EST 1892 LSBU

Executive Dean, College of Health and Life Sciences

Candidate Pack
Autumn 2026

Introduction

Message from the Provost

Thank you for your interest in joining London South Bank University (LSBU) and for taking the time to read this information pack. The Borough Polytechnic Institute, precursor to LSBU, was established over 130 years ago. Its mission was to enhance social mobility for the people of south London by improving their employment opportunities and providing access to the applied knowledge that would advance their businesses.

Since that time, we have transformed lives, communities, business and society through applied education and insight. Today, we provide career pathways into key sectors including Health, Engineering, Built Environment, Business and the Creative Industries.

Through the LSBU Group, a distinctive and ambitious education grouping, we are able to offer these pathways through secondary, further and higher education including as a leading provider of higher and degree apprenticeships.

LSBU Group is a leader in professional and technical education. In 2024, we created a new three Academic College structure within the University, redoubling our commitment to providing applied education that ensures our students graduate with professional and technical knowledge that is relevant to today's employers, and with the skills and experience of how to apply that expertise in the workplace. To achieve this and be internationally competitive as a technical university, we also continue to strengthen research of relevance to this agenda and further build and deepen our relationships with business and the professions.

We are looking to appoint an inspiring Executive Dean for the College of Health and Life Sciences who aligns with our mission, understands and is proud of our diversity and our distinctiveness, and who can work with the constituent Schools and wider University and Group community to celebrate our strengths and achievements whilst forging an ambitious path forward.

Reporting directly to the Provost, the Executive Dean will be a member of the University's Executive Board and, as such, will play an important role in the management and future development of the University. They will champion and be an advocate for the positive contribution the College and University, as an institution deeply rooted in its community, make.

Equally, they will share our values and have the ability to engender an inclusive and respectful School environment, and influence and maintain positive relationships with all of our key stakeholders.

This is an exciting time to consider joining the LSBU Group and the University and we look forward to discussing the post further with you.

Professor Tara Dean
Provost

The University and LSBU Group

Founded in 1892 as the Borough Polytechnic Institute to "promote the industrial skill, general knowledge, health and wellbeing of young men and women belonging to the poorer classes", London South Bank University's mission has remained largely the same ever since: to provide professional opportunities to all who seek them. In 1970, the Institute merged with four other colleges to become South Bank Polytechnic.

In 1992, after being awarded University status, the name changed again to South Bank University, before finally becoming London South Bank University in 2003.

In 2019, LSBU Group was formed – an integrated tertiary model of education that is reshaping how education, skills and social mobility connect in London and beyond. Comprising London South Bank University, South Bank Colleges and South Bank Academies, the Group serves over 31,000 learners across multiple modes and stages of education, creating coherent pathways from entry level through to doctoral study. LSBU Group occupies a unique position nationally: employer-led, learner centred and unapologetically focused on applied education, opportunity and impact.

London South Bank University is home to around 15,500 students who study at our campuses in Southwark and Croydon, with a further 6,000 studying through our transnational education partnerships. Over half of the students are from Black, Asian or Minority Ethnic backgrounds and we serve a large proportion of mature learners.

LSBU is a sector leader in professional and technical education. We offer undergraduate and postgraduate programmes in key sectors such as biosciences, business, the built environment, creative, health and life sciences, education, engineering and law, as well as a broad

range of higher and degree-level apprenticeships. We prepare our students for the world of work and deliver strong results – with Longitudinal Education Outcomes (LEO) data for the last four years showing our graduates earn more than those from comparable London modern universities one, three and five years after graduation. In 2026, LEO also put our graduates as the fifteenth highest earners in the country one year after graduation.

