

HEAD OF THE SCHOOL OF ACCOUNTING, FINANCE AND ECONOMICS

De Montfort University Leicester (DMU)

CANDIDATE INFORMATION PACK

WELCOME FROM THE DEAN OF THE FACULTY OF BUSINESS AND LAW



Hello, I want to thank you for your interest in our university and in a role that will be critical to the transformational journey we have begun towards becoming 'The Empowering University', as well as to the success of the Faculty of Business and Law.

We are a faculty with a very international outlook, and a commitment to educating and supporting talent from diverse backgrounds from the local, regional, national and international communities.

The Head of School of Accounting, Finance and Economics is a key leadership role for the faculty. As an important member of our leadership team, the successful candidate will be building on a strong foundation following our redesigned portfolio and transition to block teaching.

In my experience, DMU is an incredibly friendly and welcoming place, shaped and energised by people willing to embrace new ideas and create something special at the heart of education. I hope you will also feel inspired to join us on our journey.

With my very best wishes for the future,

Professor Heather McLaughlin
Pro Vice-Chancellor Research and Academic Staff Development
Dean, Faculty of Business and Law

OVERVIEW OF POST: HEAD OF THE SCHOOL OF ACCOUNTING, FINANCE AND ECONOMICS

About the Faculty of Business and Law

Located at the heart of De Montfort University's beautiful city centre campus, our faculty is based in the specially-purposed Hugh Aston Building - with its new extension for executive education called The Yard - and the historic Leicester Castle. Our facilities accommodate a range of learning approaches, from lectures and seminars to interactive learning and a variety of spaces for group work and self-study.

The faculty comprises two leading professional schools: Leicester Castle Business School (LCBS) and Leicester De Montfort Law School (LDLS). This year, the faculty has been restructured to create two large schools within the LCBS: the School of Accounting, Finance and Economics and the School of Leadership, Management and Marketing. The faculty is strongly focused on three areas of activity - excellent learning and teaching; impactful research; and enterprise development, with cross-cutting themes of sustainability, internationalisation and public good.

Our aim is to undertake a set of key business activities that will ensure we continue to provide transformational teaching, research and enterprise in the areas of business and law, as well as to contribute to the broader strategic aims of the university. Our faculty recognises the various national and international challenges faced by higher education but more importantly the many opportunities currently presented to us.

We work to deliver an unrivalled student experience, make ourselves a workplace community that people want to be a part of, carry out world-leading research activities, and contribute to the development of an informed, fair and sustainable society.

Our new undergraduate block delivery model called Education 2030, and extensive portfolio review, have created a distinctive offer for our students, which manages the transition to university, creates strong learning communities and helps manage assessment schedules. A new postgraduate portfolio has also been created in block mode for delivery in October 2023. In addition, our business advisory board has played an integral role in supporting the development of programmes which help address broader business and law skill gaps.

The growth of transnational education has provided us with an opportunity to take our overseas recruitment in a new, exciting and innovative direction. Our campuses in Dubai and Kazakhstan are both significant operations for business and law.

The newly-formed School of Accounting, Finance and Economics has more than 80 academic staff and approximately 2,000 students, a large number of whom are international and based both at our Leicester campus and at our partner institutions. Its programmes carry a range of professional accreditations including ACCA, ICAEW, CIMA, CFA and CISI, with many colleagues professionally qualified. The school benefits from a trading room and Refinitiv financial market data, both of which are embedded into programme learning and assessment.

THE EMPOWERING UNIVERSITY

A strategy to empower students, staff and our partners to create a fairer society.

'The Empowering University' strategy was formed after consulting with staff and students, external stakeholders and partners to explore our ambitions and what we should be known for. DMU's blueprint for the future features four key development themes: Learning for Life, Knowledge Creation, Empowering People and Partnerships with Purpose. Find out more about 'The Empowering University' strategy [here](#).

Learning for life

Our aim is to provide high-quality teaching and learning that enables under-represented groups to participate in higher education, by adopting student-centred, flexible and creative approaches.

To achieve this we developed Education 2030, which imagines what education needs to be in 2030, and delivers it now. This new course structure has begun rollout for the 2022/23 academic year, with subjects being taught in a 'block' format.

