

SHAPE OUR SUCCESS

JOIN OUR REMARKABLE COMMUNITY AS
DEAN OF THE FACULTY OF SOCIAL SCIENCES

FOREWORD

Thank you for your interest in the position of Dean of the Faculty of Social Sciences.

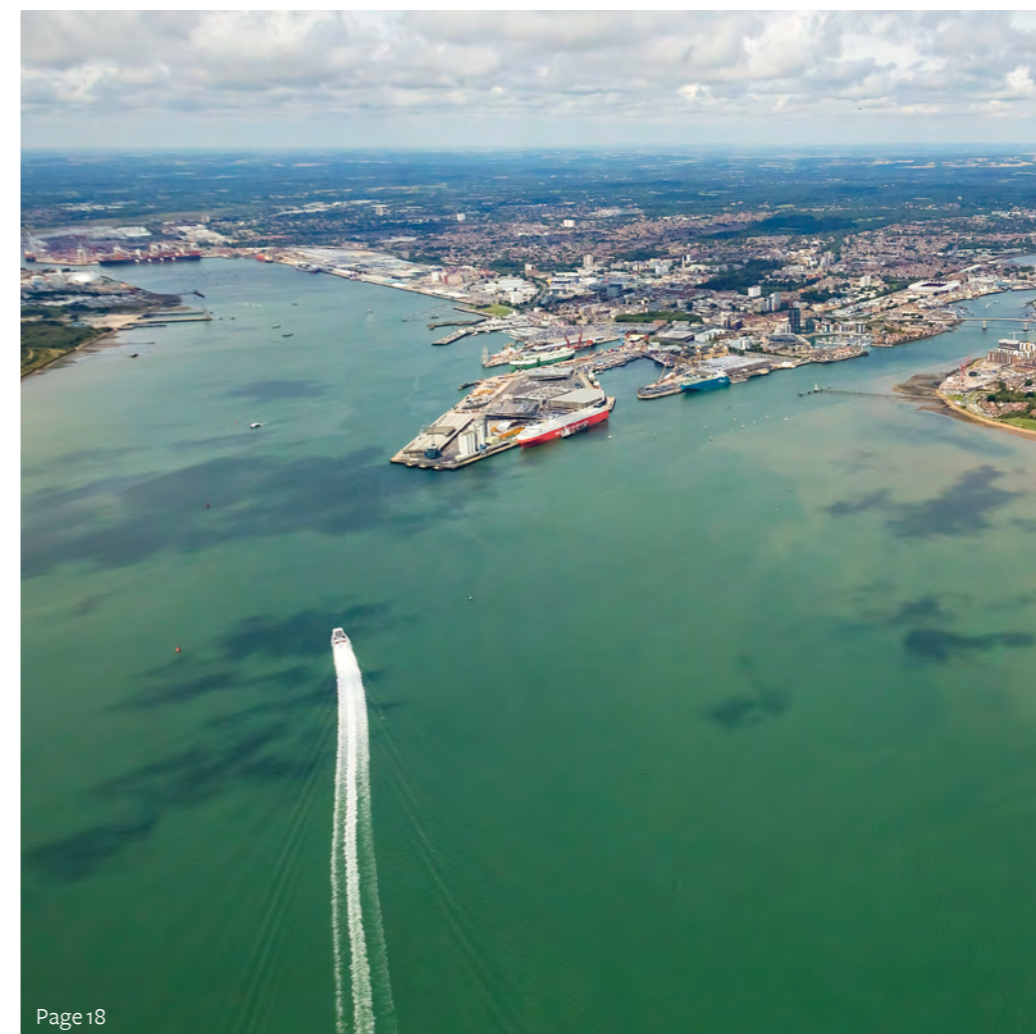
The need for internationally excellent, research-intensive universities like Southampton to help tackle some of the world's biggest challenges has never been more important and urgent. At Southampton, our aim is to change the world for the better. Bringing together realms of research, creativity and knowledge, we are focused on having a 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.

Our University Strategy, launched in January 2022, places people at its heart and encapsulates the Triple Helix of excellence: research, education, knowledge exchange and enterprise — creating a distinctive and inclusive environment where everyone can flourish. Since its launch, we have accelerated progress by investing significantly in our campuses, enhancing support for staff and students, and celebrating the diverse contributions that shape our community.

