

University of Exeter
Business School

OCTOBER 2017

Deputy Dean



University of Exeter Business School Deputy Dean

Candidate Pack – Monday, 2 September 2017

Executive Summary

The University of Exeter Business School (UEBS) is an interdisciplinary business school dedicated to excellence in research and teaching across the management and economic disciplines. It seeks to engage in innovative, best-in-class pedagogy for all undergraduate, postgraduate, doctoral and executive programmes. Bringing together inspirational and internationally respected academics from around the world in an environment that combines historical and intellectual heritage with modern facilities, UEBS is a major part of the University of Exeter.

The University of Exeter Business School aims to be ranked globally across all areas of activity and is actively pursuing AACSB accreditation to complement the current AMBA and EQUIS accreditations.

UEBS is now seeking to appoint an academic leader to the position of Deputy Dean. This post will provide exemplary leadership and guidance for the School as it seeks to differentiate itself in a crowded marketplace through the creation of world-class research centres and building on the success of its One Planet MBA, a major differentiated elite MBA that competes with the very best programmes globally. Alongside providing a competitive offer in Executive Education and raising the overall income through programmes, this ambitious agenda will require exceptional strategic and operational leadership through a well-defined management structure and leadership team, of which the Deputy Dean will be an integral part.

Candidates for this position should have demonstrated exceptional managerial and leadership ability in a context of driving improvement across all areas of business school activity. As a leading international authority with a personal track record of excellence in research, publication in world-leading journals, funded research, developing and delivering innovative and distinctive taught programmes, candidates will be expected to demonstrate the ability to develop and deliver strategic change.



Organisation

The University of Exeter combines world class research with excellent student satisfaction at its campuses in Exeter and Cornwall. It is a member of the Russell Group of leading research-intensive universities. Formed in 1955, the University has 21,273 students from more than 130 different countries. Its success is built on a strong partnership with its students and a clear focus on high performance.

Exeter was named The Times and The Sunday Times Sports University of the Year 2015-16 acknowledging the University as the best in the country in academic and athletic achievement across a wide range of sports. The University was also voted the Sunday Times University of the Year 2012/13. It is ranked amongst the UK's top 10 universities in the Higher Education league tables produced by the Times and the Sunday Times. It is also ranked amongst the world's top 200 universities in the QS and Times Higher Education rankings.

Recent breakthroughs to come out of Exeter's research include the identification and treatment of new forms of diabetes and the creation of the world's most transparent, lightweight and flexible conductor of electricity – a new graphene-based material. Our research focuses on some of the most fundamental issues facing humankind today and, in order to continue our reputation, we are furthering investment in research infrastructure.

Development of our new £52.5 million Living Systems research centre is now complete. It will focus on disease prevention through predictive biology and will eventually house 200 scientists. It follows a major refurbishment project, which saw the creation of world-class research and teaching facilities for Biosciences.

The Penryn Campus has benefited from the Environment and Sustainability Institute; a £30 million interdisciplinary centre that leads cutting-edge research into the consequences of environmental change and the mitigation and management of its effects, while the Exchange building provides a lecture theatre, library facilities and spaces for small group discussions and exhibitions.

Exeter operates on the view that embedding the views of students into our operation as a University is critical to the delivery of high quality student experiences. The Student Experience Advisory Board provides the opportunity for the University and the two representative student bodies to work together on medium to long-term student priorities which contribute to the continuous enhancement of the student experience on all campuses.

The most visible expression of this partnership is the Forum, a £50m student services building which provides a centrepiece for the Streatham Campus and which opens onto an attractive piazza. It houses a purpose-built student services centre, 400-seat lecture theatre, a shop, bank and café. Other facilities on the Streatham Campus include the INTO building which provides flexible teaching spaces, a lecture theatre and a learning resource centre for international students to improve their English.

The Business School

It's taken just over a decade to establish the University of Exeter Business School (UEBS) as one of the UK's leading centres of business education and research, with a significant partnerships portfolio with more than 60 institutions globally.

Bringing together inspirational and internationally respected academics from around the world in an environment that combines historical and intellectual heritage with modern facilities.

What it has achieved so far is already remarkable - students at undergraduate, postgraduate and executive levels are consistently measured at the very top of performance indicators; they also rank amongst the most satisfied and most successfully employed students in the UK. Research conducted at Exeter is internationally respected, and is helping to shape the world we live in.

The School has grown significantly during the past ten years, and currently has nearly 3,800 students and 166 Academic staff with planned investment to add to its academic complement.

A truly international business school, it has global partnerships with more than 60 overseas universities or business schools, including double degrees with prestigious French, German and Chinese partner institutions. Students come from more than 100 different countries and staff from more than 30.

Having invested £24 million into world class facilities for research, teaching, learning and social interactions, UEBS is committed to joining the top 100 university-based business schools globally, alongside becoming one of the top 20 in Europe and top 5 in the UK.

www.exeter.ac.uk/business-school

Research

The University of Exeter is a member of the prestigious Russell Group of research-intensive world-class universities. The Business School is committed to the Russell Group's mission to maintain the very best research and unrivalled links with business and the public sector.

Investigating high profile subjects from the Transparency of Food Pricing across Europe and Payday Lenders to Sustainable Tourism and European Taxation & Regulation, the impact and results of UEBS research are both widely acknowledged and heavily utilised.

