



University of
Southampton

SHAPE OUR SUCCESS

JOIN OUR REMARKABLE COMMUNITY

FOREWORD

Thank you for your interest in the position of Dean of Arts and Humanities at the University of Southampton.

This role will be part of our 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 our [University Strategy](#).

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. Bringing 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.

The impact of the worldwide COVID-19 pandemic required us to reaffirm what matters most as a diverse community and to develop a strategy that enabled us to emerge from it strongly and safely. Our Strategy, with people at its heart, encapsulates the Triple Helix of excellence that is research-education-knowledge exchange and 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.

This is a fantastic opportunity to take your career to new heights. As the Dean of Faculty, you will shape the future of Arts and Humanities at Southampton and your innovative thinking and passion will ensure the continued success of the Faculty. You will recognise the value of, and capitalise on, the interdisciplinary potential of the Faculty and play a pivotal role in the strategic development and operation of its education, research, knowledge exchange and enterprise.

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.



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Together we advance

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

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Sustainability and responsibility are at the heart of everything we do, and this, along with creativity, ambition and hard work, produces an astonishing variety and quality of work. It is my privilege to work with my students in the research-rich environment here at Winchester School of Art, as they make their way from academia into a global fashion industry.”

Delia Crowe
Programme Leader, MA Fashion Design

“

Working at Southampton presents new and exciting opportunities. We’re collaborating with industry on building some of the world’s largest offshore infrastructure to meet growing green energy needs, using sedimentary records to discover how past climate change has radically altered the world and discovering some of the world’s oldest and most intact shipwrecks.”

Dr Michael Grant
Senior Enterprise Fellow in Maritime Archaeology

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 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 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. Find out more about our values on page 6.

Our people are our University, which is why our Strategy and all of our activities focus on the communities that make up our institution. We are made up of brilliant minds, motivated leaders and passionate changemakers. By working collaboratively, we can achieve incredible things.

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 265,000 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 and second Knowledge Exchange Framework (KEF) exercises.

Work with us: together we advance.

 **Find out more**
The University Strategy

OUR VALUES

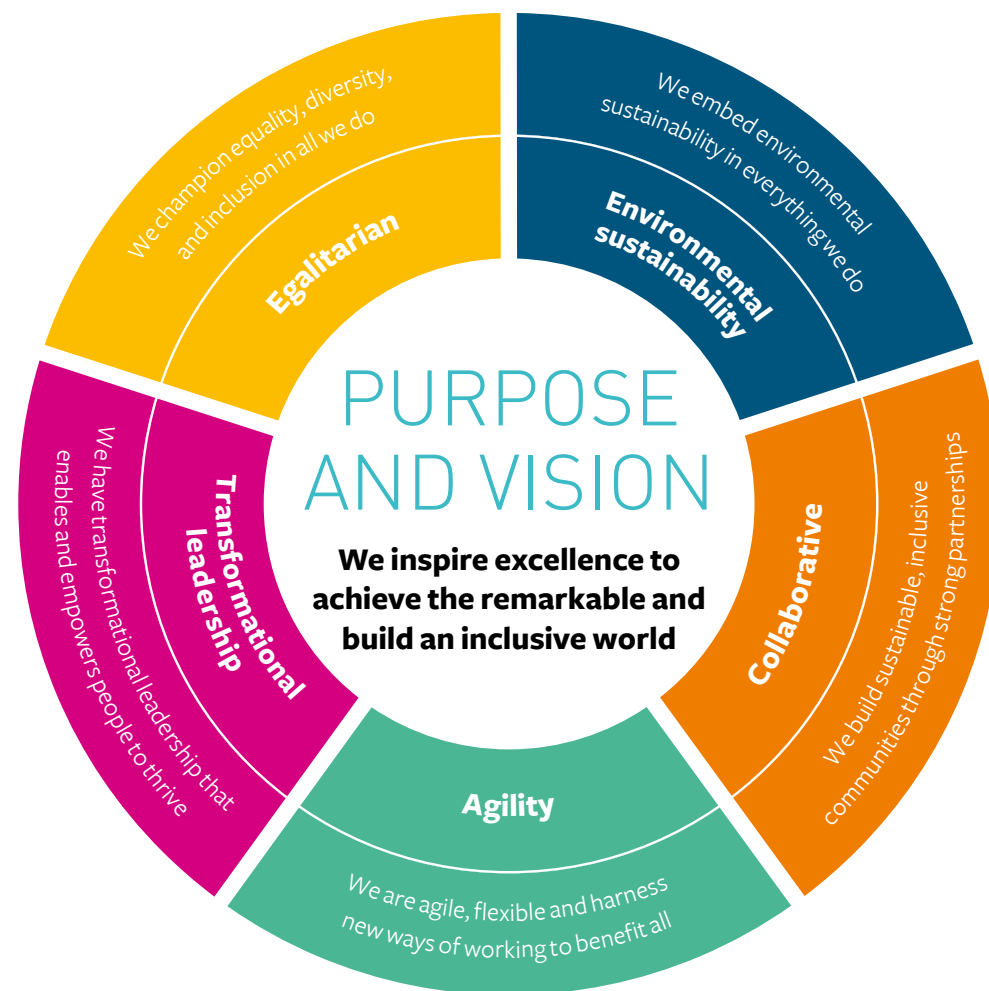
Our values provide the lens through which we make decisions, guiding our actions, collective behaviours and systems.