We are proud to be a founding member of the UK's prestigious Russell Group of leading research-intensive universities. With campus operations in Malaysia and India, and partnerships across the globe, our international outlook attracts exceptional talent from around the world.

As Dean of the Faculty of Social Sciences, you will provide strategic and visionary leadership that advances the Faculty's national and international standing, and shapes the future of Social Sciences at Southampton. Drawing on your academic leadership and strategic insight, you will champion excellence across education, research, and knowledge exchange and enterprise. You will drive interdisciplinary innovation, foster a culture of collaboration, and build influential partnerships that deliver meaningful impact on the complex societal challenges our disciplines address.

We are committed to being a fully diverse and inclusive institution. 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.

Page 4

Our values

Activities underpinned by the values determined by our University community.

Page 6

Equality, diversity and inclusion

It matters to us in all that we do.

Page 8

Overview of the role

Page 10

Role of the Dean of Social Sciences

Position description and candidate profile.

Page 12

Our campuses

Southampton's world-leading facilities

Page 16

The University and its region

Page 18

Tackling homelessness

Southampton's clinical psychologists link research, education and social enterprise to tackle homelessness. Led by Professor Nick Maguire our psychologists are supporting people who experience homelessness, while also developing a postgraduate certificate programme in psychology that will train the next generation of practitioners to end this societal injustice.

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 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 six.

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 300,000 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 Knowledge Exchange Framework (KEF) exercises.

Collaborate with us: together we advance.

 **Find out more**
The University Strategy

Bridging the gap between national policy and local action

The political rhetoric around climate change coupled with the hugely ambitious national targets to reduce our carbon emissions, provides local authorities with an almost unattainable task. And how this is done 'on the ground', while balancing the need for high-level services for the community, is crucial.

Third-year PhD student Emily Cole is working with local authorities in Hampshire to understand the challenges they face, how they make decisions about land allocation, and recommend where renewable energy and conservation areas could go.



Can Renewable Energy and Nature Work Together? | Southampton PhD

OUR VALUES

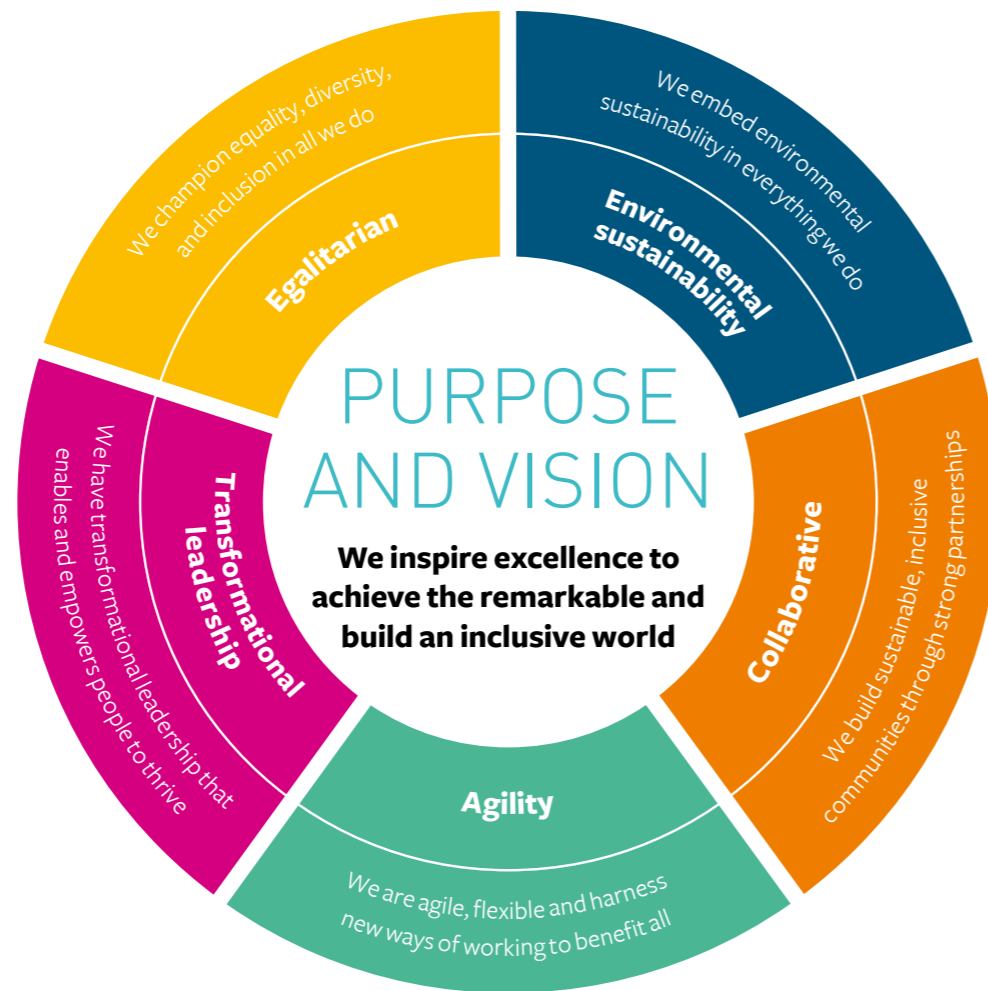
Our values provide the lens through which we make decisions, guiding our actions, collective behaviours and systems.

