



Director  
Newcastle University Business School  
Applicant Brief



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# Welcome from Professor Julie Sanders

## Pro-Vice-Chancellor, Faculty of Humanities and Social Sciences

As the Pro-Vice-Chancellor at Newcastle University with responsibility for all the schools and institutes, staff and students, in the Faculty of Humanities and Social Sciences, I am extremely proud of the remarkable work that is taking place every single day in our lecture halls and classrooms, in offices, learning hubs and laboratories across our campuses, and in spaces and places in the city of Newcastle and the North-East, in London, Malaysia and Singapore, and around the world, that connect our disciplines with each other and with real-world societal and global challenges. A thriving Business School is at the heart of the long term vision for the Faculty – success in the future at Newcastle University Business School will be understood by having an international student community studying for business-related programmes in exciting and intellectually stretching environments, by enabling world-class research that is genuinely impactful, collaborative and interdisciplinary, and that feeds back directly into the seminar room through research-led teaching that is global in its reach and aspiration. Everything we do in the Faculty is underpinned by our collective values and a dynamic, evolving and co-produced vision that brings together staff across our rich range of subjects and disciplines, across academic and professional services teams and which engages with our students, past and present, in a genuine partnership of learning and knowledge creation. The Business School sits at the heart of this endeavour and we hope very much that you will want to join us and play your own part in this story.

Professor Julie Sanders

### The HaSS Values

The Faculty of Humanities and Social Sciences is open to the world and seeks to address social and global challenges through its thinking, making, and practice. Building on the strong cultural heritage of our disciplines, we value enquiry, exploration, and creativity. We are committed to enabling a supportive culture for our staff and students, which prizes trust and integrity, values diversity and inclusiveness, and promotes wellbeing in collaborative and inspiring environments.





# Newcastle University

## Our vision and mission

Newcastle University is a thriving international community of more than 18,000 undergraduate and 6,000 postgraduate students from over 130 countries worldwide. Our vision, elaborated in our Vision 2021 document, is of Newcastle as a civic university with a global reputation for academic excellence. Our mission as a world-class civic university means we apply our academic excellence to real-world challenges.



## What we do

The University's main campus is located in the centre of Newcastle upon Tyne, the cosmopolitan capital of North East England that enjoys a worldwide reputation for the quality of its cultural and social life.

As a member of the Russell Group of research intensive universities in the UK, we have a world-class reputation for research excellence in the fields of medicine, science and engineering, social sciences and the humanities.

The Research Excellence Framework (REF 2014) placed Newcastle University 16<sup>th</sup> in the UK for Research Power and the vast majority of our research (78%) was assessed to be world-leading or internationally excellent.

We have extended our reach beyond the UK by opening two branch campuses. In 2008, in partnership with the Singapore Institute for Technology, we opened our campus in Singapore and now offer eight degree programmes supporting more than 700 students. In 2011, Newcastle University Medicine Malaysia (NUMed) opened its doors, delivering to 500 students degrees in medicine and biomedical sciences. We are the only UK university to have a fully-owned medical campus overseas. The first doctors from NUMed graduated in June, 2014. We have also recently opened a campus in London, which provides full-time and part-time undergraduate and postgraduate study programmes for students from all over the world, with an initial focus on Business programmes.

Research and teaching are delivered in 24 academic Schools and 40 research institutes and research centres, spread across three Faculties: the Faculty of Humanities and Social Sciences; the Faculty of Medical Sciences; and the Faculty of Science, Agriculture and Engineering.



The University was joint 6th in the 2015 National Student Survey for full service publicly funded organisations, 23rd in The Sunday Times/Times 2016 rankings, 25th in the Complete University Guide 2016, and in the top 1% of universities in the world in the QS World University Rankings 2015.

In terms of staff and student numbers the University has recently grown more rapidly than comparable institutions, with income of approaching £500 million. The University's financial position is strong and over the past few years we have invested over £150million in our city-centre campus, creating new teaching, learning, and social spaces. This includes the Business School, the INTO 800-student teaching centre, and a multi-million pound renovation of the Students' Union.

