

Candidate pack for the appointment of

Pro-Vice-Chancellor for the Faculty of Humanities and Social Sciences (HaSS)



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Welcome

from the Vice-Chancellor, Professor Chris Day

Dear colleague,

Thank you for your interest in the position of Pro-Vice-Chancellor for the Faculty of Humanities and Social Sciences (HaSS). We see this as a key leadership role in the University, and we are seeking to recruit an exceptional candidate as PVC to provide academic leadership within the Faculty and to shape and deliver our strategic ambition.

The HaSS Faculty is home to around 13000 students across 10 academic schools, which span the full range of Arts, Humanities and Social Sciences disciplines, including Newcastle University Business School. It is a community of around 1200 colleagues (900 Academic, 275 Professional Services and Technical) and has a turnover of £180 million. As Pro-Vice-Chancellor for HaSS, you will lead and manage the Faculty, and be accountable to the Vice-Chancellor for its academic and financial performance.

As Pro-Vice-Chancellor, you will embed a culture of high performance and continuous improvement, and lead initiatives that will strengthen HaSS's global profile in education, and research and innovation. You will be a leader with an international reputation and profile in both research and education, with a strong track record of achieving research and education performance of the highest standard, and of building strategic external partnerships. You will combine a clear strategic focus with a deep understanding of the Humanities and Social Sciences in national and global contexts, and work collaboratively to define a

distinctive future for the HaSS Faculty. With excellent communication skills, you will be able to engage and inspire colleagues and build the consensus for change that will ensure that the Faculty's ambitions are realised.

You will be a member of the University Executive Board and will participate in our collective development of the University strategy, building on strong foundations, and responding to fast-emerging agendas. We are proud to be a values-led, research-intensive institution. Equality, diversity, inclusion, social and environmental justice and academic freedom are our core values, and we aspire to Excellence, Creativity and Impact in all that we do.

This is an exciting opportunity to lead the next phase in the development of a Faculty whose scale, disciplinary range, depth of expertise, and engagement with partners, professions and place stand out within the sector. We believe the sense of personal satisfaction and academic achievement that will come with your success marks this out as an exceptional career opportunity.

Please feel free to contact me personally at chris.day@ncl.ac.uk if you are interested and feel you meet our criteria. We look forward to hearing from you.

Yours faithfully

Professor Chris Day

Vice-Chancellor and President



The Role

As Pro-Vice-Chancellor Humanities and Social Sciences, reporting directly to the Vice-Chancellor, you will be responsible for a Faculty with a turnover of £180 million and serve as the line manager of the Heads of School, Faculty Deans, Director of Faculty Operations, and the Director of EDI.

You will be a member of the University senior management team and Executive Board, along with the Deputy Vice-Chancellor, your fellow Pro-Vice-Chancellors, the Registrar and the Chief Financial Officer, Executive Director of External Affairs and Executive Director of People Services.

Key accountabilities include:

- Providing academic leadership to the Faculty of Humanities and Social Sciences that will enable the University to deliver its vision and strategic ambition;
- Ensuring key academic and financial targets are achieved in relation to HaSS's strategic plan and the wider University strategy;
- Identifying opportunities for the development of a distinctive education and research portfolio which will further strengthen the Faculty's global profile;
- Ensuring the University's commitment to Equality, Diversity and Inclusion, and to our core and aspirational values, is firmly progressed and embedded.

Strategic Leadership

- Provide academic leadership across HaSS and the wider University to position us a premier institution and deliver the University's strategic ambition;
- Develop and deliver an effective strategy and future direction for HaSS which strengthens the global reputation, profile and distinctiveness of the Faculty;
- Strengthen the Faculty's academic performance in research and education and embed a culture of continuous improvement;
- Build strategic external partnerships with a range of organisations to enhance HaSS's academic profile and performance;



- Manage the development of a distinctive, future-facing education and research portfolio, including the development of inter- and multi-disciplinary programmes, and evaluation of opportunities in online, life-long learning and transnational education;
- Work in close collaboration with the other faculties, including the faculty Pro-Vice-Chancellors and Directors of Faculty Operations to deliver organisational change;
- Work strategically and collaboratively across the Senior Management Team of the University to ensure the relevant services support and enable the University's strategic priorities;
- Champion the University's core and aspirational values, ensuring our commitment to EDI is embedded in all that we do;
- Play a full role in the executive functions of the University, representing the University in appropriate governance, ceremonial, official and other duties as required.

Management

- Assume responsibility for the management of strategic and operational activity, budgets and colleagues in HaSS;
- Deliver effective line management of the Heads of School, the Faculty Deans, the Director of EDI and the Director of Faculty Operations;
- Anticipate, initiate and lead change, taking account of trends, planning data and analysis and changing internal and external drivers, adapting plans as required;
- Manage strategic workforce planning to ensure the Faculty is able to model future skills and capability requirements and deliver long term talent and acquisition plans, alongside managing other workforce needs.
- Plan effectively for the future, ensuring that the Faculty's organisational structure and models of research and education delivery are optimised to deliver results and operate effectively and efficiently;
- Ensure that the Faculty is delivering an outstanding student experience with positive graduate outcomes, and has a strong and inclusive research culture;
- Act as executive sponsor to relevant projects and University ventures, oversee developments and chair relevant committees or groups;
- Chair key Faculty committees including Faculty Executive Board, Faculty People and Culture Group, and Faculty Promotions Committee;
- Serve as an ex officio member of the Faculty Education Committee, Faculty Research and Innovation Committee, Faculty Postgraduate Committee and Faculty Equality, Diversity and Inclusion Committee.