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.

People are at the core of our Triple Helix



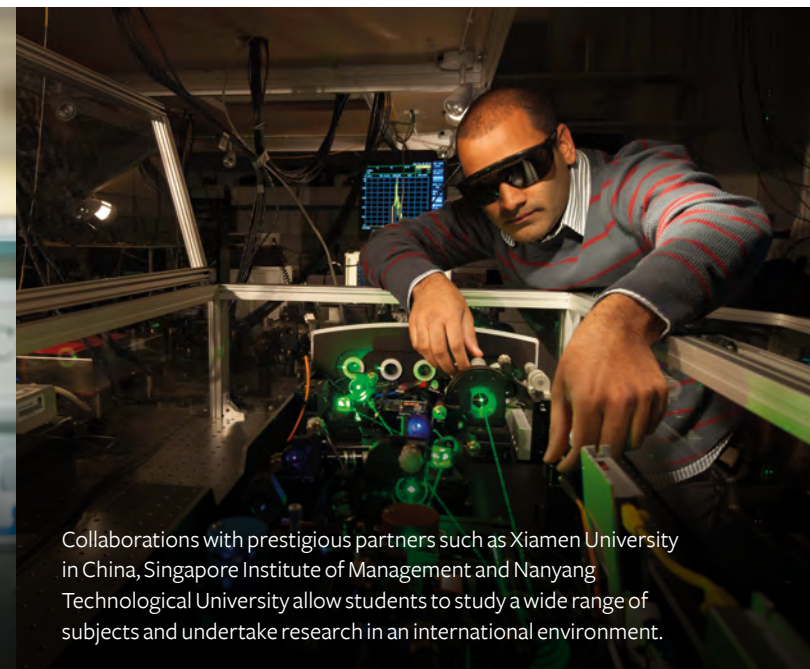
Our highly-ranked **education, research and knowledge exchange and enterprise (KEE)** are already distinctively intertwined.

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.



Professor David Read, Professorial 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.

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, age, gender, disability, 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 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 are also delighted to have received the Race Equality Charter bronze award from Advance HE, which recognises that we have a solid foundation for eliminating racial inequalities and developing an inclusive culture that values all staff and students.

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.



“

There is an entrenched system of power in the film industry, in which the people who get power tend to support people who are just like them. There are well-trained, experienced, and talented women filmmakers working now who should be at the top of their careers but they have been left aside by the gatekeepers, tastemakers, and financiers who need to change and learn how to make equality a reality.”

Professor Shelley Cobb

Head of Film; principal investigator for AHRC-funded Calling the Shots: Women and Contemporary Film Culture in the UK

RETHINKING THE PAST, ENRICHING NOW, MAKING FUTURES

The Faculty of Arts and Humanities draws together a wide range of disciplines into two high-performing schools: the School of Humanities and Winchester School of Art (WSA).

The Faculty aims to be sector-leading in its curriculum portfolio and to have a physical and virtual estate that offers an outstanding student experience, enables research and innovation, and facilitates engagement with our communities.

Our staff and students work together to make a difference through research, education, knowledge exchange and enterprise. We aim to be a diverse and inclusive community, promote deep engagement with subjects that can inspire a lifetime of enquiry, and build a sense of purpose and wellbeing. We aim to build careers that can make a meaningful contribution professionally and socially.

