

University Hospital
Southampton

SHAPE

OUR

SUCCESS

JOIN OUR REMARKABLE COMMUNITY

FOREWORD

Thank you for your interest in the position of Director of MRC Lifecourse Epidemiology Centre (LEC) at the University of Southampton.

The need for internationally excellent, research-intensive universities like Southampton to help tackle some of the world's biggest challenges has never been more important and urgent. At the University of Southampton, our aim is to change the world for the better. Bringing together realms of research, creativity and knowledge, we are focused on having truly collaborative, immersive and groundbreaking impact. We care about the challenges that humanity is facing, and work to support others on both a local and global scale. Join us in this work, and you will have the opportunity to bring your ideas to life and make a tangible difference to future generations.

This role is part of the Faculty of Medicine senior team and will contribute to achieving these bold ambitions and thrive in this changing external environment. It will play an important part in championing the new [University Strategy](#).

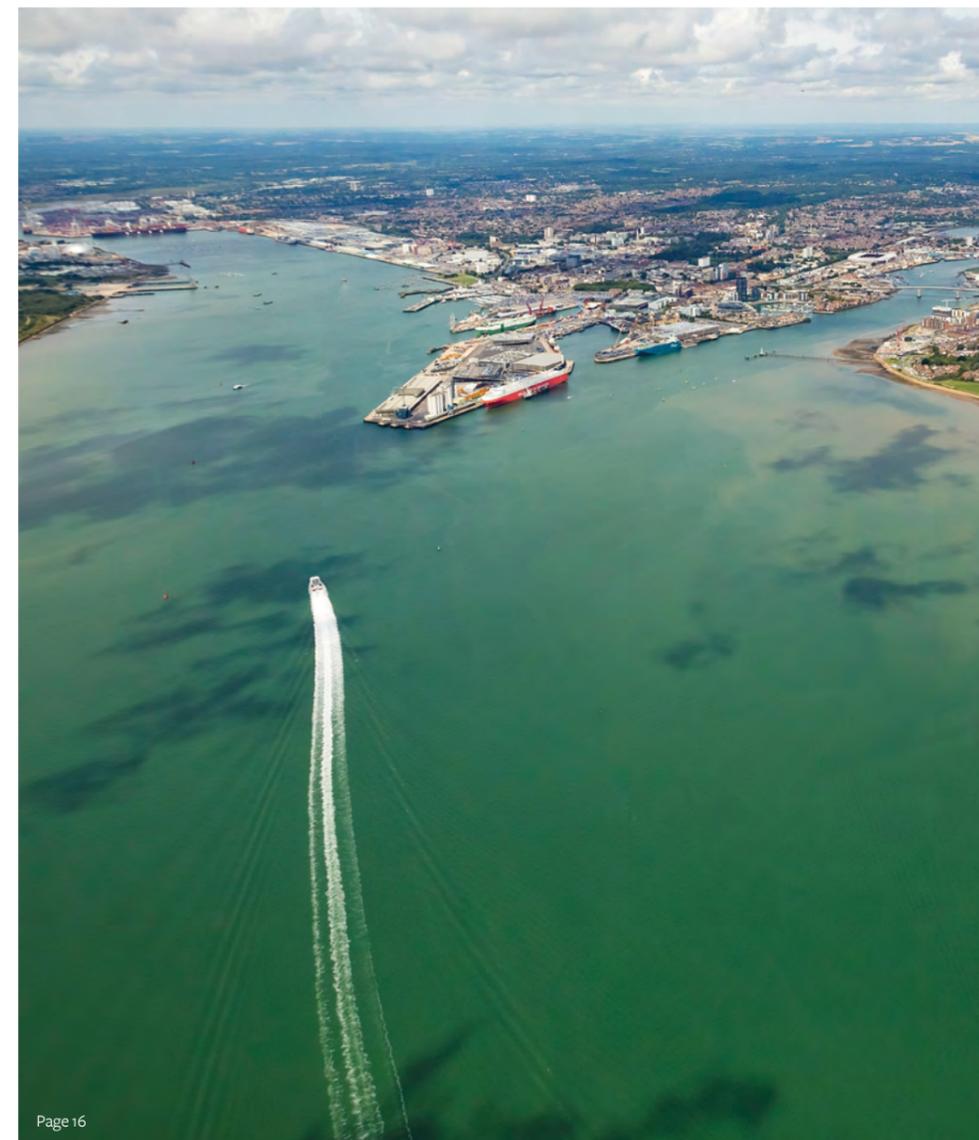
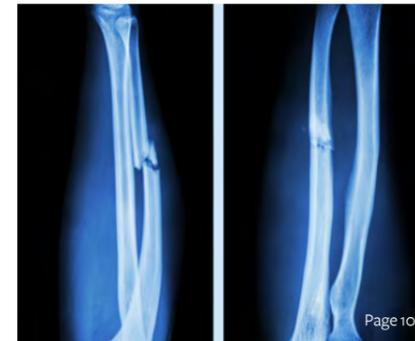
The impact of the worldwide COVID-19 pandemic required us to reaffirm what matters most as a diverse community and to develop an interim strategy that enabled us to emerge from it strongly and safely. Our new Strategy, which was launched in January this year, encapsulates the Triple Helix of excellence that is research-education-enterprise, which aims to make the Southampton offer distinctive.

