

UNIVERSITY OF
Southampton

SHAPE OUR SUCCESS

JOIN OUR REMARKABLE COMMUNITY

FOREWORD

Thank you for your interest in the position of Dean of Social Sciences at the University of Southampton.

The impact of the worldwide COVID-19 pandemic required us to reaffirm what matters most as a diverse community and to develop an interim strategy that enables us to emerge from it strongly and safely. Our Bridging Strategy sets out guiding principles that will inform how we think smarter, assess risk, make decisions, and take actions over the next 12-18 months in a more flexible and imaginative way. It will help us to navigate both the impacts of COVID-19 as we experience them today and its future health and economic uncertainties.

This role will be part of a new executive team that will enable us to achieve these bold ambitions and thrive in this changing external environment. It will play an important part in championing the re-articulation of our University Strategy.

The core of our current Strategy is as relevant today as it was when it was first launched nearly four years ago. However, much has changed since then, including huge political, geo-political and economic changes in the UK and worldwide. We are currently reviewing our Strategy to ensure that we continue to deliver excellence in all areas in this new global landscape, and this role will be crucial in delivering strategic ideas and activities.

The need for leading research-intensive universities like Southampton to help tackle some of the world's biggest challenges has never been more important and urgent. Our aim is to change the world for the better, bringing together realms of research, creativity and knowledge to have a truly collaborative, immersive and groundbreaking impact. We care about the challenges that humanity is facing, and work to support others on both a local and global scale.

We are already known as a founding member of both the UK's prestigious Russell Group of leading research-intensive universities and the Worldwide Universities Network (WUN). With campus operations in Malaysia and China, as well as major partnerships across the world, we have a global outlook that attracts the most talented staff and students from around the world.

If you believe you have the skills, experience and drive to help shape the future of the University of Southampton, then we look forward to receiving your application.



Together we advance

Engaging partners across the world to make a real impact on society's biggest challenges.

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TOGETHER WE ADVANCE

Engaging partners across the world to make a real impact on society's biggest challenges.

Our University community is committed to the highest quality in everything we do. We have a global reputation for our passion and ability to work collaboratively in delivering world-class education, research and innovation that makes a real impact on society's biggest challenges.

Collegiality is one of our four core Strategy principles, and is at the heart of everything we do. Collegiality highlights how we all have a role to play in working together to achieve our vision.

Here at the University, we have developed a set of behaviours which set out our expectation of all staff working at the University. These behaviours demonstrate the steps we can all take to becoming simply better. The Southampton behaviours of working together, developing others, delivering quality and driving sustainability are underpinned by personal leadership and will enable us to embed collegiality throughout the University.

Our exceptional students share in the journeys of discovery and become confident thinkers who can realise their full potential. We attract high-quality students from over 130 countries. We educate students through University of Southampton Malaysia and collaborations with prestigious partners globally.

As students become graduates of the University they join our wider, global community of over 250,000 alumni and are able to access a network that can provide further opportunities across the world.

As a forward thinking institution, we will strengthen our reputation, increasing our national and international rankings to secure a position in the top 10 in the UK and strengthen our position in the top 100 internationally. A reputation for delivering excellence and an exemplary student experience will lead to increased demand from the best students, sustained support from research funders and strong support from our alumni.

To help us increase our reputation and ultimately our rankings, we align our activities with our four principles: collegiality, quality, internationalisation and sustainability. Through these principles we build on our successes to deliver internationally excellent research, a high-quality education and student experience, and develop strong, sustainable relationships with key partners. These actions will help us achieve a financially, socially and environmentally sustainable university.

Work with us: together we advance.

 **Find out more**
The University Strategy

Our interdisciplinary research culture encompasses disciplines including economics, criminology, politics and international relations, statistics and data science, global health, demography, gerontology and sociology. Our researchers work with international partners to address today's social challenges from migration and refugee impact, to population planning and addressing inequality in societies across the world.

COLLEGIALITY



We achieve more together. We are one team working toward, planning for, and delivering a shared vision.

Our annual Vice-Chancellor's Awards recognise and celebrate truly exceptional contributions, which have been made by our staff during the academic year.

SUSTAINABILITY



We are imaginative and resourceful. We ensure our actions lead to financial, social and environmental sustainability.

