



  
UNIVERSITY OF **Hull**

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# APPOINTMENT OF

## Professor and Head of the School of Arts

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APPOINTMENT DETAILS – JULY 2016

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# EXECUTIVE SUMMARY

The University of Hull is seeking to appoint a Professor and Head of the School of Arts in the Faculty of Arts, Cultures and Education, who will take up the post as soon as possible.

This candidate pack sets out the role description, person specification and the application protocol. It also provides background information regarding the University of Hull, the city of Kingston upon Hull and the East Riding of Yorkshire.

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# MESSAGE FROM THE VICE-CHANCELLOR



**I welcome your interest in the University of Hull and am delighted that you are considering applying for the post of Professor and Head of the School of Arts in the Faculty of Arts, Cultures and Education at what is an exciting time for the University of Hull, and particularly for science offer.**

The University of Hull's vision emphasises the pursuit of excellence. Our plans are bold, ambitious and investment-driven. They build on a proud heritage of academic achievement over almost ninety years, whilst clearly positioning the University of Hull as a forward-looking and engaged university that contributes proactively towards creating and shaping a better future through its passion for advancing knowledge, education and empowering people. We pursue our academic endeavours in the international arena, whilst at the same time being strongly positioned as an anchor institution in our local and regional communities. A key objective is to enhance the University's stature and reputation, as it navigates the fast changing challenges of the higher education landscape.

The University of Hull is in the midst of a period of significant renewal across the institution, aimed at bringing about transformative change in performance. Strategic Plan (2016–2020) articulates our long-term vision, our strategic intent and our priorities for the period to 2020. We shall attain these through significant investment – investment in our people and student experience, our academic endeavours, our infrastructure and our ambitions and capacity to grow.

The School of Arts in the Faculty of Arts, Cultures and Education will be established on 1 August 2016, as part of a restructuring of the faculty. The composition of the school emphasises not only the disciplinary strengths in the school, but also the interdisciplinary advantages that will benefit by their intersections.

We are on the cusp of great opportunities in arts, particularly with Hull being the UK City of Culture in 2017. We now need the right person to take this exciting venture forward. The Head of the School of Arts will be a visionary and inspirational leader who will play a key role in helping us to achieve our strategic objectives. He/she will build and enhance the University's offer in the arts to fulfil our ambition of significantly growing these areas in Hull.

I very much look forward to receiving your application for what will be a stimulating, challenging and professionally fulfilling role. Please do not hesitate to let us know if you require more information.

**Professor Calie Pistorius**  
Vice-Chancellor

## A profile of the vice-chancellor, Professor Calie Pistorius

Professor Calie Pistorius took up the position of Vice-Chancellor at the University of Hull on 1 September 2009. He was previously Vice-Chancellor and Principal of the University of Pretoria in South Africa from 2001 until 2009 and is a former chairman of the National Advisory Council on Innovation (NACI) in South Africa.

Professor Pistorius obtained a BSc (Eng) *cum laude* in Electronic Engineering from the University of Pretoria in 1979 and a BEng (Hons) *cum laude* in Electronic Engineering from the same university in 1981. He obtained a Master of Science degree in Electrical Engineering from the Ohio State University in 1984, a PhD in Electrical Engineering from the same university in 1986, and a Masters degree in the Management of Technology from the Massachusetts Institute of Technology in 1994. He is also an alumnus of the Harvard Business School, having completed the AMP programme in October 2003.

Professor Pistorius is a Chartered Engineer, a Fellow of the IET, the Royal Society of South Africa, the South African Institute of Electrical Engineers and the South African Academy of Engineering, a Senior Member of the Institute of Electrical and Electronics Engineers and a Member of the Academy of Science of South Africa. He is a member of the boards of the Humber Local Enterprise Partnership and JISC, an Academic Council Member of the National Centre for Universities and Business and chairs Yorkshire Universities.

Professor Pistorius' research interests are focused on issues relating to the management of innovation, the management of technology, national and regional science and innovation policy, and the role of universities in stimulating innovation, economic development and competitiveness.





# ABOUT THE UNIVERSITY OF HULL

The University of Hull is an institution rich in tradition and with a long heritage of academic excellence. Established in 1927 as University College Hull, it was initially a college of the University of London. In 1954, it was granted a Royal Charter and became England's fourteenth-oldest university. The Royal Charter eloquently captures the spirit of the University's mission:

“... advance education, scholarship, knowledge and understanding by teaching and research, for the benefit of individuals and society at large.

The University's illustrious history includes pioneering developments in science and engineering, health, business, education, humanities, social sciences and the performing arts. Its alumni and staff include some of the most inspirational figures of modern times.



The University of Hull's Strategic Plan (2016–2020)<sup>1</sup> is an investment-driven plan aimed at bringing about a step change in performance. The strategy is bold and ambitious, but can only succeed if visionary and inspiring leaders successfully execute the plans at faculty and school levels. The vision set out in the University's Strategic Plan is of an institution that is **recognised for academic excellence that empowers people to shape the future**. Guided by the main themes underpinning the strategy – *excellence, empowerment and sustainability* – the University aims to realise its vision through enhancing its stature, reputation and influence and being a university of preference for a wider range of students, staff and partners, through achieving growth and a step change in its performance, and through the pursuit of excellence in all of its endeavours.

Faithful to its founding principles, the University remains committed to raising educational aspirations. The University is a vibrant and future-oriented institution, blending the traditional with the innovative and interpreting its mission in a modern context through its agenda for excellence in learning, teaching, research and enterprise, its provision of a transformative student experience and its commitment to being an internationally engaged anchor institution for its surrounding regions.

The strategic priorities which will guide the University over the period to 2020 are designed to

- empower students and staff, placing students at the heart of all that the University does and pursuing a 'people plan' which supports a workforce that is capable and inspired to deliver the Strategic Plan with commitment and confidence;
- invest in the University's academic portfolio, ensuring that it is academically rigorous, constantly refreshed, aligned to student and employer demand, and sustainable;
- ensure that the University fulfils its role as an internationally engaged anchor institution, extending its reach and impact by engaging actively with stakeholders locally, regionally, nationally and internationally;
- ensure the University's academic, financial and environmental sustainability.



The University's main campus is located in Kingston upon Hull on the north bank of the Humber Estuary in East Yorkshire. It is one of only a handful of universities on the east coast of England and is the primary provider of higher education in its hinterland in Hull and the Humber region, the East Riding of Yorkshire, Scarborough and North Yorkshire, North Lincolnshire and North-East Lincolnshire. The University is currently working with a partner institution to develop a new delivery model for its Scarborough Campus which will ensure that the campus continues to contribute to Scarborough's educational needs and aspirations. In 2014/15, the University had more than 16,300 students, with a further 2,300 studying through collaborative provision at validated partner institutions. Its annual turnover is circa £180 million, and the University has more than 2,500 members of staff.

The University of Hull is known for its friendliness, welcoming campus and high-quality student experience and student satisfaction. The University ranks in the top 20 of mainstream HEIs in England for employability<sup>2</sup> and in 2015 was ranked as one of the 10 safest campuses in England<sup>3</sup>.

An ongoing £200-million investment in infrastructure, facilities, student services and ICT continues to enhance the University's cutting-edge campus environment: embracing technology, social connectivity and a global outlook.

In its 2015/16 QAA Higher Education Review, the University received a commendation for the enhancement of student learning opportunities and was judged as meeting in full the expectations relating to academic standards, the quality of student learning opportunities and the quality of information about student learning opportunities. Areas of good practice highlighted by the reviewers included the embedding of employability into the curriculum and new approaches to learning and teaching, the contribution of the £28-million Brynmor Jones Library redevelopment to the enhancement of learning support for students and the effective partnership working between professional services and academic teams.

