SHAPE
OUR
SUCCESS
JOIN OUR REMARKABLE COMMUNITY
Thank you for your interest in the position of Director of MRC Lifecourse Epidemiology Centre (LEC) at the University of Southampton.

The need for internationally excellent, 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. Brining together realms of research, creativity and knowledge, we are focused on having 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 ideas to life and make a tangible difference to future generations.

This role is part of the Faculty of Medicine senior team and will contribute to achieving these bold ambitions and thrive in this changing external environment. It will play an important part in championing the new 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 enabled us to emerge from it strongly and safely. Our new Strategy, which was launched in January this year, encapsulates the Triple Helix of excellence that is research, education, enterprise, which aims to make the Southampton offer distinctive.

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 lead the MRC LEC, we want to hear from you. If you can help the Centre deliver its current objectives and develop a forward-facing and impactful programme of work to ensure a successful application for future MRC funding, this role may be for you. If you welcome the opportunity to help shape the future of the University of Southampton, we look forward to receiving your application.

It is important that we find the right person for this role, whatever their circumstances. We will endeavour to be as flexible as possible to consider individual requirements and circumstances to find the optimum solution for the successful applicant.

Please see page 8 for more information on equality, diversity and inclusion.
The COVID-19 Warrior package gives young people the information they need to make the right choices about keeping safe. We are delighted that the Royal Society for Public Health is now supporting the programme and are pleased more schools across the country have access to it."

Dr Kath Woods-Townsend
LifeLab Programme Lead

Our work has established that people who were small at birth and had poor growth in infancy have an increased risk of adult coronary heart disease and type 2 diabetes, particularly if this is followed by increased childhood weight gain.”

Professor Keith Godfrey
Associate Dean Enterprise

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 strive for greater inclusivity in our community. Diversity is a strength and makes us more creative, accelerating our impact on society.

We celebrate an equal and respectful environment in which people from all walks of life and backgrounds are welcome to join us.

Our people inspire and empower one another to share and apply their knowledge to transform lives. They are key to what we do, and who we are. Working collaboratively and fostering a culture of transformational leadership are two of our five core values. These values form part of our new University Strategy and are there to help us achieve our overall purpose and vision, to inspire excellence, to achieve the remarkable, and build an inclusive world.

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 and educate students through University of Southampton Malaysia and collaborations with prestigious partners globally.

As our students become graduates of the University, they join our wider global community of over 250,000 alumni, with access to 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.

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

Work with us: together we advance.

Find out more
The University Strategy

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The University Strategy
OUR VALUES

Our values provide the lens through which we make decisions, guiding our actions, collective behaviours and systems.

They are integral to our purpose of building an inclusive community that makes positive change.

We are ambitious: both personally and institutionally, which requires us to be collaborative and collegial.

As a community of talented individuals, our systems need to enable and empower us. Our community upholds academic freedom and develops through constructive, civil debate.

Ensuring different views are heard allows us to make the best decisions.

Our values in action

Our annual Vice-Chancellor’s Awards recognise and celebrate the exceptional contributions made by our staff during the academic year.

Our staff and students at Winchester School of Art collaborated with fashion designer Liang Mingyu for her sustainability sculpture, ‘Masai Mara’, as part of their ‘Itinerant Objects’ programme for Tate Exchange.

Professor David Read, Professional Fellow in Chemical Education, was awarded a prestigious National Teaching Fellowship in 2017 for his innovative approach to teaching.

Collaborations with prestigious partners such as Xiamen University in China, Singapore Institute of Management and Nanyang Technological University allow students to study a wide range of subjects and undertake research in an international environment.

People are at the core of our Triple Helix

Our highly-ranked education, research and knowledge exchange and enterprise (KEE) are already distinctively intertwined.

By strengthening and increasing these links, our Triple Helix approach will achieve greater impact and accelerate new ways to tackle the world’s most complex problems.

This scaling up is a challenging goal we commit to achieve; its reach and ambition sets us apart.

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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 orientation, 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 people 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 like-minded 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 are proud of our open and supportive working environment, with options such as job shares available. We ensure opportunities are equal and focused on the needs of our colleagues. We know that change and improvement is a continual process, and our community is a big part of this; so we always want to hear from our staff about how we can create the best possible working experience.
The Faculty of Medicine is the second largest faculty in the University of Southampton.

The Faculty research and education activities are based largely at the University Hospital Campus, about two miles from the main University campus in Highfield. The juxtaposition with the largest teaching hospital in the south of England provides a strong clinical academic partnership, sharing staff and facilities and giving ready access for patients to trials.

MRC LIFECOURSE EPIDEMIOLOGY CENTRE

The MRC LIFECOURSE EPIDEMIOLOGY CENTRE (MRC LEC) in Southampton is a key part of our Faculty of Medicine research portfolio. The mission of the MRC LEC is to use lifecourse epidemiological methods to reduce the population burden of chronic musculoskeletal disease and disability.