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.

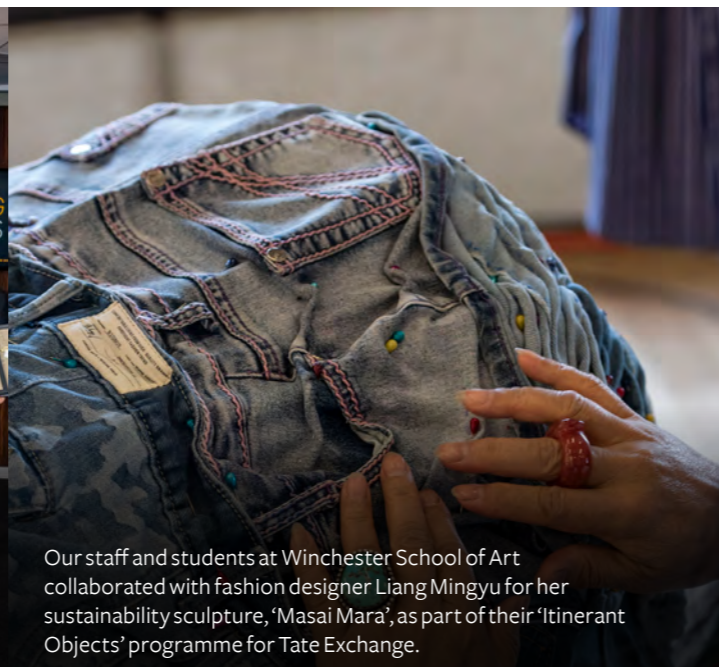
Ensuring different views are heard allows us to make the best decisions.



Our values in action



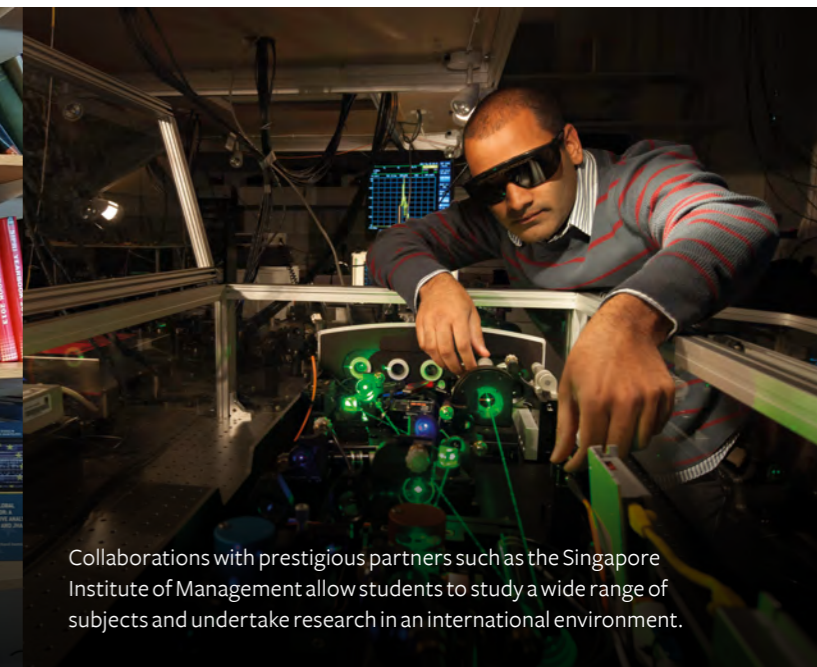
Our annual Vice-Chancellor's Awards recognise and celebrate the exceptional contributions made by our staff during the academic year.