Among the University's most well-known achievements are the discovery of stable liquid crystals, which made the commercialisation of liquid crystal displays (LCDs) possible, and the bone density scanner which revolutionised the detection of osteoporosis. Both of these were featured in the Universities UK report 'Eureka UK – 100 Discoveries and Developments in UK Universities That Have Changed the World'. In 2015, the University was awarded a Queen's Anniversary Prize in recognition of the pioneering research of its Wilberforce Institute for the study of Slavery and Emancipation on combating modern forms of slavery. Significant enhancements to the scale and scope of the University's research and enterprise activities are underway. These include the recruitment of further outstanding research scholars and enhancements to research, enterprise and postgraduate support services.

<sup>1</sup> Available at: [www.hull.ac.uk/strategy](http://www.hull.ac.uk/strategy)

<sup>2</sup> Destinations of Leavers from Higher Education (DLHE) survey 2013/14

<sup>3</sup> StuRents.com (2015): <https://sturents.com/news/2015/04/17/new-university-crime-rankings-revealed/346/>

<sup>4</sup> QAA (2016). Higher Education Review of University of Hull [www.qaa.ac.uk/reviews-and-reports/provider?UKPRN=10007149](http://www.qaa.ac.uk/reviews-and-reports/provider?UKPRN=10007149)



As an anchor institution, the University’s objective is to ensure that its regions benefit by its presence and that its activities contribute towards longer-term outcomes. An independent study demonstrated that in 2013/14 the University generated £913.2 million gross added value (GVA) and supported 7,972 jobs in the UK<sup>5</sup>. In 2017, Hull will be the UK City of Culture and host to a year-long programme of world-class arts and culture. This spectacular programme will deliver artistic excellence and events on a scale never seen before in the city. It will bring visitors from the whole of the UK and beyond, and take Hull to the world. The University of Hull is a Principal Partner of Hull 2017, and the year 2017 has an added significance for the University, as it also sees the institution will celebrate 90 years since its founding as University College Hull.

Ensuring a sustainable future is one of the four priorities of Strategic Plan (2016–2020). This includes reviewing the University’s academic portfolio and ensuring that academic structures and the way they are organised are effective, efficient and sustainable. In April 2016, the University’s Senate and Council approved a new academic structure for the University. The reconfiguration is to be implemented in two phases, commencing in August 2016 and to be completed by the end of the 2016/17 academic year.

The new structure retains the faculty-based nature of the institution but reconfigures the University’s academic disciplines into eleven multidisciplinary schools across four faculties.

FACULTY OF HEALTH SCIENCES	FACULTY OF SCIENCE AND ENGINEERING	FACULTY OF ARTS, CULTURES AND EDUCATION	FACULTY OF BUSINESS, LAW AND POLITICS
Hull York Medical School (joint with the University of York)	School of Engineering and Computer Science	School of Arts	Hull University Business School
School of Health and Social Work	School of Environmental Sciences	School of Education and Social Sciences	School of Law and Politics
School of Life Sciences	School of Mathematics and Physical Sciences	School of Histories, Languages and Cultures	

<sup>5</sup> BIGGAR Economics (2015). Economic Impact of the University of Hull 2013-2014. [www.hull.ac.uk/economic-impact](http://www.hull.ac.uk/economic-impact)



The implementation of the new academic configuration will be complemented by enhancements to the structures through which faculties and schools are managed.

While continuing to support individual academic disciplines and recognise subject identity, the new structure is designed to encourage interaction at the intersections of disciplines, stimulating interdisciplinarity, academic renewal and the development of new knowledge. By bringing together in combined structures cognate disciplines which support specific academic strengths, and by promoting these under a common banner, the University aims to create a stronger academic presence, contributing to enhanced stature, reputation and competitiveness. Furthermore, through achieving economies of scale and scope as it optimises its academic structures, the University seeks to achieve enhanced efficiency, productivity and value for money in its management and administration.

Guided by the same principles as those which underpin the design of its new academic structure, the University has established multidisciplinary University institutes to promote its interdisciplinary strengths, building on the disciplinary strengths in faculties and schools. These flagship initiatives include

- Hull Maritime and Marine Institute
- Institute for Energy and the Environment
- Institute for Research on Culture and the Creative Industries
- Logistics Institute
- Wilberforce Institute for the study of Slavery and Emancipation

The University institutes operate across faculty boundaries and provide vehicles through which the University engages with external stakeholders to provide multidisciplinary problem-based solutions.

Only by doing things exceptionally well can the University achieve its ambitions. The challenge is great, but the University of Hull is a place where everyone contributes and is inspired by the University’s vision to shape the future. The University is seeking and attracting people who share these ambitions and its passion for building a better world.

**More information on the University of Hull**

Detailed information regarding the University of Hull is available on the University website: [www.hull.ac.uk](http://www.hull.ac.uk)

Strategic Plan (2016–2020): [www.hull.ac.uk/strategy](http://www.hull.ac.uk/strategy)

Other key documents, including annual reports and statements of accounts: [www.hull.ac.uk/key-documents](http://www.hull.ac.uk/key-documents)



## MESSAGE FROM THE DEAN OF THE FACULTY OF ARTS, CULTURES AND EDUCATION



### Professor Brigitte Resl

The Faculty of Arts, Cultures and Education enters an exciting new phase for all its subjects in August 2016. Disciplines from the current Faculty of Arts and Social Sciences and the Faculty of Education will join together in three new Schools: the School of Arts (English and Creative Writing, Drama, Music, Screen), the School of Histories, Languages and Cultures (American Studies, History, Modern Languages, Philosophy) and the School of Education and Social Sciences (Criminology, Education Studies, Sociology, Teacher Education, TESOL and EFL). The new configuration will allow our subjects to make the most of their individual potential while the closer alignment of cognate disciplines provides a platform for new cross-disciplinary projects and the development of new areas of research and teaching. The Faculty has worked hard and invested significantly to recruit exceptional staff who have helped us achieve a world-class reputation in English, Drama, Music, History and Criminology,

among other disciplines. The Faculty is the main contributor to the new Institute for Research on Culture and Creative Industries to assess the impact of cultural activities on society; the main focus currently lies on the Hull's status as City of Culture 2017 and its legacy. We are also closely involved in research in the Wilberforce Institute for the study of Slavery and Emancipation (WISE), which originated in the Department of History before becoming a University-wide research centre. The Faculty hosts a Confucius Institute that was initiated from within the current School of Languages, Linguistics and Cultures and builds on Faculty-wide research and teaching expertise; it is developing creative training opportunities for teachers to deliver innovative programmes in Chinese language and culture education. We also have contributed to the establishment of the Hull Maritime and Marine Institute through our long-standing research expertise in maritime history.

The Faculty's teaching and research has benefited considerably from the University's £28m redevelopment of the Brynmor Jones Library, which provides a state-of-the-art study environment for students and staff, and houses an enviable collection of print and digital materials. The library also houses the University's art gallery which is based on an outstanding collection of British art from 1890 to 1940 and provides opportunities for practice-based teaching. The Middleton Hall refurbishment is coming to a close shortly. The new state-of-the-art music studios are already in use and have significantly enhanced the learning experience of our music students. The concert hall has been designed and equipped to highest standards for music performances but also as a surround-sound cinema; it can also be used for theatre productions. Drama

students benefit from the facilities in the Gulbenkian Centre, the first purpose-built drama school in the UK including the Donald Roy Theatre and the Anthony Minghella Studio. Our Digital Media students have access to industry-standard technology in the newly-installed Mac labs; Holme House offers studio space and an editing suite for Film Studies students. The facilities offer ample opportunities for cross-disciplinary activities.

### The Dean of the Faculty of Arts and Social Sciences

Professor Resl took up the position of Dean of the Faculty of Arts and Social Sciences in January 2015. Before then she was Head of the School of Histories, Languages and Cultures at the University of Liverpool. Professor Resl holds a PhD in History from the University of Vienna, Austria, where she began her academic career as a historian. In 2000 she moved to Goldsmiths, University of London, before taking up the Chair of Medieval History at Liverpool in 2006 and moving on to the role of Head of the School of Histories, Languages and Cultures in 2010.

