

Keele
UNIVERSITY



Prospects

Faculty of Natural Sciences Overview

It's the Keele difference.

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Welcome to *The Faculty of Natural Sciences*

We are renowned for our interdisciplinary and multidisciplinary approach and our Faculty of Natural Sciences is central to this.

Our Schools of Chemical & Physical Sciences, Computing and Mathematics, Geography, Geology and the Environment, Life Sciences and Psychology build scientific skills and awareness of the issues relevant to both our sustainable development and quality of life.

They integrate world-class research with the very best teaching and the latest innovations. Since Natural Scientists are inherently multidisciplinary and interdisciplinary, they are particularly relevant to how the world around us works today and ours is the natural venue for them. It's the Keele difference.

Introduction from the Pro Vice-Chancellor and Executive Dean of the Faculty of Natural Sciences

Thank you for your interest in the role of Head of the School of Life Sciences

As Head of the School of Life Sciences you will be an outstanding individual, prepared for the exciting challenge of shaping the strategic direction of the School. Keele has ambitious plans for its development, building upon its reputation as a research led campus university with a broad academic base. We are large enough to have high impact and profile, but small enough to sustain our commitment to community and individuals.

The Faculty of Natural Sciences has a vibrant research community and we are proud of our diverse and supportive research culture. The recent REF2014 exercise confirmed that the majority of our research was classified as world class or internationally excellent. As a direct result, research funding into the Faculty has increased substantially in the past few years.

Keele is an outstanding provider of inspiring education, recognised in its award of Gold status in the recent TEF. Keele prepares graduates who make significant and wide-ranging contributions to their chosen fields. Students form a strong affinity with Keele during their studies and throughout their lives, as evidenced by our outstanding success in relation to student satisfaction, our significant alumni networks across the world and the active role our alumni take in the development of the University.

The School of Life Sciences is currently in an exciting stage of development, extending its national and international reputation in research and teaching. As the new Head of School, you will have the opportunity to build upon and develop the research profile of the School as well as further developing learning and teaching. The School of Life Sciences has a close association with Keele's highly ranked Medical School and the School will also develop a close relationship with the newly established Harper and Keele Veterinary School, which is due to take its first undergraduates in 2020.

As we look ahead to 2020 and beyond, Keele will be a University characterised by aspiration and ambition – an aspirational destination for students and staff.

If you believe you have the experience and qualities to be part of the leadership of the Faculty through its next period of development and growth, then I hope you will pursue this opportunity.

Professor Jonathan Wastling
Pro Vice-Chancellor and Executive
Dean of the Faculty of Natural Sciences



School of Life Sciences

The School of Life Sciences has approximately 40 academic staff, almost 800 students and a budget of over £10M which is managed by the Head of School. The School places a strong emphasis on excellence in research and contributes to outstanding undergraduate programmes. These include a number of courses within Keele's combined honours programme (Biochemistry, Biology, Human Biology and Neuroscience) as well as single honours in Biology, Biochemistry, Neuroscience, Biomedical Science and Applied Biomedical Science.

Most of our programmes are accredited by the Royal Society for Biology and the UK Institute of Biomedical Science, and the Applied Biomedical Science programme is also approved by the Health Care Professions Council. Recruitment to all programmes has been strong in recent years and further expansion of the School's teaching and research provision is planned. This success in both teaching and research is facilitated by an enthusiastic and committed staff who contribute fully to research, teaching, widening participation and outreach activities of the School.

The School is physically located in its own building, the Huxley Building. The University has invested heavily in the School's infrastructure in recent years to provide research accommodation and teaching facilities. This includes a £11 million expansion in both teaching and research infrastructure within the School completed in 2017. The teaching accommodation includes an 80 place biochemistry/molecular biology lab, a 48 place human physiology lab and an 80 place general biology laboratory. This investment has resulted in first class, state of the art laboratories for both teaching and research.

