SHAPE OUR SUCCESS

HEAD OF DEPARTMENT: ALLIED HEALTH PROFESSIONS
Thank you for your interest in the position of Head of Department: Allied Health Professions.

This is a hugely exciting time to be joining the University of Southampton as we continue in our mission to change the world for the better. We are a place of opportunity and inspiration that attracts the most talented staff and students from the UK and overseas.

It is also a particularly exciting time to be joining the School of Health Sciences with our top ten global position rising for the second consecutive year. Our education programmes are designed to prepare ambitious and able students to be global leaders and innovators with accelerated careers taking them to the top or their profession and across the world.

We offer highly ranked undergraduate and postgraduate programmes in Physiotherapy and Occupational Therapy, the only research-intensive Podiatry degree in the country that is in a Russell Group University and an NHS Practitioner Training Healthcare Scientist programme. Our AHP academic staff and student body comprises 33 and 335 respectively.

With brand new skills and simulation facilities and cutting-edge equipment including state-of-the-art technology, our provision offers the most advanced approaches to education. Recognised as top in the country for research quality, impact and intensity our students thrive in a vibrant research-led community.

This post will appeal to a leading research-active professor or an academic AHP heading on this path. Join an exceptional department and help us drive forward our strategic ambitions – to remain at the forefront of education, research and practice and develop the clinical leaders and first-class practitioners of the future.

Mandy Fader
Head of School, Health Sciences

1 QS World Ranking by Subject (Nursing) 2018/19
2 3rd in the UK and 1st for research (Complete University Guide 2019)
3 4th in the UK and 1st for research (Complete University Guide 2019)
4 The most recent Research Excellence Framework (REF 2014), Research Fortnight, 2014 and the Times Higher Education, January 2015
Astronauts’ muscle health is being monitored by Southampton researchers as part of an international project exploring the effects of space flight on human muscle tone. The loss of skeletal muscle mass and strength is a well-known side-effect of space travel and the research will not only help astronauts on future space missions, but will also benefit people on Earth with muscle-wasting conditions such as arthritis and strokes.

A UK Space Agency grant is enabling Maria Stokes, Professor of Musculoskeletal Rehabilitation, and her team to carry out the first study of astronauts’ muscles during long-duration missions on the International Space Station. The team, which is working with the European Space Agency and universities in Germany, is using novel technology allowing accurate testing using a non-invasive, compact, user-friendly device.

The research will give insights into finding the most effective ways of reducing and reversing the effects of disuse in astronauts or pathology in patients.

Find out more: www.southampton.ac.uk/healthsciences
ROLE OF HEAD OF DEPARTMENT

We are looking for an exceptional, academic Allied Health Professional or Health Care Scientist at Professor or Associate Professor (AP) level, Chair to lead the Department of Allied Health Professions within the School of Health Sciences. The AHP Department delivers pre-registration courses in Physiotherapy (BSc and MSc), Occupational Therapy (BSc), Podiatry (BSc) and HealthCare Science (BSc). We welcome applications from candidates with an outstanding academic track record, including a publication and research funding profile that demonstrates an excellent standing in your field. We particularly encourage applications from visionary leaders who can demonstrate excellence in teaching and learning, the potential to drive forward the research agenda of the School, as well as strong leadership experience.

The School of Health Sciences is part of the prestigious ‘Russell Group’ and has a global and national reputation as a centre of research and educational excellence. It is ranked 9th globally in the QS World Rankings by Subject (Nursing) rankings and 1st for impact and quality in the Research Excellence Framework (2014). The Good University Guide ranks our Physiotherapy BSc 3rd in the UK and our Occupational Therapy BSc is ranked 4th. We seek to ensure the clinical relevance of all we do and encourage staff to undertake regular clinical practice or engagement. You will work in conjunction with the Head of School, Associate Deans, Deputy Heads of School (Research and Education) and other senior AHPs to ensure the delivery of excellent AHP education and research. You will also be a member of one of our high impact research groups.

**The job**

This role is offered at Professor/Associate Professor level on a permanent basis, with a Head of Department tenure of 3 years in the first instance.

**Head of Department (50% FTE):** You will take responsibility for developing and delivering the vision and strategy of the AHP Department, providing strong academic leadership to ensure efficient and effective operations management. You will work with a team of excellent programme managers who are responsible for line managing, appraising and developing the staff in their programmes.

**Education and Scholarship:** You will contribute (10% FTE) to the design and delivery of our research-led programmes including module leadership, session delivery, marking activities, clinical visiting and placement support and engage with quality monitoring and enhancement activities across Faculty and University teams. Research: You will lead and contribute to grant applications and research delivery as primary and co-investigator; and, disseminate impactful research to a range of audiences, delivering 3/4* papers for the REF (40% FTE).

**The skills/experience needed:**

You will be an experienced academic Allied Health Professional or Health Care Scientist and hold current registration with the appropriate regulatory/professional body. You will be doctorally qualified with an excellent reputation and evidence of achievement in higher education and formal teaching qualification(s). You will need to demonstrate evidence of grant successes and be able to contribute appropriate research outputs for the next REF. You will have a strong track record of academic and/or health services leadership and management with the vision to drive forward the education and research agendas of the Department of Allied Health Professions.