Professor Resl is internationally acknowledged for her research in medieval cultural and social history; she has applied her cross-disciplinary approach on a number of themes varying from memory and charity in late medieval towns to institutional archives and pragmatic literacy. Her current research focuses on the history of animals. She is editor, together with Linda Kalof (Michigan) of the six-volume *Cultural History of Animals* (Oxford and New York, 2007, paperback 2011) which won the 'Choice' award in December 2008.



# ABOUT THE SCHOOL OF ARTS



**The School of Arts is one of the three new Schools that will form the Faculty of Arts, Cultures and Education from 1 August 2016. The School brings together about 65 academics with research and teaching expertise in Creative Writing, Digital Media, Drama, English, Film Studies and Music. Their shared interest in the study of creative and performative arts produces world-leading research across all its areas.**

The impact of much of our research has been judged as considerable to very considerable in the recent REF2014 assessment. Our research is held in high esteem internationally and regularly achieves significant international competitive funding. We have a full range of PGR programmes in all our disciplines. Our PGR students benefit from the interdisciplinary research environment; this was praised in feedback from REF2014 panels. The School is involved in the AHRC-funded Doctoral Training Centre 'Heritage Consortium', a collaboration with several other north-eastern Universities led by the Faculty of Arts, Cultures and Education. On the basis of this network and initiated by colleagues from History at Hull a further network for the support of doctoral research has been established, the North-East Consortium for Arts and Humanities, to which all subjects in the School of Arts contribute.

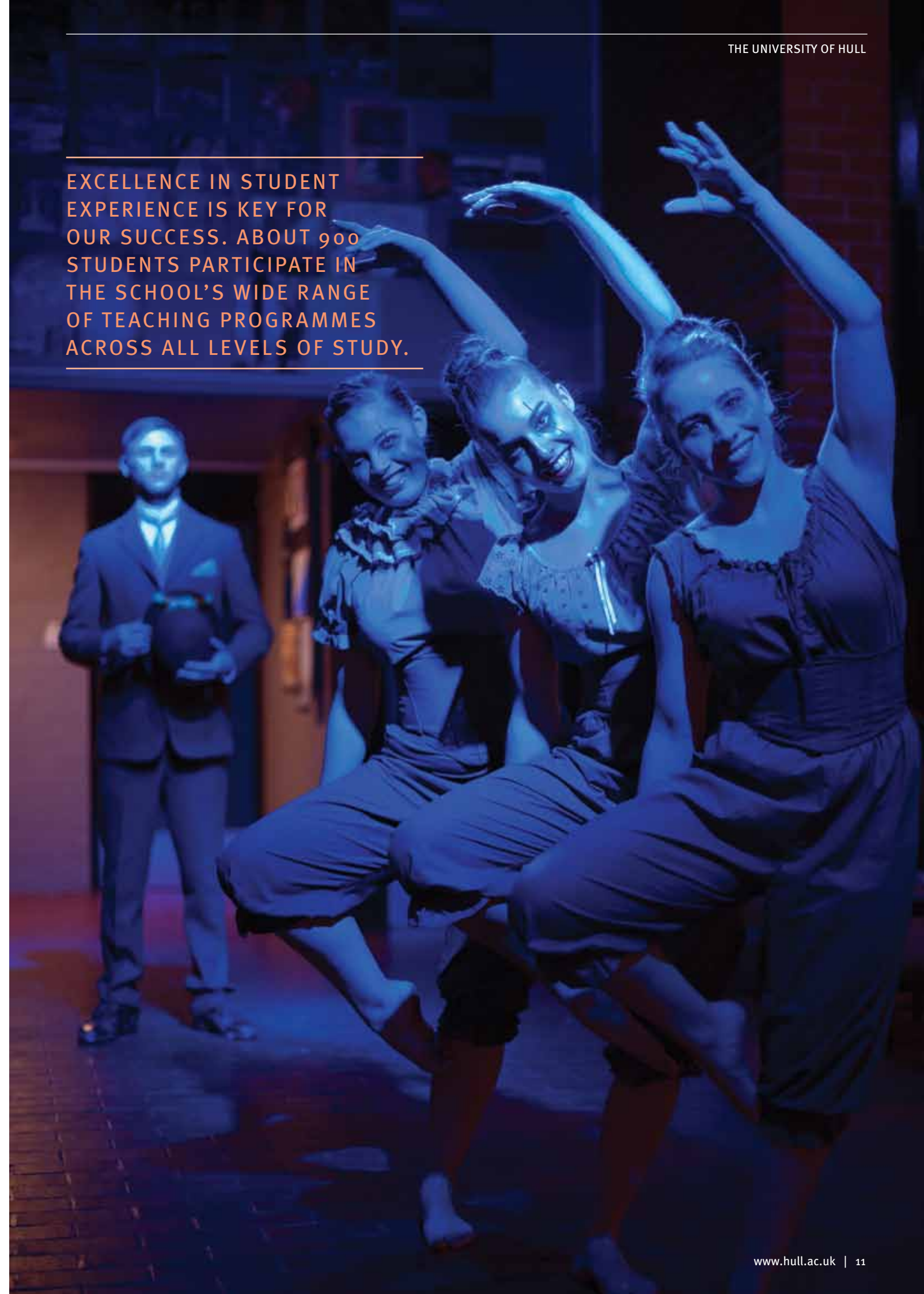
Excellence in student experience is key for our success. About 900 students participate in the School's wide range of teaching programmes across all levels of study. All our undergraduate curricula have recently been substantially revised as part of the University's Curriculum2016 campaign. Embedding employability skills into all curricula has been one of the key priorities. We continue to increase opportunities for practice-based learning for all our students. Many of our students will be involved in Hull's City of Culture 2017 events. All of our subjects contribute to our

wide and varied portfolio of PGT provision. Our students benefit from highest-quality facilities such as the Middleton Hall, the Gulbenkian Centre and the Brynmor Jones Library. Our graduates successfully establish careers in the arts, in education and a wide variety of other areas.

Bringing your knowledge, experience and research-active approach, you will find that this post is a unique opportunity to help shape the future of Arts at the University of Hull. Knowing what is needed to build on our already impressive reputation, you will have plenty of opportunity to make your mark on what – and how – we teach our students and continue to enhance our research.

As Head of School, you will be part of the Faculty's Senior Leadership Team, together with the other two Heads of School and the Associate Deans, and play a leading role in shaping our Faculty's future.

EXCELLENCE IN STUDENT  
EXPERIENCE IS KEY FOR  
OUR SUCCESS. ABOUT 900  
STUDENTS PARTICIPATE IN  
THE SCHOOL'S WIDE RANGE  
OF TEACHING PROGRAMMES  
ACROSS ALL LEVELS OF STUDY.





# HEAD OF SCHOOL

## Role description: duties, responsibilities and accountabilities

**The Head of School provides academic leadership and vision for the School. He/she is the senior executive of the school, is a member of the Senate and is accountable to the Dean for the effective, efficient and transparent leadership, management and administration of the school's full range of academic and other activities. He/she is responsible for the overall performance and performance management of the school, including budget management, taking decisions to enable the best use of resources, people management and the continued development of high-performing teams.**

The Head ensures that the school contributes to the University's, faculty's and school's strategic aims, reputation, stature, image and influence, and attains agreed objectives. The Head ensures that the school maintains an environment and culture in which students and staff can flourish and excel, and which is intellectually stimulating and culturally vibrant, pleasant, safe and sustainable. The Head has overall responsibility for ensuring that the school is committed to effective, efficient, caring, collegiate and innovative approaches to learning and teaching, research and enterprise, engagement, people-centred management and administration, and good governance.

The Heads also contribute to the development, implementation, delivery and promotion of the University's vision, mission, strategic and operational plans and objectives, and key performance indicators (KPIs). Heads will, from time to time, also participate in pan-University projects and committees, and lead and participate in special projects.