'Masai Mara', a life-size elephant sculpture crafted from recycled denim and installed at Tate Modern in April 2019, is the work of the fashion designer, Liang Mingyu. Liang collaborated with staff and students from Winchester School of Art as part of their 'Itinerant Objects' programme for Tate Exchange, while engaging with issues of sustainability in fashion production and ecosystems.

QUALITY



We aspire to be the best in all we do, inspiring the confidence and ambition that enables our staff and students to reach their full potential.

Our community of mathematicians has a diverse range of expertise that spans pure mathematics, applied mathematics and theoretical physics, operational research and statistics.

Our cutting-edge research delves into scientific, engineering and social issues, from black hole dynamics to optimising the delivery of healthcare. This broad spectrum of knowledge ensures an interdisciplinary approach to facing today's challenges and nurturing the mathematicians of tomorrow.

INTERNATIONALISATION



We are committed to the highest standards. We deliver across global markets and build strong partnerships with other leading universities.

Southampton Education School is advancing the policy and practice of education, teaching and learning, internationally. Our academics carry out world-leading research in the areas of: inclusion; mathematics, science and health education; and education effectiveness. Through this research and working in partnership with a range of organisations, we aim to drive the debate around today's key issues; how people will work, the health of future generations, and social inequality.



“

I see myself as not just a student, but an activist – everyone around me benefits from me doing this course. I’m proud of my progress so far and have seen big improvements with my academic writing, research approach and time management. I now have more developed ideas and access to different perspectives on the subject, so I am prepared to challenge the current cultural attitudes on ageing in Africa.”

Lilian Igafe
MSc Global Ageing and Policy (Distance Learning), 2019

SHAPE THE FUTURE OF SOCIAL SCIENCES

Our Faculty of Social Sciences at Southampton is unique among its Russell Group comparators. It includes the School of Mathematical Sciences, the School of Economic, Social and Political Sciences, Southampton Law School, Southampton Education School and Southampton Business School. It is also home to the Doctoral College and Centre for Higher Education Practice.

With over 3,200 undergraduates our disciplines regularly rank in the top quartile within the National Student Survey, complemented by a strong postgraduate community of over 2,500 students from an exceptionally diverse range of backgrounds.

Based at the heart of the University’s Highfield Campus in eight buildings, the Faculty is home to the Centre for Higher Education Practice, which supports professional development for academic staff both as educators and as researchers.

As befits a research-intensive University, our 550 staff benefit from a vibrant research environment with numerous research centres, ranging from the world-renowned Institute for Maritime Law to the Southampton Theory Astrophysics and Gravity (STAG) Research Centre.

Social Sciences also includes two ESRC funded Centres: the National Centre for Research Methods (NCRM); and the Centre for Population Change (CPC). The Centre for Operational Research, Management Sciences and Information Systems (CORMSIS) is one of the largest such groups in the UK, spanning Mathematical Sciences, Southampton

Business School and Health Sciences, while Southampton Statistical Sciences Research Institute (S3RI) brings together one of the largest groups of statisticians in the UK, providing specialist expertise to many companies and organisations worldwide.

We were delighted that together Statistics and Operational Research at Southampton were ranked 33rd in the world in the latest QS rankings. For REF 2021, the Faculty is returning in seven different units of assessment and hopes to consolidate on its strong performance across the disciplines.

For example, our submission to UoA22 in 2014, including colleagues from sociology, social policy, criminology, demography, and gerontology was ranked joint fifth on power and GPA.

If you are looking for an exciting, innovative and challenging environment, shaping the future of social sciences and educating the citizens of the future, then the Faculty of Social Sciences is the place for you.

To learn more about the Faculty of Social Sciences, read about our world-leading [Schools](#).

How to apply

For a conversation in confidence or details of how to apply, please contact

Mark Holleran
southampton@talentedu.co.uk
020 3290 2907

The closing date for receipt of applications is midnight (GMT) on **Monday 31 May 2021**.

Following a longlist meeting of the Search Committee, successful candidates will be invited to attend an Engagement Day with members of the Faculty on **Wednesday 30 June 2021**.

Interviews are currently scheduled to take place on **Tuesday 27 July 2021**.