The School of Humanities comprises: the Academic Centre for International Students, responsible for our successful pre-sessional and in-sessional programmes; Archaeology; English; Film Studies; History; Languages; Cultures and Linguistics; Music; and Philosophy. It is also home to the Digital Humanities Hub. The School's vibrant interdisciplinary research ranges from blue skies projects to research that addresses the world's greatest challenges.

WSA is one of only a few specialist art schools based at a Russell Group university, offering a range of undergraduate, postgraduate-taught, and doctoral programmes across its three departments: Art and Media Technology; Design; and Fashion and Textiles.

The School supports a large, and notably international, number of students studying creative industries management and leadership courses. With an upper-quartile ranking*, our colleagues' research moves between scholarly and practice-led modes, and is supported by outstanding technical resources, and several groups and interdisciplinary labs.

We have a world-class reputation for research and scholarship and many of our departments were ranked in the top 10*. Southampton Institute for Arts and Humanities (SIAH) is an interdisciplinary institute that places culture at the heart of world-changing research. SIAH responds to the crises of the contemporary while being attentive to the past.

The Faculty is also home to the globally recognised Parkes Institute, a renowned centre for the study of Jewish and non-Jewish relations. It's an exciting time for the Faculty as the University invests in the development of the Arts and Humanities. Extensive building work is anticipated to take place with particular investment planned to develop the WSA campus as a strategic priority.

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 **Tuesday 18 April 2023.**

Following a longlist meeting of the Search Committee, successful candidates will be invited to attend a virtual Engagement Day on **Wednesday 28 June 2023.**

Interviews are scheduled to take place in person on **Monday 17 July 2023.**

*Research Excellence Framework, 2021

ROLE OF THE DEAN OF ARTS AND HUMANITIES

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, knowledge exchange 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 the wider University strategy.
- To work directly with the senior managers of the Faculty to embed a culture of equality, diversity and inclusion. Ensure the University's ED&I and people strategy is taken into account in all decision making, planning and management of the Faculty.
- Develop strong strategic relationships with key stakeholders (internal and external) to enhance the Faculty's leading role in education, research, knowledge exchange and enterprise, increasing and championing the reputation of the Faculty as a whole, and the individual disciplines, nationally and internationally.
- Lead the Faculty in a transparent, visible and consultative manner to develop and implement its business plans for excellence in research, education, knowledge exchange and enterprise, thereby achieving agreed Faculty performance targets including tuition fee, research and other income. Ensure that there is excellent communication across the Faculty.

- 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. To include ongoing development and maintenance of the estates, embedding sustainability and achieving the strategic goals for the institution.
- Establish and maintain a high-performing, collegiate, 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. Maintain and grow the connections between the Schools to ensure a cohesive Faculty.
- 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.
- To underpin an environment for world-class research, knowledge exchange and enterprise, working 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. Work with colleagues to embed ED&I initiatives and follow best practice.
- 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 Vice-Chancellor following discussion, and looking at overall workload balance.

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 Vice-Chancellor's Office; Heads of Schools; Associate Deans; members of staff and students within the Faculty.

External

Key stakeholders in external organisations, including:

the business community, government, funding and relevant professional bodies and societies; equivalent post holders in other universities, nationally and internationally; active participation in relevant bodies for Deans of Arts and Humanities, 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 postholder 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, 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 the 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, with an understanding of how to bring together multiple disciplines.
- 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.

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, equality, diversity, inclusion 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.
- The ability to maintain and grow connections between disciplines within the Faculty to ensure cohesiveness, and to encourage collaboration across departments and the wider University.
- A proven track record of achieving performance targets and inspiring others to meet their performance targets.
- The ability to actively contribute to 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.
- A personal commitment to excellence, widening participation, diversity and inclusion and to promoting the 'Southampton Behaviours'.

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.
- To be highly visible to all parts of the Faculty.
- The ability to provide effective community leadership to cultivate strong networks in the civic community 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, both at university level and externally.
- The ability to achieve results through persuasion and negotiation where no direct authority exists.

Other skills and behaviours

- Financial acumen with the ability to increase or develop additional sources of income through education, research, knowledge exchange 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.
- Proactive in developing others and to celebrate success in others.
- Instinctive understanding of what constitutes excellence and what it takes to achieve and sustain it with a determination constantly to seek improvement.
- Alignment with the University's values of excellence, creativity, integrity and community.
- An external profile, with evidence of committee and other expert work.