There are major and exciting initiatives and capital investments in the pipeline that will further enhance the University's international profile. Key among these is Science Central. Based in the heart of Newcastle – the former home of Scottish and Newcastle brewery – Science Central aims is to create a living lab where new technologies and systems can be trialed while making a real difference to society. The first building, the Core, opened in November 2014 and the University is building a £59 million Urban Sciences building on the site which will open in September 2017. This new centre will combine digital ingenuity and sustainability research with social innovation to lead advances in the development of future or 'smart' cities. This will be followed by £34million of investment in a new Learning and Teaching Centre, due to open in September 2019, which will provide high quality teaching and social learning spaces, as well as additional staff accommodation for the Business School.



We are one of the largest employers in the North East of England, with approximately 5,700 employees and our staff enjoy working here. In the University's latest staff survey, 92% of staff confirmed their opinion that the University is a good place to work. We have won the Times Higher Outstanding Leadership and Management team in 2013 and 2015.

We are the proud recipients of an institutional silver Athena SWAN award demonstrating our achievements and ongoing commitment to gender equality. We are one of only nine institutions in the UK to hold this level of award and this success recognises and endorses the hard work that has gone in to promoting gender equality, progressing women's careers and addressing the challenges in different disciplines across the University since receiving our bronze renewal in 2012.



Students have access to some of the best facilities and student services in the UK. Learning is supported by a multiple award-winning Library service and 24-hour computing clusters. The Library boasts more than one million books and periodicals and over 500,000 e-books – one of the largest e-book collections in the country.

Newcastle is among the top 20 universities in the country for our employment rate with 91.2% of our graduates going on to employment or further study, more than three quarters in graduate-level jobs. We are also one of the top 20 universities targeted by graduate employers in the UK. The 2015 National Student Survey found that 91% of our students were happy with their time at Newcastle, sixth among our peers. Our international students put Newcastle University in the world's top 50 (ISB 2015) of global universities. And our 180,000-strong global network of alumni encourages mutual support and connects us with every type and level of industry.

Our award-winning Careers Service supports around 30 student companies to launch each year and has seen a 17% increase in the number of graduates who have gone on to be self-employed. The University has pledged to give every student the chance to take advantage of a work placement, internship or voluntary project during their time here.

A great place to engage in a wide range of sporting activities, the University consistently ranks highly in the British University and Colleges Sports ranking.



### **Excellence with a purpose**

We aim to be a globally significant research University - one which performs high quality research across a wide range of disciplines and locations. At Newcastle, we conduct our research activities with a resolute commitment to excellence and a concern for the needs of both local society and global issues. This combination of being globally ambitious and regionally rooted underpins Newcastle University's vision for the future.

We strive for excellence with a purpose and in pursuit of this aim, we have developed the concept of Societal Challenge Themes: we organise much of our research and teaching to addressing the three themes of Social Renewal, Ageing, and Sustainability. In all three areas we are making an important contribution to public knowledge and debate.

