



Dean of School of Medicine

**Candidate Pack**

Autumn 2021

## Background

The University of Kurdistan Hewlêr (UKH) is the first and only public, English-medium and independent University in Iraq. Founded in 2006, it is an initiative of, and is funded by, the Regional Government of Kurdistan. It is dedicated to being the region's leading centre of excellence in research and teaching and in the dissemination and application of knowledge to further the industrial, economic, cultural, environmental and social development of the region.

Over the past fifteen years it has grown to 1200 students and there are around 140 staff. UKH currently offers degrees in Business and Management Sciences, Political Sciences and International Relations, Computer Science and Engineering, and Natural Resource Engineering and Management based on regional needs and student demands.

The University has a focus on producing graduates with the expertise, critical thinking and practical skills required to meet the challenges facing Kurdistan, the wider region and world-wide. In achieving these regional aims, UKH is open to all who qualify on academic merit and is committed to supporting this development process with a positive and inspiring ethos. The **teaching** philosophy of the University is to teach our students how to think and not what to think.

Through a cadre of highly motivated and internationally trained and recognised academic and research staff, UKH provides research training (MSc's and PhD's) and generates research that will advance knowledge and inform policy and decision makers in the region. **Research** at UKH focuses on and engages in promoting and supporting sustainable development and responding to market needs in the region and beyond.

**University Vision:** To be distinguished nationally and internationally for providing high quality learning opportunities and for carrying out research, enterprise and community engagement activities that are strongly linked to the needs and development of Kurdistan and the wider region.

**University Mission:** UKH's mandate is to educate and train young talents to become the driving force for sustainable development, improving the standard of living and leading an intellectual life in the Kurdistan region and in Iraq in general. More specifically, UKH's mission is to be recognized as a Centre of Excellence for:

- Providing high-quality learning opportunities that are driven by local vision and governed by high international standards;
- Producing graduates that not only have skills and knowledge in their discipline areas but are critical thinkers able to shape the future of the region and beyond;
- Disseminating and applying knowledge to further the industrial, economic, cultural and social development of Kurdistan and the region;
- Continuing education and life-long learning that plays a key role in the up-skilling of the workforce in Kurdistan and the region;
- Carrying out research, enterprise and community engagement activities that directly address the needs of Kurdistan.

## About Research and Development

UKH aims to be recognized as a creative and innovative world-class research and development Centre while continuing as the leading educational institution in the region.

This is achieved through:

- Creating a collaborative platform for academics, experts and entrepreneurs;
- Facilitating needs and requirements for specialised teams to collaborate in pursuit of their new initiatives and development ideas;
- Promoting a research culture through quality service delivery based on latest technology;
- Providing a platform for experts and academics within UKH to actively link with both the private and public sectors in Kurdistan;
- Putting the skills and new knowledge available within the UKH at the service of the community at large;
- Providing technical and logistical support and advise to entrepreneurs in translating their ideas into reality;
- Creating the environment for the establishment of small science base and sustainable businesses to be initiated.

## Schools of the University

The University is being structured around four schools:

### School of Management and Economics

The school offers undergraduate and postgraduate levels of education to students, which are dedicated to inclusivity, equality, and the highest standards of integrity in the tertiary education arena. SoME will play a significant role not only in higher education but the commercial development of the Kurdistan Region. SoME offers programmes to provide advanced education, research, and training in modern Business, Management, Economics, Finance, and Accounting. The knowledge and skills provided in SoME's programmes will generate a valuable supply of skilled labour to the public and private sectors, where the candidates are expected to hold key positions in Kurdistan's society.

## **School of Medicine**

UKH is introducing a unique Medical Education programme which seeks to build on mainstream medical education and provide students with the research, clinical evidence based training and critical skills to be effective doctors of tomorrow.

### *The Model*

The innovative model developed for the School combines a strong research foundation with a community-wide cooperative clinical education/service system. Students will be exposed to an academic and clinical environment that promotes learning and high standard training programs in a variety of healthcare settings, while instilling ethical practices at an international standard, and a clear understanding of the role of research in improving medical treatment that can benefit from, and contribute to, the future research strengths at UKH and with international collaborators.