The Centre’s research influences health policy through knowledge transfer and public engagement, and is deeply committed to training the next generation of clinical and non-clinical academics. MRC has had continuous investment in Southampton’s lifecourse epidemiology research for over four decades. The current MRC Centre was awarded in 2021.

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

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

The closing date for receipt of applications is midnight (GMT) on Tuesday 8 November 2022.

Following a longlist meeting of the Search Committee, successful candidates will be invited to attend a virtual Engagement Day on Wednesday 30 November 2022.

Interviews are scheduled to take place in person on Friday 16 December 2022.

Southampton research into osteoporosis and fractures, undertaken over the past three decades, is influencing health policy across Europe.

The research focused on the descriptive epidemiology of hip, vertebral and distal forearm fractures, their impact and economic costs, the pathophysiology of osteoporosis and sarcopenia, and the available preventive and therapeutic strategies throughout the lifecourse. It has now been used to develop the European Osteoporosis Policy Toolkit.
ROLE OF THE DIRECTOR OF THE MRC LIFECOURSE EPIDEMIOLOGY CENTRE

Job purpose
Accountable jointly to the MRC and the University for all aspects of the management of the Centre, the Director of the MRC Life Course Epidemiology Centre (LEC) will provide direction and leadership upholding the agreed mission of the Centre, to use MRC and epidemiological methods to reduce the population burden of chronic musculoskeletal disease and disability. The role also has responsibility for the overall direction, management and quality of the Centre’s scientific programmes.

Key accountabilities/primary responsibilities

Strategic leadership
- Provide visible and inspirational leadership for the MRC at all levels and within the University, ensuring the effective and efficient delivery of the Centre’s requirements.
- Engage regularly with Faculty and University leaders and the MRC Committee, building relationships and networking to develop and support the MRC’s agreed mission and strategic direction.

Strategic development
- Develop the scientific programme of the Centre and meet agreed milestones for the delivery of research and training output.
- Support innovation in areas relevant to the Centre’s themes, including seeking additional funding from MRC, and other research-funding bodies, the University and industry partners, taking account of advancing knowledge and the emergence of new opportunities.
- Develop and maintain a high-quality environment for research and training output.

Support innovation in areas relevant to the Centre’s themes, including seeking additional funding from MRC, and other research-funding bodies, the University and industry partners, taking account of advancing knowledge and the emergence of new opportunities.

Governance and Compliance
- Report as required to the University and MRC on the progress and performance of the Centre against the agreed milestones and goals.
- Record the agreed metrics of success of the Centre and submit progress reports, distributing as appropriate.

Stakeholder engagement
- Represent the Centre within the School, Faculty and University and the MRC community, nationally and internationally
- Engage with public to promote public dialogue and encourage and facilitate public engagement.
- Inform health policy and promote training, research capacity development, knowledge transfer and public engagement in the Centre’s scientific programmes.

Internal and external relationships

Internal
- The President and Vice-Chancellor; Senior Vice-President Academic; Vice-President Research and Enterprise; MRC LEC Steering Committee; the Faculty of Medicine Executive Board; Deans of the five Faculties; the Director of the Institute for Life Sciences; Head of School of Human Development and Health; and other senior leaders within the University, where relevant.

External
- Key stakeholders in external organisations, including: UKRI Medical Research Council, including Chief Executive and Chief Scientific Officer; Office of PSMB Programme Manager; Chief Executive and Chief Medical Officers of University Hospitals Trust; Faculty of Medicine Executive Board; Deans of the five Faculties; the Director of the Institute for Life Sciences; Head of School of Human Development and Health; and other senior leaders within the University, where relevant.

Performance management
- Provide focused scientific and management leadership for the Centre. Ensure the integration of constituent teams, to enable the Centre to meet the objectives of multidisciplinary and added value.
- Provide effective day-to-day management of the Centre, its financial resources, staff, students and visiting and attached workers — with the support of the appropriate University officers.
- Ensure accurate and up-to-date records are maintained in relation to (but not exclusively) publications, findings, employment records, funding, resources and key decisions.

Profile

QUALIFICATIONS, KNOWLEDGE AND EXPERIENCE

**Essential**
- Primary medical or other relevant degree plus PhD or equivalent professional qualifications.
- A proven track record of outstanding academic achievement, of international standing, in a field of expertise relevant to the Centre.
- A proven track record of providing strategic and visionary direction and maximising performance in a complex organisation.
- Able to make a substantial contribution to the UKRI Research Excellence Framework (REF).
- Experience of managing an academic group or department.
- Experience in supervision of doctoral students.

**Desirable**
- Fellow of Higher Education Academy.
- Membership of national or international advisory bodies in musculoskeletal health or other related fields.
- Expertise recognised by membership of a relevant prestigious society or organisation.