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.



Dr Kamil Zwolski, Associate Professor in International Politics, was awarded a prestigious National Teaching Fellowship for his innovative approach to teaching.



Collaborations with prestigious partners such as the Singapore Institute of Management allow students to study a wide range of subjects and undertake research in an international environment.

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.

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, age, gender, disability, 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 and student 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 are also delighted to have received the Race Equality Charter bronze award from Advance HE, which recognises that we have a solid foundation for eliminating racial inequalities and developing an inclusive culture that values all staff and students.

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.

 **Find out more**
Creating an inclusive community





Levelling up inequality

Southampton researchers are hearing directly from midlife and older people from diverse communities in Southampton, in a project designed to better understand the factors behind pension inequality.

By combining statistical expertise with public engagement research methodologies, the project is enriching existing knowledge around pension inequalities, filling gaps in the data, and informing policymakers.

OVERVIEW OF THE ROLE

Southampton is entering an exciting new phase of strategic development as we aspire to be a truly agile, globally connected institution. By continuing to implement our University Strategy, we will strengthen our position as a remarkable global institution for education, research, and knowledge exchange and enterprise, with people at the heart of our vision. This role is central to advancing that ambition and sustaining our standing among the world's top 100 universities.

The Faculty of Social Sciences at the University of Southampton is nationally and internationally recognised and is uniquely positioned against other Russell Group comparators. The Faculty's structure is inherently interdisciplinary, bringing together economics, politics, law, business, education, data science and mathematical sciences to create a uniquely collaborative environment. This breadth supports rich collaboration across disciplines, enabling researchers and students to tackle complex societal challenges such as governance, inequality, sustainability and behavioural change, from integrated and multifaceted perspectives. We combine academic excellence with real-world impact, addressing global challenges through research, education, knowledge exchange and enterprise.

The Dean will play a pivotal role in enhancing the Faculty's national and international profile, strengthening interdisciplinary collaboration across the Faculty, and cultivating strategic partnerships with industry, government, local, national and international partners. The Dean will lead initiatives to drive student recruitment, strengthen financial resilience and sustainable growth, drive academic excellence and ensure the Faculty continues to make meaningful contributions on a global scale.

As a key strategic leader, and member of the University's executive leadership team, the Dean of the Faculty of Social Sciences will shape the strategic direction, development, and performance of both the Faculty and the wider University. The Dean will cultivate an inclusive culture, champion staff, and create an environment that supports professional growth, wellbeing and engagement. The Dean will bring strong visionary leadership and business acumen, with the ability to secure funding, navigate complexity, and lead transformative change.

The Dean will also be a visible forward-thinking leader and representative of both the University and the Faculty, developing talent, strengthening internal and external relationships, and ensuring the Faculty remains at the forefront of innovation and societal impact.

How to apply

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

Mark Holleran
southampton@talentedu.co.uk
+44207 971 1400

The closing date for receipt of applications is midnight (BST) on **Wednesday 13th May 2026.**

Following a longlist meeting of the Search Committee, successful candidates will be invited to attend a virtual Engagement Day on **Friday 26th June 2026.**

Interviews are scheduled to take place in person at the Highfield Campus on **Friday 10th July 2026.**

ROLE OF DEAN OF SOCIAL SCIENCES

Job purpose

- To lead and develop the continued success of the Faculty, playing a pivotal role in the strategic development and operation of the Faculty's education, research, knowledge exchange and enterprise activity through the effective leadership of staff and management of resources in pursuit of University and Faculty strategic goals.
- To be responsible, as a member of the University Executive, for the strategic direction, development and performance of the University, taking on specific institution-wide responsibilities, as determined from time to time in consultation with the President and Vice-Chancellor.
- To represent the University and Faculty externally, growing income and strengthening both national and international reputation. To play a leading role in the University's development activities, ensuring the Faculty is strongly positioned to deliver its strategic aims and projects.