The School is currently in an exciting stage of development, extending its national and international reputation in research. The majority of research within Life Sciences reflects strength in a range of bioscience, in its broadest sense, and as such the School has links with the Medical School and environmental aspects located in several Schools in Keele University. We have close working relationships with clinicians and translational research at the University Hospitals of North Midlands (UHNM).

The predominant research themes that operate in the School of Life Sciences are Cell and Molecular Medicine (molecular cell biology of apoptosis and its dysregulation, cancer, autoimmune disease, parasitic and viral disease, structural biology of the immune system, crystallography); Centre for Applied Entomology and Parasitology (molecular biology and ecology of parasites and vectors involved in tropical diseases, chemical ecology of insect pests of medical, agricultural and horticultural importance, biology and immunology of fish diseases); Neuroscience (neurobiology, neuroplasticity, neurodegeneration, auditory neuroscience and deafness) and a newly established research theme concentrating on the molecular and structural aspects relating to a range of bioscience disciplines. Other staff in Life Sciences have research interactions involving Chemical Sciences (ecotoxicology of aluminium and biological silicification) and Geography, Geology and Environment (tree and plant ecology, tree-insect interactions).



The recent Research Excellence Framework (REF2014) confirmed Keele's position as a leading university for research of world-class quality and international excellence. The REF assesses the quality of research in all higher education institutions in the UK and the results showed that 97% of the research conducted at Keele was classified as world leading and of international importance, with top-rated research in all three Faculties. Performance during the REF is directly related to central funding and the excellent scores gained by Keele resulted in an overall increase in research funding of 18% for 2015-16. During REF2014, staff in Life Sciences were submitted in three areas, namely A5 (Biological Sciences), A3 (Allied Health Professions) and B15 (General Engineering). As a direct result, research funding into Life Sciences for 2015-16 increased by 111% compared to the previous year. The results also show that research at Keele is having a genuine impact on the world around us, with all submission areas having world-leading examples where society has benefited from our research.

The Role

Head of the School of Life Sciences

Role Summary

As Head of the School of Life Sciences the appointee will be responsible for the delivery of teaching and research. The Head of School will be responsible for all aspects of leadership and management of the School and ensuring compliance with University and statutory regulations. They will drive forward both the research and teaching agenda of the School and will shape the School's strategy which will be summarised within the School's strategic plan. The Head of School will be ultimately accountable for the performance of the School against that strategy. The post-holder will be a member of the Faculty's Executive Group.

In addition to the overarching Head of School responsibilities, the appointee will be expected to show leadership in the growth, development and delivery of internationally excellent research in Life Sciences and to continue to develop a strong personal portfolio of internationally renowned research.





Head of School duties and responsibilities

To provide academic leadership in the management of all educational and research activities within the disciplinary fields of the School, building on the strengths of Keele's interdisciplinary provision.

Development of Strategy

- Provide strategic leadership, including development and regular review of the School's strategic plan, ensuring that local plans are consistent with overall Faculty and University strategy.

Support Growth in Student Numbers to agreed targets

- To generate new income for the School and Faculty through growth in student numbers to agreed targets, either directly or through a contribution to new intra-or inter-Faculty programmes at all levels.

To be a key member of the Faculty Executive Group

- To contribute to Faculty Executive Group and ensure that the School makes a full contribution to Faculty and University objectives.

To ensure appropriate academic structures are in place

- To ensure the appropriate academic support for all students.
- To provide an infrastructure for organising teaching across the School that supports flexible, high quality provision and enhances the quality of the learning environment.

To ensure appropriate internal and external links

- To develop disciplinary links with appropriate external professional bodies for programmes hosted by the School.
- To develop effective links with other Schools and Faculties across the University.
- To work closely with the new Head of the Joint Vet School between Keele University and Harper Adams University to deliver elements of laboratory based pre-clinical teaching to veterinary undergraduates.