### *A Research-Based Foundation*

From the outset, the School aims to become an aspiring institution in biomedical sciences and healthcare research. The aim of the School is to conduct research in areas of relevance to the Region such as cardiovascular diseases, diabetes and metabolic syndrome, emerging infectious diseases, neurodegenerative diseases, emergency and casualty recovery strategy deployment and health services research. The School will promote and encourage collaborative research in allied and basic science disciplines to benefit from rapid technological advances in computational translational medicine.

### *Distributed Clinical System*

The School will utilize a distributed clinical system, which is both consistent with the proposed mission and, at the same time, socially and economically advantageous. The School will partner with international and regional hospitals, clinics, and providers for its clinical programs. A distributed model will allow the School to train students in a variety of healthcare settings and populations throughout Kurdistan Region. At the same time, the distributed model allows for leveraging existing healthcare resources inside the Region by partnering with international hospitals, institutes and clinics. The School will also promote and encourage the emergence of community-wide cooperative clinics that will initially rely on the support of international healthcare institutions as well as Kurdish physicians and consultants working abroad.

The School is well aware of the responsibilities for assuring the highest standards of care in all clinical and/or hospital facilities within which it will operate or affiliate. A particular challenge in this respect relates to maintaining high quality of healthcare and ethical practices in the regional hospitals in comparison to the international European hospitals. A quality control officer will be appointed to establish and adhere to internationally recognizable Quality Assurance processes, which will be open to scrutiny by KRG health and education authorities.

## **School of Science and Engineering**

School of Science and Engineering (SSE) is one of the core schools at the University of Kurdistan Hewler (UKH) aimed to equip the youth with technical knowledge and skills in order to constructively change the society. The school comprises three departments: Computer Science and Engineering, Natural Resources Engineering and Management and Civil Engineering. They are backed by a support unit. The SSE draws on local and international expertise, and the staff has extensive experience in academia and industry.

The SSE has put in place a comprehensive plan of summer internships for its students with industry and other entities. Through this requirement, the SSE makes sure that all its students are placed for summer internships. The growth of civil engineering projects, the exploitation of natural resources and the development of computer, communications and IT in the Kurdistan Region are moving at a rapid pace, and the SSE is well placed to supply the trained professional manpower that is in demand.

The SSE is undertaking research and through the outreach to the community, providing services to support this development. Graduates achieve a proficiency in English and a level of academic competence that enables them to transition smoothly to postgraduate studies, locally and abroad.

## **School of Social Sciences**

The School is home to a cohesive team of faculty members with strong academic backgrounds and extensive experience. Since its inception, the goal of the School of Social Sciences (SSS) has been to prepare students to become the ambassadors of a future generation of citizens capable not only of leading the development of the Kurdistan Region and Iraq, but also of understanding and meeting the challenges of our globalized world.

To this end, the School is committed to teaching, training and research excellence in the fields of politics, international relations, diplomacy, public policy, applied linguistics, and literature, with particular emphasis placed on the acquisition of a strong proficiency in the English language as well as a good familiarity with an additional European language. Delivered by a passionate and highly qualified international faculty in a stimulating and collaborative learning environment, the School offers a variety of programmes aimed to equip students with the knowledge and skills for a successful career as future elites, while educating them to become critical thinkers and masters of their own intellectual growth.

As a way to increase their employability and prepare them to be valuable citizens of the world, students in the Department of Politics and International Relations have the opportunity to participate in internship programmes in public and private institutions in the Kurdistan Region and in a study-abroad exchange programme with SciencesPo University in Paris, France, together with a number of other community outreach and applied research projects. Graduates from the Department of Politics and International Relations have found positions in a number of professional fields, including politics, diplomacy, public administration, media, non-governmental and the business sector.