In fact, with the majority of research now recognised as world-leading or internationally excellent, results have impacted on global and national institutions, such as the International Monetary Fund, the World Bank and the European Commission as well the HMRC, DEFRA and the Met Office. Having invested in excess of £250,000 in our vibrant new multi-disciplinary research clusters, we're committed to tackling the most pressing and complex global research challenges.

Housing a number of leading research centres that capitalise on our expertise, boasting internationally acclaimed academics from more than 30 countries around the world, our students gain experience in a unique, research-led environment, where they are encouraged to conduct their own research projects as well as participate in ours.

Furthermore, widespread international funding and investment for research from the ESRC, EU, American Institute of Certified Public Accountants, GW4, HMRC and the International Auditing Standards Board, among others, enables the School to further build the volume, reach and capacity of its outstanding, impactful research.

Teaching and Learning

UEBS offers highly relevant, challenging, innovative and dynamic research-led degree courses in Accounting, Finance, Business, Economics, Management, Marketing and Leadership. The School is ranked within the top 11 for all disciplines in The Complete University Guide 2018, and within the top 13 in The Times and The Sunday Times Good University Guide 2017.

At postgraduate level, the MSc International Management has ranked in the Financial Times (FT) Global League Tables for three consecutive years, currently ranked 80th in the 2017 rankings.

UEBS is also home to The Exeter MBA. This flagship postgraduate programme is built around the key set of values that define the Business School: purposeful leadership, innovation, technology, knowledge and practice.

UEBS also has strong links with professional bodies and institutes including ICAS, CIM, CISI, ICAEW, ACCA, CFA® Institute and IFS School of Finance.



Job Description and Person Specification

The Deputy Dean will provide essential Leadership and guidance for Exeter Business School. The Pro Vice-Chancellor (PVC) needs to devote considerably more time to his ambitious programme to differentiate the Business School through the creation of world-leading research Centres – Centre for Leadership Studies (CLS), Land, Environment, Economics and Politics (LEEP,) a proposed Institute for Decision Research, a proposed Centre for Circular Economy – and establishing a large world-elite MBA programme over the next five years. UEBS will be competitive in Executive Education and raise fees for PGT programmes. An ambitious strategy agenda of this scale requires a well-development management structure and leadership team in which the Deputy Dean will be an integral part of.

In addition, the PVC plans on spending approximately one-third of his time on external relations, in particular developing IAB, corporate and alumni relations to increase industry funding, raise the profile and reputation of the Business School, and to engage in fund-raising. The PVC must devote as much time and effort as is possible to change the positioning of the Business School internally within the University and externally with its stakeholders. Within five years, we expect to have a much different Business School. The role of Deputy Dean can provide a vital support to that effort.

Key aspects to the role include:

- Responsible for working with the Heads of Department in development, retention and performance of staff;
- Lead on academic input for the College annual PRG process, led by the College Registrar;
- Lead on the annual process of workload assignment and PDR;
- Support the ADE in the development of the programme portfolio and the development of online education;
- Responsible for coordination of the School's 3 senior committees: Research Strategy Group (RSG); Education Strategy Group (ESG); International Development Strategy Group (IDSG);
- Substitute for the Pro Vice-Chancellor as required;
- Take on other key tasks as required by the Pro Vice-Chancellor.

Main Duties

Research

- Support the development and implementation of the College research strategy;
- Lead and co-ordinate research activity;
- Manage research and other collaborative partnerships with other educational institutions or other bodies;
- Lead bids for research, consultancy and other additional funds;
- Write publications of the appropriate defined standard or disseminate research findings using media appropriate to the discipline;
- Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the Institution;
- Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision making bodies;
- Lead the development of new and creative approaches in responding to research challenges;

- Plan and implement research projects and monitor progress to ensure the achievement of financial and research objectives.

Communication, Administration & Management

- Be routinely involved in complex and important negotiations internally and with external bodies, particularly in relation to research, research funding and consultancy;
- Participate in Institutional decision making and governance;
- Participate in internal and external networks in relation to research and research funding;
- Promote and market the work of the School in the subject area both nationally and internationally;
- Exercise academic leadership for all subject area activities - teaching and/or research, as appropriate;
- Act as line manager for matters relating to the employment of staff and ensuring the work is allocated fairly, according to skills and capacity;
- Appraise and advise staff on personal and career development plans and mentor research activity within the discipline/College;
- Develop and communicate a clear vision of the unit's strategic direction;
- Promote a collegiate approach and develop team spirit and team coherence;
- Foster inter-disciplinary team working;
- Determine the allocation of resources within own area of responsibility;
- Take overall responsibility for the organising and deployment of resources within own areas of responsibility.

Expertise

- Be a leading international authority in your particular subject;
- Possess exceptional managerial and leadership ability in a context of driving improvement across all areas of business school activity;
- Personal track record of excellence in research, publication in world-leading journals, funded research, developing and delivering innovative and distinctive taught programmes;
- Possess in depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.



Appointment Details and How to Apply

The University of Exeter Business School is being assisted in this appointment process by the executive search firm Society.

Applications must consist of a full academic CV and covering letter outlining your fit with the person specification and motivation for the position. These documents can be uploaded via Society's website: www.society-search.com.

The deadline for receipt of applications is midday (GMT) on Monday, 30 October 2017.

Shortlisted candidates will be invited to interview in November 2017.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

The University of Exeter is an equal opportunity employer which is 'Positive about Disabled People'. Whilst all applicants will be judged on merit alone, it particularly welcome applications from groups currently underrepresented in the workforce.

