

UNIVERSITY OF
Southampton

SHAPE OUR SUCCESS



JOIN OUR REMARKABLE COMMUNITY

FOREWORD

Thank you for your interest in the position of Dean of Environmental and Life Sciences at the University of Southampton.

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. At the University of Southampton, our aim is to change the world for the better. Bringing together realms of research, creativity and knowledge, we are focused on having 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. Join us in this work, and you will have the opportunity to bring your boldest ideas to life, and make a tangible difference to future generations.

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 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.

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.

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 want to take your career to new heights and 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

Working collaboratively to make a real impact on society's biggest challenges.

Page 4

Our principles

Activities underpinned by the values determined by our University community.

Page 6

Equality, diversity and inclusion

It matters to us in all that we do.

Page 8

Shape the future of Environmental and Life Sciences

Unique among our Russell Group comparators.

Page 10

The role

Job description and candidate profile.

Page 12

Location

The University and region.

Page 16



Our interdisciplinary research culture encompasses disciplines including health sciences, biological sciences, ocean and Earth science, geography and environmental science, psychology and the Institute for Life Sciences (IfLS). Our researchers work with international partners to address today's key global issues in health, society and business. We have a thriving research culture and are served by state-of-the-art facilities. Our unique waterfront campus is based at the National Oceanography Centre Southampton and is a world-leading research centre for Earth and marine research.

TOGETHER WE ADVANCE

Together we can make a real impact on the future.

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. To meet those challenges head-on, we must have a team that is reflective of society and our students. We celebrate a truly inclusive and diverse environment in which people from all walks of life are welcome to join us.

Working collaboratively towards shared goals, our fantastic team all share a set of behaviours which define the steps we can all take in creating the best possible student and research experience – and in the process, we will play our part in building a better world. These behaviours are:

- we always work together
- we are committed to sharing expertise and developing others
- we must always deliver quality
- we are focused on driving sustainable solutions

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.

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.

Our strong research partnerships, public engagement and achievements in entrepreneurial activities have been recognised in our all-round high performance in the first Knowledge Exchange Framework (KEF) exercise.

Work with us: together we advance.

 **Find out more**
The University Strategy

COLLEGIALITY



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

University staff and postgraduate research student networks represent, support and engage members who share a similar background, characteristic or common cause.

Our Parents' and Carers' Network supports the working lives of staff with caring responsibilities. Our Pulse LGBT+ Network, Women in Science, Engineering and Technology group (WiSET), Black, Asian and Minority Ethnic Network, and Disability Staff Network all promote a safe, inclusive and diverse environment that has respect and equality for all.

SUSTAINABILITY



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

Our researchers in Biological Sciences were part of a team that developed an acoustic detector of environmental sounds, known as the AudioMoth, which has been used internationally to monitor critically endangered birds, tigers and monkeys. It has also helped to protect nature reserves by detecting illegal gun shots and used more locally in a UK citizen science project to monitor over two million bat calls as part of the British Bat Survey.

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 and make a real-world impact.

Methods and datasets produced by our researchers in Geography and Environmental Science are being used to support the accuracy of satellite data used to monitor our ecosystems, which are crucial for farmers and policymakers to identify crop performance, ensure food sustainability and monitor the health of our planet.

INTERNATIONALISATION



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

Our underwater world is the last unexplored frontier on Earth and with our growing demand for resources we are starting to turn to our oceans as a source of renewable energy and minerals.

Southampton researchers are collaborating with scientists across the globe and exploring the deepest depths of our oceans and seas in a sustainable way, while protecting ecosystems and our underwater heritage.

EQUALITY, DIVERSITY AND INCLUSION

It matters to us in all that we do.

At the University of Southampton, we believe that we can only truly play our part in supporting society, if we are reflective of society. We are therefore passionate about creating a working environment in which you are free to bring your whole self to work.

We are focused on creating supportive workplaces for all where discrimination has no place. The way in which you choose to live your life has no bearing on your ability to do your job. Likewise, your age, gender, sexual preference, religion, social background, ethnicity or any other identifying factor will never be a consideration here. Instead, we are determined to always treat our staff equally, fairly and with respect.

We welcome students from all walks of life, and as such, we champion a uniquely diverse working environment in which every colleague is able to excel, regardless of their background or their life choices. Quite simply, we want to attract likeminded people to our team – people who care about the world, and who share our passion for creating an innovative and forward-thinking learning and research environment.

We are proud to support many staff networks, and we encourage these groups to get involved in helping us create a forward-thinking and desirable workplace. We are a Stonewall Diversity Champion and we are immensely proud to have been awarded an institutional Athena SWAN silver award, which underpins our pledge to improve equality for women. We also support flexible working and with an open and supportive working environment, we always want to hear from our staff on how we can create the best possible working experience.





Biological Sciences boasts the University's state-of-the-art glasshouse facility. This world-leading facility includes controlled environment rooms capable of housing a wide variety of novel research plants; plants required for undergraduate teaching programmes and a variety of food plants used to culture insects in our invertebrate facility.

SHAPE THE FUTURE OF ENVIRONMENTAL AND LIFE SCIENCES

Our Faculty draws together a wide range of disciplines, within the Schools of Biological Sciences, Geography and Environmental Science, Health Sciences, Ocean and Earth Science, Psychology, and the Institute for Life Sciences.

We are a thriving, diverse community of 4,300 students and 630 staff who are working together to change the world for the better through our research, education, enterprise, and social impact.