**Planning and organising**
- Proven ability to develop innovative research proposals and attract research funding.
- Proven ability to lead, plan and develop a range of high-quality research and teaching activities, ensuring plans complement the broader research and education strategy of the Faculty of Medicine and University.
- Proven ability to engage with and influence policymakers and implement research evidence in healthcare.
- Proven ability to champion and oversee key contributions of the MRC LEC mission to the Faculty of Medicine and/or University research, education and enterprise strategies.

**Desirable**
- Ability to design and manage a postgraduate degree programme.
- Teaching qualification (PCAP or equivalent).
- Proven ability in curriculum development and new teaching approaches.

**Problem solving and initiative**
- Proven ability to implement successful change management initiatives and formulate strategic plans that reflect and support the priority needs of the Centre, Faculty of Medicine and University.
- Proven ability to identify broad trends to assess deep-rooted and complex issues.
- Demonstrable ability to apply originality in modifying existing approaches to solve problems.

**Management and teamwork**
- Proven ability to oversee people and resource management processes in order to deliver key education, research and enterprise activities.
- Proven ability to make a sustained contribution to academic leadership at discipline, school and faculty level.
- Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development.
- Demonstrable experience of the ability to formulate staff development plans.
- Able to undertake a coordinating role in the School/University or externally.
- Experience of monitoring and managing resources and budgets.

**Communicating and influencing**
- 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 and within multiple disciplines), students and external stakeholders.
- Demonstrable ability to persuade and influence at all levels in order to foster and maintain relationships, resolving tensions/ difficulties as they arise.
- Proven experience of providing expert guidance to colleagues in own team, other work areas and institutions to develop understanding and resolve complex problems.
- Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience including public engagement.
- Proven experience of engaging in collaborative projects with national and international partners, and other stakeholders.

**Other skills and behaviours**
- Compliance with relevant Health and Safety issues.
- 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 MRC centre and wider faculty.

Special requirements
- Attend national and international conferences as appropriate.
- Contribute to the effectiveness of the Faculty of Medicine as an active member of the Faculty Executive Board and through regular contact with the Dean of Medicine.
- Contribute to the missions of the University and the MRC through personal contribution and leadership style and by ‘living’ the University and MRC’s core values and principles.
- Assume an amicable and effective working relationship between the MRC LEC and the rest of the School of Human Development and Health.
- Promote a culture of equality, inclusivity and respect.

CANDIDATE PROFILE
| **78th in the world**¹ | **Over 60%** of our publications are internationally co-authored | **Engaged in research with over 700 overseas partners**  
We attract high-quality students from over 130 countries |
| Southhampton is ranked | **A founding member of the Russell Group of 24 major research-intensive universities in the UK** | 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 sector² |
| **Received £120m** in research grant and contracts income in 2020/21³ | **Founding member of the Worldwide Universities Network** | **We have over 21,000 students, including more than 8,200 international students**  
Our contracts with industry are worth about £50m annually³² |
| **Top 15 in the UK**⁴ | **Our 265,000 alumni community spans over 190 countries** | **We employ over 6,500 staff**  
Very strong performance in the first KEF exercise³² |
| **Our contracts with industry are worth about £50m annually**³² | **Our income exceeded £554m in the 2020/21 financial year**² | **Over the next decade, we plan to invest over £300m in our infrastructure and facilities** |
| **We have over 2,000 students, including more than 8,200 international students** | **Our 265,000 alumni community spans over 190 countries** | **Our contracts with industry are worth about £50m annually**³² |
| **Top 15 in the UK**⁴ | **Our 265,000 alumni community spans over 190 countries** | **We employ over 6,500 staff**  
Very strong performance in the first KEF exercise³² |
| **Our contracts with industry are worth about £50m annually**³² | **Our income exceeded £554m in the 2020/21 financial year**² | **Over the next decade, we plan to invest over £300m in our infrastructure and facilities** |

Our students don’t just work towards their degree; they gain experiences and skills that enable them to change the world for the better as graduates.

Dr Devon Lewis, a PhD researcher in Neuroscience at Southampton, has launched his own business, Inpulse, to give sports teams the ability to monitor muscle fatigue during training sessions so undertrained muscles can be improved and overtrained muscles can be flagged before they lead to injuries.

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¹ QS World University Rankings, 2023
² University of Southampton Financial Report, 2020/21
³ Performing at or above the cluster average across every perspective
⁴ National Student Survey (NSS), 2022
⁵ The Complete University Guide, 2023
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 over an hour from London, the region combines incredible natural beauty with a thriving social scene – making it a desirable place to live! As an ethnically rich city that is growing rapidly, Southampton is benefiting from considerable investment in the region.

The city centre is currently thriving thanks to over £600m of regeneration plans and projects, including the historic Bargate Quarter, with new hotels, homes and transport links. This is a city of growth and transformation, and it is an exciting time to be here.

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.

3rd best place to live and work in the UK*

*Good Growth for Cities Index, January 2021, DEMOS-PwC
Find out more
Contact Mark Holleran
southampton@talentedu.co.uk
020 3290 2907