For additional information/informal enquiry before submitting your application, please contact Maria Stokes on: M.Stokes@soton.ac.uk

For information on the application process, please contact Katy Pomeroy on: K.Pomeroy@soton.ac.uk

**Application Procedure:**

You should submit your completed online application form at www.jobs.soton.ac.uk. The application deadline will be midnight on Tuesday 6th November 2018. If you need any assistance, please call Maxine Parker (Recruitment Team) on +44 (0) 23 8059 4782. Please quote reference 1064418CF on all correspondence.

**Further details:**

We aim to be an equal opportunities employer and welcome applications from all sections of the community. Please note that applications from agencies will not be accepted unless indicated in the job advert.
Overarching purpose of the role

- Working in conjunction with the Head of School and Associate Deans, take responsibility for developing and delivering the vision and strategy of the Department and to provide strong academic leadership to ensure efficient and effective operations management.

- To provide exemplary leadership and direction to staff at all levels, and be responsible for the quality and output of the Department and its alignment to University strategy, objectives and values.

Responsibilities and accountabilities

- School Level strategy: To work effectively, as a member of the School Board, in the strategic leadership, management and development of School activities.

- School level operational responsibilities: To provide strong academic leadership and operational management for the Department, striving for and being accountable for excellence in quality and productivity of research, education and enterprise, within the planned resources.

- Managing People: Manage and support your people’s work productivity, performance, wellbeing and development to maximise their contribution and enable personal growth.
  - Workload: In conjunction with the HoS, accountability for an effective line management structure to ensure that all staff in the department are allocated duties/workload equitably, are clear about their responsibilities and are adequately managed, mentored and/or monitored.
  - Recruitment: Working with the HoS, take a leading role and responsibility for business cases for all academic posts (including school funded) ensuring appointments are aligned with Faculty and University strategy.
  - Staff development: Ensure the provision of an environment conducive to the development of staff and students including the Concordat for Early Career Researchers.
  - Performance Management: Oversee a performance framework that utilises metrics and objectives for education and research that aligns with the University, Faculty, REF and TEF requirements and goals. Monitor and manage staff performance through regular individual one-to-one meetings and annual appraisal.

- Staff engagement: Plan and implement a strategy for staff engagement to ensure that staff contribute to, and engage with, the School, Faculty and University strategy, including organisational change.

- Student Experience: Ensuring as a senior member of the faculty that you lead the way in delivering an exceptional Student experience.

- Managing Financial Decisions: Make well-informed and timely financial decisions regarding devolved budgets (if applicable), taking into consideration the impact of these decisions on the financial sustainability of the wider Faculty and University.

- Managing Compliance: Responsibility for ensuring you and your teams understand and apply the relevant policies and guidelines to maintain operational compliance.

- Managing Risk: Responsible for managing risks effectively and ensuring plans are put in place to mitigate risk or maximise potential, where appropriate.

- Embedding Collegiality: Enact the ‘Southampton Behaviours’ and work with colleagues to embed them as a way of working within the Faculty.

- Any other duties as allocated by the Head of School/Dean following consultation with the post holder.

Internal and external relationships

- Responsible to The Head of School.

- Collaborative relationships in research and teaching with University and faculty academic staff, elsewhere in the University, nationally and internationally.

- Close collaboration and mutual cooperation with Dean, ADs, HoS, Faculty Operating Staff; Faculty Manager, Head of Faculty Finance as well as Chief Operating Office and related Professional Services.

Special Requirements

To maintain personal academic credibility through engagement in high quality education and/or research as appropriate in substantive post.
PERSON SPECIFICATION

Qualifications, knowledge and experience

**Essential**
- PhD in a health related subject or other relevant area
- Familiarity with the major partners in healthcare delivery, including NHS
- Significant skills and experience in education/research/programme delivery
- An established national and international reputation in subject area relevant to the School
- Significant track record of achievement within subject area relevant to the School
- Understanding of educational governance frameworks and processes
- A proven track record of credible academic leadership
- A record appropriate to appointment to a senior position within the University
- Good working knowledge of the TEF and NSS process

Planning and organising

**Essential**
- Excellent organisational skills
- Able to achieve maximum added value in coordinated strategic partnerships and academic education and/or research and/or enterprise as appropriate
- Proven ability to lead change in a complex organisation

Problem solving and initiative

**Essential**
- Exceptional ability to solve problems and critically analyse situations
- Proven ability to demonstrate independent and distinctive thinking

Management and teamwork

**Essential**
- Strong leadership abilities, including the ability to motivate, influence and persuade others - internally and externally
- Ability to work cooperatively, influentially and effectively with the other Schools in the Faculty, across the University and with other Universities and partners to deliver the University and Faculty priorities
- Ability to manage individuals from diverse professional backgrounds
- Able to shape a positive culture of management, leadership and engagement at all levels of the department through exceptional leadership and personal example