LSBU is globally connected with international research collaborations with ~ 200 organisations in the Far East, China and India, North America, as well as Africa and the Middle East. Enterprise and business collaboration is central to the University's work. We partner with over 2,000 employers to co-design skills solutions, deliver apprenticeships and workforce development, support talent pipelines and drive productivity. We are also proud to educate and train more than one-fifth of all new nurses in London, working with over 60 NHS trusts. Research and innovation at LSBU is underpinned by a thriving community of academic, technical, research and support staff. The LSBU 2030 Research and Innovation (R&I) Strategy focuses on existing strengths, addressing societal challenges, and nurturing an inclusive, impactful research culture through international collaborations and business partnerships. Delivery of the R&I Strategy is underpinned by five cross-institution University Research Centres, in Energy, Materials and Environment; Digital & Data; Health & Wellbeing; Bioscience and Bioengineering; and Building Better Communities, and by the LSBU Doctoral College which provides education, training, and supervision to over 300 postgraduate research (PGR) students. LSBU ranks 4th in the UK nationally for the quality of its supervision and we are among the top 25% of UK universities for the quality of our PGR students' experience.

The success of LSBU's research mission is evidenced by our results in REF 2021. Our overall quality profile indicated that 68% of our research was internationally excellent (3*) and world leading (4*) and 80.7% of LSBU's research impact was rated as being at least 'Very considerable' (3*), with 30% of that rated as being 'Outstanding' (4*).

About LSBU Group

MISSION

Our mission is to challenge social and economic inequalities through applied education, insight and partnership. The six themes of our new Connecting strategy, launched in January 2026, are Pathways, Partnerships, Student Success, London, People and Culture and Technology with connectivity underpinning all of these at the heart of what we do.

PATHWAYS: TRANSFORMING LIVES IN LONDON

We will provide a range of post-16 educational pathways which are interconnected and lead to employment. Learners can find the right course at their level and progress with ease and flexibility. We will create new provision and refresh current provision in an agile way - responding to emerging needs together.

PARTNERSHIPS: PEOPLE WILL WANT TO PARTNER WITH US

We will strengthen our partnership working as a Group – providing a go-to destination for employers' skills needs. We have strong links which we will build on and scale – and we will increase larger-scale industry partnerships in areas closely matched to our teaching and/or research expertise.

STUDENT SUCCESS: LEARNERS AT THE HEART OF EVERYTHING WE DO

Throughout the Group, we will deliver teaching and learning of the highest quality, providing learners with consistently outstanding educational experiences and outcomes. Our students come from diverse backgrounds and we will work with them to understand and meet their needs and priorities. Our inclusive approach will be supported by a curriculum designed and delivered around our learners' lives and through the wider experience we offer – ensuring it remains relevant and impactful.

LONDON: THE PLACE TO BE

Our place is an extraordinary asset - we occupy an unrivalled location in the UK's capital city. London is the economic engine of the UK, a global hub for finance, culture, construction and innovation. What we do here is national and global by default. We will embrace our city's connections to ensure our learners and partners benefit significantly from London's reach whilst ensuring our teaching and research benefits our London community.

PEOPLE AND CULTURE: BE THE BEST WE CAN BE

We will lead through clarity, compassion and inclusion and support people to adapt confidently and be at their best. We live our EPIIC values in everything we do, continuously improving and making sure our colleagues have the skills and access to development to deliver an excellent student experience and impact through their work. Our inclusive workforce is our biggest resource, with our people our greatest asset.

TECHNOLOGY: THE FOUNDATION TO OUR PROGRESS

From technology in communication, construction, engineering and energy to manufacturing, medical and media, it cuts across all aspects of our work. Its impact is felt on jobs and skills. We will embrace technology and take the opportunities it offers. It must influence both what and how we teach and research, our engagement with industry and how we develop our workforce and business delivery.