We are already known as a founding member of both the UK's prestigious Russell Group of leading research-intensive universities and the Worldwide Universities Network (WUN). With campus operations in Malaysia and China, as well as major partnerships across the world, we have a global outlook that attracts the most talented staff and students from around the world.

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

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

Please see page 8 for more information on equality, diversity and inclusion.



Together we advance

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

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Our values

Activities underpinned by the values determined by our University community.

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Equality, diversity and inclusion

It matters to us in all that we do.

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Overview of the role

Director of the MRC Lifecourse Epidemiology Centre

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The role

Job description and candidate profile.

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Location

The University and region.

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TOGETHER WE ADVANCE

Together we can make a real impact on the future.

Our University community is committed to the highest quality in everything we do. We have a global reputation for our passion and ability to work collaboratively in delivering world-class education, research and innovation that makes a real impact on society's biggest challenges.

To meet those challenges head-on, we must have a team that is reflective of society and our students. We strive for greater inclusivity in our community. Diversity is a strength and makes us more creative, accelerating our impact on society. We celebrate an equal and respectful environment in which people from all walks of life and backgrounds are welcome to join us.

Our people inspire and empower one another to share and apply their knowledge to transform lives. They are key to what we do, and who we are. Working collaboratively and fostering a culture of transformational leadership are two of our five core values. These values form part of our new University Strategy and are there to help us achieve our overall purpose and vision: to inspire excellence, to achieve the remarkable, and build an inclusive world. Find out more about our values on page 6.

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

Our exceptional students share in the journeys of discovery and become confident thinkers who can realise their full potential. We attract high-quality students from over 130 countries, and educate students through University of Southampton Malaysia and collaborations with prestigious partners globally.

As our students become graduates of the University, they join our wider global community of over 250,000 alumni, with access to a network that can provide further opportunities across the world.

As a forward-thinking institution, we will strengthen our reputation, increasing our national and international rankings to secure a position in the top 10 in the UK and strengthen our position in the top 100 internationally.

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

Work with us: together we advance.

 **Find out more**
The University Strategy

“

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

Professor Keith Godfrey
Associate Dean Enterprise

“

The COVID-19 Warrior package gives young people the information they need to make the right choices about keeping safe. We are delighted that the Royal Society for Public Health is now supporting the programme and are pleased more schools across the country have access to it.”