Communicating and influencing

**Essential**
- Excellent communication and interpersonal skills, able to persuade and negotiate to help in developing and maintaining strong relationships with staff and key partners
- Ability to positively influence colleagues, staff and peers and inculcate a team ethos geared toward delivery of the University and Faculty priorities

Other skills and behaviours

**Essential**
- Commitment to maintain compliance with relevant Health & Safety policies and to sustain a working environment sensitive to the well being of University employees
- Ability to lead and manage change through an organisation
- Able to demonstrate alignment with the University’s core values in all areas of work, and champion those behaviours in the Department
In the past few years, strategic partnerships have been developed or expanded with GSK, Dstl, QinetiQ, IBM, BAE Systems, Luxfer, DePuy, Philips, Vitacress, Eli Lilly and Google.

Southampton is in the top 100 global universities.

Over 55% of our publications are internationally co-authored.

Engaged in research with over 700 overseas partners.

A founding member of the Russell Group of 24 major research-intensive universities in the UK.

We attract leading academics from across the globe and students from more than 135 different nations.

Engineering and Physical Sciences Research Council (EPSRC) funding exceeded £200m in 2015, placing the University 6th nationally for the total value of grants.

Received £136m in research grant and contracts income in 2016/17.

We have over 24,000 students.

Our contracts with industry are worth about £55m annually.

Southampton is ranked 8th in the UK for research intensity.

Our income exceeded £589m in the 2016/17 financial year.

Our 200,000 alumni community spans 180 countries.

We employ over 6,500 staff.

Our 200,000 alumni community spans 180 countries.

We are a founding partner of the highest ranked university business incubator globally.

Our partnership with Lloyd’s Register represents the largest university-business collaboration of its kind in the UK.

At any one time we are working with over 1,200 external organisations around the globe.

Global partners include Xiamen University, Singapore Institute of Management, A*STAR and Nanyang Technical University.

1. QS World University Rankings, 2018/19
4. EPSRC Grants on the Web, May 2017
5. University of Southampton Student and Academic Administration database, December 2017
6. University Business Incubator (UBI) Index, 2017
THE UNIVERSITY AND THE REGION
The University campuses

The University has five lively and diverse campuses in Southampton, one in Winchester and an engineering campus in Malaysia.

Our main Highfield Campus is home to state-of-the-art teaching and research facilities, as well as two of the UK’s leading arts venues, Nuffield Southampton Theatres (NST) and Turner Sims Southampton – one of the UK’s leading music venues. It also houses our sports complex, the Hartley Library, the Students’ Union and Staff Social Centre.

Close to Highfield, the Avenue Campus houses most of the humanities disciplines and the Centre for Language Study. It also has a purpose-built archaeology building with state-of-the-art facilities for teaching and research.

A few minutes’ walk from Highfield, is the Boldrewood Innovation Campus. The University’s collaboration with Lloyd’s Register represents one of the largest business partnerships with any single university in the world. This new £170m campus is the result of this partnership and is home to the Southampton Marine and Maritime Institute.

Three miles west of Highfield, Southampton General Hospital is the base for the University’s Faculty of Medicine. The campus offers modern laboratories, computer suites, refurbished lecture theatres and a specialist Health Services library. It is also home to our purpose-built Centre for Cancer Immunology which opened in 2018 following a successful £25m fundraising campaign.

Situated on the city’s waterfront, the National Oceanography Centre Southampton (NOCS) is one of the world’s leading research centres for the study of ocean and Earth science.

Close to Winchester city centre, 12 miles north of Southampton, our internationally renowned Winchester School of Art provides studios and workshops, an extensive specialist library and a well-stocked art supplies shop. The Winchester Gallery is based on campus.

Southampton

Southampton is a thriving modern city, steeped in history and culture, while less than an hour away the New Forest National Park offers vast open heathland and beautiful forest. In 2016, it was rated by The Guardian as one of the top ten happiest cities to work in the UK.

A lively city

The city offers a vibrant mix of recreation, culture and entertainment – from restaurants, cafés, bars and nightclubs to cinemas, sports facilities and internationally acclaimed arts venues. Close to the city centre, the University forms an integral part of this dynamic, multicultural city.

A growing city

The city is benefiting from substantial, ongoing investment with £1.6bn committed and a further £1.4bn planned in the next 10 years. The University’s John Hansard Gallery has relocated to Studio 144, the new art complex at the heart of the city’s new cultural quarters. There has been £85m of investment in Watermark at West Quay and there is a £400m redevelopment plan for the Royal Pier Waterfront which sees over 400 cruise ship visits a year. The University is worth over £1bn-a-year to the regional economy and is a key part in ensuring Southampton’s thriving future.

A coastal location

Southampton has one of the biggest commercial ports in Europe, and the city is known across the world as the home of the prestigious cruise liners, Queen Elizabeth, Queen Mary 2 and Queen Victoria. With a coastal location, there is a vast range of opportunities for sport and leisure, with a major focus on water sports, sailing and ocean racing.