Key accountabilities/primary responsibilities

- Lead the Faculty in a transparent, visible and consultative manner to develop and implement its business plans for excellence in research, education, and knowledge exchange and enterprise, thereby achieving agreed Faculty performance targets including tuition fee, research and other income.
- To work effectively as a member of the University Executive contributing to the development and implementation of the University strategy.
- Develop strong strategic relationships with key stakeholders (internal and external) to enhance the Faculty's leading role in education, research, and knowledge exchange and enterprise. This includes championing a clear, shared vision for the Faculty as a whole, while also increasing the national and international reputation of its individual disciplines.
- As budget holder for the Faculty, ensure, within the limits of available resources, that effective arrangements exist to enable academic excellence within the framework set by the University, in pursuit of the Faculty's business plans ensuring optimal alignment with the Triple Helix Strategy. To include ongoing development and maintenance of the estate, embedding sustainability and achieving the strategic goals of the institution.

- Establish and maintain a high performing, collegiate, inclusive and respected senior leadership team and oversee the management, performance and development of the Faculty's academic, technical and professional staff. Work within the agreed core administration structure to organise and manage the Faculty to achieve its academic and performance goals. Maintain and grow the relationships between Schools to ensure a cohesive Faculty.
- Deliver a world-class student experience, holding accountability for matters relating to the admission, recruitment, education and welfare of students in the Faculty, as well as the delivery of services by support staff. Place significant emphasis on growing and enhancing student numbers and achieving sector-leading outcomes across key student success metrics.
- To underpin an environment for world-class research, knowledge exchange and enterprise, working with Research and Innovation Services. Have plans and processes in place to ensure a strong outcome in the next Research Excellence Framework (REF) and Knowledge Exchange Framework (KEF) exercise. Work with the Development Office to identify and exploit new opportunities to grow sources of income for the Faculty, including proactively developing Faculty relations with alumni philanthropists and other key stakeholders, and encouraging other leaders within the Faculty to develop such relationships.
- Responsible for the proper conduct of the Faculty in accordance with the University's rules, regulations, policies and procedures, particularly those in relation to equality, diversity and inclusion (EDI), and health and safety.
- Promote a culture of equality, diversity, inclusion and respect throughout the Faculty. Work with colleagues to embed EDI initiatives and follow best practice.
- Any other duties as allocated by the line manager following consultation with the post holder.

Internal and external relationships

- Members of Council, senior executives of the University, other senior office holders of the University, Directors of Professional Services and the Vice-Chancellor's Office.
- Heads of Schools, Associate Deans, Director of Faculty Graduate School and Director of Centre for Higher Education Practice.
- Members of staff and students within the Faculty.
- Key stakeholders, including funding bodies, relevant professional bodies and societies.
- Equivalent post holders in other Universities, nationally and internationally, including active participation in relevant bodies for Deans of Social Sciences, or similar roles.
- Local, national and international government bodies and public organisations, as applicable.
- Related commercial organisations, as applicable.
- Alumni and donors

CANDIDATE PROFILE

Knowledge, Experience and Qualifications

Essential

- A higher degree, PhD or professional doctorate in a relevant field.
- A proven track record of outstanding academic achievement, of international standing, in a field of expertise relevant to the Faculty, potentially recognised by membership of a relevant prestigious society or organisation.
- A strong track record of excellence across research, education and knowledge exchange and enterprise, with a deep appreciation for and commitment to interdisciplinary collaboration.
- A proven track record of successfully inspiring and leading a faculty or school of significant complexity in relevant disciplines.
- A proven track record of providing strategic and visionary direction and maximising performance in a complex organisation, with an understanding of how to bring together multiple disciplines.
- Knowledge and awareness of the broad context of Higher Education and government policy in the UK, and the current and forthcoming challenges and opportunities it presents.

Desirable

- Membership of Higher Education Academy.
- Teaching qualification (Postgraduate Certificate or equivalent).

Teamwork and Communication

Essential

- Adopts a highly visible, transparent, consultative and supportive leadership style, consistent with the University's values and Our Southampton Behaviours.
- Demonstrates respect and builds trust with directly and indirectly managed staff, students and other key stakeholders. Builds, supports and maintains a high performing leadership team.
- Uses influence, persuasion and highly developed communication skills to positively develop, agree and deliver long-term priorities and strategic plans, while fostering strong engagement and support through times of change.
- Enhances connections between disciplines within the Faculty to ensure cohesiveness and encourage collaboration.
- Establishes and builds major relationships with key stakeholders internally and externally.
- Provides effective community leadership to cultivate strong networks in the civic community and build links with the wider community, business, industry and other stakeholders.