Students study one module at a time, instead of several at once, and stay with the same group of classmates and tutor until the next module. They are examined as they go along, have no summer exams, and earn credit as they progress.

We're already receiving great feedback from students who are on our block-taught courses, with more than 90% of respondents from our most recent survey

telling us that they are enjoying focusing on one module at a time and that it suits their lifestyle. The vast majority of respondents are also satisfied with their overall teaching and learning experience and feel they have selected the right course.

Education 2030 highlights colleagues' innovation and the embedding of key themes such as decolonisation, equality and diversity, employability and sustainability into the curriculum.

Alongside Education 2030, another vital way we have addressed Learning for Life is by focusing on employability and ensuring students are ready to take their next steps after studying with us. Our DMU Works careers service helps current students through a varied programme and continues that commitment with lifelong support after graduation.

The range of innovative services provided by DMU Works have been recognised with a series of national awards. The judging panel for the National Undergraduate Employability Awards praised our digital employability strategy, which provides 24/7 careers support through automated CV reviews, interview simulations, employability development tools and e-learning.

The DMU Works Enterprise and Entrepreneurship offer has developed new initiatives such as Launchpad, a programme of extra-curricular lectures and seminars, and DMU Made, a platform to support and help launch students' creative businesses.



Our Office for Students-funded Leicester Future Leaders programme won the Times Higher Education Award for Outstanding Support for Students. Working with businesses and students, this project aims to retain Black, Asian and minoritised graduate talent in the locality.

Knowledge creation

Societal impact is central to our research agenda and we strive to ensure that our research addresses key challenges which sit around our five interdisciplinary themes: Creative and Heritage Industries; Peace, Equality and Social Justice; Lifelong Wellbeing; Living in a Digital Society; and Net Zero.

Our new research strategy and implementation plan sets out that the majority of our academic staff are research-active and that the quality of the research is recognised internationally. We will strategically invest in our future research leaders through a tailored developmental programme empowering a pipeline of diverse researchers at all stages of the academic life cycle from doctoral student to professor.

The latest Research Excellence Framework results, the UK's system for assessing the quality of research in UK higher education institutions, showed that more than 60% of research published by DMU academics was considered world-leading or internationally excellent. We're particularly proud that more Black, Asian and minoritised staff were among the academics to submit research, aligning with one of our core principles to champion diversity.

Our business innovation focuses on closing the productivity gap in the East Midlands. We are a top 10 university for student start-ups and entrepreneurship is an important part of what we do.

Empowering people

Our focus is to work towards creating an environment where our staff are empowered, can flourish and are able to work efficiently and effectively in providing services to our students.

Our DMU Empowerment Model, which supports staff to empower themselves, others and the organisation, will be rolled out across the 2022/23 academic year. Empowering our people through development is a key facet of our approach. We continue to promote apprenticeship pathways for our staff, providing a suite of blended learning opportunities.

The reward and recognition of excellent teaching is central to our focus of ensuring that we deliver an outstanding student experience. Academic and professional services staff can apply to be a Teacher Fellow and for funding to undertake Academic Innovation Projects, with more than £125,000 allocated to staff over the last five years.

Following the pandemic, we introduced hybrid working, and at the heart of this was a desire to support new ways of working for staff, at the same time as ensuring that student experience and effective service delivery was always at the forefront of what we do.

Our new brand campaign, Made From More, brings the strategy to life for our student audiences through powerful storytelling, underpinned by robust market testing. Insight showed that the campaign's authenticity is something that prospective students greatly value, with 84% of our applicants relaying a positive brand perception of DMU, and close to a third of applicants reporting that the campaign got them interested in DMU.



Partnerships with purpose

Strong local, national and global partnerships enable us to deliver our vision in Leicester, the region and beyond.

We saw the formal launch of our two new overseas campuses in Dubai and Kazakhstan, both of which successfully started teaching in September 2021.

DMU became a founding partner at the UK Pavilion for Dubai Expo 2020, representing a massive opportunity to raise the university's international profile over the course of six months.