Dr Kath Woods-Townsend
LifeLab Programme Lead



OUR VALUES

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

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

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

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

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



Our values in action



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



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

People are at the core of our Triple Helix



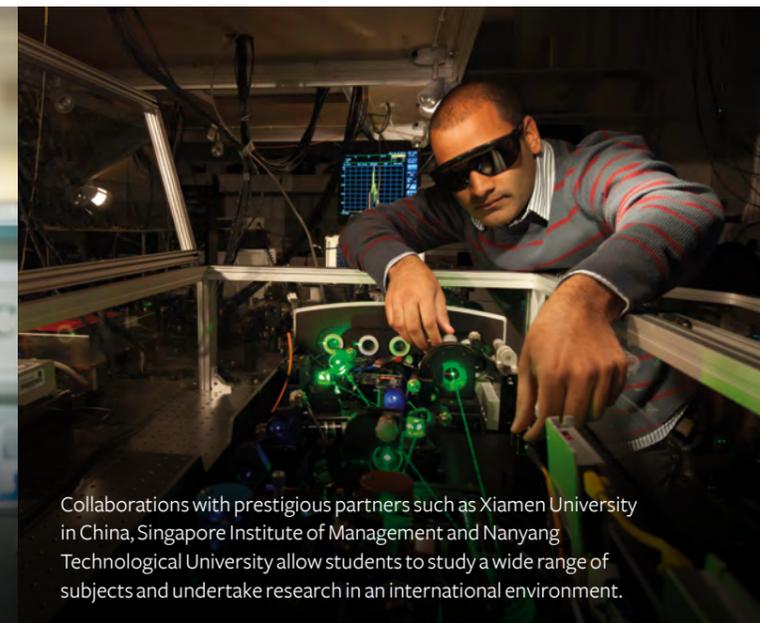
Our highly-ranked **education, research and knowledge exchange and enterprise (KEE)** are already distinctively intertwined.

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

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



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



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

EQUALITY, DIVERSITY AND INCLUSION

It matters to us in all that we do.

At the University of Southampton, we believe that we can only truly play our part in supporting society if we are reflective of society. We are therefore passionate about creating a working environment in which you are free to bring your whole self to work.

We are focused on creating supportive workplaces for all where discrimination has no place. The way in which you choose to live your life has no bearing on your ability to do your job. Likewise, your age, gender, sexual orientation, religion, social background, ethnicity or any other identifying factor will never be a consideration here. Instead, we are determined to always treat our staff equally, fairly and with respect.

We welcome people from all walks of life, and as such, we champion a uniquely diverse working environment in which every colleague is able to excel, regardless of their background or their life choices. Quite simply, we want to attract likeminded people to our team – people who care about the world, and who share our passion for creating an innovative and forward-thinking learning and research environment.

We are proud to support many staff networks, and we encourage these groups to get involved in helping us create a forward-thinking and desirable workplace. We are a Stonewall Diversity Champion and we are immensely proud to have been awarded an institutional Athena SWAN silver award, which underpins our pledge to improve equality for women.

We also support flexible working and are proud of our open and supportive working environment; with options such as job shares available, we ensure opportunities are equal and focused on the needs of our colleagues. We know that change and improvement is a continual process, and our community is a big part of this, so we always want to hear from our staff about how we can create the best possible working experience.





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

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

MRC LIFECOURSE EPIDEMIOLOGY CENTRE

The Faculty of Medicine is the second largest faculty in the University of Southampton.

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

Strong collaborative links between Medicine and all four of our other faculties are evident in our research, education and enterprise activities and output, with the Institute for Life Sciences providing a focus for bringing academics from STEM and Arts and Humanities to contribute new ideas to solve big challenges in health.

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

The long-term cohorts and trial data assembled in Southampton provide national and international resources to explore the mechanisms underlying the developmental origins and later causes of musculoskeletal and metabolic health and disease. The focus on determining environmental influences that affect age-related musculoskeletal diseases (osteoporosis, osteoarthritis and sarcopenia) throughout the lifecourse is uncovering important, preventable causes of these common, non-communicable musculoskeletal disorders and their complications.

The MRC LEC also increasingly emphasises cross-disciplinary novel approaches to data

analysis and novel approaches to management, continuing to deliver major impacts in this major area of healthcare need.

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

How to apply

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

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

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

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

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

ROLE OF THE DIRECTOR OF THE MRC LIFECOURSE EPIDEMIOLOGY CENTRE

Job purpose

Accountable jointly to the MRC and the University for all aspects of the management of the Centre, the Director of the MRC Lifecourse Epidemiology Centre (LEC) will provide direction and leadership upholding the agreed mission of the Centre: to use lifecourse epidemiological methods to reduce the population burden of chronic musculoskeletal disease and disability.

The role also has responsibility for the overall direction, management and quality of the Centre's scientific programmes.

Key accountabilities/primary responsibilities

Strategic leadership

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

Strategic development

- Develop the scientific programme of the Centre and meet agreed milestones for the delivery of research and training output.
- Support innovation in areas relevant to the Centre's themes, including seeking additional funding from MRC, and other research funding bodies, the University and industry partners, taking account of advancing knowledge and the emergence of new opportunities.
- Develop and maintain a high-quality environment for research training, identifying new programmes, which take forward the mission of the Centre and deliver the strategy agreed with MRC.
- Support bids for funding for PhD studentships from a range of funding sources to complement and expand the Centre's studentships.
- Delineate the environmental influences, throughout the lifecourse, of age-related musculoskeletal diseases (osteoporosis, osteoarthritis and sarcopenia) and use these

findings to develop and test population-based and targeted interventions to improve musculoskeletal health throughout the lifecourse.