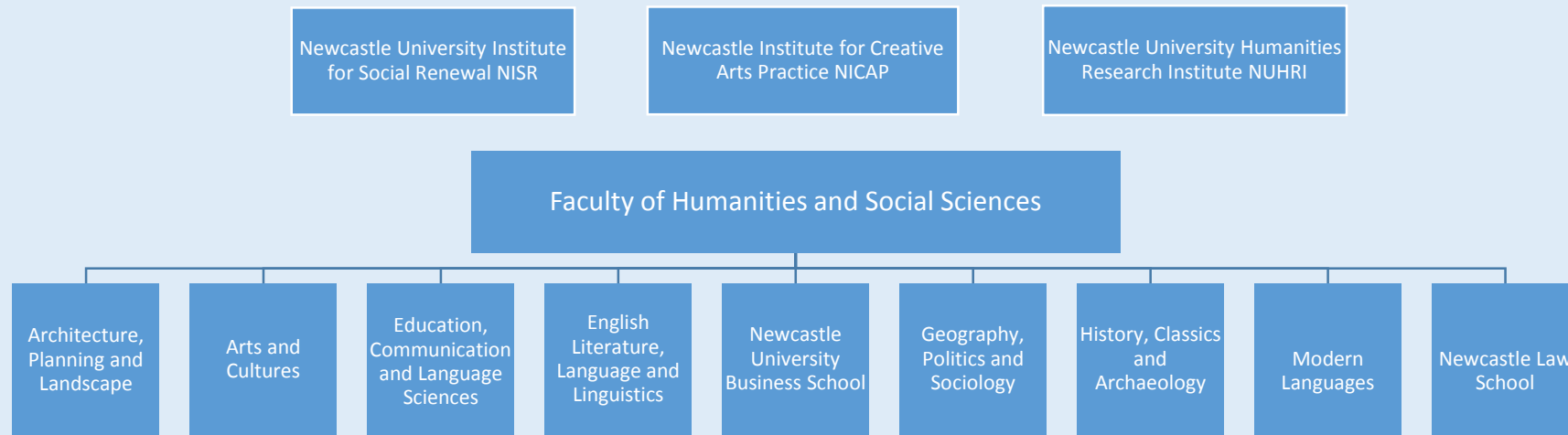


# The Faculty of Humanities and Social Sciences (HaSS)

We are an exciting, multi-disciplinary faculty within Newcastle University. The Faculty is made up of nine academic schools, three interdisciplinary institutes, a Combined Honours Centre, Culture Lab and the Language Resource Centre. We also work closely with the INTO Newcastle University Centre.

The University as a whole is committed to ensuring that our research helps address key global issues by focusing on selected societal challenge themes. The Faculty takes the lead in co-ordinating the theme of social renewal.

Much of the research in the Faculty of Humanities and Social Sciences (HaSS) makes an impact beyond the academic sphere. Our research has produced cultural, societal and economic impacts influencing a diverse group of beneficiaries, including: private business, public and third sector organisations, policymakers and practitioners, cultural and heritage organisations, educators, the legal profession and judiciary, civil society, and the general public. Much of this work is done in partnership with a wide range of organisations and communities in the region and beyond, including, for example, Tyne and Wear Archives and Museums, Citizens UK, Northern Stage, Newcastle City Council, Tyneside Cinema, the SAGE Gateshead, and Seven Stories, the National Centre for Children's Literature.



From the summer of 2014 to 2018, the Economic and Social Research Council (ESRC) are providing funding for knowledge exchange activities through Impact Acceleration Accounts (IAAs). IAAs are block grants made to Research Organisations to accelerate the impact of research. The Newcastle University ESRC IAA, worth £691,824, managed within the Faculty of Humanities and Social Sciences, will allow us to respond to knowledge exchange opportunities in more flexible, responsive and creative ways than centrally administered schemes.

# Newcastle University Business School (NUBS)

## Our global reach

Business has no borders. Setting its direction requires influence on the global stage. Our wide network of international alumni and partners are working together to raise business standards around the world. Our accreditation demonstrates our commitment to providing you with an exceptional education, significantly influenced by the needs of the professions and the global employment market.

### ACCREDITING BODIES

# TOP 1%

OF BUSINESS SCHOOLS WORLDWIDE  
TO HOLD TRIPLE ACCREDITATION



### PROFESSIONAL ACCREDITATION



### NO. OF INTERNATIONAL ACADEMIC PARTNERSHIPS



#### LOCATED IN...

Australia	France	Poland
Belgium	Germany	Portugal
Canada	Hong Kong	Singapore
China	India	Spain
Denmark	Netherlands	Sweden
Finland	Norway	USA



### PERCENTAGE OF STUDENTS

EUROPEAN UNION 10%    UNITED KINGDOM 47%    INTERNATIONAL 43%



### NO. OF NATIONALITIES REPRESENTED



### NO. OF GRADUATES



### PERCENTAGE OF INTERNATIONAL FACULTY



### ALUMNI BRANCHES



“Our driving purpose is to push the boundaries of knowledge by facilitating shared enquiry and bold thinking through our research, teaching and business networks”.



## Vision

Our vision is to be an internationally excellent business school known for our academic ambition, distinctive community and influence in building a responsible future for both business and society globally.

## Mission

Through vibrant collaboration, we drive excellence in teaching and research to create opportunity for our students, staff and partners. We inspire new global perspectives that contribute to and shape a responsible future for both business and society.

## Values

### Quality, integrity, impact

We are committed to improving business thinking. Our socially and ethically responsible practices extend to our staff, our students and our stakeholders. Our work should impact and shape organisations across the globe.