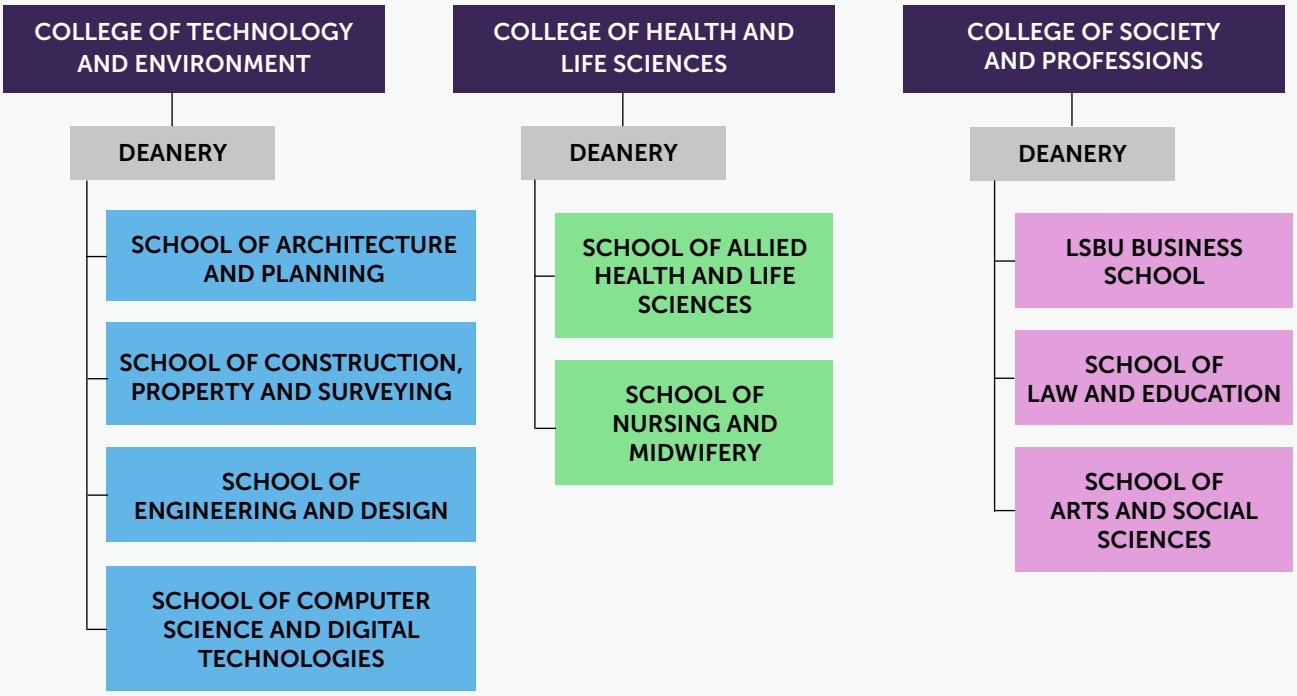
OUR ACADEMIC COLLEGE STRUCTURE

London South Bank University reshaped its academic organisational structure in 2025 to better serve the evolved shape and profile of our student population and our ambitions for growing research and innovation. The University is made up of three Colleges where we are able to align academic activity to the University strategy, vision and mission. Our structure helps us foster cross-disciplinary collaboration, increase operational efficiency and will provide a strong platform for sustainable growth and synergies in teaching, research and innovation.

Through the College structure, we are able to:

- grow areas that strongly align with the mission of the institution as a Technical and Professional University
- further enhance the student experience
- increase interdisciplinary collaboration
- create synergies between teaching and research
- create conditions to grow income from research and innovation
- strengthen links with business and the professions

Our College leadership structure is:



The College of Health and Life Sciences

The College of Health and Life Sciences (CHLS) is one of three Colleges that, together, house the University's academic activity.

The College presents an exciting opportunity to bring areas aligned to Nursing and Midwifery and Allied Health and Life Sciences together, to raise the profile of health and life sciences at LSBU, and to forge innovative teaching, research and enterprise collaborations.

The Schools in the CHLS deliver a diverse education programme portfolio across our campuses at Southwark and Croydon. Our courses seek to develop health and science leaders of the future who are both socially accountable and committed to the service of patients and the public. All of these courses are united by a strong commitment to the student experience, an inclusive community and to student success, and almost all the education provision within the College has relevant PSRB accreditation.

The College's main academic areas of delivery are in:

- **School of Allied Health and Life Sciences:** Biomedical Sciences, Forensic Science, Psychology (with Child, Clinical, Health and Nutrition and Forensic Psychology pathways), Pharmaceutical Science, Sport and Exercise Science and Sports Rehabilitation, Chiropractic, Non-medical Prescribing, Occupational Therapy, Operating Department Practice, Physiotherapy, Radiography and Social Work.

- **Nursing and Midwifery:** Midwifery and Nursing (Adult, Child, Learning Disability and Mental Health). The School also offers District Nursing programme and the Specialist Community Public Health Nursing.