- Maintain and develop the long-term cohorts/trials assembled in Southampton as national and international resources to explore the mechanisms underlying the developmental origins and later causes of musculoskeletal and metabolic health and disease.
- Develop the vision, strategy and objectives to ensure a competitive application for funding via the MRC Unit model to secure a future MRC Centre from 2026.

Performance management

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

Governance and Compliance

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

Stakeholder engagement

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

- Work with the University and/or MRC contact in the UKRI Press Office to draft and distribute press releases, media statements or media briefings. Clear all press releases/statements, which refer to the MRC, MRC staff, or work funded or part-funded by the MRC Centre, with the UKRI Press Office.

Clinical responsibilities

- To be discussed and agreed with the Dean of the Faculty of Medicine and the UHS Chief Medical Officer on appointment.

Internal and external relationships

Internal

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

External

Key stakeholders in external organisations, including:

UKRI Medical Research Council, including Chief Executive and Chief Scientific Officer; PSMB Programme Manager; Chief Executive and Chief Medical Officers of UHSFT, if clinically active; Director of the NIHR Biomedical Research Centre; Director of the Applied Research Collaboration; Chair of the Strategy Board for Wessex Health Partners Academic Health Sciences Centre; UKRI Press Office; and the general public.

CANDIDATE PROFILE

Qualifications, knowledge and experience

Essential

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

Desirable

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

Planning and organising

Essential

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

Desirable

- Ability to design and manage a postgraduate degree programme.

- Teaching qualification (PCAP or equivalent).
- Proven ability in curriculum development and new teaching approaches.

Problem solving and initiative

Essential

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

Management and teamwork

Essential

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

Communicating and influencing

Essential

- Highly developed interpersonal and communication skills, and the ability to influence, collaborate and interact effectively with a range of stakeholders including staff (at all levels and within multiple disciplines), students and external stakeholders.
- Demonstrable ability to persuade and influence at all levels in order to foster and maintain relationships, resolving tensions/difficulties as they arise.

- Proven experience of providing expert guidance to colleagues in own team, other work areas and institutions to develop understanding and resolve complex problems.
- Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience including public engagement.
- Proven experience of engaging counselling skills and pastoral care, where appropriate.
- The ability to cultivate strong networks and build links with the wider community and with business, industry and other stakeholders, and to represent the MRC and the University nationally and internationally.

Other skills and behaviours

- Compliance with relevant Health and Safety issues.
- Apply and actively promote equality, diversity and inclusion principles to the responsibilities of the role.
- As a Line Manager, role model the Southampton Behaviours and work with the management team to embed them as a way of working within the MRC centre and wider faculty.

Special requirements

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



Our students don't just work toward their degrees; they gain life experiences and skills that enable them to change the world for the better as graduates.

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

Southampton is ranked
78th
in the world¹



Received
£120m
in research grant and contracts income in 2020/21²



Over
60%
of our publications are internationally co-authored



Engaged in research with over
700
overseas partners



We attract high-quality students from over 130 countries



Overall student satisfaction at Southampton is **significantly ahead of the sector** and is a strong performance against our competitor set, the Russell Group, and the sector⁴



A founding member of the Russell Group of 24 major research-intensive universities in the UK