Financial Responsibilities

- As the Faculty budget holder, agree a budget through the Annual Budget Cycle and manage Faculty resource allocation to ensure that financial targets are met;
- Ensure that Faculty meets its targets in respect of student recruitment and external research awards;
- Allocate, manage and monitor financial and staffing resources, and ensure their efficient deployment;
- Ensure that the Faculty is focused on both income generation and effective resource management to strengthen its financial sustainability.

Policy Formulation

- Lead the development and implementation of policy in relation to HaSS Faculty strategy and NUShape Delivery plan



Stakeholder Management

Internal relationships

- The Pro-Vice Chancellor HaSS reports formally to the Vice-Chancellor, who undertakes a formal, annual performance review in the context of plans which typically span a timescale of up to five years
- University Executive Board:
 - Vice-Chancellor, Deputy Vice-Chancellor, Faculty PVCs, Cross-cutting PVCs;
 - the Registrar, Executive Director of External Relations, Chief Financial Officer and Executive Director of People Services;
- Council, Senate, Court and relevant Committees;
- Members of Faculty Executive Board (FEB);
- Faculty Heads of School, Faculty Deans, Director of EDI, Heads of Institutes etc.;
- Officers of the Students' Union;
- Director of Faculty Operations (DoFO) and the Faculty Professional Services, including the Faculty Finance Team and People Services;
- Student representatives in the Faculty and NUSU Sabbatical Officers.

External relationships

- Develop and manage strategic partnerships with national and global organisations which strengthen the external profile of the Faculty;
- Establish appropriate senior-level relationships with professional and academic groups across the Higher Education sector, contributing to sector-wide policy and improvements;
- Represent the University externally, liaise with external bodies, and contribute to sector-wide developments to further develop sector and University policy and practice and to enhance the profile of the University;
- Support and enhance relationships with a wide range of organisations, across all sectors, with which the University is currently working in partnership including:
 - Accrediting bodies for programmes in the HaSS Faculty;
 - Counterparts at other universities and partner organisations in the region and beyond;
 - National and international organisations shaping policy and practice in relation to Humanities and Social Sciences;
 - Cultural and creative partners regionally, nationally, and internationally.



The Person



The position of PVC HaSS is a leadership opportunity for someone with a strong academic track record and high leadership competencies. The candidate should have a deep commitment to team-working and to building inclusive cultures as well as delivering a future-focussed vision for Humanities and Social Sciences. Demonstrable experience of academic leadership and mentoring of early- and mid-career colleagues in the academic and professional services sphere is welcomed. Relevant experience would also include collaboration with external stakeholders, and a commitment to advocacy for the social and economic value of a research-intensive university in regional, national and global contexts.



Knowledge, Skills and Experience

- An outstanding track record of academic leadership success, preferably with experience of managing substantial budgets, projects, and staff numbers, in a multi-disciplinary research-led environment;
- Strong academic credentials, with an international academic standing in a discipline relevant to the Faculty, and a broad perspective capable of encompassing a wide range of disciplines;
- Success in leading and managing organisational and cultural change and driving high research and teaching performance within an academic community and a commitment to continuous improvement;
- A track record of action for positive change in respect of Equality, Diversity and Inclusion and a commitment to Social and Environmental Justice;
- The ability to set a strategic vision for a large-scale, complex organisation and to translate strategy into action with excellent advocacy and prioritisation skills, communicating strategy and inspiring trust through an open and consultative style;
- Working with and influencing internal and external stakeholders, understanding their agendas and winning their agreement for the organisation's benefit

- Developing engagement with local/regional/international bodies to the benefit of the University;
- Commitment to promoting the relevance of the institution's work, in a national and international context, through engagement with a range of internal and external audiences;
- A clear, open, and consultative leadership style and the ability to develop close working relationships with a range of internal and external audiences;
- Knowledge and understanding of the Higher Education environment;
- Extensive and expert knowledge and understanding of Higher Education in the national and international context, gained at senior level;
- Proven experience and personal credibility with excellent influencing and negotiation skills.

Attributes and Behaviours

- Perceptive with excellent judgement and highly developed emotional and cultural intelligence;
- Excellent written and verbal communication skills with a persuasive and engaging style appropriate to a wide variety of people and other internal and external stakeholders including University committees and boards;
- Promotes and actively drives change and continuous improvement within own area and across the organisation;
- Ability to motivate, engage and lead teams and individuals through the complexities and challenges of a broad range of issues;

- Ability to work effectively within matrix structures as a member of many teams and groups, whilst retaining the ability to make decisions independently;
- Advocate for equality, diversity and inclusion in every aspect of the role and the wider University;
- Intellectual curiosity to deliver innovation and thought leadership;
- Strong role model for professionalism, and commitment to the University's values and guiding principles;
- High energy, enthusiasm, creativity and integrity;
- Personal resilience, able to work well in a changing environment, sometimes under pressure

Qualifications

- A PhD (or equivalent level qualification) in a HaSS discipline is essential

Key Terms and Conditions

This appointment as Pro-Vice Chancellor is for an initial period of 5 years, renewable subject to performance. It is envisaged that the successful applicant will be appointed to an ongoing Professorial role, which will underpin this appointment. Salary will be competitive and appropriate to the experience of the post-holder.

