Dean of the Faculty of Social Sciences
Faculty of Social Sciences

Closing Date: 15 November 2021
Interview Date: 15 December 2021
Ref: 9929
INTRODUCTION

The University of York exists for public good. We are a Russell Group University committed to outstanding research and a brilliant educational experience for our students, and to the social benefits that arise from both.

We are embarking on an ambitious new Strategy to 2030 that will give effect to our vision of a University for Public Good through Curiosity-driven and Action-oriented Research, Education that Empowers, Local Commitment on a Global Scale, and an inclusive Community without Limits. Underpinning this ambition is a commitment to a set of principles which will act as our moral compass: collaboration across disciplines; internationalism; equality, diversity and inclusion; and environmental sustainability.

The role of Dean of the Faculty of Social Sciences at York is changing. In 2021 we decentralised financial planning so it is now anchored in a Faculty-level process. We are also carrying out an organisational Change programme, including the reorganisation of our professional services to support a more strategic capability at Faculty level.

With these changes the Dean of Social Sciences now has a fuller ability to manage opportunities and risks across academic departments and to drive on their Faculty's contribution to delivering on our strategic ambitions.

Professor Charlie Jeffery
Vice-Chancellor & President
Main purpose of the role

The Dean of the Faculty of Social Sciences is a member of the University Executive Board. They work collaboratively with other Board members to implement University policies and strategies. They have primary responsibility for the development and delivery of Faculty strategies and plans, and share in the overall responsibility for the leadership, management and development of the University. As well as leading the Faculty, the Dean will carry out University-wide projects from time to time.

The role is appointed on a renewable 4 year term of office, after which the Dean of Faculty will normally return to a professorial role within the University.

The Leadership We are Looking For

**Academic Leadership:** Develop a compelling academic vision for the Faculty that will enthuse and inspire colleagues to contribute to the delivery of the University’s Strategy and the principles that underpin it

- Play a key role in University decision-making, oversee University-level strategic projects assigned by the Vice Chancellor, and share in collective responsibility to drive the delivery of the University’s Strategy and its organisational Change programme
- Devise an inspirational and ambitious Faculty strategy, aligned to University strategy, and ensure its successful delivery

**Leadership for High Performance:** Ensure the highest possible performance across the Faculty in research and teaching and delivering on University and Faculty strategic objectives

- Influence and inspire staff and drive a culture of commitment, innovation and creativity that leads to successful outcomes

**Financial Acumen:** Generate the resources to meet Faculty planning objectives, enabling the University to invest in its strategic ambition, and the Faculty to finance high performance in research and teaching

- As a member of the University Executive Board, share in responsibility for the financial position of the University, and its long-term financial viability
- Be accountable to the University Executive Board for delivering on Faculty financial targets, and be responsible for the allocation of resources across academic units within the Faculty

**Collaborative Leadership:** Work intensively with the Pro Vice Chancellors and professional service leaders in achieving University and Faculty objectives; nurture the collaborations across Departments/Schools, between Faculties, and with external partners, that enable us to be ‘more than the sum of our parts’

- Lead and promote strong and effective collaborations and partnership working within the University that maximise our collective capabilities
- Strike appropriate partnerships with policymakers, industry, local authorities, educational partners and others, locally, nationally or internationally, that contribute to the University’s mission as a University for the public good

**Moral Leadership:** Embody the principles that distinguish the University of York and lead with empathy, integrity, and clarity of purpose.

- Develop, role model and actively promote a culture of respect, inclusivity and mutual responsibility that positions York as a beacon for equality and diversity, and enables staff and students to fulfil their potential whatever their backgrounds
- Ensure a supportive environment in which members of staff can develop stimulating and rewarding careers and deploy their expertise, talent and commitment to maximum benefit within and beyond the University

**Job Description: At a glance**

- **Salary:** Competitive
- **Hours of work:** 37 per week (flexibility available)
- **Contract type:** 4 Years Fixed Term (see further details)
- **Based at:** University of York

- Ensure academic units within the Faculty perform to the highest standards and contribute to meeting institutional KPIs, giving clear line-management to heads of unit and developing effective structures for collective decision-making.

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JOB DESCRIPTION

Key Relationships

- The role reports directly to the Vice-Chancellor and President and is a member of the University Executive Board
- The role has a “dotted-line” relationship to the Deputy Vice Chancellor and Provost in matters of strategic planning and finance
- The role involves intensive collaboration within and across Faculties in academic strategy and delivery and external engagement with our three Pro Vice Chancellors (Teaching, Learning and Students; Research; and Partnerships and Engagement)
- The role involves the line management of heads of academic units in the Faculty of (Soc Sci/Sci), and leads these through appropriate collective decision-making structures
- The role shares a dotted-line relationship with the Director of Operations in the line management of the Head of Faculty Operations, and through them professional services staff within the Faculty
- The role involves engagement with external partners and stakeholders locally, nationally and internationally in pursuit of our mission as a University for the public good