Founding member of the Worldwide Universities Network

We have over
21,000
students, including more than
8,200
international students



Our contracts with industry are worth about
£50m
annually



Top 15
in the UK⁵

Our 265,000 alumni community spans over
190
countries



We employ over 6,500 staff

Very strong
performance in the first KEF exercise³



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



Our income exceeded £554m in the 2020/21 financial year²



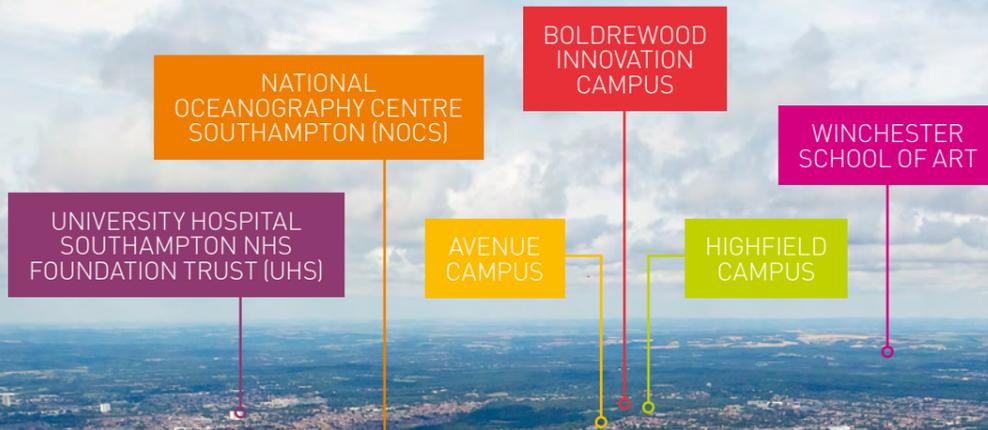
Our partnership with Lloyd's Register represents the largest university-business collaboration of its kind in the UK



At any one time we are working with over
1,000
external organisations around the globe

1 QS World University Rankings, 2023
2 University of Southampton Financial Report, 2020/21
3 Performing at or above the cluster average across every perspective
4 National Student Survey (NSS), 2022
5 The Complete University Guide, 2023

THE UNIVERSITY AND ITS REGIONS



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

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

Find a better quality of life.

Southampton

Southampton is a fantastic place in which to live, work and socialise. Regardless of what life stage you are at, you will find a dynamic and vibrant city that caters for all. With an enviable location on the coast, yet just over an hour from London, the region combines incredible natural beauty with a thriving social scene – making it a desirable place to live! As an ethnically rich city that is growing rapidly, Southampton is benefitting from considerable investments in the region.

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

There is something for everyone in Southampton and the surrounding areas. For outdoor enthusiasts, water sports, sailing and ocean racing are easily available, while the beautiful New Forest National Park is just 30 minutes away. With many excellent local schools and nurseries, families will find a fantastic quality of life, while there's a thriving LGBTQ+ social scene. Multiple faiths are celebrated in the city, and the rich cultural heritage of Winchester is just on our doorstep.

Winchester

On the edge of the South Downs National Park, England's ancient capital, Winchester, is steeped in history and is complemented by a lively atmosphere and a wide variety of pubs and restaurants, museums, theatres and galleries. With direct rail links to London, our Winchester School of Art campus is one of the UK's leading art and design institutions.

The University campuses

The University has five lively and diverse campuses in Southampton, one in Winchester and one in Malaysia.

Our main Highfield Campus is home to state-of-the-art teaching and research facilities, as well as one of the UK's leading music venues, Turner Sims. It also houses our sports complex, the Hartley Library, the Students' Union and Staff Social Centre.

Close to Highfield, Avenue Campus houses most of the humanities disciplines and the Centre for Language Study. It also has a purpose-built archaeology building with state-of-the-art facilities for teaching and research.

A few minutes' walk from Highfield is Boldrewood Innovation Campus. The University's collaboration with Lloyd's Register represents one of the largest business partnerships with any single university in the world. Our £170m campus is the result of this partnership and is home to the Southampton Marine and Maritime Institute.

Three miles west of Highfield, University Hospital Southampton is the base for the University's Faculty of Medicine. The campus offers modern laboratories, computer suites, refurbished lecture theatres and a specialist Health Services library. It is also home to our purpose-built Centre for Cancer Immunology which opened in 2018 following a successful £25m fundraising campaign.

Situated on the city's waterfront, the National Oceanography Centre Southampton (NOCS) is one of the world's leading research centres for the study of ocean and Earth science.

Close to Winchester city centre, 12 miles north of Southampton, our internationally renowned Winchester School of Art provides studios and workshops, an extensive specialist library and a well-stocked art supplies shop. The Winchester Gallery is based on campus.

Set just outside Southampton, our Science Park is a hub of innovation, hosting a range of exceptional facilities and home to science and technology businesses from start-ups to multinationals.

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

 [View our virtual tours](#)

 [Watch our video](#)



Find out more

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020 3290 2907