The Faculty of Humanities and Social Sciences

The Faculty of Humanities and Social Sciences is an exciting, multi-disciplinary faculty and is structured around ten academic schools and three Research Institutes.

The HaSS Faculty is home to around 13000 students, which span the full range of Arts, Humanities and Social Sciences disciplines, including Newcastle University Business School. We are a community of 900 academic, and 275 professional services and technical colleagues.

The academic schools are:

- School of Architecture, Planning and Landscape
- School of Arts and Cultures
- Newcastle University Business School
- School of Education, Communication and Language Sciences
- School of English Literature, Language and Linguistics
- School of Geography, Politics and Sociology
- School of History, Classics and Archaeology
- Newcastle Law School
- School of Modern Languages
- School X

The Faculty promotes excellence in research, education and engagement activities in the creative arts, humanities, social sciences, business and related disciplines. It strives to deliver:

- High quality research of significance to policy makers, practitioners and fellow researchers, disseminated widely and published in the most impactful outlets and journals;
- Educational programmes that are prized by students, alumni and employers alike for the high quality of the learning experience and the readily transferable knowledge and skills of graduates.

Through extensive engagement activities the Faculty also aims to achieve impact on policy makers, professionals, practitioners and partner organisations in the cultural, social and economic spheres and a great deal of the research undertaken has had substantial impact on a wide range of user communities in the UK and internationally.





One recent success story is the Heritage Lottery funded **Hadrian's Wall Community Archaeology Project (WallCAP)** which ran from 2019 to 2022 and brought together organisations, volunteers, and communities, to examine the landscape heritage of the Hadrian's Wall corridor.

Explore the variety of ways our research and activity advances knowledge, provides creative solutions and solves global problems

The Faculty is home to a vibrant and internationally prominent community of researchers and it supports research through the activities of the Research Institutes, a number of established Research Centres and Research Groups.

Colleagues in the Faculty are leading on major interdisciplinary research projects including **Living Deltas**, one of only 12 Global Challenges Research Fund Hubs in the UK which is developing responses to a major international development challenge: how to avoid the collapse of South and SE Asian deltas as functioning, highly productive social-ecological systems in the face of human development and projected adverse consequences of climate change. And HaSS Faculty researchers in conjunction with Northumbria University recently launched the world's first Hub for Biotechnology in the Built Environment with £8 million funding from Research England.

Vision and Values

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

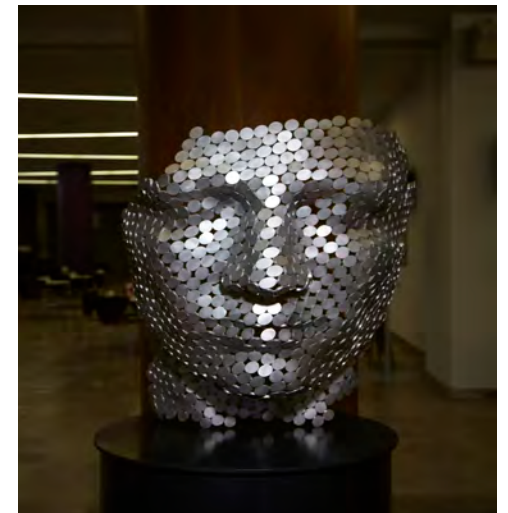
The Faculty aims to be renowned nationally and internationally for the excellence of its research, teaching and engagement activities across the creative arts, humanities and social sciences.

Current priorities include strengthening its research strategy by promoting a culture of excellence through the research portfolio; building upon internationally recognised AHRC/ESRC funded doctoral training programmes; launching new programme areas to assist the University to realise its ambitions for growth; further expansion of domestic and international strategic partnerships and strategic development of the Business School. We share the ambition for global excellence that is part of the University vision and strategy led by the Vice-Chancellor and President. As part of that strategy, the Faculty is leading on the development of School X to foster creativity and inter and transdisciplinary practice and dialogue in the University across all areas of our work, from undergraduate programmes to International research collaborations.

The Faculty, as its values statement indicates, is hugely committed to the broadest possible work on Equality, Diversity and Inclusion over the next decade.

We are extremely proud of our Athena SWAN bronze awards for **Arts, Humanities, Social Science, Business and Law (AHSSBL)** for nine of our ten Schools, awarded or renewed between 2016 and 2022. Our newly established School X is equally committed to working towards its accreditation under the Athena Swan Charter through its involvement in the currently active Faculty Silver application.

We have active EDI champions among our colleagues and student communities and are working to embed our commitment in our teaching and research, as well as undertaking action on a range of issues such as the representation and inclusion of ethnic minority and LGBTQ+ colleagues and students.



Introduction to Newcastle University

Newcastle University is a thriving international community of 29,600 undergraduate and postgraduate students from over 140 countries worldwide, studying at our main campus in Newcastle, Newcastle University in Singapore and Newcastle University Medicine Malaysia.

