

Job Detail

(Overview, Role Detail and Person Specification)

Salford Business School

Associate Dean: Research and Innovation Grade MNGT

Role Title: Associate Dean: Research and Innovation
Reports To: Dean of Salford Business School
Accountable To: PVC Research and Innovation

Overview

The University of Salford

Our vision: By pioneering exceptional industry partnerships, we will lead the way in real world experiences that prepare students for life. Our vision makes a bold statement; it is ambitious, yet firmly rooted in experience.

Our belief in making a tangible contribution to industry and the economy through pioneering partnerships is critical to our identity. Our forward-thinking approach has powered progress for 125 years. Today, our unstoppable institution is bolstered by countless industry initiatives and innovative research programmes, building a thriving education community in Salford and beyond.

Our four Schools, covering areas of the arts, media, creative technologies, business, health, society, science, engineering and the environment, are the engine room of our university. Through their expert and industry-informed knowledge they provide our graduates with the necessary skills, experience, social capital, civic engagement, confidence and resilience to improve the lives of local and global communities.

Our researchers tackle issues across: environmental change; the need to move to a sustainable model for the economy; achieving net zero; digital transformation; maintaining and improving social cohesion and human connection; and meeting increasing physical and mental health needs at home and at work.

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 working with industry.

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. 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.

A bit about the Salford Business School...

Salford Business School's vision is to foster the next generation of leaders and a new vision of innovative and entrepreneurial leadership that integrates people, values and the digital in order to meet the challenges and opportunities of the twenty-first century.

Salford Business School has more than 180 staff and circa. 4,000 learners in Salford, with as many again studying with our regional and overseas partners. Our team are industry-engaged and research active. Colleagues regularly publish at the highest level whilst also sharing their knowledge and experience at industry and enterprise events as well as academic conferences. Our staff also work with industry through Knowledge Transfer Partnerships, as well as by supporting start-ups, scale-ups, and social enterprises, including through our student incubator space: Launch. We emphasise the importance of drawing upon all these activities in our teaching and learning practice to ensure that the experience of our learners is exciting and valuable. We are committed to equipping our graduates with the knowledge, skills, attributes, and behaviours required for professional employment.

We have recently launched an institutional and school level Innovation Strategy to ensure that we serve as a key regional place maker for students, staff, industry and civic engagement. We are seeking an Associate Dean: Research and Innovation to deliver the School's ambitious Research and Innovation Strategy.

Role Purpose

Working closely with the Dean of Salford Business School, Pro-Vice Chancellor Research and Innovation, Deputy Dean and Associate Deans and relevant functions of Professional Services to ensure the alignment of activities related to research, the strategic priorities of the University and the School Innovation Strategy. The role will have a significant focus on delivering strategic initiatives within the School, with a requirement for a high level of outputs and outcomes which deliver significant improvements within the School.

The post holder will be the strategic developer and coordinator of School activity related to research and innovation and will therefore play a significant role in informing and setting relevant School strategy. The Associate Dean will have responsibility for operating right across the School, rather than being attached to any one area, with autonomy and responsibility to coordinate activity with other Associate Deans across the University.

The role translates our strategy into relevant research, enterprise and student success activities within the School. In addition, the role holder will bring UK, regional and sector related agendas to the fore, ensuring the strategic response of the School is agile and outward facing. In taking forward the strategic elements of the role the post holder will operate with a firm industrial focus, considering opportunities for partnership working, and interdisciplinary, real world academic practice.

In line with the 'Salford Behaviours' and as a key post within the School Leadership Team, the post holder will be a role model in visibly inspiring, aligning, collaborating, co-creating, enabling and evolving colleague's behaviours across the remit of the post. Success in this influential leadership role will be evidenced through the work done across the School and externally in collaborating with Associate Deans in other areas of the University and with external partners.

The Associate Dean: Research and Innovation will develop and implement strategies to enhance Research and Innovation and ensure close adherence to the School and University's quality and governance procedures. They will support and lead research income generation and the development of diverse income streams.

The role holder will assist and support the Dean of School in the effective leadership of the School. They will be a member of the School's Executive Leadership Team and will be responsible for the strategic and academic leadership of Research and Innovation within the School, continuing the development of our research and innovation culture. Developing, monitoring and delivering the School's Operational Plan as it relates to research and innovation, the role holder will contribute to the achievement of School Objectives and Key Performance Indicators. They will also lead the development of the School's research reputation and partnerships, both nationally and internationally, with academic, commercial, charity and government bodies.

Responsibilities

Leadership

- To contribute to the strategic work of the school executive and deputise where appropriate, for the Dean of the School.
- To develop a positive and effective culture for research and innovation.
- To develop the professoriate and lead a team responsible for the implementation of the School's Research and Innovation Strategy
- To assure continual improvement in the quality and performance of Research and Innovation throughout the School and the University.
- To engage with and participate in the University's Performance and Carer Conversations process, amongst the school research community as appropriate.

- To engage with and participate in the University's people processes including performance management and development of staff.
- To contribute to the strategic work of the School Leadership team to develop, monitor and review the School's Operational Plan and to oversee its implementation in respect of its strategic objectives pertinent to the student learning experience.
- To develop and implement integrated academic plans and targets which support the wider objectives and KPIs of the University and position it to respond effectively to any future changes in Higher Education.
- To contribute to and support University wide initiatives and portfolios as required by the University Executive.
- To work as part of an institutional team of Associate Deans, ensuring good practice and innovation is identified and shared institutionally.
- To develop a positive and effective culture for research and innovation.
- To support and guide senior colleagues within the School and ensure that specialist discipline level research and enterprise also contributes to interdisciplinary projects and the combined commitment of the School to industry collaboration.

