P
13	Experience of financial management in HE, and the management of an academic project	E	A / I / P

14	Excellent leadership skills, of teaching or research teams;	E	A / I / P
15	Experience of working in professional groups at regional / national and international level	E	A / I / P

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
16	Current issues and priorities in HE relevant to the discipline	E	A / I / P
17	Leading and managing within HE environment	E	A / I / P
18	Ability to develop, monitor and deliver in relation to operational planning	E	A / I / P
19	An understanding of internal and external matters impacting on student experience, and the wider context in which the University operates	E	A / I / P
20	Expert knowledge in own discipline area	E	A / I / P

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
21	Excellent communication, interpersonal and team working skills	E	A / I / P
22	Ability to teach, research or undertake in professional practise (engagement) in support of the School's aims and objectives	E	A / I / P
23	Ability to generate and maintain external links, generating and maintaining external partnerships, and enhancing collaboration	E	A / I / P
24	Ability to manage and successfully lead academic teams	E	A / I / P
25	A firm commitment to personal and professional development	E	A / I / P
26	An ability to drive forward inclusion, diversity and widening participation activities at a school and institutional level to affect sustained cultural change.	E	A / I / P
27	Ability to manage quality procedures within an HE environment	E	A / I / P

*A = Application form, I = Interview, P = Presentation, T = Test

Candidate guidance

In order to fully meet the essential criteria candidates must show clear evidence of how they meet the criteria. Simply stating that you have a skill or experience in an area is not sufficient, you must provide a clear example to show how you have met each of the criterion you address.