The UK Pavilion – which housed a permanent exhibition highlighting our 150-year history, as well as large-scale DMU events including conferences and a catwalk show – received more than one million visitors.

DMU International College (DMUIC) saw its biggest intake on record and is on track to becoming one of the biggest pathway colleges in the country.

As the only United Nations Sustainable Development Goals hub based in the UK, we embed the goals aimed at transforming lives into our teaching. Our work around equality and diversity, and in decolonising the curriculum, also sets DMU apart from many other universities.

Continuing to transform lives and make a positive impact on the local and regional economy, DMU has worked with the University of Leicester and Loughborough University to create the Universities Partnership, a civic agreement to work together to tackle social challenges across the region.

Other highlights include hosting the 2022 British Science Festival which promoted our academic achievements and vibrant learning community not only to the city of Leicester, but also to visitors from across the country.

DMU's Crucible Project partnered with more than 119 businesses for its monthly masterclasses, and it won the Educational Excellence Award in the Niche Business Awards. Crucible business Heal.Med won Digital Start-Up of the Year at the 2022 Medilink Awards, and Roshni Desai Designs was named Leicestershire Innovation Awards winner in the creative industries.



OUR MISSION

Discovering gateways of opportunity that empower students, staff and our community to create a fairer society.

OUR VISION

Creating a community of participation, fairness and collective responsibility; transforming individual lives and championing a fair and sustainable society.

OUR VALUES

We support each other, we value difference and are honest and compassionate towards others. Together we will be courageous in exploring possibilities, breaking down barriers and re-imagining new horizons.

SUSTAINABLE DEVELOPMENT GOALS



LESSONS FROM THE PAST, IDEAS FOR THE FUTURE

Our £136 million campus transformation project created what we believe is one of the finest teaching settings in the UK. The work was informed by an understanding that DMU has an ongoing responsibility to Leicester citizens to honour the city's past and understand its future potential.

Located in the heart of Leicester, DMU's campus blends the historical and the new, reflecting the great tradition of our home city and its buildings, while creating a legacy.

Part of the vision for the new campus involved landscaping and orientation that made it an open, welcoming and inspiring space connected naturally to city life – the ultimate success of which was acknowledged by the city mayor, among others. The pedestrianised area of Mill Lane, which runs from the city-side of the campus down to the riverside, became a striking public pathway featuring seating areas, flower beds and the same stone used to give nearby Cathedral Square a complete makeover before the re-burial of Richard III.

Complete with rain gardens, which capture excess rainwater to feed trees and plants, the area echoes our commitment to recycling and reducing waste, which has put us among the top 30 universities in the world for sustainability, in the Times Higher Education Impact Rankings 2022. This year we were also recognised for being one of the country's greenest universities after a prestigious double award win at the Green Gown awards, which reward the most sustainable initiatives happening across higher education.

Leicester is a city steeped in English history and enriched today by its cultural diversity. Leicester

Old Town streets and buildings speak to that colourful past, including our association with Richard III. Old Town is a place to meet, eat, drink and shop, while Cathedral Gardens and Castle Gardens offer spaces for peace and quiet. St George's Cultural Quarter – once the locus of the city's textile and shoe industry – is now home to art and artists, a creative community also offering cafés and bars.

St George's is home to Curve, one of the country's most exciting theatres, and Phoenix, Leicester's centre for independent cinema and digital art. Leicester Museum and Art Gallery offers experiences dedicated to Ancient Egypt, dinosaurs, a famous collection of German Expressionism and much more.

The city hosts one of the biggest celebrations of Diwali, the festival of light, outside of India. Centred on the city's Golden Mile, in a typical year the festivities attract up to 50,000 people. Narborough Road – in Leicester's West End – has been called 'the most multicultural street in the country', offering bars, shops and restaurants influenced by tastes shaped around the world, including Indian, Turkish and Polish cuisines.

Leicester's Caribbean Carnival draws tens of thousands to line the carnival route and watch costumed displays before heading to Victoria Park to enjoy authentic food and drinks. The city's two Eid festivals are 'a feast offered, freely, to all communities of Leicester irrespective of their gender, age, faith, colour, race, and social background,' say organisers.