## The Role

<b>Post Title:</b>	Dean of School of Medicine (SoM)
<b>Reporting to:</b>	UKH President
<b>Department:</b>	Medicine (SoM)
<b>Hours of work:</b>	40 Hours/Week (Normally 08:30 AM – 4:30 PM, Sunday – Thursday)
<b>Job Family:</b>	Academic
<b>Place of work:</b>	University of Kurdistan Hewlêr
<b>Appointment duration:</b>	Three years (renewable)

### Overall objective of the post:

The Dean is a member of the University Executive Management Board, led by the President, and will coordinate the administration of academic programmes offered within the School of Medicine at the University of Kurdistan Hewlêr, in a manner that facilitates and maintains the highest standards of education for students in accordance with the mission, core values, and goals of the University.

The Dean of School of Medicine in consultation with the President, will:

- Act as the academic leader of the school; responsible for its day-to-day operations.
- Oversee the management of academic and professional programmes within the School and monitor students' academic progress.
- Line manages the Chair of departments within the school.
- Oversee the grading, reporting of standards and the other methods used by faculty members in measuring students' achievements.
- Support the recruitment/appointment of highly qualified Chair of departments and faculty staff; ensure their professional success, and maximize their ability to contribute to the School.
- Communicate academic policies, standards, and expectations to the Chair of departments and faculty members.
- Coordinate the assessment and development of academic programmes within the school.
- Conduct probationary interviews and performance management & appraisal procedures as notified by HR.
- Empower faculty and staff members to achieve performance goals and objectives.
- Serve as a consultant to faculty members in matters of classroom management, teaching methods, and general school academic and administrative procedures.
- Prepare and revise academic and professional programme plans for the school.
- Create and maintain a high quality, productive and supportive educational environment for students.

- Maintain good working relationships with staff members in all academic and non-academic areas.
- Maintain effective communication between students, faculty and Chairs within and out of the school.
- Demonstrate a high level of personal and professional commitment and development.
- Promote the involvement of the school with the community for academic, research and consultancy purposes.
- Participate in academic activities on or off campus and act as a team leader for the school faculty and administrative members as well as students.
- Develop and implement the school's strategic plans consistent with the University plans.
- Conduct regular meetings with faculty members and department Chairs, which will stimulate exchange of ideas on issues of educational interest and concern.
- Coordinate and be responsible for staff requirement within the school and devolved budget.
- Coordinate School's external collaborations.
- Develop strategies for income generation and securing research grants for the school.
- Ensure all the programmes within the school are validated and/or accredited by internationally recognised institutions.
- Undertake any other reasonable duties commensurate with the nature of the post and as requested by the line manager.

## Person Specification:

Ideal candidates will offer:

- PhD or equivalent in any areas of Medical Sciences.
- At least ten years' experience in a Senior or Management position in Higher Education institutions.
- Fluency in English Language - Reading, Writing and Speaking.
- The ability to continuously develop, monitor and improve academic and professional programmes.
- An understanding of personnel issues and employment contracts.
- The ability to think analytically, creatively, and present cases in a cogent and clear manner.
- A good record of academic research, publications, and income generation.
- An ability to combine clear, firm management and a harmonious relationship with academic colleagues and students.
- Qualifications and experience in subject areas currently taught within the School of Medicine.
- Knowledge and experience in addressing and mitigating student-related problems.
- Experience in applying instructional technologies to teaching and learning.
- Knowledge of policy formulation and analytical methods to establish practical policies.
- Demonstrated ability in building and maintaining partnerships.
- The ability to establish personal and professional credibility with internal and external constituencies.
- Broad knowledge of Higher Education policies, principles, and organisation.
  
- Ability to deal with sensitive information with discretion and to maintain confidentiality at all times.

## How to Apply

For more information, please visit [www.minervasearch.com/ukh](http://www.minervasearch.com/ukh).

To apply please send a cover letter and CV to [ukh@minervasearch.com](mailto:ukh@minervasearch.com) by no later than 5 November 2021.

For a confidential conversation please contact [ukh@minervasearch.com](mailto:ukh@minervasearch.com).