- **The National Bakery School:** This is oldest bakery institution in the world and has been running an educational programme for the entire bakery and confectionery trade since 1894. The employer focused educational course currently prepares the students for specific areas within the sector and offers exit routes into the industry (CertHE, DipHE and BSc).

LSBU is one of the largest providers of CPD for the health and social care workforce in the south-east and is proud of its high reputation in the field. The College offers programmes for all levels of healthcare staff, including study days, foundation and top-up degrees, apprenticeships, specialist modules, Master's programmes and professional doctorates, for a variety of healthcare professionals.

We value and are immensely proud of our partnerships with over 60 NHS Trusts as well as with clinicians, leading healthcare providers, the health and sports industry, policy makers and the public. This partnership approach places the CHLS at the forefront of workforce development, professional education and improving the health and wellbeing of patients and the general population.

Through research and innovation in the CHLS, we have developed new workforces, improved patient care and safety, informed clinical practice, developed new innovations in services, and raised awareness of the needs of marginalised groups.

The College's main research strengths will be:

- **Allied Health Professions:** Population Health and Prevention, Ageing, Acute and Long Term Conditions, Mental Health and Intellectual Disabilities, and Workforce Innovation and Professional Education

- **Psychology:** Lived Experiences of Distress, Developmental Cognition, Brain, Mind and Behaviour and Forensic Psychology

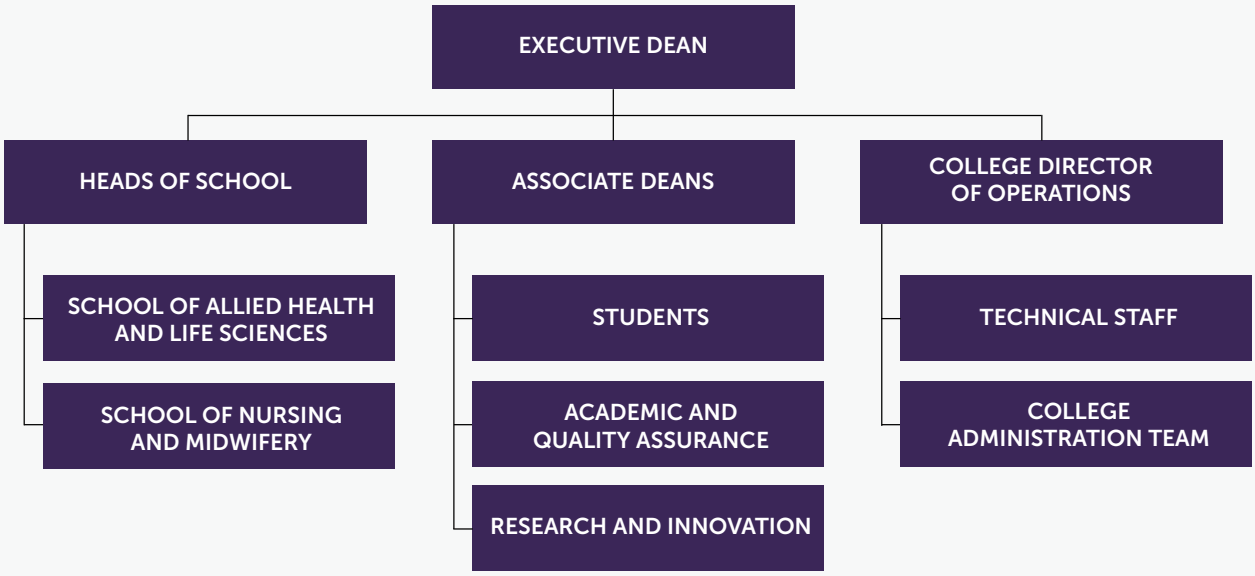
- **Sports and Exercise Sciences:** interactions between motion and the neuro-musculoskeletal system due to physical activity, injury, ageing and pathology, and between the mind and human behaviour and performance in sports and exercise settings.