### Bold ambition

In our quest for excellence we encourage examining minds and bold thinking. In an ever-changing world, our students and staff must be ready to embrace challenges, take action, and work across disciplines to see beyond the accepted norms.

### Global influence

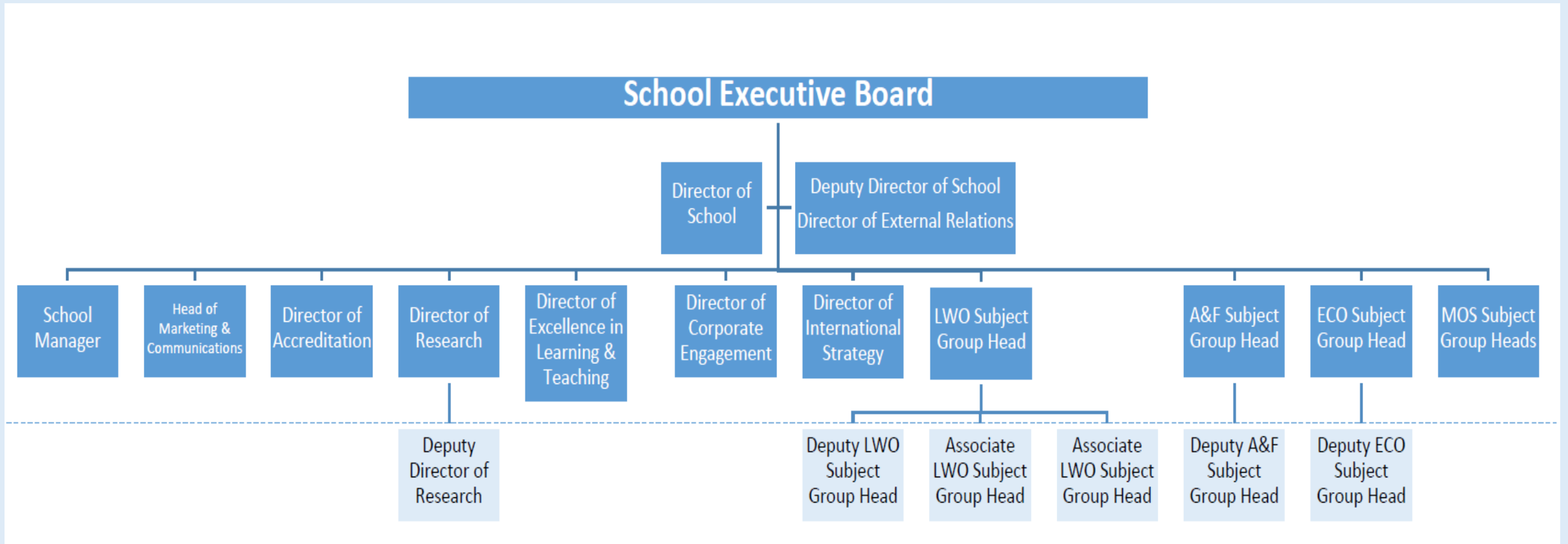
Through our staff, students, alumni and partners we see the world through a global lens and seek to influence on a global scale.

### Collaboration and knowledge exchange

We are a hub of shared enquiry and discovery where individuals learn from and collaborate with peers, experts and business leaders. We unite opportunities, people and cultures, developing collective knowledge to define the future of business.



## NUBS Management Structure as at January 2017



## Our Reputation

At Newcastle University Business School we pride ourselves on our commitment to these values and our results are clear. Research is at our heart and we are world-leading; ranked 14th in the UK for Research Power (REF2014).

Our reputation is a manifestation of our commitment to quality and ambition. We are proud to be part of an elite group of Business Schools worldwide that hold triple accreditation from the three internationally recognised accreditation bodies.

Whilst we are positioned on a global stage, we see ourselves as part of the North East economic community and our proud of our civic roots. Our accreditation status will help us contribute to real regional development. Situated within a £50-million development within Newcastle City Centre, we provide cutting-edge facilities. We provide cutting-edge facilities, designed with the student experience in mind.