A school is a component of a faculty and consists of a number of academic disciplines and subjects, each led by a head of subject group. Academic disciplines and subject identity are of fundamental importance to the University, and the Head of School, working with Heads of Subject, will promote this principle. Strong disciplines also underpin the University's emphasis on interdisciplinarity, and the opportunities to stimulate academic renewal, improve the sustainability of disciplines, progress interdisciplinary themes and enhance competitiveness that interdisciplinarity brings. The multiple disciplines in each school support interdisciplinarity, and Heads of School will build on the opportunities this provides

**A SCHOOL IS A COMPONENT OF A FACULTY AND CONSISTS OF A NUMBER OF ACADEMIC DISCIPLINES AND SUBJECTS, EACH LED BY A HEAD OF SUBJECT GROUP.**



### Reporting lines

Heads report to the Dean, noting the delegated responsibilities of the Associate Deans who derive their authority from that of the Dean.

### Main Duties

1. To provide vision, academic leadership and strategic management in the school – including with relation to learning and teaching, research and enterprise, and engagement and scholarship – enabling it to contribute fully to the University's vision and mission, Strategic Plan and objectives. The Head leads the school in a visionary manner that inspires the staff and students, promotes and encourages academic excellence, and enhances the school's, faculty's and University's stature and academic reputation.
2. To provide, manage, promote, develop and engage with professional practice bodies and partners regarding professions relevant to the school.
3. To support the Dean in fulfilling their responsibilities relating to the leadership, management, administration, culture and performance of the faculty and its schools.
4. To ensure and promote the subject identity of the multiple disciplines in the school, working with the Heads of Subject Group in this regard. At the same time, the Head will also promote collegiality and collaboration across schools and faculties, and will progress interdisciplinarity at school, faculty and University levels.
5. To manage and administer the school within the University's delegation framework, ensuring that the governance, management and organisational structures and processes of the school are effective, efficient and transparent, that the process of decision making is clear and that the operational processes conform to the University's charter, statutes, ordinances, policies, procedures and institutional rules. The Head must ensure that he/she remains conversant with these University rules, and is responsible for effective and efficient management and administration in the school.
6. The Head is responsible for the performance management of the school as a whole, including regular monitoring of the Key Performance Indicators (KPIs) and other performance metrics for the school, ensuring these metrics are aligned with and contribute towards the attainment of institutional objectives, targets and KPIs, and that the school-level targets are attained. The Head will ensure that the school meets agreed targets for the recruitment of all categories of students. In managing

the school, the Head works with the Dean, as well as other members of the Senior Management Group as appropriate, and with the appropriate professional departments, in addition to colleagues in his/her own school.

7. To prepare, with colleagues and the Dean, the academic and business strategy for the school in accordance with the University's Strategic Plan and corporate objectives, and to take responsibility for its delivery through effective and efficient operational planning.
8. To empower the staff in the school through effective leadership – ensuring that they are motivated to achieve the highest standards of performance in a collegiate and mutually supportive environment. The Head will ensure that workload models, fair and transparent staff appraisal, and development and reward strategies are in place and effectively operated, and aligned with the University's institutional expectations. The Head of School is responsible for the workload allocation of academic staff duties.
9. The Head will ensure that all appropriate managers in the school work with and liaise with the trade unions in a constructive manner to promote the University's strategic aims. The Head of School will ensure that the University's Athena Swan agenda is progressed and promoted.
10. A key interface between the University, faculty and school, the Head will promote internal communication, and will ensure that all staff are kept informed of University, faculty and school affairs and plans (including the targets and progress with regard to the University's Strategic Plan), understand the external context in which they and their colleagues work, and have the opportunity to contribute where appropriate to the formulation of policy.
11. To maintain an organisational culture, and coherent and effective structures and processes within the school which are conducive to the provision of a high-quality student experience and high level of satisfaction wherever and however delivered, enabling enhanced student recruitment and retention. The Head will ensure that the school maintains an excellent level of student experience aligned with the University's expectations; that the school encourages the broader development of students; and that an appropriate pastoral environment is provided (in conjunction with the central Student Support Service). The Head will ensure that the school works closely with Hull University Union (HUU), and that there is continuous dialogue with the HUU and liaison with the course representatives.



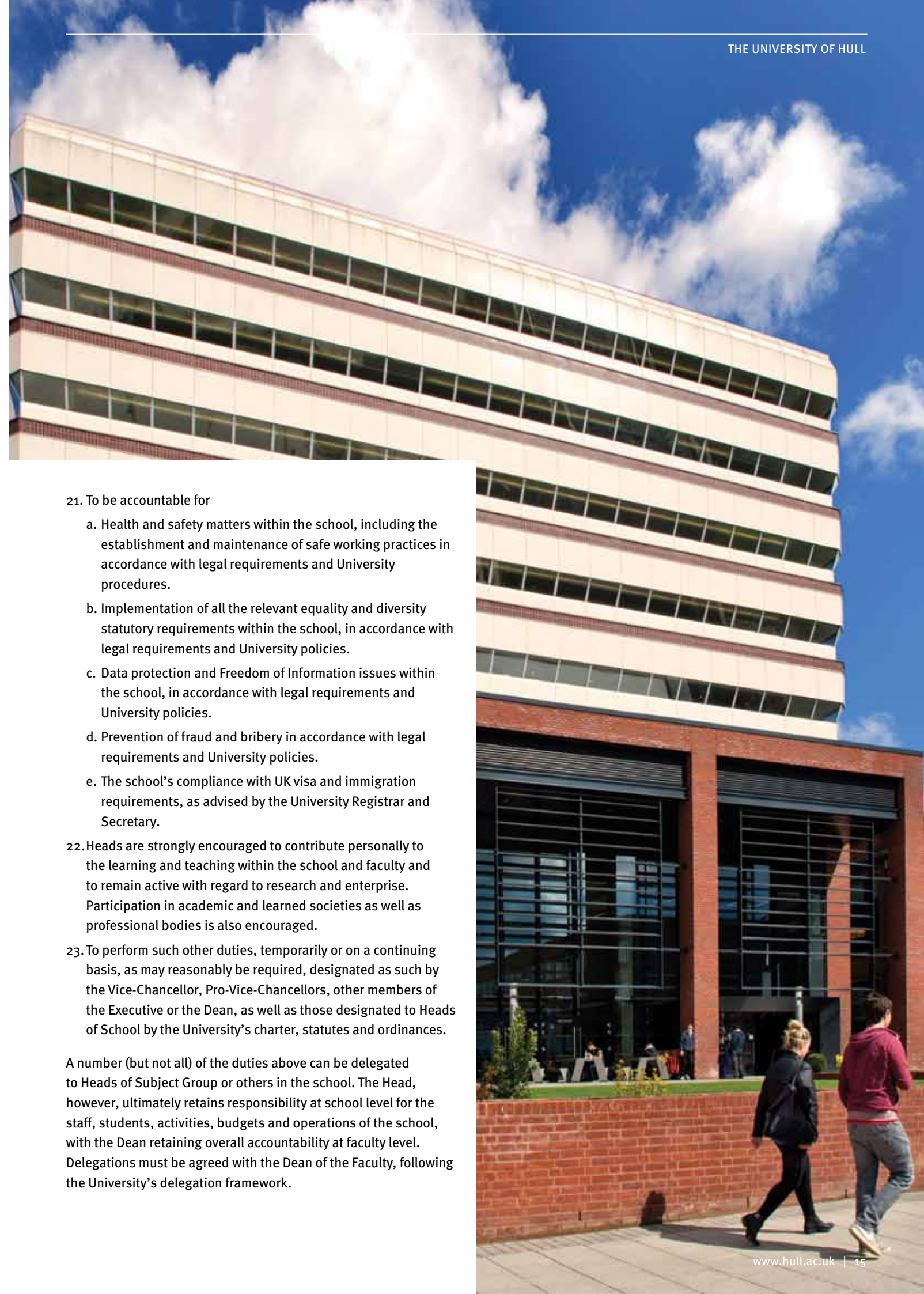


12. To ensure that the school's academic programmes are delivered and research and enterprise conducted according to the rules and guidelines of the University and its Senate; that the curricula remain relevant and are continuously refreshed and renewed; and that the University's technological infrastructure supporting learning and teaching is optimally utilised. The Head will seek opportunities for new and refreshed programmes in response to changes in market demand, ensuring that the quality and standards of programmes within the faculty's remit are maintained and enhanced. The Head is responsible for the promotion of quality in the school and adherence to the University's quality standards and norms, and is required to participate in internal audit processes where appropriate.
13. To raise the research output, impact and profile of the school, and to exploit the opportunities for working with business and industry, public- and private-sector bodies and the community in the UK and internationally. The Head will ensure that support is provided for the school's research and enterprise activities, and will promote and facilitate the school's participation in the University-level institutes and related interdisciplinary initiatives.
14. To develop and actively pursue an income generation strategy from external sources to enhance the growth and diversification of income streams – including through continuing education and continuing professional development (CPD), exploiting new business, research and enterprise opportunities, and fundraising, in liaison with the Director of Development and Alumni Relations. The Head will ensure that contracts with external bodies are executed in accordance with the University's delegations and rules, are diligently managed and agreed outputs are delivered on time, within budget and according to agreed outcomes. He/she will effectively manage the available financial resources to secure the financial viability and sustainability of the school, while ensuring value for money.