Expected behaviours

- Apply and actively promote equality, diversity and inclusion principles to the responsibilities of the role.
- As a line manager and senior leader, role model the 'Southampton Behaviours' and work with the management team to embed them as a way of working within the Faculty and schools.



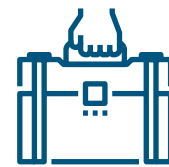
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At the heart of my teaching are inclusiveness and social responsibility. I encourage all of my students to consider current and future critical issues that are impacting the fashion industry - an industry that may be unrecognisable in the next 10 years. It's never been more important to consider people, planet and purpose.”

Pascal Matthias

Senior Teaching Fellow in Fashion Marketing and Management;
Associate Vice-President, ED&I and Social Justice

Southampton
is ranked
78th
in the world¹



Received
£114.7m
in research grant and
contracts income
in 2021/22²



92%
of our research has been
classified as world leading or
internationally excellent³



Engaged in
research with over
700
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 Worldwide
Universities Network

We have over
24,000
students, including
more than
9,000
international students



£4.14bn
of economic
impact across
the UK in
2020/21⁷



**Ranked
13th**
in the UK⁵

Our 265,000 alumni
community spans
over

190
countries



We employ over 6,500 staff

Very strong
performance in the first
KEF exercise⁶



Over the next decade,
we plan to invest over
£300m
in our infrastructure
and facilities



Our income
exceeded
£673m in
the 2021/22
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
1,000
external organisations
around the globe

¹ QS World University Rankings, 2023

² University of Southampton Financial Report, 2021/22

³ Research Excellence Framework, 2021

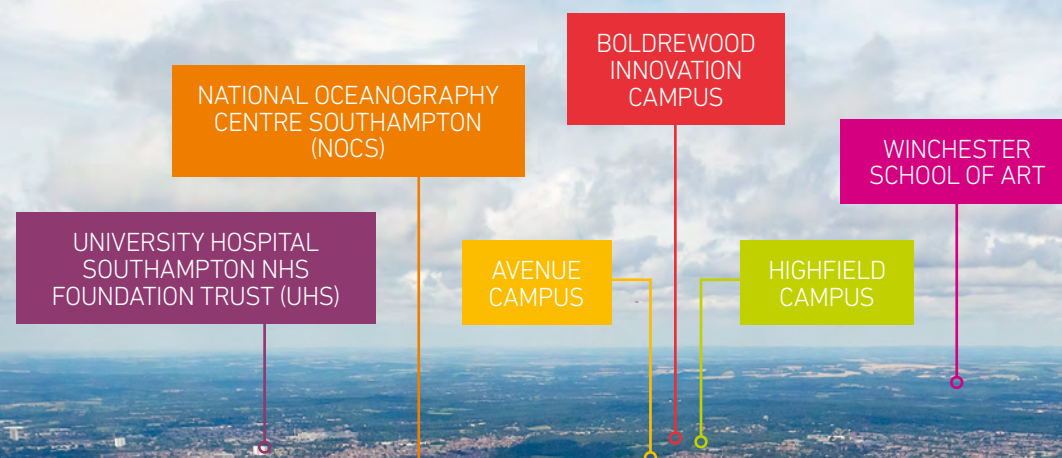
⁴ National Student Survey (NSS), 2022

⁵ The Complete University Guide, 2023

⁶ Performing at or above the cluster average across
every perspective

⁷ The economic and social impact of the University of
Southampton, London Economics, 2022

THE UNIVERSITY AND ITS REGIONS



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

*Good Growth for Cities Index, January 2021, DEMOS-PwC

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 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 benefitting from considerable investments 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.

The University campuses

The University has five lively and diverse campuses in Southampton, one in Winchester and one 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. It also houses our sports complex, the Hartley Library, the Students' Union and Staff Social Centre.

Close to Highfield, 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 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 £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.

University of Southampton Malaysia is home to undergraduate engineering and business programmes in Malaysia. Our brand new campus, opened in 2021, is part of EcoBotanic City in Iskandar Puteri, Johor, offering state-of-the-art laboratories, learning and recreational spaces.

 [View our virtual tours](#)

 [Watch our video](#)



Find out more

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