KENT AND MEDWAY MEDICAL SCHOOL

Canterbury Christ Church University | UNIVERSITY OF GREENWICH | University of Kent | LASE University Group

DEPUTY DEAN & DIRECTOR OF EDUCATION

EDUCATION, SCHOLARSHIP & PROFESSIONAL PRACTICE

Candidate Pack
Summer 2026

Athena SWAN GENDER CHARTER | Stonewall Acceptance without exception | hr EXCELLENCE IN RESEARCH | disability confident EMPLOYER

MESSAGE FROM PROFESSOR CHRIS HOLLAND
FOUNDING DEAN, KENT AND MEDWAY MEDICAL SCHOOL

Our aspirations for Kent and Medway Medical School (KMMS) are high. We aim to become a beacon of excellence in medical education, but we also want our student, graduates and staff to have a wonderful time while they are at KMMS and to want to stay in Kent and Medway because they believe that doing so will offer them the opportunity to fulfil their life-long aspirations.

We can only achieve this with future focused and inspirational leaders who will join our team on this incredible journey. I believe that if we want our future graduates to be world-leading scholars and researchers, exemplary practitioners and advocates for the importance of diversity and equality within and without their profession, then we need our staff to create an environment that openly promotes and encourages this mind-set.

KMMS is unique and has been created by an innovative partnership between two Universities. We embody the benefits of partnership and collaboration in everything we do. While both Universities share a lot of common ground, each has unique and special strengths which they particularly contribute to KMMS. Canterbury Christ Church University brings vast experience of delivering high-quality vocational programmes, which educate nurses, paramedics, therapists, radiographers and many other healthcare professionals. The University of Kent brings expertise in Undergraduate and Postgraduate Pharmacology and Therapeutics learning and teaching, research with a focus on responding to 21st Century problems, and a deep and meaningful commitment to the transformative power of education.

The KMMS undergraduate programme is designed to be holistic and person-centred from the outset. Students learn from faculty from other healthcare professions, as well as other academic disciplines ranging from health, to engineering, to the arts and humanities. Not least, students learn with and from experts-by-experience, including patients, care providers and other service-users.

I still practice in clinical medicine as an Intensive Care Consultant. As a member of Faculty and as a practitioner I continually learn about the challenges that students and patients, colleagues and other care providers face and their priorities and goals. As a Doctor and as an Educator I share all our common aspirations for personal success, a drive to make a difference and a vocation to give something back. I look forward to working, learning and living each day with every member of our team, our collaborators and our supporters in those missions.

I very much hope that you will consider joining us.

Chris Holland

INTRODUCTION

With six years running and the achievement of GMC accreditation in 2025, the Kent and Medway Medical School (KMMS) is the product of an innovative partnership between Canterbury Christ Church University and the University of Kent (soon to be London and South East University Group in conjunction with the University of Greenwich). The Medical School is modern and innovative, and the student profile is highly diverse; a key feature is its widening participation mission. The undergraduate programme is designed to be holistic, person-centred and highly interdisciplinary, and students learn with and from patients, care-providers and other service-users.

We are now at a pivotal moment in our journey where there is the chance to consolidate and improve our educational offer. This is an exciting time for exceptional people to take on leadership roles in our School at a time of rapid change and growth at KMMS.

We are now seeking a dedicated educator and role-model to lead education and the student experience at KMMS. The role provides strategic leadership, operational management, and quality assurance for the medical curriculum, ensuring compliance with GMC and University requirements. The postholder will both foster an excellent environment for students, ensuring an inclusive student experience, and also provide inspirational leadership to academic and teaching staff, leading on the management of academic programmes in the School and managing educational excellence. They will have the opportunity to lead a review of the School's curriculum with a mind towards continuous improvement. They will be an ambassador for KMMS in the wider university context, and at times will deputise for the Dean of KMMS. The postholder will line manage the Heads of Year within the School and will help plan for future programme expansion. They will be a member of the KMMS Senior Leadership Team.

Applicants should have significant experience in leading medical education and healthcare programme development. Ideal candidates will demonstrate a strong student-centred approach and exceptional stakeholder management skills. They must bring a non-hierarchical attitude and will need to connect with the vision and ethos of KMMS, as well as being able to build rapport with and influence others. This individual will need a primary medical qualification and full GMC registration with a current licence to practise; they must also sit at Senior Lecturer or Reader level. The appointee must be a clinician.