Performance Criteria

- Objectives for individual performance, and contribution to collective objectives set for the University Executive Board, as agreed in annual Professional Development Review
- Contribution of the Faculty to the delivery of institutional and contextual KPIs
- Contribution of the Faculty to key initiatives undertaken as part of the University Strategy
- Contribution of the Faculty to the implementation of the University’s organisational Change programme
- Achievement of Faculty financial targets

Knowledge, Skills & Experience

- Outstanding academic credentials
- Extensive experience and success in a significant higher education leadership role
- Deep understanding of the policy and financial context for higher education, nationally and internationally
- Strong interpersonal skills including motivational, negotiating, influencing and networking skills
- A highly collaborative mindset
- A highly authentic and inclusive leadership style, with a track record of developing staff to achieve their potential

Further details

The Dean of the Faculty of Social Sciences is a full-time role for a period of four years (for internal candidates, reverting back to the substantive academic role, for external candidates moving to a substantive academic role).

The post-holder reports to the Vice-Chancellor and President (as line manager). The post-holder will be encouraged to maintain activity in research and/or teaching during their tenure, to a maximum commitment of 0.2FTE.
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| **Essential /**  
| **Desirable** | **Essential** |
| Strong academic track record as evidenced by previous achievements, including significant research funding track record (commensurate with relevant expectations in the relevant academic field), a relevant publications record and /or roles at a national or international level, and evidence of sustained achievement and leadership in teaching and learning |  |
| An experienced senior leader, able to demonstrate proven delivery of successful change management and the ability to act as a champion in relation to both the University Strategy and its development and delivery in the Faculty |  |
| Evidence of leading policy developments and turning plans into action |  |
| Confident line manager with the ability to motivate staff and effectively manage performance |  |
| Strategic insight as demonstrated by engagement in cross-institutional leadership and strategy setting and implementation |  |
| A comprehensive understanding of current and future developments in the sector and the key drivers behind them |  |
| Experience in academic portfolio review, management planning and budget setting |  |
| Experienced line manager with the ability to influence and inspire staff and drive a culture of commitment, innovation and engagement that leads to the delivery of successful outcomes |  |
| A dynamic leadership style with the ability to inspire, motivate and challenge colleagues with evidence of developing and applying original ideas and creating approaches successfully |  |
| Excellent communication skills |  |
| A thorough understanding of equality, diversity and inclusion and demonstrable ability to lead on this |  |
The Faculty of Social Sciences is proud of their internationally renowned research, excellent teaching and thriving interdisciplinary research culture. As part of being a University for the public good, the faculty is committed to research with reach and impact in a wide diversity of fields, including food, health and housing policy, human rights and mental health.

The faculty continues to grow and that growth is being supported through investment, including the newly opened Church Lane building, which will be an exciting home for the disciplines of Management and Social Policy & Social Work as they seek a deeper academic partnership together as a new School.

Departments and centres

- Economics and Related Studies
- Education
- Politics
- School of Philosophy, Politics and Economics
- School of Social and Political Sciences
- Sociology
- Social Policy and Social Work*
- York Law School
- University of York Management School*
- Centre for Health Economics
- Centre for Reviews and Dissemination

* Shortly to combine into the School of Business and Society.
A UNIVERSITY FOR PUBLIC GOOD - OUR VISION FOR YORK

Our Aims

Curiosity-driven and action-oriented research: Embracing complexity and uncertainty that arise in an increasingly interconnected, rapidly changing world.

By investing in people and systems to advance curiosity-driven research and its action-oriented applications we are at the forefront of providing the evidence base and practice that are required for communities – here at home and abroad – to flourish.

Education that empowers: Transforming the whole student experience to create high quality, flexible, inclusive and accessible lifelong learning journeys.

The University of York nurtures and fulfils ambitions, and prepares students for an ever-evolving world. We design innovative pedagogies and curricula, underpinned by technology, widen access locally and globally and eradicate achievement gaps.

Community without limits: A diverse community that reflects both wider UK society and our principle of internationalism, fosters a sense of belonging, and operates at the highest academic and ethical standards.

By establishing an inclusive environment, removing barriers to progression for our staff and students, and creating physical, virtual and cultural spaces that facilitate rich exchanges we transform perceptions and enable a culture of possibilities where new knowledge is generated and everyone can thrive.

Local commitment on a global scale: Building strong partnerships to expand and share knowledge for local impact on a global scale.

By promoting collaboration beyond disciplinary boundaries, and with diverse people and entities from across society, we combine relevant expertise and experiences, generate synergies for lasting benefit, and expand the reach of our research and education.
A UNIVERSITY FOR PUBLIC GOOD - OUR VISION FOR YORK

Our Objectives

**Embracing complexity:** Bold and creative thinking that changes lives for the better in an interconnected, rapidly changing world.