Planning, Organisation and Resource Management

Essential

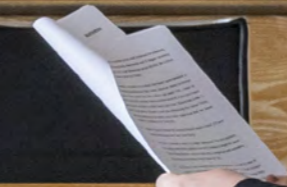
- Sets the vision, direction and performance targets for the Faculty and inspires, motivates and leads others to fulfil them.
- Champions and advocates for the work of all disciplines in the Faculty and University, and able to promote its interests both internally and externally.
- Implements change management initiatives and formulates strategic plans that reflect and support the needs of the Faculty and/or University.
- Owns and implements difficult decisions and takes accountability for own actions.
- Contributes to the running of the University as a senior executive.
- Is proactive in developing others and celebrating success.
- Demonstrates financial acumen, and an understanding of Higher Education funding, with the ability to increase or develop new or additional sources of income.

Problem Solving and Initiative

Essential

- Demonstrates sound judgement and practical problem-solving skills.
- Makes informed judgements about significant new problems where precedent might not exist.
- Develops innovative, often inter-disciplinary, solutions to facilitate the achievement of strategic priorities.
- Manages complex change, engaging with staff, students and other stakeholders throughout.
- Able to achieve results through persuasion and negotiation in situations where no direct authority exists.
- Able to achieve integration of and synergies between education, research, knowledge exchange and enterprise activities.

Law School



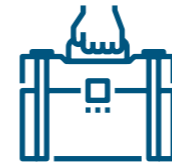
Offering support in court

Our Law students are providing support to defendants appearing in the small claims court in Southampton.

They are acting as McKenzie Friends and accompany defendants in court if they don't have legal representation, providing help via note taking, emotional support, helping to explain the process, or prompting the defendant.

The project is a collaboration between the University and Southampton County Court, and students are in court once a month to help and support.

Southampton is ranked **87th** in the world¹



Received **£141.8m** in research grant and contracts income in 2024/25²



92% of our research has been classed as world leading or internationally excellent³



Engaged in research with over **700** overseas partners



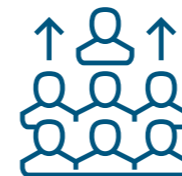
We attract high-quality students from **over 130 countries**



At any one time we are working with over

1,000

external organisations around the globe



Our **Ignite Southampton** programme supports students from under-represented backgrounds

We have over **24,500** students, including more than **9,000** international students



£4.14bn of economic impact across the UK in 2020/21⁴



Ranked 17th in the UK⁴

Our 290,000 alumni community spans over **185** countries



We employ over 6,500 staff

Very strong performance in the first KEF exercise⁵



Our income was **£747.5m** in the 2024/25 financial year²



The University creates and underpins employment in other organisations, amounting to over

16,000 jobs across the UK⁶



Ranked **9th in the UK** and **23rd in the world** for sustainability⁷

¹ QS World University Rankings, 2026

² University of Southampton Financial Report, 2024/25

³ Research Excellence Framework, 2021

⁴ The Complete University Guide, 2026

⁵ Performing at or above the cluster average across every perspective

⁶ The economic and social impact of the University of Southampton, London Economics, 2022

⁷ QS World Sustainability Rankings, 2025

OUR CAMPUSES

We have six campuses in Southampton, one in Winchester, one in Malaysia and one in India. Each has its own personality, world-leading facilities and specialisms.

Highfield Campus

Our main campus, Highfield, is the largest of our campuses, and the heart of the University. It is home to many of our state-of-the-art research and teaching facilities, and combines a lively and exciting atmosphere with calm, green surroundings.

University Hospital Campus

University Hospital Southampton is the main site for the study of medicine and healthcare. It hosts a purpose-built research hub, and is also home to the University's dedicated Centre for Cancer Immunology – the first of its kind in the UK. This site will soon see the development of a new medical health research building.

Boldrewood Innovation Campus

Boldrewood is the base for engineering studies and research. Facilities include laboratories for studying unmanned aerial vehicles (UAVs), fluid dynamics and high-performance sports, a driving simulator, flight simulators, design studios, a 138m towing tank and our £48m National Infrastructure Laboratory (NIL). The NIL houses five new engineering laboratories, including a 30m x 15m large structures testing laboratory and a cutting-edge geotechnical centrifuge.

Waterfront Campus

Based at the National Oceanography Centre Southampton is one of the world's leading research centres for the study of ocean and Earth science, with facilities including the Coral Reef Laboratory, a multi-use research aquarium, our 19.75m purpose-built catamaran and the National Oceanographic Library.