ABOUT KMMS

Kent and Medway Medical School (KMMS) reached full GMC accreditation and graduated its pioneer students in 2025.

The KMMS vision is to be a beacon for first-class medical education and research, attracting the most talented aspiring doctors from within the local community and beyond, offering training and development opportunities that will help to keep that talent in Kent and Medway.

KMMS brings together the existing centres of excellence in health and medical education provided by the University of Kent and Canterbury Christ Church University and local healthcare organisations, to offer a new model of person-centred medical education.

Led by its Founding Dean, Professor Chris Holland, the School offers 109 domestic undergraduate places and up to 8 international undergraduate medical places a year.

The five-year undergraduate programme is taught at the Canterbury campuses of both university partners with medical placements within Primary, Community and Secondary Care across Kent and Medway. For more information, please visit **https://kmms.ac.uk**

The University of Kent is a leading academic institution and has an excellent track record in health training, research and innovation across a range of disciplines, including Biomedical Science, Pharmacy and the Social Sciences. The University of Kent is also one of two equal partners in the Medway School of Pharmacy (MSOP), which opened in 2004 and graduated its first MPharm students in 2008. The MSOP is underpinned by the University of Kent and the University of Greenwich and is based on a shared campus in Medway. For more information, please visit **www.kent.ac.uk**

As of the 1 August 2026, The University of Greenwich and the University of Kent form a pioneering new multi-university group called London and South East (LASE) University Group. Should you join us, you will be employed by LASE University Group and within this, you will be closely connected to and work across one of our academic divisions (University of Greenwich or University of Kent), contributing to its distinct strengths, community and identity. Combining these strengths, LASE brings scale, resilience and shared ambition to deliver outstanding education, impactful research, and meaningful regional and global impact.

THE ROLE

We are seeking an experienced academic leader to serve as Deputy Dean & Director of Education at either Senior Lecturer or Reader level. Following successful accreditation, the School is now in a phase of consolidation and continuous quality improvement. The postholder will provide overall academic leadership for the School's programmes, ensuring the delivery of high-quality, integrated curricula and an outstanding student experience.

The Deputy Dean & Director of Education will support the Dean to develop and deliver on the School's strategic priorities in relation to student success and pedagogic scholarship. They will support the development, deployment and delivery of the School's strategy and business plan and oversee curriculum development, quality assurance, and student progression, and work in close partnership with the Head of Assessment on the School's assessment strategy. They will work in a matrix structure alongside the Deputy Dean for Student Affairs and Academic Staffing, Heads of Departments, Year Leaders, Module Leads and professional services colleagues across both partner universities and NHS clinical partners, to ensure excellence in teaching and clinical placements.

The role requires strong collaborative leadership across organisational boundaries, coordinating with NHS placement providers across Kent and Medway, working within the governance structures of both universities, and engaging with external regulatory and professional bodies. The postholder will drive continuous improvement in a complex, multi-stakeholder environment. The ideal candidate will have a strong track record of academic and/or clinical leadership as well as a clinical background and experience of working extensively with the NHS.

KEY ACCOUNTABILITIES

The role holder will:

- Lead education and student experience activity across the School and champion an outstanding, inclusive student experience by monitoring satisfaction and progression metrics, responding to regulatory feedback, and fostering a learning environment in which all students can thrive.
- Oversee and manage governance, regulatory, and quality assurance frameworks of both partner universities and NHS clinical partners.
- Oversee curriculum development and assessment strategy.
- Provide inspirational leadership to academic and clinical teaching staff, develop productive relationships with NHS placement providers and national bodies, and represent KMMS authoritatively at a local, regional, and national level.
- Using clinical practice expertise, deliver and contribute to the design of high-quality, demand-driven, and student-centred taught programmes as a senior member of the teaching team.

KEY DUTIES

The role holder will:

1. Teaching and Learning

- Support the Dean in leading programme and module approval, ensuring the programme continues to satisfy GMC requirements, supporting KMMS in attaining a competitive position within the UK.
- Drawing on experience of current clinical practice, develop and manage a sustainable academic portfolio for full and part-time programmes in the School in accordance with School plans. They will ensure that the development of curricula within the School is consistent with the Universities' requirements, recruitment and retention strategies and frameworks for taught programmes.
- Ensure the student experience is the best it can be with properly developed School plans for all aspects of UG/PG student experience, attending to relevant data and league tables throughout the year and preparing strategies, plans and short reports as required to deliver success.
- Participate in student recruitment and assessment activities across all programmes as required.