15. To promote and market the school, faculty, and the University, working with the Departments of Marketing and Communications, Student Recruitment, the International Office and the Academic Partnerships Office (where appropriate) and aligning the school's marketing and recruitment approaches with those of the University.
16. To ensure cooperation with regard to learning and teaching, research and enterprise, and engagement across and between schools and faculties; and to pursue cooperation with other educational institutions in the UK and internationally in support of the University's strategic objectives and internationalisation strategy.
17. To lead, manage and administer the school's activities on the Scarborough Campus (where appropriate) as an integral part of the school, working and liaising with the Principal of the Scarborough Campus.
18. To ensure that the University and its staff deliver on all commitments to the University's international students and partners, and that the University maintains excellent relations with its international partners. Supported by the University, the Head will also ensure that the University complies with all the statutory and professional requirements of each jurisdiction in which the school operates, working with the Dean and appropriate members of the Executive and professional departments as required. Similar responsibilities apply to activities that involve research, enterprise and engagement activities that are delivered internationally.
19. To work with key stakeholders, including employers and professional and statutory bodies, to promote the standing, recognition and reputation of the school, faculty and the University; and to represent and promote the school internally and in the wider academic, professional and social communities in the UK and internationally.
20. To cultivate and maintain relations with alumni, liaising with the Director of Development and Alumni Relations.

21. To be accountable for
- a. Health and safety matters within the school, including the establishment and maintenance of safe working practices in accordance with legal requirements and University procedures.
  - b. Implementation of all the relevant equality and diversity statutory requirements within the school, in accordance with legal requirements and University policies.
  - c. Data protection and Freedom of Information issues within the school, in accordance with legal requirements and University policies.
  - d. Prevention of fraud and bribery in accordance with legal requirements and University policies.
  - e. The school's compliance with UK visa and immigration requirements, as advised by the University Registrar and Secretary.
22. Heads are strongly encouraged to contribute personally to the learning and teaching within the school and faculty and to remain active with regard to research and enterprise. Participation in academic and learned societies as well as professional bodies is also encouraged.
23. To perform such other duties, temporarily or on a continuing basis, as may reasonably be required, designated as such by the Vice-Chancellor, Pro-Vice-Chancellors, other members of the Executive or the Dean, as well as those designated to Heads of School by the University's charter, statutes and ordinances.

A number (but not all) of the duties above can be delegated to Heads of Subject Group or others in the school. The Head, however, ultimately retains responsibility at school level for the staff, students, activities, budgets and operations of the school, with the Dean retaining overall accountability at faculty level. Delegations must be agreed with the Dean of the Faculty, following the University's delegation framework.





## Person specification: qualities, skills, competencies and experience

**The Head will lead and manage the school. She/he is expected to have and maintain an appropriate academic stature in an academic discipline relevant to the academic activities of the school, typically on a professorial level. The Head will have demonstrated abilities to execute the duties and responsibilities set out in the role description above, and in addition will have**

- an outstanding academic reputation with a proven track record, typically with an earned doctoral degree or equivalent, substantial research experience (demonstrated by publications in peer-reviewed journals and/or books as well as the building of research groups and/or the creation of an environment that successfully produced research, personal supervision of doctoral and post-doctoral students and a record of successful grant income) as well as substantial experience of teaching;
- the ability to provide strong academic leadership and vision in a range of cognate academic disciplines, enthuse and inspire, promote excellence in learning and teaching as well as research and enterprise, and engagement, and create an environment in which these can flourish and excel;
- the ability to lead and support interdisciplinarity and effective collaboration across schools and faculties;
- demonstrably successful experience of strategic planning and execution, and leading strategic projects and people, and an ability to deliver results;
- an understanding of the HE environment in the UK, including the funding, teaching and research assessment and quality mechanisms;
- an understanding and appreciation of the academic disciplines and professional practice in the school;
- experience of engagement and liaison with public and private bodies, funding bodies, government and industry, and the ability to grow this aspect of the faculty's activities;
- credibility within the school, faculty and University as well as the broader academic community and with external stakeholders, and the ability to enhance and add value to the management cadre of the University;
- experience of curriculum development and experience and understanding of the key imperative of national and international student recruitment and markets;
- excellent team leadership skills, interpersonal and communication skills (oral, written and ICT), an innovative mindset, the ability to delegate, a customer focus and the ability to persuade, influence and negotiate;
- demonstrably successful management and administrative ability and experience at a senior level in a large complex organisation – including the management of change, innovation, human resources, physical and ICT resources, large budgets and business plans, risks, marketing and communications, as well as quality assurance processes.

Appropriate management training and qualifications will be a recommendation.

The Head must have the ability and flexibility to travel in the UK, EU and internationally. Objectives are agreed annually with the Dean, with formal mid-year and end-of year assessments. The Head will be expected to undertake required training, before and after appointment.

## HOW TO APPLY

**The University of Hull will be supported in this appointment process by the executive search firm Berwick Partners.**

For further information, including details of how to apply, please refer to the website of Berwick Partners (an Odgers Berndtson company) at [www.berwickpartners.co.uk/58862](http://www.berwickpartners.co.uk/58862).

Alternatively, any informal enquiries regarding the post can be directed to Elizabeth James at Berwick Partners via 0121 654 5924/ [elizabeth.james@berwickpartners.co.uk](mailto:elizabeth.james@berwickpartners.co.uk)

The closing date for applications is midnight on 9 September 2016.

### Applications should please include

- a covering letter explaining why this appointment interests you and setting out details of your current position, including a brief description of your duties and responsibilities, start date, current remuneration and notice period;
- complete curriculum vitae, including full details of
  - o educational and professional qualifications (indicating where and when they were obtained);
  - o employment history, giving details, where applicable, of management experience, budgets and numbers of people managed, and relevant achievements in recent posts;
- current contact details, including postal address, daytime, evening and mobile telephone contact numbers, and email address, which will be used with discretion;
- details of three relevant referees (referees will only be contacted with your knowledge);
- indication of eligibility to work in the UK.
- It is important that you indicate in your covering letter how you adhere to the criteria set out in the role description and person specification, referring to evidence presented in the curriculum vitae.

### Appointment Process

Panel interviews are likely to place week commencing 26 September 2016 and shortlisted candidate will be invited to have familiarisation visits prior to this. These visits are an essential part of the recruitment process, and partners of the shortlisted candidates are strongly encouraged to accompany the applicants. It is likely that shortlisted candidates will also be required to undertake psychometric assessments arranged by Berwick Partners prior to the panel interviews.

### Expenses

Reasonable out-of-pocket expenses, supported by receipts, will be reimbursed, including second-class return rail fare.

### References

The appointment will be subject to the receipt of relevant and satisfactory references and medical clearance.

### Relocation support

Relocation support is available.

### Equality

The University of Hull is committed to promoting equality and diversity in all its activities and aims to provide a work, learning, research and teaching environment free from discrimination and unfair treatment. This commitment is set out in our Equality and Diversity Policy and other related policies.