Policy/Planning

- With the Dean of School, Directors and other senior colleagues, lead on the School Research and Innovation Strategy and issues related to research activity and performance.
- To develop research strategies within the School in conjunction with the PVC research & Innovation and to implement them through clear delivery plans.
- To formulate, implement and manage School plans in relation to research and postgraduate education consistent with the strategic objectives of the University.
- To set, monitor and review appropriate KPIs for research activity within the School Strategic Plan and align them with the wider university KPIs and the Research Excellence Framework - including the management of individual 3 year research plans.
- To ensure the execution of agreed University policies within the School with regard to research and innovation.
- Work with relevant professional services to deliver research training and the development of postgraduate students and early career researchers.
- Contribute to School engagement strategies that promote public engagement, community based research and targeted policy initiatives.

Quality Assurance and Enhancement

- To ensure the School's activities in research and research training are implemented to assure the pursuit of high academic standards.
- To ensure the operation of the University's agreed quality assurance mechanisms in relation to research and research performance.

- To develop School quality assurance system in respect of research and research training to complement University systems.

Resource Management

- To advise the Dean of the School on the appropriate level of resourcing requirement to support research activity and liaise with Directors in relation to workload management.
- To be responsible for the budgetary control of research activities and centres within the School.
- To allocate and deploy resources effectively to capitalise on opportunities or developing and enhancing research related success.

Liaison and Co-ordination

- To represent the School internally on committees relevant to research and innovation activity.
- To promote and identify cross University collaboration with other Associate Deans: Research & Innovation.
- To represent the School to ensure that successful research activities are disseminated in the University and externally.
- To liaise with relevant external organisations to raise the profile of the School/University and take advantage of trends and opportunities, disseminating this information across the University as appropriate.
- To work with the other Associate Deans: Research & Innovation and relevant professional services on reviewing, enhancing and monitoring the postgraduate student experience.

University of Salford Generic Responsibilities

- Promote equality and diversity for students and staff and sustain an inclusive and supportive study and work environment in accordance with University policy.
- Perform any other duties appropriate to the grade as may be required.
- Comply with the personal health and safety responsibilities specified in the University Health and Safety policy.
- Engage with the University's commitment to deliver value for money services that optimise the use of resources by maintaining a cost conscious approach when undertaking all duties and aspects of the role.
- Promote equality and diversity for students and staff and sustain an inclusive and supportive study and work environment in accordance with University policy.
- 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

Qualifications

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	A first or postgraduate degree in a related discipline	E	A
2	A PhD and /or a substantial publication record in a related discipline	E	A, I

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
3	Experience of collaborating within a senior leadership team to achieve the strategic vision	E	A, I, P
4	Experience of conducting and developing research at a level compatible with the University's established criteria for professorial appointment	E	A, I, P
5	Senior leadership experience in a complex organisation, including leading policy, major project development and managing & delivering organisational change	E	A, I, P
6	A record of securing funding from Research Councils, Government, national and international organisations	E	A, I, P
7	Experience of leading and driving performance of highly successful research teams	E	A, I, P
8	Experience of supervising postgraduate research students at MPhil, Prof Doc and Doctoral Level	E	A, I
9	A proven track record of high level research outputs with international impact	E	A, I
10	Involvement with other academic and professional institutions to indicate level of international presence and esteem	E	A, I
11	Demonstrable experience in decision making in relation to REF submission	E	A, I

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
12	Current issues and priorities in HE and Business and Management Education	E	A, I, P
13	Current issues and priorities in HE in relation to national and international trends in research and their impact upon Salford	E	A, I, P
14	The development, implementation and monitoring of policy and strategy pertaining to REF and enhancement of research performance	E	A, I, P
15	A thorough understanding of internal and external developments in research related topics with particular reference to REF, national strategic policy and funding, PGR experience and standards, including international developments	E	A, I, P
16	A thorough understanding of national industrial strategy, intellectual property and the commercialisation of research	E	A, I, P

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
17	Excellent communication, mentoring, interpersonal and team working skills	E	A, I, P
18	An ability to empower others to achieve through leadership which drives excellence	E	A, I, P
19	An ability to manage complex projects	E	A / I / P
20	The successful leadership of academic teams	E	A, I
21	A firm commitment to personal and professional development	E	A / I
22	Strategic thinking and planning in support of the University's goals	E	A / I / P
23	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

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

- Appointments to grade 7 and above will normally include a competency based interview and presentation and in some instances a work based simulation exercise.
- Details of any assessments required will be provided in the invitation letter to interview.

Candidate guidance

You should use the **supporting statement template** which can be downloaded from the relevant vacancy posting within the e-Recruitment System (Oleco) to describe how your skills and experience match the criteria listed in the person specification. You should provide narrative to each of the key sections (Background & Experience, Knowledge and Skills and Competencies). Strong applicants will demonstrate experience relevant to the **essential** and **desirable** criteria. You should aim to be as **concise and succinct** as possible when providing your narrative, as this will greatly assist the shortlisting panel in reviewing your application.