

Candidate Information

Position:	Dean and Head of School
School/Department:	School of Medicine, Dentistry and Biomedical Sciences
Reference:	22/110544
Closing Date:	Monday 13 February 2023
Salary:	Salary will be commensurate with stage of career, aligned with the M400 consultant salary scale. An honorarium will be payable for the additional responsibilities associated with the role of Dean and Head of School.
Anticipated Interview Date:	March 2023
Duration:	Appointment will be to a permanent post as a Professor within the School. Appointment to the role of Dean and Head of School will be for an initial period of 5 years.

JOB PURPOSE:

This role will provide a unique opportunity to join the leadership team of a Russell Group University and innovate in highly successful education and research programs in Healthcare. The Faculty has performed exceptionally in external assessments of esteem and is responsible for significant new investment in infrastructure through the Belfast Regional City Deal which has a majority focus on Health and Life Sciences. A £50m investment in new integrated facilities for clinical trials with Belfast Health and Social Care Trust is part of this and is due to open in 2025. Further significant investments for new medicines development are also in the pipeline. In education, the School has top quartile scores in the National Student Survey and is innovated in curriculum reform and in the use of simulation in integrated professional education.

The Dean and Head of School will lead a team of Deputy Head of School and six Centre Directors, responsible for the development and delivery of the School's strategic priorities in research, education and innovation, which are aligned to Faculty and University strategy. They will be supported by a School Manager and a professional services support team. The Dean will represent the School and University locally, nationally and internationally and will be fully responsible for devolved financial, physical and human resources. They will be responsible for corporate governance and quality assurance with their senior leadership team.

The University is undertaking a reorganisation of professional support services and the new Dean will have an opportunity to reshape the SMDBS structure and influence the development of School, Faculty and University structures and processes.

MAJOR DUTIES:

1. Reporting to the Pro Vice Chancellor in the Faculty of Medicine, Health and Life Sciences (FMHLS), the Dean/Head of School will be a member of Faculty Executive Board and lead on strategy for Medicine, Dentistry and Biomedical Sciences. They will contribute to the development and implementation of School, Faculty and University strategy and provide the leadership between Faculty and School structures. They will develop and support cross-School and -Faculty collaborations in research, innovation and education. They will provide academic and strategic leadership to the School, working with and supporting the Deputy Head of School and Centre Directors to establish and maintain an environment of excellence and collaboration which enables education, research, enterprise, internationalisation and scholarship to flourish.
2. With their senior leadership team, the Dean will build a vibrant, collegial School community and establish effective communication channels within the School and with Faculty and University as appropriate. They will encourage and support inter-disciplinary and collaborative working in education and research, with a commitment to improving the effective translation of innovative research and pedagogy towards real-world impact, both nationally and internationally. They will lead in the delivery of high quality medical, dental and biomedical science curricula, embracing innovation to deliver today's and more importantly tomorrow's healthcare needs, promoting widening of access to the healthcare professions and ensuring that all programmes satisfy the requirements of the relevant professional accrediting bodies.

3. In Northern Ireland, the Dean will work with the Department of Health, Healthcare Trusts, Public Health Agency and relevant primary healthcare organisations to identify the actions and resources required to support the delivery of the medical, dental and biomedical science education portfolios and ensure the School's undergraduate and postgraduate programmes address the workforce needs.
4. The Dean will oversee a comprehensive people strategy to ensure the recruitment, support and development of high calibre academic and professional support staff to the School, with the proactive development of future leaders and succession planning as appropriate. They will be the accountable line manager for the Deputy Head of School and Centre Directors within the School, to ensure that all staff make the relevant and appropriate contribution to the School's education, research, enterprise, internationalisation and other activities.
5. As a clinical academic, the Dean and Head of School will deliver clinical sessions as appropriate to the appointee's specialism and as agreed on appointment. This will be reflected in an annual integrated job plan.

ESSENTIAL CRITERIA:

1. A degree in Medicine or Dentistry, with a postgraduate doctorate or equivalent.
2. Full GMC/GDC registration plus a Licence to Practise (must have both at time of appointment).
3. Membership of the relevant Royal College in the UK or equivalent qualification.
4. Entry on the relevant GMC Specialist Register/GDC Specialist List.
5. Evidence of high-quality delivery of education and/or research and innovation at a senior level in an academic institution.
6. A record of developing a successful collaborative culture delivering impact, in an academic context with evidence of a strong culture of trust, empowerment and inclusion.
7. A substantial record of achievement in academic senior leadership with demonstrable evidence of responsibility for a range of significant resources and successful delivery of strategic initiatives, including change management.
8. A strong academic record and professional profile in education and/or research in a discipline or disciplines represented within the School.
9. Stakeholder management experience with demonstrable ability to undertake a representational role at a national and international level, communicate with, and influence people and organisations.
10. Proven ability to both lead and work as a member of a senior multidisciplinary team.
11. Commitment to equality of opportunity for students and staff and to the development of Queen's University as a pluralist institution.
12. Commitment to enhancing the reputation of Queen's University in local, regional, national and international domains, including in relevant external measures of esteem and performance.
13. Ability to cope with pressure and conflicting demands, and to demonstrate creative thinking and use of analytical skills to solve problems and develop innovative solutions.
14. Excellent communication and presentation skills with proven interpersonal, social, negotiating and team building skills.