Ranked in the top 150 of world universities (134th in the QS World University Rankings 2022 and 146th in the Times Higher Education World University Rankings 2022), we aspire to be a people-focussed university that harnesses academic excellence, innovation and creativity to provide benefits to individuals, to organisations and to society as a whole. As a member of the Russell Group of research intensive universities in the UK, we have a world-class reputation in the following thematic areas: ageing and health, cities and place, culture and creative arts, data, and One Planet.

The University traces its origins to 1834 and the need to address the economic, health and social demands of an industrial city. We are located in, and have contributed to, a region with a tradition of invention and innovation spanning more than 200 years, from the opening of the first permanent public railway line in 1825, through the birth of Pop Art in the 1940s to obtaining, in 2017, the world's first licence for a pioneering technique to eradicate inherited mitochondrial disease.

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

In 2018 the University launched its **Vision and Strategy**. We are a people-centric organisation that values our colleagues and students. We seek to attract the most talented people from around the globe with the enthusiasm and commitment to be part of our exciting future.

Newcastle University exists for the public benefit to advance education, learning and research. Our objective is to build on this core purpose and, in doing so, provide new knowledge and creative solutions that make a positive impact. We aim to work collaboratively with our many external partners to shape brighter futures, grow the economy and champion social and environmental justice. We will maintain and build upon our longstanding core values:

- **Equality Diversity & Inclusion;**
- **Social & Environmental Justice;**
- **Academic Freedom.**

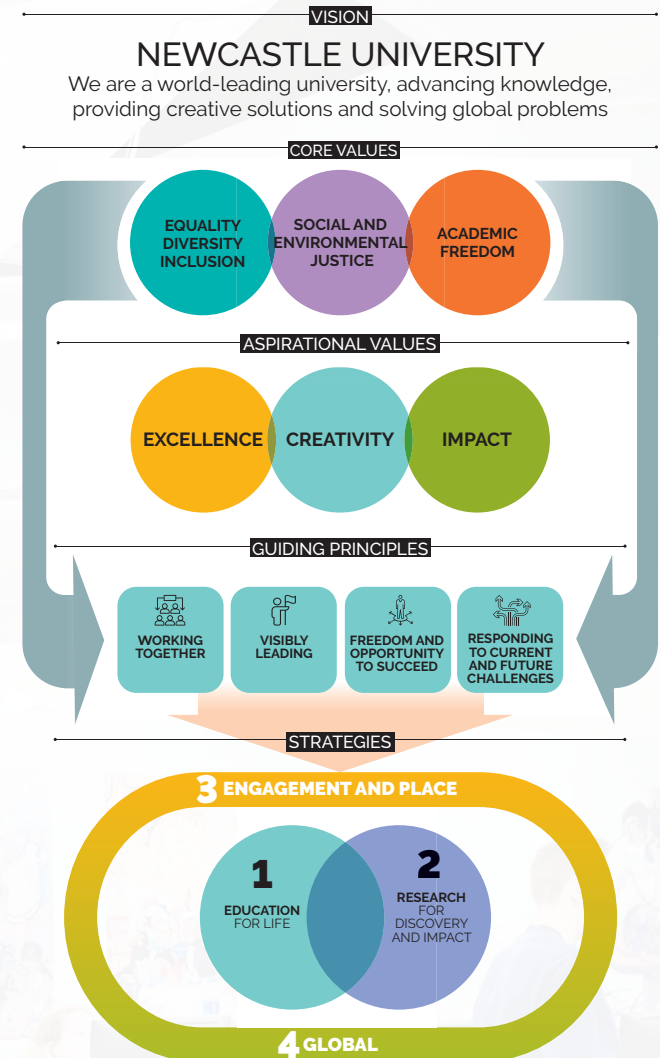
We are a world-leading University, advancing knowledge, providing creative solutions and solving global problems.

The University's three aspirational values are:

- **Excellence;**
- **Creativity;**
- **Impact.**

The University's guiding principles are:

- **Working together;**
- **Visibly leading;**
- **Freedom and opportunity to succeed;**
- **Responding to current and future challenges.**



Academic Excellence

In 2022 we rank in the top 200 for Education in the Times Higher Education World University Rankings by Subject. A ringing endorsement of our long tradition of excellence in teaching.

REF2021 re-affirms Newcastle's position as one of the UK's world leading research-intensive universities and shows that we are achieving our strategic goal to grow research power. The results show that the University's research capacity – or 'power' in REF terms – has grown by 65% since 2014. 42% of our research was scored as world-leading up from 31% in 2014 and Grade Point Average (GPA), the assessment of quality, has increased from 3.09 to 3.29 (out of a

maximum of 4* world-leading).

These reflect the contributions from a growing team of researchers which has increased by 54% this time.

The results consolidate our position as one of the UK's world-leading broad-based research-intensive universities.

Our education, outreach, stewardship and research is dedicated to tackling some of the most complex and pressing issues we face. Our 'triple-crown' accreditation status also places us among the top business schools in the world.