Newcastle University Business School takes pride in the international composition of its staff, students and institutional partnerships. 41% of academic staff are of non-UK origin originating from 25 countries. International students now account for 37% of the undergraduate population and 89% of the postgraduate taught student body. The School has established strong partnerships with Boston, Groningen and Monash universities. These partnerships foster and enable research collaboration, dual award degrees, and international student competitions and placements.

We offer a range of undergraduate and postgraduate programmes, PhDs, MPhils and our MBA programme. All our programmes have seen growth over the last five years and our applications are worldwide. It is our aim to enrich students' experiences beyond the lecture theatres to create memories and above all create tomorrow's leaders and success stories.



We believe that business is shaped by the desire to think differently. Our thinking, combined with a first-class reputation for academic excellence, high graduate employability and excellent student experience, makes sure that we are a first-choice destination for students from across the world.

Being triple accredited is a shining endorsement of the quality of our School and programmes. We are in the top 1% of business schools who hold triple accreditation and are one of only 20 in the UK..'

Our accreditation status is a recognition of the high-quality of everything we do. It also boosts the reputation of the University around the world and benefits the wider business community in the city and region.

# Director of Newcastle University Business School

## The Scope of the Challenge and Opportunity

This appointment is cast as an exciting opportunity to shape Newcastle University Business School and its community of staff and students over the long term.

This will require an inspirational leader, a visionary, but also someone who can bring forward and deliver a medium to long term strategy based on an ambitious, common endeavour and implement it consistently. We are looking for a director who can provide authentic leadership and deliver a vibrant, collegiate culture with an appreciation that there is a rich diversity of students and staff seeking to play a full role in the School's success.

You will be expected to enable and to achieve success in the next Research Excellence Framework Exercise, deliver the highest standards of teaching and learning and student experience, not least in the context of the Teaching Excellence Framework, and maintain the School's triple-accredited status. At the same time there will be the challenge to develop new opportunities in Executive Education, place high quality online and blended learning at the heart of the school's developing portfolio, and to identify emerging international opportunities. Recognising the scale and nature of the challenge, there is genuine latitude on offer to the successful appointee to shape and develop the Management Team to support them in this work.

All of this is set against the context of developing the Business School as a key element in and contributor to the success of the wider Faculty and University, fostering connections and collaborations internally and externally to enhance our global positioning as a world-class civic university.

## Role Description

- Develop and implement a medium to long term strategy for the School.
- Deliver excellence in teaching and research.
- Foster effective working relationships and encourage collaboration across the School, the Faculty and the University.
- Ensure effective financial and operational management is in place.
- Ensure that all staff are engaged and motivated to achieve the highest standards of performance in a collegiate and mutually supportive environment.
- Represent the School on the national and international stage. Serve on relevant national and international bodies as appropriate.
- Conduct personal research in an area that complements the research strengths of the School.
- Contribute to the teaching and supervision within the School as appropriate.

*The Director must also have the ability and flexibility to travel in the UK, EU and abroad.*

## Key competencies required:

- Inspirational leadership and consistent direction
- Approachable, accessible and authentic
- Engaging and participative
- Effective communication. Ensuring an effective flow of information between the School, Faculty and the wider University including the University Executive Board and Council.
- Diplomacy and political acumen. The ability to persuade, influence and negotiate.
- Agility and flexibility with an entrepreneurial mind-set open to innovation. Able to generate/identify and capitalise on opportunities.
- Strategic perspective. Planning and organisation.
- Team builder and team player
- A passion for excellence in teaching, research and engagement, and a commitment to the possibilities and potential of interdisciplinary and transdisciplinary projects.



## Person Specification

- Doctoral degree in a relevant discipline.
- Academic credibility that resonates within the Business School, the University and the broader academic community.
- An understanding of the HE environment in the UK including the funding, research assessment and quality mechanisms and an understanding and appreciation of the academic disciplines in the Business School.
- A proven track record of delivery in a senior academic management/leadership role, at least at the level of Head of Department, Centre, Institute or commensurate post.
- Experience of developing beneficial relationships externally with Research Councils, professional and accrediting bodies, employers, alumni and donors to the benefit of the School, the Faculty and the wider University.
- A passion for excellence in research that will engender the growth of a progressive research and innovation agenda.
- An ethical commitment to excellence in teaching, delivering a first-class student experience.
- An ability to manage devolved budgets to a plan agreed with the Faculty Pro Vice-Chancellor in a way that ensures the financial health of the School and Faculty.
- Global networks and international experience.
- A commitment to the highest levels of quality in all activities
- An advocate for equality and diversity and the benefits thereof

*Some industry/commercial experience gained outside academe would be advantageous but is not essential.*



Word cloud produced by Dixon Walter in conjunction with NUBS Staff and Students

# Outline terms and conditions of employment

## Duration

Appointment as Director would be for 5 years in the first instance with the possibility of renewal subject to performance. The position would be underpinned by a substantive appointment at professorial level in the Business School.