ROLE OF DEAN OF SOCIAL SCIENCES

Job purpose

Reporting to and accountable to the President and Vice-Chancellor, the Dean of Social Sciences is responsible for leading the continued success of the Faculty, playing a pivotal role in the strategic development and operation of its education, research and enterprise.

The Dean of Social Sciences will:

Provide effective leadership of staff and management of resources in the pursuit of University and Faculty strategic goals.

Be responsible, as a senior member of the University, for the strategic direction, development and performance of the University, taking on specific institution-wide responsibilities.

Represent the University and Faculty externally for the purposes of growing income, enhancing reputation and contributing to the University's development activities.

Key accountabilities/primary responsibilities

- To work effectively as a senior member of the University, contributing to the development and implementation of wider University strategy.
- Develop strong strategic relationships with key stakeholders (internal and external) to enhance the Faculty's leading role in education, research and enterprise, thus developing and maintaining the Faculty's national and international reputation.
- Lead the Faculty in a transparent and consultative manner to develop and implement its business plans for excellence in research and education, thereby achieving agreed Faculty performance targets including tuition fee, research and other income.

- As budget holder for the Faculty, ensure, within the limits of available resources, that effective arrangements exist to enable academic excellence within the framework set by the University, in pursuit of the Faculty's business plans.
- Establish and maintain a high-performing, inclusive and respected senior leadership team and oversee the management, performance and development of the Faculty's academic, research and technical staff. Work within the agreed core administration structure to organise and manage the Faculty to achieve its academic and performance goals.
- Deliver a world-class student experience, including matters relating to the admission, recruitment, education and welfare of students in the Faculty, as well as the delivery of services by support staff.
- Work with Research and Innovation Services and the Development Office to identify and exploit new opportunities to grow sources of income for the Faculty, including proactively developing Faculty relations with alumni philanthropists and other key stakeholders, encouraging other leaders within the Faculty to develop such relationships.
- Promote a culture of equality, diversity, inclusion and respect throughout the Faculty. Responsible for the proper conduct of the Faculty in accordance with the University's rules, regulations, policies and procedures, particularly those in relation to equality, diversity and inclusion, and health and safety. To undertake any other duties as allocated by the line manager following consultation with the post holder.

Internal and external relationships

Internal

- Members of Council, senior executives of the University, other senior office holders of the University, directors of Professional Services and the President and Vice-Chancellor's Office.
- Heads of Schools, Director of the Doctoral College and Director of CHEPS
- Members of staff and students within the Faculty.

External

- Key stakeholders, including funding bodies, relevant professional bodies and societies.
- Equivalent post holders in other universities, nationally and internationally, including active participation in relevant bodies for Deans of Social Sciences, or similar roles.
- Local, national and international government bodies and public organisations, as applicable.
- Related commercial organisations, as applicable.
- Alumni and donors.

Special requirements of the role

The person appointed, if not already a member of academic staff at the University, will be conferred with an academic title commensurate with their academic standing and discipline.

It is anticipated that the post holder will undertake the role of Dean of Faculty for a period of five years initially, which is extendible up to a maximum of eight years. At the end of this tenure, they will return to their substantive position within the University, while also having the opportunity to be considered for other roles with enhanced managerial responsibility.

It is expected that the person appointed will continue with, and develop, their own research ensuring academic standing and prestige within area of specialism continues.

CANDIDATE PROFILE

Qualifications, knowledge and experience

Essential

- A higher degree, PhD or professional doctorate in a relevant academic area.
- A proven track record of outstanding academic achievement, of international standing, in a field of expertise relevant to the Faculty, potentially recognised by membership of a relevant prestigious society or organisation.
- A proven track record of providing strategic and visionary direction and maximising performance in a complex organisation.
- A proven track record of successfully inspiring and leading a faculty or school of significant complexity in relevant disciplines.
- Knowledge and awareness of the broad context of Higher Education and government policy in the UK, and the current and forthcoming challenges and opportunities it presents.

Expected behaviours

Essential

- Apply and actively promote equality, diversity and inclusion principles to the responsibilities of the role.

AND

- As a line manager role-model the Southampton Behaviours and work with the management team to embed them as a way of working within the Faculty and Schools.