We hold an institutional Athena Swan Silver award and Race Equality Charter accreditation. We are also proud members of the Business Disability Forum and a Stonewall Global Champion. In 2020 we were the first University to become a member of the Employer with Heart charter. Newcastle was ranked first in the UK and 8th in the world in the Times Higher Education Impact Rankings 2022. The rankings assess a university's work towards achieving the UN Sustainable Development Goals, and Newcastle's world-leading research in this area was key to achieving this.

We have a proud history of championing social and environmental justice now embodied in our flagship Education building, the Frederick Douglass Centre, and we are dedicated to embedding it in our research, education and engagement activities.

There are a number of characteristics that have defined us over the years and which continue to be prominent features of our Vision. These include our clear focus on education and research that is of direct relevance to our city and region (we are a member of the Civic University Network), a culture of openness and transparency and longstanding commitments to equality, diversity and inclusion and academic freedom. We are a signatory of the Magna Charta Observatory and are a lead institution in their Living Values project which includes a focus on inclusive education.



Globally Ambitious

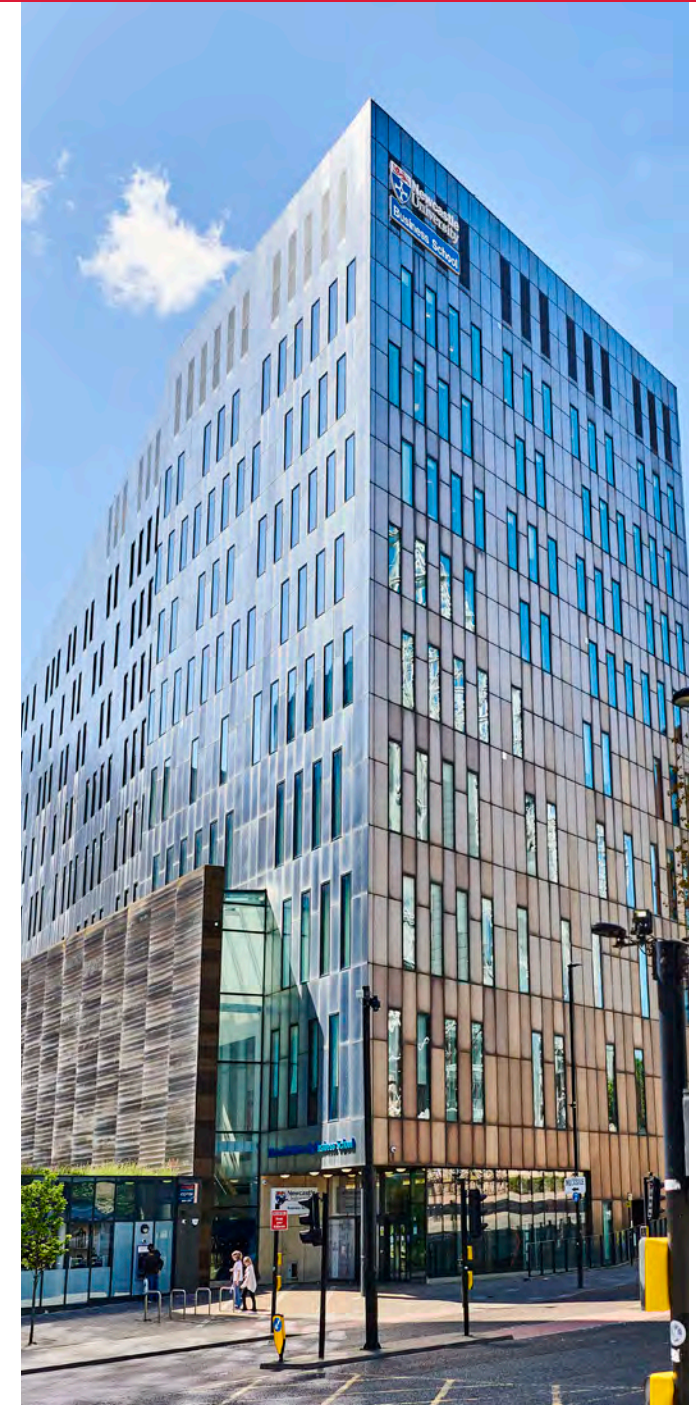
We have extended our reach beyond the UK by establishing a presence in Singapore and Malaysia. In 2008, in partnership with the Singapore Institute for Technology, we opened our Newcastle University in Singapore where we now offer four degree programmes supporting more than 700 students annually, together with a number of Masters Programmes. With the opening of Newcastle University Medicine Malaysia (NUMed) in 2011, we became the only UK University to have a fully owned medical campus overseas. NUMed delivers degrees in medicine and biomedical sciences to 800 students. The first doctors from NUMed graduated in June 2014.

Investing in People

The University has a strong record of accomplishment and is proud of our achievements to date in our investment in people. As a people-centric organisation we have and continue to invest in our colleagues:

- Our Culture & Values work aims to bring the university values and guiding principles to life through a range of activities. 2021 saw the launch of our Leading through values programme which will be rolled out to all leaders over the next 3 years. Equally, Managers Essentials provides a range of knowledge and skill workshops for those new to management and leadership.
- A growing focus on Research Culture which following the appointment of a Dean of Research Culture in 2020 and extensive consultation has a Roadmap for further action. our full commitment to the Concordat and the NUAct Fellowship Scheme (Newcastle University Academic Track) Investing £30 million to build diverse community of 100 NUAct fellows over 5 years.