The University of Hull is committed to eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between people of different racial groups, abilities, gender, age, sexual orientation, religion and belief.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process. The information on the form will be treated as confidential and used for statistical purposes only and will not be treated as part of your application.



# ABOUT HULL AND THE EAST RIDING OF YORKSHIRE



**The University of Hull's main campus is located in the city of Kingston upon Hull. The city sits on the north bank of the Humber Estuary, at the point where it is joined by the River Hull. The Yorkshire and Humber region has a population of more than five million – and, in total, 12.5 million live within two hours' drive of Hull.**

The city of Kingston upon Hull has a proud history. Founded in the 12th century, it received its Royal Charter in 1299 and has seen considerable fame and success as a market town, port, fishing and maritime centre, and industrial metropolis. Hull has a marked tradition of non-conformity, innovation and enlightened thought – reflecting the fact that, while it is on the easternmost edge of England, it has been at the heart of a network of worldwide trade routes for centuries and remains a key gateway to Europe. The city featured prominently in the outbreak of the English Civil War in the 17th century, the abolition of slavery in the 19th century and the fishing industry in the 20th century.

In 2014, national estate agency Rightmove named Harrogate (Yorkshire and the Humber) as the happiest place in Britain to live. Hull itself was placed 7th out of 100.

## City of Culture 2017

In 2017 Hull will be the UK City of Culture and host to a year-long programme of world-class arts and culture. A spectacular programme will deliver artistic excellence and events on a scale never seen before in the city. It will bring visitors from the whole of the UK and beyond, and take Hull to the world. The year 2017 has an added significance for the University, as the year when the institution will celebrate 90 years since its founding as University College Hull.

Inspired by Larkin's poem 'Days', the ambition is for each day of City of Culture 2017 to make a difference to a life in the city, the UK and the world. There will be 1,500 events across 365 days, with 25 festivals and 15 national and international commissions.

City of Culture is a cornerstone of the city's new 10-year City Plan. It will generate a further 1,000 jobs, transforming the city through top-quality public realm works and major capital projects.

It will celebrate the city's phenomenal contribution to the world, from abolitionism to the pioneering work of our artists, writers, musicians and inventors. We will also be welcoming the world to Hull – from our twin cities in Europe and Africa, and from international arts companies. With participation, volunteering, engagement and fun at its heart, everyone will have the chance to be part of a £30-million programme that aims to do nothing less than change lives.

The University is a key partner in UK City of Culture 2017. At the forefront of the bid, the University and its alumni are already major players in the programme. The Chair of UK City of Culture 2017 is Rosie Millard, one of our alumni. We are on the board of the delivery company, are strategic partners in the programme and will be represented as participants, artists and contributors, venues, supporters and researchers.

“People are slow to leave Hull, quick to return. And there are others who come, as they think, for a year or two, and stay a lifetime, sensing that they have found a city that is in the world, yet sufficiently on the edge of it to have a different resonance.

Phillip Larkin, *A Rumored City*







## Business and the Economy

### Ports and Logistics

The economy of Hull was built on trading and seafaring; firstly whaling and later sea fishing. After a period of industrial decline, the city is now once again resurgent and vibrant. Although the fishing industry suffered in the 1970s, the city remains a busy port, handling 13 million tonnes of cargo per year. In fact, Humber ports are the busiest port complex in the UK. One million passengers come through the Port of Hull every year, as does a third of the UK's coal and biomass. The University of Hull is home to the Logistics Institute. Established in 2005 with £20 million of investment from the European Regional Development Fund and others, the institute is a world-class centre of excellence in global logistics and supply chain management.

### 'The energy estuary'

As well as the import of coal and biomass through the Humber ports, one fifth of the UK's natural gas comes ashore here. The region refines a quarter of the UK's oil, produces 17% of the UK's electricity through its power stations and is the UK's number one biofuel producer. With three of the world's largest wind farms on our doorstep, the region's claim to be the UK's 'energy estuary' was underlined by the recent investment in renewable energy and Green Port Hull – including £310 million from Siemens, who are investing in the creation of an enormous offshore wind turbine manufacturing and installation facility in Hull. This major investment in the UK's offshore wind industry will create a large number of new jobs directly in the Humber region, with many more in the supply chain, along with hundreds of jobs during the construction phase. The University has been heavily involved in these developments.

## Living in the Region

**Hull is an exciting city, surrounded by the East Riding of Yorkshire. It is a fast-paced riverside city that is investing in its people and its community. It is a thriving and dynamic waterfront community with a proud maritime heritage. With the celebrated engineering masterpiece of the Humber Bridge as a backdrop, the city played host to the Clipper Round the World Yacht Race in 2009/10, and the Humber is now one of the hosts of the annual P1 Powerboat Championship, adding a modern dimension to the city's maritime life.**

The East Riding of Yorkshire is steeped in heritage and known for its beautiful and unspoilt countryside, open plains and rugged hills. It offers dramatic coastlines, award-winning sandy beaches, picturesque villages and historic market towns. The coastal resorts of Flamborough, Bridlington, Hornsea and Withernsea are popular family destinations – as are the market towns of Beverley, Howden, Driffield, Pocklington and Market Weighton, which offer a more relaxed pace of life.

The unrivalled quality of life in Yorkshire and the Humber is founded on this combination of cosmopolitan urban areas surrounded by beautiful countryside. With no less than three national parks on the doorstep of a thriving commercial landscape, this is a region where work and life really can be kept in balance. As Britain's biggest county, Yorkshire has more historic houses, castles and national parkland than anywhere else, along with the best shopping in the North.







## Leisure

### Museums and Galleries, Theatres and Festivals

Entry into all of Hull's museums and galleries is free, and the range is exceptional – from the civic art collection to the world's first museum of Club Culture, located in the Fruit Market area near the marina.

Hull's Museum Quarter, in the heart of the Old Town, is home to Wilberforce House, the 17th-century dwelling that was the birthplace and home of William Wilberforce. Next door, the Streetlife Museum of Transport houses the city's transport and social history collections, while the Hull and East Riding Museum, on the same street, holds many of the city's most remarkable collections – ranging from prehistory to the 18th century. Highlights include the Hasholme Logboat, Britain's largest surviving Iron Age logboat; a major display of Roman mosaics; and extensive Viking collections.