Leadership, management and teamwork

Essential

- A highly visible, transparent and accountable leadership style, which is underpinned by strongly held values around excellence, community, integrity, fairness, openness, diversity, equality and creativity.
- The ability to set the vision and direction of the Faculty and inspire, motivate and lead the Faculty to fulfil that vision and strive for excellence.
- The confidence and courage to take on challenges; own and implement difficult decisions and be accountable for their own actions.
- The skills to build, support and maintain a high performing leadership team and to lead a transparent approach to strategic planning.
- A proven track record of achieving performance targets and inspiring others to meet their performance targets.
- The ability to actively contribute in the running of the University as a senior executive as appropriate.
- The ability to manage complex change, engaging with staff and stakeholders throughout the whole process.

Communicating and influencing

Essential

- Highly developed interpersonal and communication skills and the ability to influence, collaborate and interact effectively with a range of stakeholders including staff (at all levels), students and external stakeholders.
- The ability to cultivate strong networks and build links with the wider community and with business, industry and other stakeholders and to represent the University nationally and internationally.
- The ability to be an articulate advocate for the Faculty and able to promote its interests.
- The ability to achieve results through persuasion and negotiation where no direct authority exists.

Other skills and behaviours

Essential

- Financial acumen with the ability to increase or develop additional sources of income through education, research and enterprise activities.
- Sound judgement and practical problem solving.
- An understanding of Higher Education funding.
- An ability to achieve integration of and synergies between research, enterprise and teaching.
- A team player with the ability to work with others to ensure staff and resources are deployed effectively.
- An external profile, with evidence of committee and other expert work.
- Be proactive in developing others and to celebrate success in others.

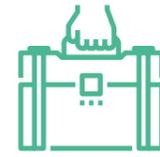
Special requirements

- A personal commitment to excellence, widening participation, diversity and inclusion and to promoting the 'Southampton Behaviours'.



Parliament could lose its best chance to improve diversity among its MPs if it scraps the virtual working approaches brought in during the COVID-19 pandemic according to a new report, authored by Dr Jessica Smith, Lecturer in Politics from the University of Southampton. The Remotely Representative House report, launched by the Centenary Action Group, advocates for the new ways of working, which has helped MPs to participate while balancing health, home, travel or constituency responsibilities, to be retained when needed.

Southampton is a global top **100** University¹



Received **£120m** in research grant and contracts income in 2019/20²



Over **60%** of our publications are internationally co-authored



Engaged in research with over **500** overseas partners



We attract high-quality students from over 130 countries



Engineering and Physical Sciences Research Council (EPSRC) grant portfolio totalling over £215m⁴



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



Founding member of the World Universities Network

We have over **19,000** students⁵



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



Top 20 in the UK⁷

Our 250,000 alumni community spans over **190** countries



We employ over 6,500 staff

Southampton is ranked eighth in the UK for research intensity⁶



Our income exceeded £583m in the 2019/20 financial year²



16

spin out companies since 2000³



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 **1,500** external organisations around the globe