- NUCoREs – We deliver important research missions through a growing portfolio of Newcastle University Centres of Research Excellence (NUCoREs). Our Research Strategy sets our ambition for the growth of people and resources. NUCoREs represent priority areas where this growth will occur.
- We undertake a range of accreditations to continually enhance and improve our practice, in particular Athena Swan and Race Equality Charter. We are members of Stonewall and Disability Forum and we have a range of active colleague networks to support and engage colleague across the University.
- February 2021 saw the introduction of Inclusive Futures, a new leadership programme offering colleagues from ethnically minoritised groups the opportunity to develop their leadership skills and challenge their thinking about what it is to be a leader from an underrepresented group in the University, in the sector and in the city. 2022 will see the second cohort of the programme and plans for the future include extending the programme to other protected characteristics.
- The University is committed to our Apprenticeship scheme, supporting both newly recruited apprenticeship roles and existing colleagues undertaking apprenticeship programmes. The University engages with a range of local colleges and providers to deliver the programmes and we currently have over 100 colleagues working on apprenticeships across the institution.
- We have invested in significant resources in training and development across a range of teams. We offer a comprehensive suite of development programmes covering technical, soft skills, coaching and mentoring and management skills available online and face to face.





Investing in world-class facilities

The University has invested heavily in our city centre campus and will continue to do so over the coming years. Our investments include:

- The phased refurbishment of the Armstrong and Henry Daysh Buildings (for Humanities and Social Sciences Schools as well as the heart of our graduation ceremonies and events).
- The development of our flagship, £58m Urban Sciences Building (housing our School of Computing).
- The development of a 1,277 bed Park View Student Village.
- Significant investment in IT systems to support People Management:
 - Outstanding investment (£20m) in our infrastructure for digital connectivity ('the network') that, over the next 3 years, will build a secure, agile, extensible foundation for all the digital services consumed by the 40,000 people who routinely connect to our network. For Newcastle University, this will connect everything and everyone everywhere all the time.
 - A ground-breaking investment in a new digital admissions system, delivered using agile methods, Cloud-first, using Low-code/No-code technology. This is a model and 'pipe-cleaner' for digital deliveries of the future.
 - A solid and dependable set of up-to-date Core Digital Services, including key administrative systems like our World-first upgraded SAP ERP, our cloud-based HR, Virtual Learning Environment and Research Management systems and the sector-leading adoption of Microsoft 365, Teams,

Yammer, and OneDrive services within a single cloud-based Directory Service for all staff and students (globally) that removes barriers to collaboration and connectivity within our community for both education and research.

- An industry-leading investment in cyber-security to keep everyone and our intellectual property safe, secure and resilient in an increasingly uncertain world.
 - A new medical sciences education building;
 - The refurbishment of the Claremont Complex.
- Our £25m Sports Centre, which enables students to participate in sport during their time at university and plays a vital role across the entire student lifecycle.
- In 2019 we opened the Frederick Douglass Centre – a flagship educational building with student experience at its heart, named in honour of the 19th century social reformer and abolitionist who was associated with the Summerhill area of the city next to the Helix site.
- The Catalyst Building – a £44m bespoke headquarters for our National Innovation Centres for Ageing and Data and the National Institute for Health Research Innovation Observatory which we opened in Autumn 2019.
- In 2020 we also received approval for the National Innovation Centre in the Rural Economy. Together with the Urban Sciences Building, these innovation centres will create a full-scale demonstration site or "living laboratory" in the heart of Newcastle that will provide real-world solutions to the issues facing modern and growing cities that businesses and communities can get involved with and help to shape.

- Investment in cultural venues linked to our academic excellence including The Hatton Gallery is part of our world-class School of Arts and Cultures.
- The Great North Museum: Hancock (GNM) is home to extensive natural history, archaeology and ethnography collections.
 - The Sir Terry Farrell Building (2022) – a refurbishment to provide a University exhibition centre and Urban Room including engagement spaces and an office incubator, invested £5m.
- Stephenson Building (2024), Provision of a new engineering hub which involves the demolition of part of a building and the construction of a new extension, plus refurbishment of the retained front part of the building, an investment of £68m.
- Delivery of the **Climate Action Plan** and **ongoing carbon reduction measures** is supported by £15 million/pa of central funding from the University, alongside SALIX funding. A heat decarbonisation plan for the campus is being developed, working alongside partners in the City including the NHS Trust and City Council – investment will be made in both energy networks and the buildings the networks serve.
- CAV – The regeneration of the former General Hospital site, on Westgate Road in Newcastle's West End, will help people live longer and healthier lives through global leadership in ageing and research. The planned development, which will take approximately 10-years to complete, will link research and innovation across the whole 29-acre site and provide unique solutions for living, leisure, learning and employment as we age.

Organisation and Structure

Led by the Vice-Chancellor and President, Professor Chris Day, the other senior leaders of the University include our Deputy Vice-Chancellor, Professor Brian Walker, three faculty Pro Vice-Chancellors and four cross-cutting Pro-Vice-Chancellors (PVCs).