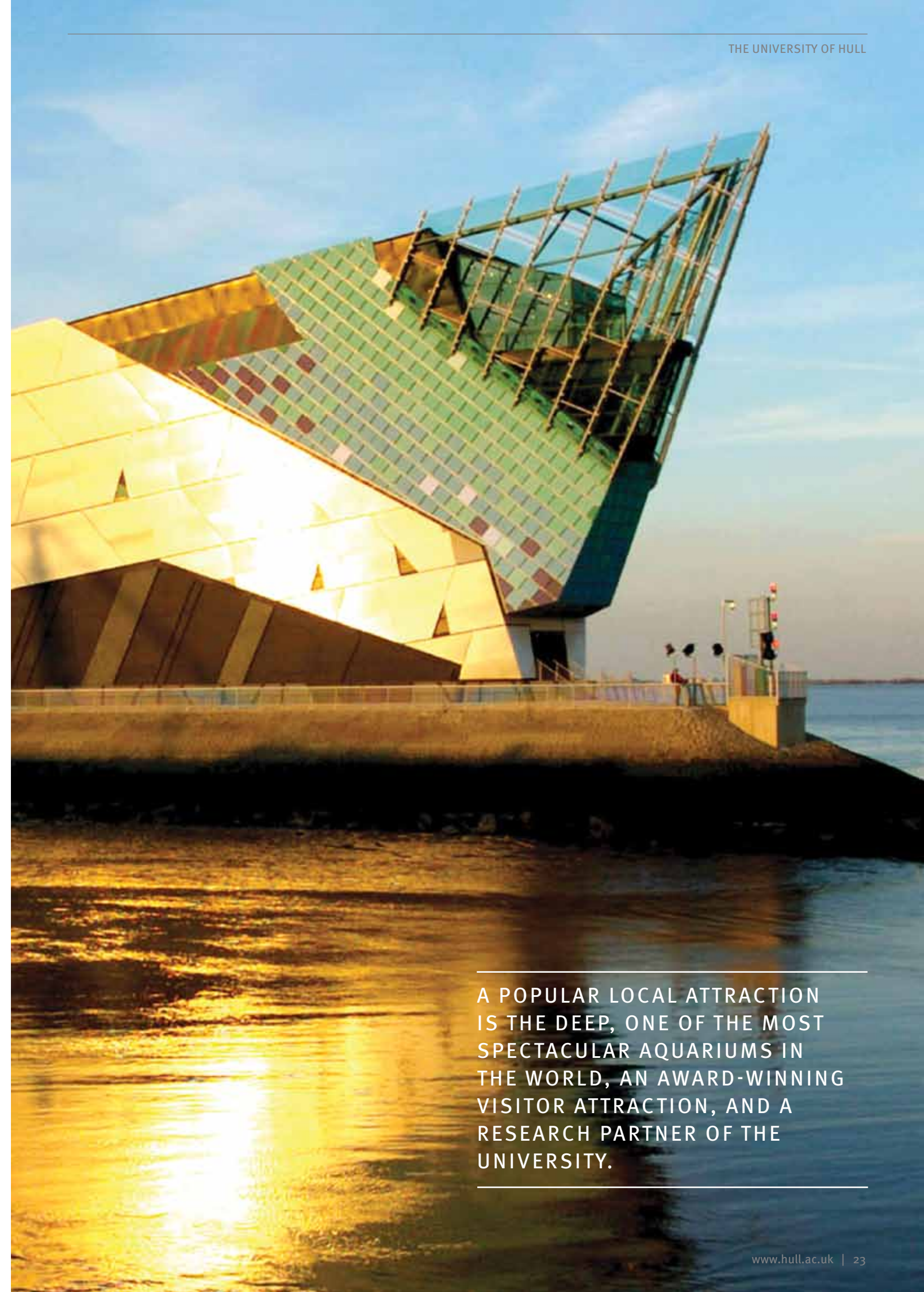
Other visitor attractions include the Maritime Museum and the Ferens Art Gallery. The gallery's permanent collection of paintings and sculpture spans artistic periods from medieval times to the present day. The collection includes European Old Masters, portraiture, marine paintings, and modern and contemporary British art. Highlights include masterpieces by Frans Hals, Antonio Canaletto, Stanley Spencer, David Hockney, Helen Chadwick and Gillian Wearing.

In addition, the University of Hull Art Collection – a small but outstanding collection specialising in paintings, sculpture, drawings and prints produced in Britain 1890–1940 – is also available to the public. It includes works by Beardsley, Sickert, Steer, Lucien Pissarro, Augustus John, Stanley Spencer, Wyndham Lewis and Ben Nicholson as well as sculpture by Epstein, Gill, Gaudier-Brzeska and Henry Moore. The Camden Town Group and Bloomsbury artists are particularly well represented. Furthermore, the University's Middleton Hall venue is being redeveloped into a state-of-the-art facility which will benefit the Schools of Drama, Music and Screen. The renovation will provide additional features including a high-quality concert hall, a music theatre and a cinema space. The new facilities will accommodate a broader range of music performances, musical theatre, orchestral recordings and TV capture.

A popular local attraction is The Deep, one of the most spectacular aquariums in the world, an award-winning visitor attraction, and a research partner of the University.

“A city of generous character, it is difficult to live in it for any length of time and remain oblivious of its available but indefinable identity.

Douglas Dunn, OBE, poet and University of Hull  
Alumnus  
Theatre and the Performing Arts



A POPULAR LOCAL ATTRACTION IS THE DEEP, ONE OF THE MOST SPECTACULAR AQUARIUMS IN THE WORLD, AN AWARD-WINNING VISITOR ATTRACTION, AND A RESEARCH PARTNER OF THE UNIVERSITY.





The city is also home to historic ships such as the Arctic Corsair – a veteran of the Cod Wars – and the Spurn Lightship, moored in the Hull Marina. The marina is home to more than 250 yachts and pleasure boats. It is the centrepiece of a range of excellent pubs, restaurants and waterfront cafes dotted along the cobbled streets leading to the Old Town.

The city has two main theatres. Hull New Theatre, which opened in 1939, is the largest venue and features musicals, opera, ballet, drama, children's shows and pantomime. The Hull Truck Theatre is a smaller independent theatre, established in 1971, that regularly features plays, notably those written by John Godber. Since April 2009, the Hull Truck Theatre has had a new £14.5 million, 440 seat venue in the St. Stephen's Development. The playwright Alan Plater was brought up in Hull and was associated with Hull Truck Theatre, whilst Richard Bean, writer of the award-winning *One Man, Two Guvvners*, is also from the city. The University is home to the oldest drama studies department in the country, and a number of independent theatre companies have been set up in recent years by graduates of the University.

The city hosts the annual Freedom festival. Freedom is the lasting legacy of the Wilberforce 2007 campaign, which celebrated the pioneering work of Hull-born MP William Wilberforce and the bicentenary of the abolition of the slave trade in the British Empire. During 2007, Hull was at the centre of the world's bicentennial commemorations, remembering the life and work of Hull's

most celebrated son. The city remembered Wilberforce with 34 weeks of events and activities, highlighting issues of slavery and emancipation that are still relevant today. Following that successful year, it was agreed that Wilberforce's legacy needed to be marked and celebrated annually, and the Freedom festival was born. Recognising this, and the importance of the festival in the city's cultural life, the University is a partner in Freedom festival.

The city has a proud pop music tradition. Artists as diverse as Mick Ronson, Roland Gift, the Beautiful South and Foals (themselves including a graduate of the University) all emerged from the city's music scene, and the Humber Street Sesh is a popular music festival centred on the city's up-and-coming Fruit Market area.

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**THE CITY HOSTS THE ANNUAL FREEDOM FESTIVAL. FREEDOM IS THE LASTING LEGACY OF THE WILBERFORCE 2007 CAMPAIGN, WHICH CELEBRATED THE PIONEERING WORK OF HULL-BORN MP WILLIAM WILBERFORCE AND THE BICENTENARY OF THE ABOLITION OF THE SLAVE TRADE IN THE BRITISH EMPIRE.**

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### Parks

Hull has several parks and green spaces. These include East Park, Pearson Park, Pickering Park and West Park. The latter is the site of Hull's KCOM Stadium and the annual Hull Fair. Pearson Park contains a lake and a Victorian conservatory housing fish and reptiles. East Park has a large boating lake and a collection of birds and animals. East Park and Pearson Park are registered by English Heritage as Grade II listed sites. The city centre has the large Queen's Gardens parkland at its heart. The parkland was originally built as formal ornamental gardens to fill in the former Queen's Dock. It is now a more flexible grassed and landscaped area used for concerts and festivals, but retains a large ornamental flower circus and fountain at its western end.

### Retail

Hull city centre offers a varied choice of retail department stores, sizeable shopping centres and many smaller outlets and designer boutiques. A number of superstores are located elsewhere in the city and surroundings. Since its opening in September 2007, the stunning retail-led mixed-use city centre development, St. Stephen's, has brought 50 big-name brands to the city, including Zara, H&M and Lippy. As the second-largest regeneration project of its kind in the UK, the state-of-the-art scheme covers a 40-acre site in the heart of Hull.

Princes Quay, a modern glass shopping centre built on stilts over the water in an old dock, is home to many of the major chain stores and designer outlets, and is a popular choice among shoppers.

### Sport

Hull is one of the sporting capitals of the UK. The 25,000-seat KCOM Stadium is home to Hull City AFC ('The Tigers'), the city's football team.

Hull is also a rugby league hotbed, having two clubs who play in the Super League. Hull FC also play at the KCOM Stadium, while Hull Kingston Rovers play at the KCOM Lightstream Stadium in East Hull.