Education and research programmes in the CHLS are underpinned by extensive, state-of-the-art health and biosciences laboratories, simulation suites, virtual wards and rehabilitation facilities. These provide opportunities to develop new forms of simulated learning and enable both staff and students to undertake innovative and rigorous science.

The CHLS currently offers over 25 undergraduate and 40 postgraduate programmes and has a total annual income of £58m. The College comprises approximately 259 academic and research staff and 23 technical staff, as well as number of administrative staff, and serves a student community of approximately 5,000, including 93 doctoral students.

The CHLS lies at the heart of LSBU's strategy to grow in reputation and strength and, building on its strong foundations, the College is expected to grow substantially over the next 5 years. Our ambitions for the College include growth into pharmacy and pharmacology, wider development into life sciences, physical sciences, and growth of CPD provision, research and PG activity, including professional doctorates.

CHLS College Senior Leadership Structure



Working for us

TURNING PASSION INTO PURPOSE

Our ambition is to create educational pathways that empower people of all backgrounds and talents to realise their aspirations, add to the knowledge base, and contribute their skills and drive to wider society. To realise our ambition, we need people with energy, courage and imagination, who are enthused by our vision and recognise our values as theirs; people who bring ideas to enrich our approach to learning, research and innovation; collaborative people who love creating and spreading knowledge; brilliant people who seek growth and yearn to make a positive, personal difference. At LSBU, you will get to contribute to a vibrant and dynamic culture, which is fuelled by purpose, built around people, and is genuinely diverse. You will be trusted and recognised for your unique contribution.

You will be part of a great team, turning your passion into purpose.

The Role

Post Title:	Executive Dean
Directorate:	College of Health and Life Sciences
Grade:	Senior Leadership PayScale
Reporting to:	Provost
Line Management:	Heads of School, Associate Deans, and College Director of Operations
Resource/Budget Management:	TBC

OVERALL OBJECTIVE OF THE POST

The post of Executive Dean is a senior academic leadership role within the University. The Executive Dean has overall responsibility for setting the strategic direction of the College in line with the University and Group Vision. The Executive Dean will provide inspirational leadership, management and planning for the College and its constituent academic areas.

SPECIFIC RESPONSIBILITIES

1. To provide strategic and academic leadership, vision and direction to the College, developing and delivering effective strategies that are aligned with the University's overarching strategy.

2. To participate in University strategic and operational decision-making as a member of the University Management Board (UMB), and as an ex officio member of Academic Board and other committees and working groups.

3. To champion the University's EPIIC values (Excellence, Professionalism, Integrity, Inclusivity, and Creativity), ensuring they are visibly progressed and embedded in the College, whilst promoting a sense of collegiality, ambition and drive, and encouraging productivity and creativity.

4. To provide institutional leadership for cross institutional areas (e.g., Estates Master Plan, Sustainability, Technician Commitment, EDI Equality, Diversity & Inclusion, etc) and oversee the key activities that are integral to the achievement of the University's objectives in these areas, including facilitating and developing strong relationships with stakeholders within the LSBU Group, nationally and internationally.

5. To take ownership and champion the collective decisions of UMB and University committees and to both communicate and implement these decisions effectively with staff and students in the College.

6. To ensure the breadth, quality, standards, development and enhancement of the course portfolio, and the quality of the student experience and outcomes.

7. To ensure the quality of research outputs and impact, and to enhance both the research environment and the reputation of the College.

8. To embed enterprise and innovation activities across the College and to ensure the quality of those activities.

9. To promote and manage the College's engagement with associated industries, employer organisations and professional bodies, in particular in relation to student placements, programme advisory groups, commercial activities and graduate employment.

10. To facilitate and encourage effective liaison with current developments in the work of other Colleges and organisational units elsewhere in the University.

11. To develop workforce plans that recruit and retain a diverse workforce and that consider emerging skills/student demand and the delivery of new digital and distributed course content.

12. To agree targets for student recruitment, experience and outcomes with the Executive Planning Group (EPG) and to monitor performance to ensure that the targets are met.

13. To be accountable for ensuring compliance across the College with all external regulatory requirements, e.g., compliance with OfS Conditions of Registration, compliance with the Ofsted Education Inspection Framework for Apprenticeship provision, meeting Access and Participation Plan targets.