Together they provide strategic leadership on a University-wide basis for each of our core academic functions: Interim Education (Professor Ruth Valentine); Interim Research Strategy & Resources (Professor Matthew Grenby); Engagement & Place (Professor Jane Robinson); Global (Professor Richard Davies).

Delivery of the core academic functions occurs in our three faculties, each of which is led and managed by a PVC: **Faculty of Humanities and Social Sciences** (HaSS; Professor Nigel Harkness); **Faculty of Medical Sciences** (FMS; Professor David Burn); **Faculty of Science, Agriculture and Engineering** (SAgE; Professor Stephanie Glendinning). The three Faculty PVCs report to the Vice-Chancellor.

The Professional Service functions are led and managed by the three Professional Service budget-holders: the Registrar (Dr Colin Campbell); the Executive Director of Finance (Nick Collins); and the Executive Director of People Services (Jackie Scott), all of whom are members of the Executive Board. Each Faculty consists of a number of academic units, typically schools or research institutes, each led and managed by a Head. Currently, there are 21 academic schools (including Malaysia and Singapore), 12 research institutes and a further 39 research centres. The University's Vision and Strategy, launched in October 2018, comprises four core strategies: Education, Research, Engagement and Place, and Global.

Each of these is supported by a series of strategic enablers that provide a focus for a range of underpinning activities.



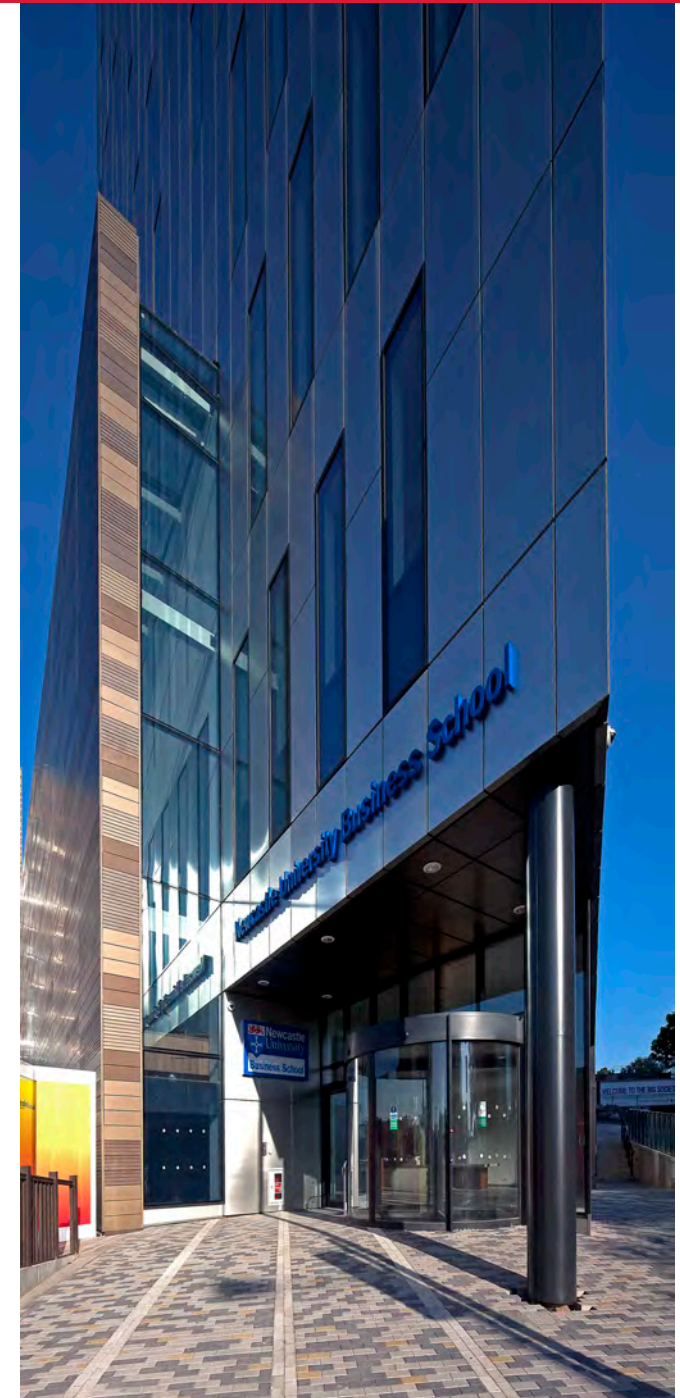
Distribution of Academic Schools and line-managed Institutes

Humanities and Social Sciences	Medical Sciences	Science, Agriculture and Engineering
Architecture, Planning & Landscape	Biosciences Institute	School of Computing
School of Arts & Cultures	Translational and Clinical Research Institute	School of Engineering
Newcastle University Business School	Population Health Sciences Institute	School of Mathematics, Statistics & Physics
School X – Combined Honours and Philosophy	School of Biomedical, Nutritional and Sport Sciences	School of Natural & Environmental Sciences
Education, Communication & Language Sciences	School of Dental Sciences	Newcastle University in Singapore (NUIS)
School of English Literature, Language & Linguistics	School of Medical Education	National Innovation Centre for Data (NICD)
Geography, Politics & Sociology	School of Pharmacy	National Innovation Centre for Rural Enterprise (NICRE)
History, Classics & Archaeology	School of Psychology	Agri-Food Research & Innovation Institute
Newcastle Law School	NUMed (Newcastle University Medicine Malaysia)	Digital Institute
School of Modern Languages	National Innovation Centre for Ageing (NICA)	
Humanities Research Institute Institute for Social Science		
Institute for Creative Arts Practice		

Professional Services

The University’s central Professional Services are organised into three major budget areas as listed below. These work closely with the Faculty Professional Services as part of the ‘One University’ approach.