**Transforming learning, widening access:** Revolutionizing the learning experience for all, to enable a lifelong journey of growth and development.

**Expending and sharing knowledge:** Building mutually beneficial partnerships that expand and share knowledge for local impact on a global scale.

**Unleashing potential:** Unleashing the power of a diverse community that reflects the world around us, and that fosters a sense of belonging.

Enablers

**Culture and communication:** Culture that promotes ambition, collective purpose, courage and the continued improvement of all that we do.

**Digital and physical infrastructure:** Innovative and welcoming environments and spaces complement each other to support and benefit our community both in person and online.

**Agile and aligned structures and processes:** Organisational design that ensures smooth and effective day-to-day operations and empowers us to meet the challenges that arise.

**Financial Autonomy:** Diversified earnings, strong financial performance, and attention to the use of resources to ensure we meet our ambitions.
OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Founded on the principles of excellence, equality and opportunity for all, the University is proud to create an environment that attracts staff and students from all over the world. What we gain from diversity is immeasurable.

Our Equality, Diversity and Inclusion Strategy, which was developed in partnership with our staff and student communities, describes our commitment to create a culture where everyone can contribute to university life, knowledge and growth.

We want to create a working, learning, social and living environment that will enable all staff and students to achieve their full potential. Our strategy sets out an ambitious set of objectives to succeed in our commitment, but we have a challenging journey ahead. We recognise that we are not truly representative of our communities locally, nationally and internationally. We would like to pay particular focus to gender parity across all levels, particularly in senior roles; the recruitment, retention and success of a more ethnically diverse staff and student community; an accessible and inclusive campus and ensuring that the values and behaviours we expect from everyone embrace inclusive responsibility and leadership.

Opportunity for all
Our outreach programmes and widening participation work have made us one of the most socially diverse universities among our peers. The York Students in Schools (YSIS) programme has been providing a helping hand in the city’s classrooms for 25 years, placing around 700 students with local schools every year. It recently introduced a new English and Mathematics tutoring scheme.

A report by The Reform Research Trust in September 2017 ranked York second out of 29 high-tariff institutions for our track record in increasing access for disadvantaged students from 2011/12 to 2015/16.

Wellbeing and support
Students are encouraged to balance their studies with activities and interests to give them a healthier and more rounded student experience. We have invested heavily in support of physical health with new and improved sports facilities, and in mental health through our Open Door counselling and crisis team which now opens in the evenings during term time. We have also developed a support network of staff trained in Mental Health First Aid. University staff have access to wellbeing help and support, and can access advice through our site. Further information on our health and wellbeing support can be found at https://www.york.ac.uk/staff/support/.
A place where we can ALL be ourselves #EqualityatYork

THE UNIVERSITY

We are a world-class institution, focused on creating an environment of excellence in which all our students, staff and researchers can thrive. Our Research Strategy encompasses our vision that York should provide a home for some of the best research in the world. (https://www.york.ac.uk/research/)

We are a high-performing member of the Russell Group, ranked 16th in the Guardian’s Best University UK Universities 2021 League Table, and 30th in the Complete University Guide 2020. We have been awarded TEF Gold for our research-led teaching which provides "consistently outstanding outcomes for students from all backgrounds".

Our Equality, Diversity and Inclusion Strategy speaks to the core of our values. We hold 16 awards from Athena SWAN, recognising the advancement of gender equality: representation, progression and success for all.

This year we have been shortlisted for Times Higher Education’s University of the Year Award in recognition to the University’s response to the Covid pandemic. Further details on the nomination and how the University responded to one of the most unprecedented events in our history can be view on The Year We Came Together - Our Covid-19 response.

At the heart of the region

The University is deeply embedded in the local community of North Yorkshire. Our values and commitment to the public good have never been more important. We are a hub for sharing knowledge, inspiring collaboration and enriching lives.

Across the University, we are mobilising our knowledge, our people and our resources to tackle the immediate and long-term challenges created by the coronavirus crisis.

https://features.york.ac.uk/who-we-are/
Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we've worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

For further information please visit our employee benefit pages.
THE CITY AND THE REGION

The City of York

Internationally acclaimed for its rich heritage and historic architecture, York’s bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford’s Tower and the Shambles - just a few of the many attractions.

But York isn’t just a great place to visit - it’s also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit www.visityork.org for more information on the city of York

Shopping, culture and entertainment

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

Housing and schools

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

Great location

York is one of Britain’s best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King’s Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

Yorkshire

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference 9929
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 15 November 2021.

Interviews will take place on the 15 December 2021.

What will I need?

- Your CV
- A cover letter outlining your motivation for application and how you meet the criteria for the role

You will also need details of 2 referees.

Help and assistance

Direct any informal queries to Paul Ellison (HR Recruitment Adviser) paul.ellison@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk
+44 (0)1904 324835