Away from the city centre, Knighton Park, part of an ancient settlement and conservation area, offers woods, gardens, waterways, sports pitches and St Mary Magdalen Church, which dates back to the 13th century. Aylestone Hall is a 14th-century Grade II listed historic building with connections to the English Civil War. Its gardens are a place of peace and good for picnics, while the namesake village nearby is a starting point for country walks. Bradgate Park, known for its impressive herds of deer, is a place to walk and unwind, explore nature, see oak trees that are over 500 years old, and climb to Old John tower, a beloved local landmark at the park's highest elevation.

Back on campus, the centrepiece is the award-winning Vijay Patel Building, which houses our art and design courses in a space as creative as the staff who teach and the students who study there. We also invested £4.2 million restoring Leicester Castle located at the edge of our campus, giving new

life to this historic frame by making it the base for our Leicester Castle Business School. The striking Hugh Aston Building – housing our business and law courses – has recently had added a £5.5 million extension called The Yard, providing more than 22,000 square metres of space. Providing contrast to the contemporary features, the 19th-century Hawthorn Building has modern labs and facilities designed to replicate current practice in health and life sciences, while the 20th-century Queen's Building offers industry-level facilities to support our computing, engineering and media students.

Our campus offers many great places to eat, drink, work and relax in, all in a welcoming environment that shares Leicester's distinctively open, exciting and forward-looking spirit.



RESEARCH

DMU has a track record of conducting research that impacts society and makes a real difference through improvements to health and wellbeing, infrastructure, creativity, economic growth, business and civil society.

Our research excellence was recognised in the current Research Excellence Framework (REF) in 2021, where more than 60% of our research was judged to be of international quality.

Dr Katie Laird led a range of work on Covid-19 transmission through medical materials and clothing, showing that three of the most commonly used textiles in healthcare posed a risk for transmission of the virus, resulting in additional risk to healthcare workers who take their uniforms home.

Professor Jinsong Shen won a bid to work on the 'Development of enzyme-based coloration and coating for sustainable machine washable wool to support the wool industry transition to a circular system'.

The Centre for Computing and Social Responsibility was awarded €170,000 for the Improving Research Ethics Expertise and Competences to Ensure Reliability and Trust in Science (iRECs) proposal. DMU's team will be involved in the identification of ethical challenges of new technologies and how these are covered in ethics review processes. The Business and Law faculty has collaborated with the police to research cases of modern slavery,

with Dr Laura Pajon winning an award for Young Researcher of the Year from the United Nations for her work building a multi-agency partnership to tackle the issue.

Our Stephen Lawrence Research Centre is dedicated to driving forward conversations that shape and influence how we think about race and social justice. Exploring the histories and cultures of Black, Asian and minoritised communities in the UK, the concept and practice of institutional racism, denials of justice and the social psychology of racial violence, the centre honours the enduring legacy of Stephen Lawrence's life and his family's ongoing pursuit of justice.

Research looking into protein folding and activity in health and disease earned Professor Nick Turner an Engineering and Physical Sciences Research Council Established Career Fellowship Award of £1.3m.

Professor Parvez Haris won over £500,000 as part of a Horizon 2020 award to investigate malnutrition in Africa.



The Stephen Lawrence Research Centre

THE FACULTIES

Our faculties support students with events, placements, industry visits and the use of our state-of-the-art facilities.

Faculty of Arts, Design and Humanities (ADH)

The faculty unifies a range of sector-leading courses, informed by partnerships with the creative and cultural industries, and taught by award-winning academics with international reputations.

Graduates gain the skills to become leading creatives, practitioners, entrepreneurs or researchers in their chosen field, benefitting from ADH's collaborative community supported by expert technicians, important guest speakers and excellent facilities.

Our annual series of shows and events give students and staff opportunities to showcase their talents to the public, including Drama students who took centre stage at Leicester's Curve theatre for their co-production of *Oh What A Lovely War!*. Fashion Design students showed their collections on London's Graduate Fashion Week catwalk, in front of professionals from leading brands.