Registrar	Executive Director of People Services	Executive Director of Finance
Academic Services Hub:	People Services:	Finance Hub:
▫ Governance and Executive Office ▫	▫ Recruitment	▫ NUIT
Legal Services	▫ People Relations and Policy	▫ Estates and Facilities
▫ Research and Innovation	▫ People Business Partnering	▫ Corporate Finance
▫ Strategic Planning and Change ▫	▫ People Operations and Systems ▫	▫ Financial Performance
External Relations	▫ People Engagement and Culture	▫ Financial Services
▫ Academic Services		▫ Procurement and Purchasing
▫ Student Services		▫ Internal Audit
		▫ Funding Assurance



Equality, Diversity & Inclusion

We are committed to academic excellence, equality of opportunity, valuing individual differences and the diversity this brings. We aim to develop a fully inclusive university community, which recruits and retains colleagues and students from all sectors of society, who can develop within a positive and supportive culture to flourish and reach their potential.

These fundamental values are central to ensuring that all individuals are treated with dignity, fairness and respect. The fostering and promotion of good relations and understanding between and among colleagues and students, irrespective of identity or background, is expected of everyone that works or studies at the University. By fully embracing equality and diversity, the University is better able to engage with our customers, respond to new and evolving business challenges and create better working environments for colleagues.

We are a proud member of the Business Disability Forum and a Stonewall Global Champion. In 2020 we became the first university to become a member of the Employer with a Heart charter.

Athena Swan

We are the proud recipients of an Institutional Athena Swan Silver award demonstrating our achievements and ongoing commitment to achieving gender equality.

Race Equality Charter

We became a member of the **Race Equality Charter (REC)** to help to improve the representation, progression and success of minority ethnic colleagues and students within higher education. The charter provides a rigorous and robust framework through which institutions work to critically reflect and act on institutional and cultural barriers

In 2022 we were awarded a Race Equality Charter Bronze Award by Advance HE in recognition of our work towards tackling race inequality in the sector.

This award is testament to the huge amount of work done by colleagues and students from across the institution and particularly those involved in the REC SAT and REC work streams.

We value diversity at Newcastle University and welcome applications from all sections of the community.



Living and working

in Newcastle

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

Today, Newcastle is a modern, compact and culturally vibrant European city with a strong identity. The city centre is easy to get around and offers excellent shopping, restaurants, museums, galleries and cinemas. The city centre is renowned for its stunning architecture with many fine buildings and streets including Grey Street, described by renowned architectural historian, Nikolaus Pevsner, as 'one of the finest streets in England'

Once a busy industrial and commercial dockside, Newcastle's Quayside is now packed with cafés, bars and restaurants from which to enjoy views of the River Tyne and its bridges.

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

Employee Benefits

At Newcastle University, we are committed to providing a great range of benefits and discounts for our colleagues. A selection of these are:

Excellent pension schemes.

Excellent salary sacrifice schemes including cycle to work and pension schemes.

Generous annual leave in addition to a Christmas closure period. You also have the opportunity to purchase a further two weeks additional leave per year.

Family friendly leave policies, a colleagues volunteering scheme and career break scheme.

NCL Rewards which offers nearly 6,000 discounts at national retailers, holiday providers, cinemas, leisure attractions and much more.

Web store – offering discounts on local sports tickets, theatre shows and other attractions.

Discounted regional travel scheme including bus, metro and rail.

On-site Sports Centre and Library.

More detailed information at www.ncl.ac.uk/vacancies/benefits

Sports fans are spoilt for choice in Newcastle, with regular top flight football, rugby and basketball fixtures taking place in the city. Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county, one-day international, Twenty20 and Test matches.

Nearby, Close House golf resort is listed among the UK's top 100 golf courses and, every year, the world's largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

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

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

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

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

Newcastle's hospitals have an international reputation for excellence in health care, and the University works in close partnership with the Newcastle Hospitals NHS Foundation Trust. Our National Health services are some of the best in the country, and our hospitals – including the Royal Victoria Infirmary and the Freeman and Queen Elizabeth hospitals – are also significant employers.

Education here also has a strong reputation, with a choice of excellent state and private schools, several FE colleges and of course world-class higher education provision.



How to apply

We now invite applications for the position of **Pro-Vice-Chancellor Faculty of Humanities and Social Sciences**

Applications should consist of a full CV (Curriculum Vitae) and covering letter of no more than 2 sides of A4 outlining how you meet the essential criteria for this role.

To find out more about this exciting opportunity, and to apply, please contact our retained Search Partners TalentEdu, at **MHolleran@TalentEdu.com** or on **020 3290 2907**.

Appointment Timetable

Closing Date: 5th January 2025
Formal interviews: 13th & 14th February 2025