14. To lead the financial management of the College, to agree budget targets with EPG and to ensure that the targets are met.

15. As budget-holder for the College, to lead in the allocation and control of resources, including academic workload, devolved to the College, and to ensure the transparency of such allocations. Where applicable, to also ensure that College-level resource allocation supports consistent quality and student experience across all campuses.

16. To provide inspirational leadership and effective management needed to ensure the engagement, wellbeing and development of all academic, professional services staff and technical staff in the College, including impactful mentoring support, succession planning and the alignment of objectives with strategies.

17. To line manage the Heads of Schools, Associate Deans and College Director of Operations, including supporting them by:
    i. anticipating, initiating and managing change with clarity, vision and a commitment to staff wellbeing,
    ii. ensuring good practice in the management of staff performance (including through the Performance and Development Review process),
    iii. embedding a commitment to professional development at every level,
    iv. embedding a commitment to inclusion at every level.

18. To ensure the operation of an effective communication and committee system within the College, including as Chair of the College Executive Committee.

19. To ensure compliance with university policies and procedures in the College and its constituent academic areas.

20. To ensure the assessment and management of risk, in line with the University's Risk Management Policy, including the escalation of matters where necessary.

21. To be accountable for health and safety within the College as defined in the University's Health and Safety Policy.

22. To commission and, where appropriate, directly undertake the investigation and hearing of staff grievances, disciplinary, absence and performance management processes, and associated appeals, in line with all relevant University procedures.

23. To model and encourage behaviours aligned to the development and maintenance of a culture that is inclusive, flexible and encourages excellence.

24. To carry out such other duties commensurate with the post as may from time to time be required by the Provost.

PERSON SPECIFICATION

1. Evidence of high levels of academic achievement as evidenced through academic track records and status.

2. Higher Education teaching qualification or equivalent, preferably a Fellowship, Senior Fellowship or Principal Fellowship of the HEA.

3. Evidence of having provided visionary and transformative leadership to large academic units in a multi-disciplinary environment, including driving workforce change and performance, to ensure excellent student experience and outcomes, and to successfully enable commercial growth.

4. Evidence of the ability to operate effectively as part of a team and to motivate and develop trust and respect in order to achieve results through others.

5. A track record of success in academic portfolio development which links enterprise, teaching and research including, for example:

    i. Curriculum development leading to increased recruitment levels;
    ii. Student engagement and curriculum delivery developments leading to improvements in student satisfaction levels (and increased student continuation, completion and progression;
    iii. Business engagement and enterprise development leading to diversification of income and enhanced Graduate Outcomes; and/or
    iv. Research developments leading to enhanced reputation and a research informed environment.

6. Sound judgement and practical problem-solving skills, with a proven record of identifying the need for, shaping, and delivering complex change projects effectively.

7. Energy, social competence, flexibility and high levels of personal motivation and resilience.

8. Experience of and proven ability to plan and manage significant budgets.

9. Sound commercial acumen evidenced by a track record of developing cost effective and sustainable income generation through research and enterprise programmes.