Curated by Creative Writing, States of Independence delivered a packed publishing event filled with talks, readings and panel discussions from local authors, publishers and DMU Humanities experts. Architecture and Fashion and Textiles subjects took part in a global showcase of research and student work at Dubai Expo 2020 with a focus on sustainable design.

Students across all schools were recognised for their innovative work with awards from the Royal Institute of British Architects, Goldsmiths' Craft and Design Council, New Designers, the Robert Walters Group, and many more.

Faculty of Business and Law (BAL)

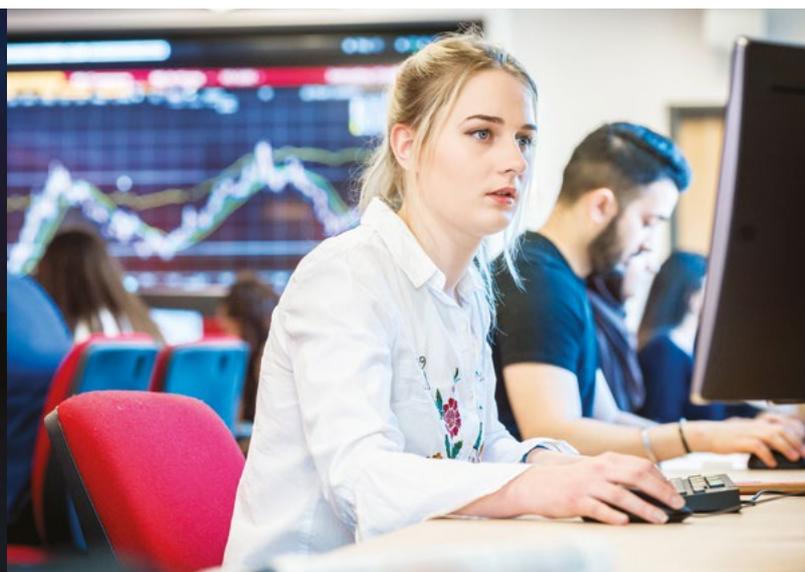
Based in the purpose-built Hugh Aston Building, with its new £5.5 million extension, The Yard, and in the sympathetically restored Leicester Castle, BAL is a truly global community of more than 8,000 students drawn from around 100 nations.

The faculty boasts strong links with professional bodies such as ACCA, CIMA, CIM and CIPD, offering recognition and significant exemptions across a wide range of subject areas.

With a strong emphasis on employability, our undergraduate programmes offer students the chance to gain valuable industry experience through placements, with support from a dedicated team. BAL has introduced a stronger focus on opportunities for international students, including partnering with Student Circus to shine a light on jobs in the UK specifically for international students.

We are proud of our work in developing the entrepreneurial mindset which sees our students pitching ideas to many local businesses. Our undergraduate student team reached the semi-finals of the Universities Business Challenge, the world's longest established online competition designed to develop employability skills.

The BAL Advisory Board advises Leicester Castle Business School and Leicester De Montfort Law School on achieving their mission to transform lives, foster creative solutions, promote public good and maintain a commitment to sustainability.



Faculty of Health and Life Sciences (HLS)

Home to four specialist schools – The Leicester School of Allied Health Sciences, Applied Social Sciences, The Leicester School of Nursing and Midwifery and The Leicester School of Pharmacy – the faculty educates and develops professionals who make a significant difference to lives, health, wellbeing, communities and society.

Teaching reflects the latest developments in the sector and many courses have professional accreditations, meaning it is of the highest quality with a focus on building skills sought by employers.

The strength of HLS was highlighted with its vital contribution to the national response to Covid-19, with many staff members and students supporting with research, working on wards and administering vaccinations.

Professor Nick Turner, from DMU's Leicester Institute for Pharmaceutical Innovation, has won multiple awards and grants to explore molecular imprinting which allows biological level molecular recognition to be imparted into plastics.

Important work within the School of Nursing and Midwifery has helped fuel the debate around decolonising the curriculum, with two papers published in The Practising Midwife Journal, receiving international recognition. DMU staff and students are now members of a Royal College of Midwives steering group looking at creating a toolkit and resources to lead on decolonising midwifery education across the UK.