Silver award Teaching Excellence Framework⁸

¹ QS World University Rankings, 2021

² University of Southampton Financial Report, 2019/20

³ Higher Education – Business and Community Interaction Survey (HE-BCI), 2016/17

⁴ EPSRC Grants on the Web, March 2021

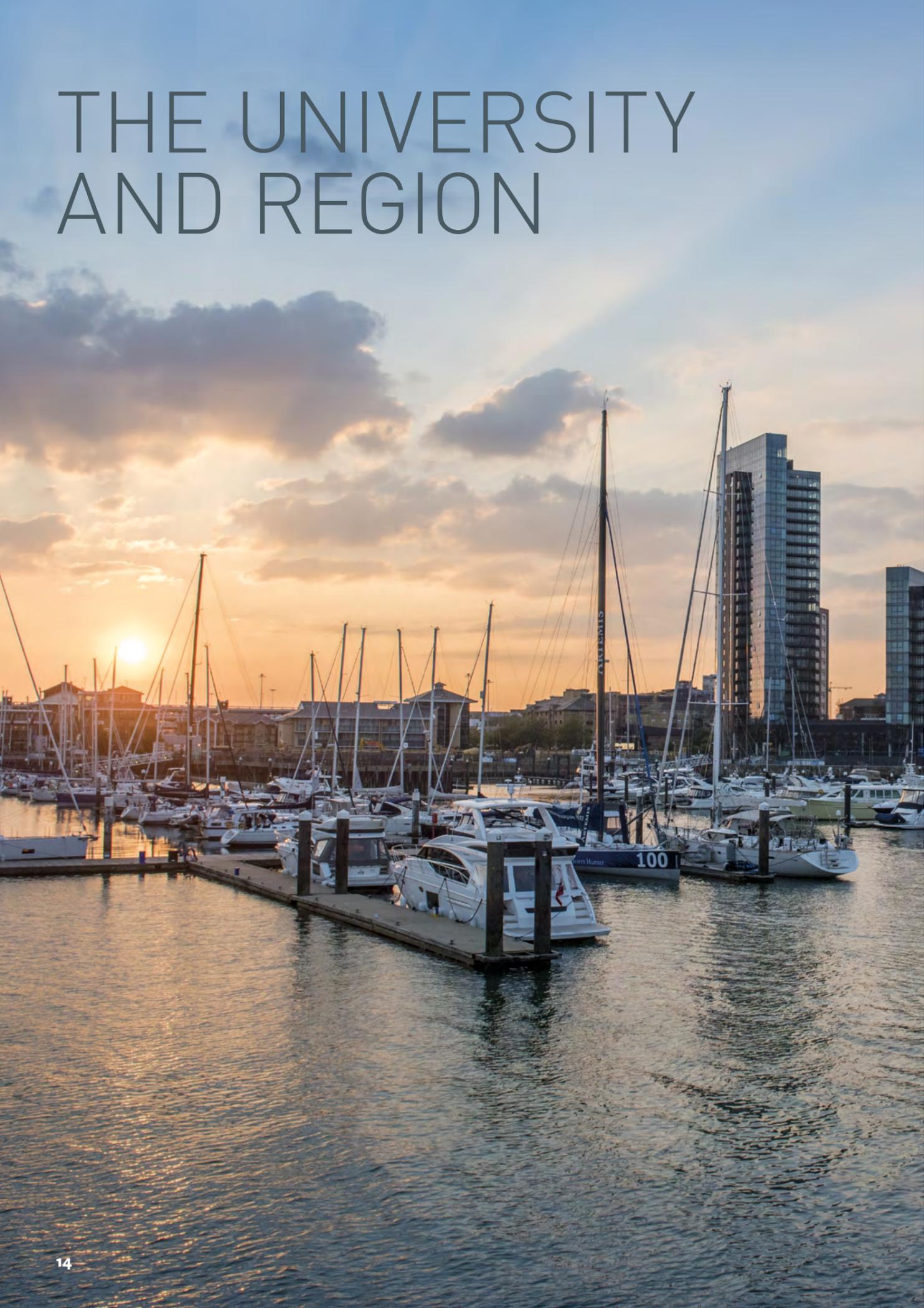
⁵ University of Southampton Student and Academic Administration database, December 2020

⁶ Times Higher Education Research Excellence Framework, 2014

⁷ The Complete University Guide 2021

⁸ Teaching Excellence and Student Outcomes Framework (TEF), awarded June 2018, valid for three years until June 2021

THE UNIVERSITY AND 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 one of the UK's leading music venues, Turner Sims Southampton. 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. Our new £170m campus is the result of this partnership and is home to the Southampton Marine and Maritime Institute.

Three miles west of Highfield, University Hospital Southampton 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.

Our main Highfield Campus is home to state-of-the-art teaching and research facilities, as well as one of the UK's leading music venues, Turner Sims Southampton.

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.

Set just outside Southampton, our Science Park is a hub of innovation, hosting a range of exceptional facilities and home to science and technology businesses from start-ups to multinationals.

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.

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 Quarter. 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.

A gateway to the world

Just over an hour from central London, Southampton has excellent transport links with the rest of the UK and internationally, by road, rail, sea and air. Our award-winning unilink bus service connects all Southampton campuses and halls of residence, the city centre, the airport and railway stations.

Winchester

The historic city of Winchester has a rich cultural heritage, complemented by a lively atmosphere and a wide variety of pubs and restaurants, museums, theatres and galleries.

See for yourself what the University and surrounding area has to offer:

 [View our virtual tours](#)

 [Watch our video](#)



Find out more

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