Avenue Campus

Just a few minutes' walk from Highfield, and on the edge of Southampton Common, Avenue Campus is the base for our humanities subjects. Avenue has its own lecture theatres and catering facilities, plus a purpose-built £3m archaeology building and a new interactive digital humanities hub.

City Centre Campus

In the heart of the Cultural Quarter in the city centre, our Sir James Matthews Building offers updated teaching and learning spaces alongside facilities for meeting local and regional civic partners. The Building also includes a student enterprise zone and an artisan cafe.

A short walk across Guildhall Square from the Sir James Matthews Building is the University's John Hansard Gallery, one of the UK's leading contemporary art galleries, which plays a dynamic role in the cultural life of Southampton and the region.

Winchester Campus

Based in the historic city of Winchester, our specialist arts campus, Winchester School of Art is home to a vibrant community of over 1,300 art and design students. With creative ambition at its core, WSA offers cutting-edge resources and facilities including specialist computer suites, photography studios, laser cutting, 3D printing and more.

Johor Campus, Malaysia

The Malaysia campus is located in a brand-new state-of-the-art building, with spacious laboratories, teaching and social spaces. The building is adjacent to luxury student accommodation, a large shopping mall, and all the facilities of EduCity, and is just an hour's drive from Changi Airport, Singapore.

Delhi NCR Campus, India

The campus is located in a vibrant commercial district, with a high number of blue-chip companies and start-ups to connect students and graduates to. It is close to transportation, with accommodation, food and beverages, and shops also nearby.



Avenue Campus



University Hospital Campus



Highfield Campus



Delhi NCR Campus, India



Waterfront Campus



Boldrewood Innovation Campus



University of Southampton Malaysia

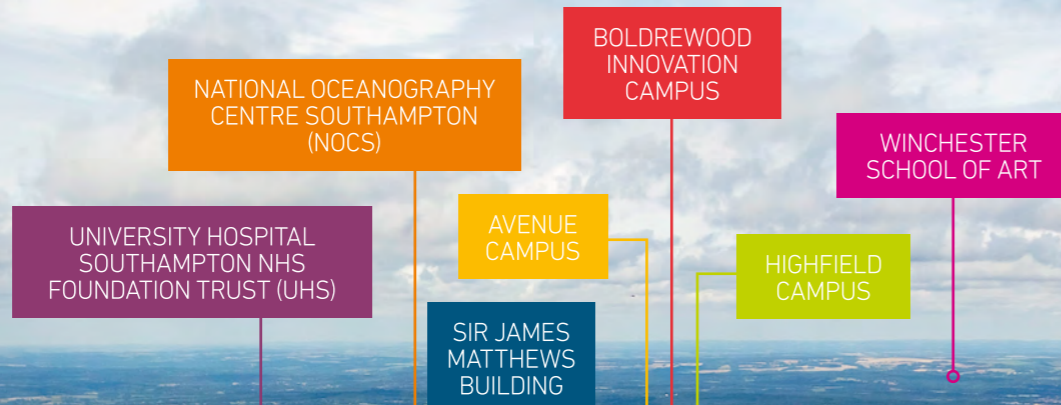


City Centre Campus



Winchester Campus

THE UNIVERSITY AND ITS REGION



7th
most liveable
city in the UK*

*PWC Good Growth for Cities, 2025

The University's core purpose and vision is to inspire excellence to achieve the remarkable and build an inclusive world, and our partners in the city play a vital role in helping us in this.

Our foundations and heritage make the University a gateway to the world and our Strategy emphasises our commitment to 'place' and being a civic university. We are deeply committed to Southampton as a city of culture and across the region will further develop our civic role of making a positive impact.

Being a civic university allows us to rethink how we contribute to our region, so that civic engagement can become hardwired into institutional culture.

Articulation of the benefit the University brings to the region through the productive relationships we have with local and regional government, will help mobilise a community of supporters to benefit all communities. Over 50 per cent of our UK-based alumni (over 80,000 people) live within 50 miles of the University alongside 'friends' who support us philanthropically and through collaboration.

Underpinned by the four pillars of the Civic Charter – Place, People, Partnerships and Impact – we will work together with our friends and civic partnerships to improve the lives and environment of people across diverse communities in a just and responsible way. The University will become a truly integrated part of its local communities.

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.

 [View our virtual tours](#)

 [Watch our video](#)



Find out more

Contact Mark Holleran

southampton@talentedu.co.uk

+44207 971 1400