Faculty of Computing, Engineering and Media (CEM)

The faculty is home to a diverse range of courses informed by research, across three specialist schools, taught by experienced academics in professional facilities equipped with cutting-edge technology.

Bringing together technical and creative disciplines, the Leicester Media School offers students opportunities to take part in national competitions and be recognised by respected industry bodies. Animation graduate Shaun Alagoa won the public vote at the 2021 Global Design Graduate Show for his short animation called Road Trip, and also secured a concept artist role with film production company Stronghold NYC.

The School of Computer Science and Informatics offers industry-standard facilities such as our Cyber Security Centre and works with partners like Airbus and Deloitte. Our students took part in Microsoft's UK University Cloud Challenge – they were among the 154 who sat the exam for professional certification in the Azure cloud platform, with DMU achieving the most successful certifications.

A research-led environment, the School of Engineering and Sustainable Development equips students with the skills and specialist knowledge to solve real-world problems. Engineers from the DMU Flyers society made up one of just 34 student teams worldwide to qualify for the UAS Challenge hosted by the Institution of Mechanical Engineers.



A NEW CHANCELLOR

AKRAM KHAN MBE

Dancer, choreographer and director Akram Khan is a hugely respected and multi-award-winning figure in his field, and now Chancellor of DMU.

Having studied Contemporary Dance with us before going on to the Northern School of Contemporary Dance, after early work on stage, he co-founded Akram Khan Company in 2000. Noted for its use of collaboration, ensemble production, and for its fusion of classical and contemporary movement, Akram Khan Company is recognised as one of the world's most innovative creative outfits. A memorably high-profile performance came at the opening ceremony of the London Olympics in 2012.

Akram was appointed MBE for service to dance in 2005, a year after receiving an honorary doctorate from DMU for services to the arts. He has remained a recurrent presence at our university, teaching and encouraging students through talks and workshops, and by offering placements with his London-based company. Akram cites his time at DMU as the foundation on which he built his career, and credits the university for empowering him to become curious, creative and to ask questions – a spirit he said he wants his own tenure as Chancellor to embody.

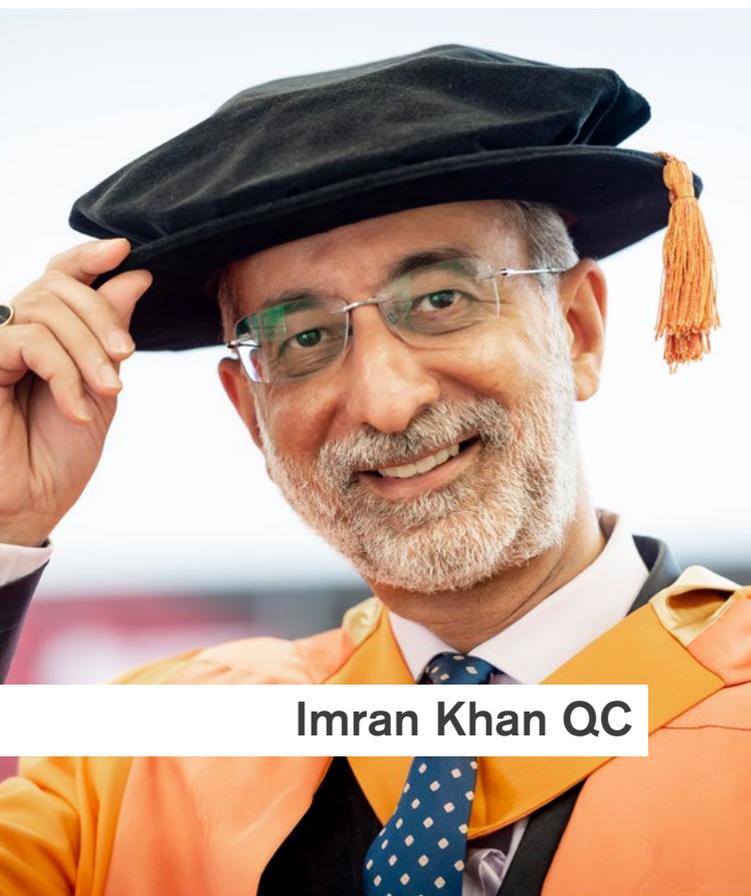


OUR RECENT HONORANDS

DMU is proud to recognise with honorary degrees the achievements of those linked in some way with the university, those who have made an impact in their chosen fields, those who share our beliefs, values and commitment, who can therefore be role models for our students. The following are the distinguished honorands whose achievements DMU celebrated at our most recent graduation ceremonies.