For those who prefer to participate rather than spectate, Hull offers plenty of opportunities to get the blood pumping. The region has the biggest Sunday football league in the country and offers top-flight rugby teams, cricket and hockey clubs, as well as public and private golf and tennis clubs. Hull has the North's largest indoor full-swing state-of-the-art golf simulator centre, and for climbing enthusiasts, there's Rock City – one of the country's best indoor climbing centres.

The region's proximity to water makes it an excellent location for watersports. Options include sailing, water-skiing and diving.

### Housing

The East Riding of Yorkshire and Hull offer a diverse and impressive range of housing choices, all offering incredible value for money.

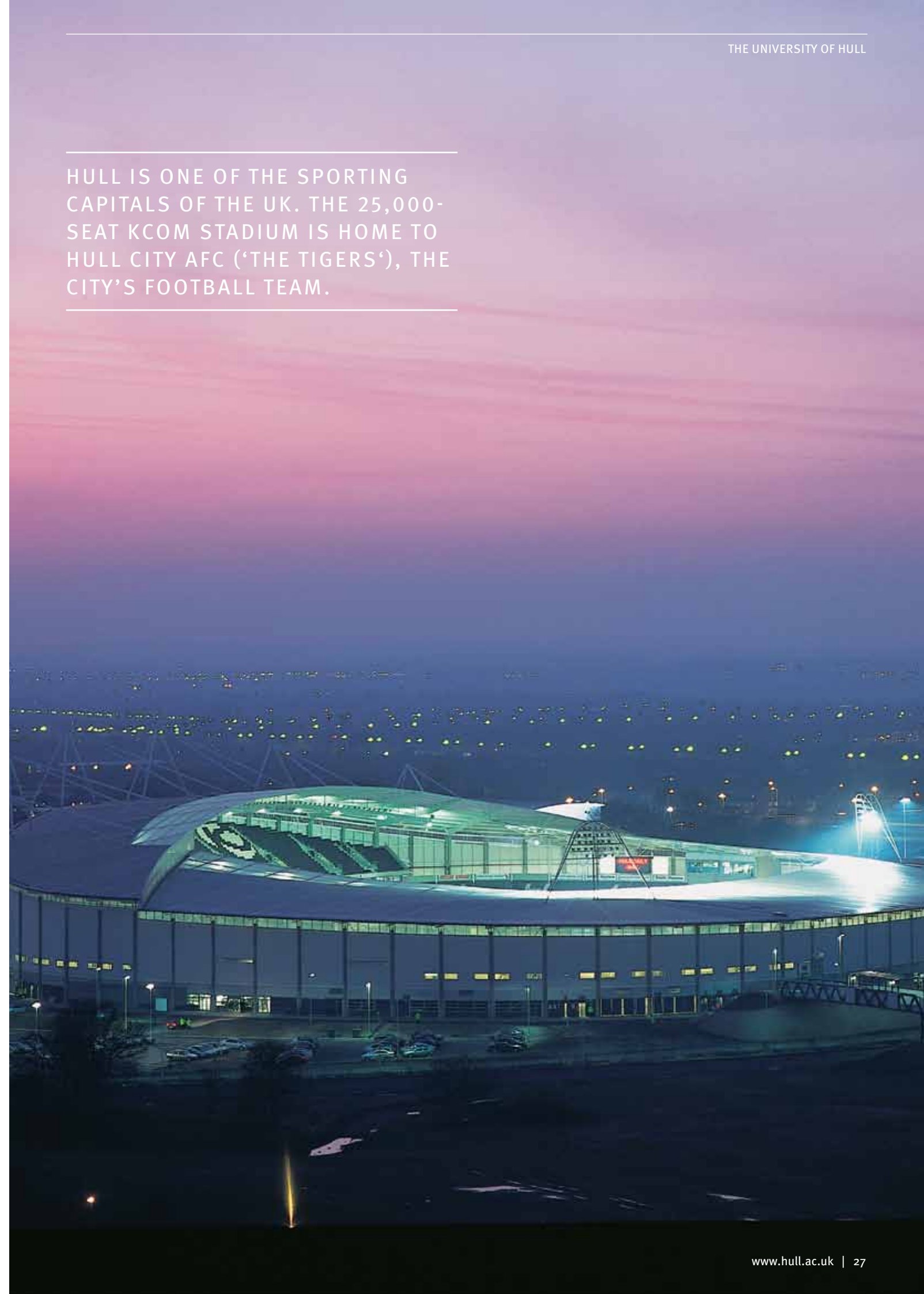
City living has burgeoned, with apartments in historic old buildings and sparkling new riverside complexes – all at a much more affordable cost than most other cities – attracting people back to the centre of town. Georgian townhouses stand proudly in the heart of the Old Town. Just a stone's throw from the city centre, leafy avenues offer more traditional housing in large Victorian properties. Many suburbs are developing a reputation for their bohemian atmosphere, inviting residents to enjoy the laid-back lifestyle with a growth in café bars, delicatessens, boutique shops and arts venues. Waterfront city-villages offer excellent modern family housing from 1–5 bedrooms, just a short walk from the city centre.

Beyond the city itself, unspoilt village communities and elegant market towns in the East Riding of Yorkshire complement the urban centre. Country life still allows for easy access to the buzzing city, with secluded farmhouses available just 20 minutes from the city centre. The East Riding is known for its spectacular coast and countryside, and offers a high quality of living in market towns such as Beverley, located only a few miles from the University.

### Education and Schooling

The area provides a broad range of educational opportunities close to the University, including a number of further and higher education colleges (including Hull College, Bishop Burton College, East Riding College and Selby College, as well as the Grimsby Institute for Further and Higher Education and the North Lindsey College in Lincolnshire). A number of schools and academies in Hull and the East Riding have been rated as 'outstanding' by Ofsted. The area also offers a good choice of independent schools with boarding and day school options, from nursery age to 18. Some of the leading independent schools in the area include Hymers College, Hull Collegiate School and Pocklington School.

HULL IS ONE OF THE SPORTING CAPITALS OF THE UK. THE 25,000-SEAT KCOM STADIUM IS HOME TO HULL CITY AFC ('THE TIGERS'), THE CITY'S FOOTBALL TEAM.







## Getting to Hull

Hull's position at the gateway to Europe makes it an important centre for national and international travel. The city has excellent transport connections and a unique combination of air, sea, road and rail links.

### By Road

Hull is equidistant (200 miles) from London and Edinburgh. The M62 joins Hull to Leeds, Manchester and Liverpool. Hull is located 100 miles from Manchester and less than an hour's drive from Leeds and York.

### By Rail

In addition to the TransPennine Express and Northern Rail, Hull has its own rail company, Hull Trains, which offers special rates to and from the city, providing seven daily direct rail services to and from London in as little as two and a half hours. Visit [www.hulltrains.co.uk](http://www.hulltrains.co.uk) for more details.

### By Air

Humberside International Airport is only five miles south of the Humber Bridge and 30 minutes' drive from the centre of Hull. KLM run four daily flights to Amsterdam, where more 300 worldwide connections can be reached. The airport also offers year-round flights to popular holiday destinations. Visit [www.humberside-airport.co.uk](http://www.humberside-airport.co.uk) for more details. Robin Hood Airport is one of the UK's newest airports, an hour's drive away, offering low-cost and holiday flights to destinations across Europe and beyond.

### By Sea

P&O Ferries offer daily overnight services from Hull to Rotterdam and Zeebrugge. The one million passengers using the port annually can now travel on the Pride of Hull and her sister ship, Pride of Rotterdam, which are among the largest cruise ferries in the world. Visit [www.poferries.com](http://www.poferries.com) for more details.

### More information on Hull, the East Riding and Yorkshire

Please visit the following websites.

- [www.hull.co.uk](http://www.hull.co.uk)
- [www.activhull.com](http://www.activhull.com)
- [www.eastriding.gov.uk](http://www.eastriding.gov.uk)
- [www.hullcc.gov.uk](http://www.hullcc.gov.uk)
- [www.yorkshire.com](http://www.yorkshire.com)
- [www.visithullandeastyorkshire.co.uk](http://www.visithullandeastyorkshire.co.uk)