10. Demonstrable understanding of academic quality monitoring arrangements.

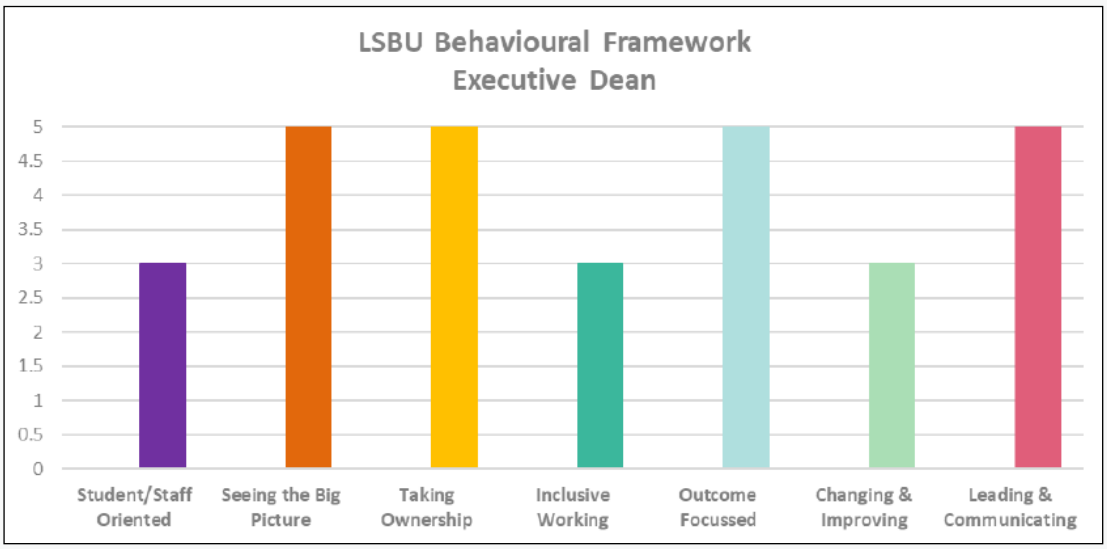
11. Proven commitment to student safeguarding and building accessibility and inclusivity in higher education.

12. Ability to be an ambassador for the College, University and Group.

BEHAVIOURAL FRAMEWORK

The LSBU Behaviour Framework as this describes the behaviours expected at each grade, and successful candidates should be able to demonstrate how they meet the core behaviours detailed online.

Whilst all elements of the Framework are important for every role, the chart below indicates which areas we will be focusing on most during the recruitment process for this role. Candidates should therefore ensure that they provide evidence of these behaviours in their application or supporting statement and be prepared to respond to behaviour focussed interview questions.



Terms & Conditions

LENGTH OF APPOINTMENT
This is a permanent appointment.

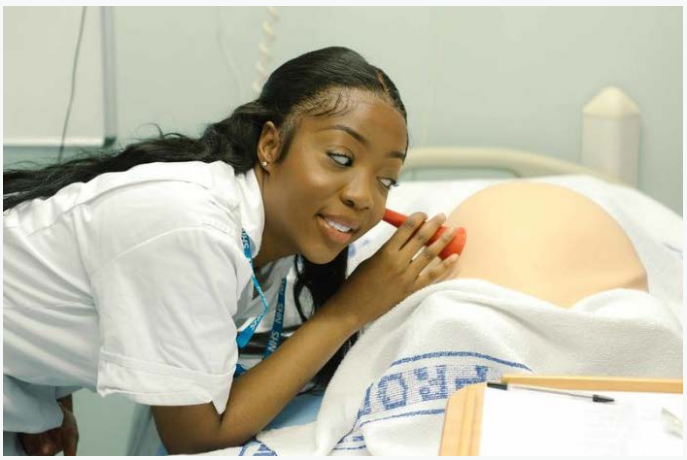
DUTIES AND HOURS OF WORK
The nature of this post is such that the post-holder is expected to work such hours as are reasonably necessary in order to fulfil their duties and responsibilities.

HOLIDAYS
The University's academic holiday year runs from 1 August to 31 July. Annual leave entitlement for a full-time post is 30 days, in addition to statutory Bank Holidays and discretionary holiday.

EQUAL OPPORTUNITIES
LSBU aims to develop a workforce that reflects our community. We actively implement equal opportunities both as an employer and as an educational institution and seek people who share our commitment. We welcome applications from all sections of the community, and particularly candidates from a Black, Asian or Minority Ethnic background who are underrepresented at this level.

INTERNATIONAL APPLICANTS
At LSBU our many international staff and students are a valued part of our vibrant and diverse community, and play a vital role in the future of the University. We welcome international applicants who have the right to work in the UK or who are eligible for sponsorship under the Skilled Worker Route (SWR) or the Global Talent Route.

At LSBU we are an A rated UK license holder which means we can make visa sponsored applications. Please be advised that currently LSBU will only support the Certificate of Sponsorship for any employment visas and will not support the expenses related to the employment visa for the offered candidate and/or dependents.



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How to Apply

Applications, which should be in the form of a CV and cover letter, should be sent to **execdeanlsbu@minervasearch.com** by 28 September 2026.

Interviews will take place on 30 October 2026.