## Reward package

The reward package has two main elements, salary and defined benefit pension:

- **Basic salary.** The starting salary will depend upon previous experience and track record and experience. There is an annual review of salary, based upon performance but taking account also of movements in the cost of living. Additional awards may be made either as bonus payments or as additions to base pay.
- **Pension.** You will be contractually enrolled into membership of the Universities Superannuation Scheme. You may subsequently opt out of the scheme if you wish.

## Annual leave

You will be entitled to 30 days' holiday with pay in each holiday year, plus 8 public holidays and 4 university closure days.

## Location

Your normal place of work is Newcastle. We do not impose any residence requirements but we do expect Director to be visible and present in Newcastle.

## Relocation Assistance

A copy of the University's Relocation policy can be found at [http://www.ncl.ac.uk/hr/assets/documents/relocation-expenses-dec-2015\\_jj.pdf](http://www.ncl.ac.uk/hr/assets/documents/relocation-expenses-dec-2015_jj.pdf)

## Eligibility to work in the UK

You will be required to have the normal eligibility requirements to work in the UK. Essential information for international staff arriving to work at Newcastle University can be found in our Welcome Pack.

## Equal Opportunities Policy Statement

Newcastle University is committed to securing equality of opportunity in employment and to the creation of an environment in which individuals are selected, trained, promoted, appraised and otherwise treated on the sole basis of their relevant merits and abilities. For this purpose all applicants will be asked to answer Equal Opportunities monitoring questions as part of the recruitment and appointment process. All new employees are provided with a copy of the Equal Opportunities Policy on appointment. Further copies may be obtained from the Human Resources Section. Newcastle University values diversity and welcomes applications from all sectors of society.



# How to apply

Our application process is designed to be fair, rigorous, and easy to use.

To apply please submit:

- An up-to-date CV. Candidates are advised that following the introduction of the Employment Equality (Age) Regulations 2006, you are no longer obliged to provide your date of birth on your CV.
- A covering letter of no more than 2000 words that addresses both the essential and the desirable requirements in the person specification. The Selection Committee will find it particularly helpful if you can cite examples of your achievements and skills, making clear the difference you personally made to the events you describe.
- Details of three referees (one of whom should be your current employer), including name, nature of your relationship, position and contact details.
- a completed personal data form (also available to download from the campaign site)

These documents should be emailed to [mike@dixonwalter.co.uk](mailto:mike@dixonwalter.co.uk)



## Queries

For an informal discussion about the role please contact Mike Dixon or Sarah Walker at Dixon Walter Search and Selection at [mike@dixonwalter.co.uk](mailto:mike@dixonwalter.co.uk) or on 0191 500 5500.

## Key Dates

The closing date for application is Friday 3<sup>rd</sup> February

Longlist interviews will be carried out by Dixon Walter during February

References will not be taken up without prior consent.

Final stage assessment and selection will be held on 5<sup>th</sup>/6<sup>th</sup> April 2017

## Disclosing a disability

There are good reasons to let the University know that you have a disability. It would help us be better prepared to explore with you the reasonable adjustments in the workplace that could help you work more safely and/or efficiently. It would also give you legal protection if you felt you had been treated unfairly at work because you are disabled. If the University does not know, it cannot help you.

More generally, disclosing will ensure that the University's monitoring data is accurate and will provide a genuine reflection of the numbers of applicants and staff who are disabled. This way we can make sure that the appropriate resources and training are in place. The University will be better placed to make good decisions in its forward planning if the data it is using is accurate.