2. Strategic Management

- Work within a matrix leadership structure, collaborating closely with the Deputy Dean for Student Affairs and Academic Staffing to ensure coherent academic and pastoral leadership.
- Participate in the work of KMMS boards, committees and sub-committees as directed by the Dean.
- Operate effectively across the governance and quality assurance frameworks of both the University of Kent and Canterbury Christ Church University, navigating differences in regulation, process, and culture.
- Using experience of current clinical practice, ensure effective coordination and support for internal and external academic quality audits and reviews, including those associated with professional, statutory and regulatory bodies and other accrediting organisations, with particular regard to the GMC School accreditation process.
- As a senior clinical peer, contribute to the School's learning and teaching strategy and to subject level TEF submission.
- As a senior clinical peer, lead extensive liaison with NHS placement providers across Kent and Medway, working with Directors of Medical Education, clinical tutors, and Trust leadership to maintain and develop placement quality.
- Coordinate with Health Education England (HEE) (Kent, Surrey and Sussex), UK Foundation Programme Office (UKFPO), Medical Schools Council, and other external bodies on programme-related matters.
- Lead the production of the Programme Annual Report and contribute to the Medical School Annual Return (MSAR) for the GMC.
- Provide inspirational leadership and work alongside the Deputy Dean for Student Affairs and Academic Staffing to ensure a positive staff experience and effective management.
- Undertake line management duties and support joint educational and NHS clinical appraisal for KMMS colleagues with NHS clinical roles.
- Support the professional development strategy for university and NHS teaching staff delivering the curriculum and help shape an environment where colleagues at all levels can learn, develop, and contribute effectively.

3. Administration

- Deputise for the Dean as appropriate, including at Medical Schools Council (MSC) and MSC Education Committee.
- Be a member of the KMMS Senior Executive Team.
- Support the Academic Lead for Assessment and work with KMMS staff to ensure all module and exam boards are constituted appropriately and to ensure external examiners are appropriately identified and trained.
- Pro-actively contribute to administration, recruitment activities and to the collegial work environment, ensuring all administrative duties are carried out in an effective, efficient, and timely manner.

INTERNAL & EXTERNAL RELATIONSHIPS

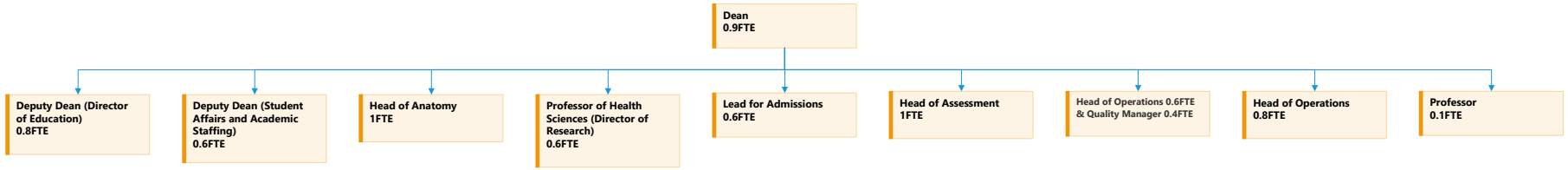
The new Deputy Dean will need to balance a range of both internal and external relationships. Internally these will cover: Dean, Deputy Dean for Student Affairs and Academic Staffing, Year Leaders, module leads, KMMS academic and professional services staff, Quality and Governance team, and relevant departments across both the University of Kent (LASE) and Canterbury Christ Church University.

Externally, this will involve engagement with: Directors of Medical Education at partner NHS Trusts, placement providers, Medical Schools Council, GMC, Department of Health and Social Care/ NHS England's Workforce, Training and Education Directorate (NHSE WTE)/ HEE, QAA, Office for Students, UKFPO, Advance HE, and Academy of Medical Educators (AoME).

KMMS STAFFING ORGANISATION CHART

Org Chart Key

- In post
- Vacancies progressing
- Future Recruitment
- View another org chart



THE PERSON

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. The selection panel will be looking for clear evidence and examples in a cover letter to demonstrate how you meet the person specification.