Our disciplines are regularly placed in the global top 50 in the QS World University Rankings by Subject, including the renowned Nursing and Midwifery programme ranking ninth in the world and third in the UK in 2021. Our Oceanography research is ranked fourth in the world* and Geography and Environmental Science placed seventh among the UK's Russell Group universities**.

We have a diverse research culture that informs our curriculum. We are served by state-of-the-art facilities, including: our waterfront campus at the National Oceanography Centre Southampton; the newly refurbished Clinical Skills Labs; our Virtual Reality Laboratory; Environmental Sensing Facilities; and the Life Sciences building, a cross-disciplinary research centre specifically designed for learning, innovation and collaboration.

We also host the Institute for Life Sciences, which catalyses interdisciplinary research and enterprise across the University, with impact regionally and nationally.

The Faculty delivers environmental, health, industrial and economic impact at local, national and global levels. Some examples of our world-leading achievements include:

- Biological Sciences research proving the antimicrobial qualities of copper used in the fight against Covid-19.
- Geography and Environmental Science research mapping populations in low-income countries to monitor crop health and food sustainability.
- Health Sciences providing evidence that is informing national guidelines about safe nurse staffing levels and transforming the care and lives of people with cancer.
- Ocean and Earth Science leading public engagement programmes to generate curiosity about the deep sea and coral reefs with research being featured on the BBC and Netflix.
- Psychology informing international clinical guidelines on the treatment of ADHD and developing an online weight reduction app now used as part of the UK National Diabetes Education Programme.

We recognise the need for interdisciplinary strategies to address some of the world's most critical key challenges, but also to train and inspire the next generation of changemakers. Our Dean's strategy will recognise the value of and capitalise on this interdisciplinary potential for education, research and enterprise. If you are looking for an exciting, innovative, and rewarding opportunity to shape the future of environmental and life sciences across the world, then the University of Southampton is for you.

How to apply

Candidates will be required to submit a CV, cover letter and a one-page vision statement. For full 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 11 October, 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 **Monday 15 November, 2021.**

Interviews are currently scheduled to take place on **Thursday 9 December, 2021.**

* Shanghai Ranking's Global Ranking of Academic Subjects, 2020
** Guardian Best UK Universities league table, 2021

ROLE OF DEAN OF ENVIRONMENTAL AND LIFE SCIENCES

Job purpose

The Dean has three primary duties:

- To lead the continued success of the Faculty, playing a pivotal role in the strategic development and operation of the Faculty's education, research and enterprise through the effective leadership of staff and management of resources in the pursuit of University and Faculty strategic goals.
- To 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.
- To 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

- Members of Council, senior executives of the University, other senior office holders of the University, directors of professional services and the Vice-Chancellor's Office.
- Heads of Schools, Director of Institute of Life Sciences, Programme Director UKRI and Associate Deans.
- Members of staff and students within the Faculty.
- 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 Environmental and Life 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 a substantive position within the University, whilst 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.
- 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, public bodies 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.

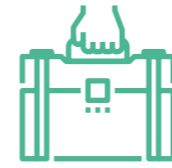
Special requirements

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



Research in Health Sciences is providing evidence to stimulate debate about safe nurse staffing levels and transforming the care and lives of people with cancer. Most recently, researchers have highlighted the impact of the COVID-19 pandemic on wellbeing and mental health in nurses.

Southampton is ranked
77th
in the world¹



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



Overall student satisfaction at Southampton is **significantly ahead of the sector** and is a strong performance against our competitor set, the Russell Group, and the sector⁴



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 15
in the UK⁷

Our 250,000 alumni community spans over
190
countries



We employ over 6,500 staff

Very strong
performance in the first KEF exercise³

Southampton is ranked eighth in the UK for research intensity⁶



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



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

¹ QS World University Rankings, 2022

² University of Southampton Financial Report, 2019/20

³ Performing at or above the cluster average across every perspective

⁴ National Student Survey, 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, 2022

THE UNIVERSITY AND REGION



Find a better quality of life

Southampton

Southampton is a fantastic place in which to live, work and socialise. Regardless of what life stage you are at, you will find a dynamic and vibrant city that caters for all. With an enviable location on the coast, yet just an hour from London, the region combines incredible natural beauty with a thriving social scene – making it one of the most desirable places to live!

As an ethnically-rich city that is growing rapidly, Southampton is benefitting from considerable investments in the region. £1.6bn has already been committed to the development of the region, while a further £1.4bn spend is planned over the next 10 years. A new Cultural Quarter has been created, and a £400m redevelopment of the Royal Pier Waterfront is underway – and with each of these improvements, we have witnessed an exciting transformation of the city.

There is something for everyone in Southampton and the surrounding areas. For outdoor enthusiasts, water sports, sailing and ocean racing are easily available, while the beautiful New Forest National Park is just 30 minutes away. With many excellent local schools and nurseries, families will find a fantastic quality of life, while there's a thriving LGBTQ+ social scene. Multiple faiths are celebrated in the city, and the rich cultural heritage of Winchester is just on our doorstep.

Winchester

On the edge of the South Downs National Park, England's ancient capital, Winchester is steeped in history and is complemented by a lively atmosphere and a wide variety of pubs and restaurants, museums, theatres and galleries. With direct rail links to London, our Winchester School of Art campus is one of the UK's leading art and design institutions.

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.

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.

[View our virtual tours](#)

[Watch our video](#)



Find out more

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