The Equality Act 2010 describes disability as:

**'A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities.'**

This definition may include, for example, those with heart disease, epilepsy or dyslexia, as well as mobility, visual or hearing disabilities. If you have been diagnosed as having cancer, HIV or multiple sclerosis, you will automatically be covered by the Act from the date of diagnosis.

When deciding if you come within the definition, think about the effect of your impairment without treatment or medication (except for eyesight that can be corrected with glasses or contact lenses). Long term means for at least 12 months.

You can get additional information about disability from the Equality and Human Rights Commission website <http://www.equalityhumanrights.com> or telephone 08457 622 633.

## Disability related issues with applying or attending for interview

If you are not able to apply online, the relevant forms and job details are available in a range of different formats, e.g. tape, Braille, or in large print. To request a different format, please contact Dixon Walter at the contacts provided above.

If you are invited for interview, you will be asked to describe your disability and to indicate whether any special arrangements or adjustments will be needed to ensure that you are not placed at a disadvantage because of your disability. If you would require us to provide assistance such as a British Sign Language/English interpreter, or a supportive person, that would take some time to organise, please let Dixon Walter know now. Similarly, not all our interview locations are wheelchair accessible, so it would be helpful if you could let Dixon Walter know in advance if you require this facility.



# Living and working in Newcastle

**Newcastle is the cosmopolitan capital of the North East of England. Over the past 20 years, a cultural regeneration has changed the area beyond recognition, creating a stunning cityscape and a special place that rewards people who choose to visit, live, work, study and invest here.**

Today, Newcastle is a modern, compact and culturally vibrant European city with a strong identity. The city centre is easy to get around and offers excellent shopping, restaurants, museums, galleries and cinemas. The city centre is renowned for its stunning architecture with many fine buildings and streets including Grey Street, described by renowned architectural historian, Nikolaus Pevsner, as 'one of the finest streets in England'. Once a busy industrial and commercial dockside, Newcastle's Quayside is now packed with cafés, bars and restaurants from which to enjoy views of the River Tyne and its bridges.

Neighbouring Gateshead, on the south bank of the Tyne, is now famed for its contemporary culture and iconic structures, including BALTIC, converted from a landmark industrial building in the 1990s and now a major international centre for contemporary art, the Sage Gateshead concert venue occupying a curved glass and steel building designed by Norman Foster, the Stirling Prize – winning Gateshead Millennium Bridge and Antony Gormley's Angel of the North.

Sports fans are spoilt for choice in Newcastle, with regular topflight football, rugby and basketball fixtures taking place in the city. Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county, one-day international, Twenty20 and Test matches. Nearby, Close House golf resort is listed among the UK's top 100 golf courses and, every year, the world's largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.



The region is steeped in history. The Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, are only 30 minutes' drive to the north, while to the west lies Hadrian's Wall world heritage site. South of the city is County Durham where the ancient City of Durham is complemented by a heritage coastline and rural towns and villages.

Exceptional transport links connect the city and region to the rest of the UK, Europe and beyond. Newcastle International Airport is just over 20 minutes' from the city centre by car or public transport, from where there are direct flights to and from London (Heathrow and Gatwick), Dubai, Amsterdam, Brussels, Dublin, Paris, New York and over 65 other destinations around Europe, together with frequent flights to most major domestic hubs. The East Coast mainline provides direct access to London by train in less than three hours and Edinburgh in just over an hour, with trains running approximately every 30 minutes. The A1(M) motorway links the area to London, Edinburgh and other major UK cities.

Getting around Newcastle on foot or by public transport is much easier than in many other urban centres. The modern, integrated transport system includes an extensive network of local buses and the Metro which connects the airport, city centre, coast and Sunderland. Services are reliable and good value and make commuting extremely easy.



Our region is one of the best value places to live in the UK based on the average cost of living, and property is significantly more affordable than in many other parts of the country. From carefully restored Victorian terraces to contemporary city-centre apartments, semi rural locations to a seafront home, the region offers a wealth of choice in accommodation.

Our hospitals have an international reputation for excellence in health care, and the University works in close partnership with the Newcastle Hospitals NHS Foundation Trust. Our National Health services are some of the best in the country, and our hospitals – including the Royal Victoria Infirmary and the Freeman and Queen Elizabeth hospitals – are also significant employers. Education here also has a strong reputation, with a choice of excellent state and private schools