To move forward the School's research agenda

- To appoint Research Centre lead(s) within the School and work with them to grow the research agenda of the School to agreed targets, working closely with the Faculty's Associate Dean for Research.

To move forward the School's teaching agenda

- To ensure appropriate management structures within the School to lead on the educational curriculum, and ensure that the School maintains high standards of teaching delivery and curriculum development.

To seek continuous improvement

- To take a fresh look at School structures and processes to seek efficiency and effectiveness within all areas and undertake a process of continual evaluation and improvement.
- To embrace the use of learning technology within the School.

To have an external facing role

- To represent the School and University effectively at local, regional and national level.
- To act as an effective ambassador for Keele University in the external environment.
- To operate in a way in which commands the respect of colleagues across the University.
- To participate in the University's governance through membership of Senate and other formal bodies.

Management of Resources

- To have responsibility for the direct line management of members of the School.
- To ensure that the School budget is managed effectively and in line with Faculty objectives, working closely with the Senior School Manager, Faculty Link Accountant and Faculty Business Manager.
- To manage the staffing resource for the School in line with University policies and procedures and best practice, including recruitment, performance management, appraisal and development.
- To ensure all members of the School have access to appropriate staff development.
- To facilitate the promotion of equality of opportunity and diversity throughout the School.

Quality Assurance

- To manage the processes of quality assurance delegated to School level, implementing effective and consistent processes to ensure quality and enhancement.
- To embrace quality enhancement as a key educational tool and embed principles at all levels of the School.

Governance

- To act as School risk manager for governance purposes and to ensure compliance with University Risk Management policy and procedures.
- To ensure appropriate School representation at Faculty meetings and to participate in University Committees where appropriate, feeding back information to the School where necessary.
- To ensure that the School complies with all University Policies and Procedures.
- To ensure the implementation of effective health and safety procedures in line with University policy.

*Person
Specification*





Person Specification

| Criteria Headings | Essential | Evidenced by | Desirable | Evidenced by |
|--|---|---|---|-----------------|
| <i>Qualifications/ Education/ Training</i> | <ul style="list-style-type: none"> PhD in an appropriate area of Life Sciences. Degree or equivalent qualification in Life Sciences. Substantial knowledge in area of Life Sciences. | A A, I, P | <ul style="list-style-type: none"> A qualification in teaching and learning in Higher Education, or fellowship of the Higher Education Academy | A, I |
| <i>Experience</i> | <ul style="list-style-type: none"> Experience in undertaking high quality research in appropriate area of Life Sciences. An international reputation for research excellence Experience of managing teaching and research staff. Experience of leadership in HE and/or external sector. Proven record in demonstrating academic leadership Demonstrable success in grant applications Experience of teaching undergraduates and postgraduates in higher education. Extensive experience of supervising postgraduate research students | A, I, P, R A, I, P A, I, P, R A, I | <ul style="list-style-type: none"> Experience of enterprise activity. Experience of public engagement activity. | A, I, P A, I |

| Criteria Headings | Essential | Evidenced by | Desirable | Evidenced by |
|---------------------------------------|---|---|---|--------------|
| <i>Skills/ Aptitudes/ Competences</i> | <ul style="list-style-type: none"> Excellent communication, presentation and interpersonal skills. An ability to initiate, develop and deliver high quality independent and collaborative research. Publications in peer-reviewed journals with high impact factor, and presentations at international/national conferences. An ability both to initiate work independently and to work as part of a team on teaching and research programmes. Ability to identify new opportunities for collaborations. Ability to interact with non-academic sectors through academic enterprise, business, and community engagement. Ability and willingness to contribute to the general administration of the School. Ability to contribute to the operational and strategic direction of the School | A, I, P A, I, P A, I A, I, P A, I, P A, I, P A, I A, I | <ul style="list-style-type: none"> Innovation in teaching and assessment methods. Relevant academic IT skills, including the ability to use a Virtual Learning Environment. | A, I A, I |



Keele University, Keele, Staffordshire, ST5 5BG

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