Essential Criteria:

Professional/Clinical Expertise

- A primary medical qualification and full GMC registration with a current licence to practise.
- Fellowship or Membership of an appropriate Royal College.
- Current entry on the Specialist Register or GP Register, having achieved CCT or equivalent.
- In current clinical practice within the NHS, with commitment to remain in practice for the duration of the contract.
- Previous experience in senior leadership within undergraduate/postgraduate medical education.
- Experience in curriculum and assessment design, implementation, and evaluation.
- Recent experience and sound understanding of quality assurance and enhancement in undergraduate healthcare education.
- Demonstrated ability to build effective partnerships and balance competing priorities across organisational and institutional boundaries, including in matrix environments.
- Strong understanding of current educational, regulatory, and NHS contexts.
- A firm commitment to fostering a working and learning environment that is respectful, inclusive and values diversity, including diversity of thought, and which enables staff and students from a wide range of backgrounds to thrive.

Academic/Scholarly Practice

- A postgraduate teaching qualification (e.g. Grad Cert) or Fellowship of HEA, AoME or equivalent demonstrable experience in education or training, or willingness to obtain.*
- Exceptional leadership and interpersonal skills, with the ability to articulate a compelling vision and bring colleagues, students, and partners into its delivery.
- Academic credibility with a track record of excellence in teaching, with experience of teaching. undergraduate or postgraduate students in a clinical or academic setting.

Desirable Criteria:

- A research or professional doctoral degree (PhD or MD) or equivalent experience.
- Experience of working within a joint venture or multi-institutional academic partnership.

*If the successful applicant is not in possession of a postgraduate teaching qualification (e.g. Grad Cert) or Membership or Fellowship of the HEA or AoME or equivalent, they will be supported in obtaining this.

Additional Criteria for Reader appointment

The University seeks to appoint people to a Readership on the basis of evidence of sustained contribution to their field (normally at both national and international level), which has been coupled with leadership and brought external recognition to themselves and the University.

Candidates are expected to demonstrate their significant and sustained contribution in three broad categories:

a. Excellence in practice/activity;
b. Leadership, within and/or beyond the discipline and the University;
c. Impact and recognition, within and/or beyond the discipline and the University.

TERMS AND CONDITIONS

Salary scale
The successful candidate will be appointed at either Senior Lecturer or Reader level. The salary will be benchmarked to the successful candidate's clinical discipline and level in clinical practice.

Term
Part time (0.8FTE) and ongoing.

Facilities
The successful candidate will be a member of both Canterbury Christ Church University and the University of Kent and will be able to access the professional and personal services of either institution. KMMS has developed excellent interprofessional and simulated learning and teaching facilities across the campuses of both universities.

Location
This role is based in Canterbury, Kent; with the expectation to attend meetings in locations across Kent and Medway.

As a member of our team, you can expect a friendly, open and collaborative working environment and support in your development and wellbeing. You'll enjoy a range of great staff benefits including:

- 43 days' leave per year (personal leave, bank holidays and additional days allocated for the Christmas period, pro rata for part-time staff).
- Excellent pension scheme with generous employer contributions.
- Clinicians with an existing NHS pension have the option to remain solely in that scheme.
- Corporate employee-funded healthcare plan, in partnership with Benenden Health.

For more information about what you can look forward to if you join us, visit our dedicated webpage: **Working at Kent**

We are ambitious for our people, our communities and the region we serve – join us in making the world a better place. Visit our website for more on who we are: **http://www.kent.ac.uk/about/**

ADDITIONAL INFORMATION

- The post holder's clinical sessions will normally be undertaken under the auspices of an NHS organisation in Kent and Medway. Matters relating to honorary clinical contracts, accreditation and on-going clinical practice will be discussed on an individual basis with the successful candidate.
- The job holder will be required to participate in a joint annual appraisal with KMMS and their NHS clinical employer (if applicable).

HOW TO APPLY

KMMS is being supported in this appointment by executive search firm, Minerva. To apply for this vacancy, please send a covering letter and CV to **kmms@minervasearch.com**. The closing date for this role is midday on 18th August 2026. See more information here: **www.minervasearch.com/current-opportunities/kmms/**

Equality, Diversity and Inclusion

KMMS is proud to have a diverse and inclusive community of students and staff. We welcome applications from members of all the non-majority parts of our community and KMMS is committed to fair treatment and to ensuring that the learning and working environment are supportive and inclusive to all. Duties in the delivery of learning, teaching, assessment and supporting students and staff should be performed in a manner in keeping with the School's core values.

MINERVA

KENT AND MEDWAY MEDICAL SCHOOL