Professor Xiaofu Zhang Honorary Doctor of Music

Xiaofu Zhang is a pioneer in the field of electroacoustic music in China, and a respected composer for concert and film.



Imran Khan QC



Sophia Webster

Adrian Lester, CBE Honorary Doctor of Arts

Adrian Lester is an award-winning English actor, director and writer. He was appointed OBE in 2013 and CBE in 2020 for services to drama.

Imran Khan QC Honorary Doctor of Laws

Imran Khan is a lawyer dedicated to tackling issues around racism, human rights, criminal justice, immigration and asylum, and anti-terrorism legislation.

Iqbal Khan Honorary Doctor of Arts

Iqbal Khan began his theatrical career directing at the Leicester Haymarket Theatre, later becoming a leading and innovative director of Shakespeare.

Kemal Pervanić Honorary Doctor of Letters

Kemal Pervanić is a human rights activist and author – he was a refugee from Bosnia and Herzegovina, surviving concentration camp detention.

Sophia Webster Honorary Doctor of Design

Sophia Webster is a British shoe and accessory designer whose eponymous label is renowned worldwide for its femininity, wit and sophistication.

JOB DESCRIPTION:

HEAD OF THE SCHOOL OF ACCOUNTING, FINANCE AND ECONOMICS

FACULTY/DIRECTORATE: FACULTY OF BUSINESS AND LAW

GRADE: FULL TIME PERMANENT

	Duties of the role
Overall purpose of the role	To provide academic leadership within the school through personal example, effective strategic planning and operational management. You will build upon the school's strengths and reputation, leading it in further enhancing its teaching, research, consultancy and external profile. You will also be a key player in the development and implementation of strategic planning and policy development across the faculty and wider university.
Main duties and responsibilities	<p>School responsibilities</p> <ul style="list-style-type: none">▪ Provide effective academic leadership and management within the school, driving the delivery of the faculty strategic plan to achieve external accreditations and other key performance indicators, including in the areas of teaching, research and commercial income generation.▪ Oversee operational management within the school and take direct line management responsibility for academic members of staff.▪ Develop and implement strategies that achieve excellence throughout the school, and which enhance the efficiency, effectiveness and quality of delivery of teaching, research and commercial income generation.▪ Create an inclusive and performance-focused management culture, encouraging staff engagement and motivation, so that students progress and achieve within a stimulating and creative environment.▪ Identify and support those capable of making a significant contribution to the faculty's research strategy, providing them with appropriate mentoring for their publication, grant capture and impact strategies.▪ Ensure effective communication within the school.▪ Encourage excellence in the school, ensuring that the curriculum and its delivery is relevant, and promotes employability so that the needs of business and professions are met.▪ Oversee activities and matters relating to quality assurance and enhancement in the school, core academic processes and events to ensure professional delivery.▪ Monitor work planning, objectives and performance indicators within the school, using the findings to inform strategic decision-making, and where appropriate, manage performance.▪ Ensure that the student experience within the school is excellent and recognised as such, internally and externally through for example, the NSS and other measures and reviews.▪ Communicate internal policies and procedures, and ensure compliance with governance, legislative and professional body requirements.▪ Manage the financial resources allocated to the school.▪ Manage the school's active contribution to faculty/university initiatives, encouraging productive working relationships across the faculty.▪ Contribute to the external reputation of the business school by remaining up to date on best practices and representing the school and faculty in business school forums.

JOB DESCRIPTION:

HEAD OF THE SCHOOL OF ACCOUNTING, FINANCE AND ECONOMICS

FACULTY/DIRECTORATE: FACULTY OF BUSINESS AND LAW

GRADE: FULL TIME PERMANENT

	Duties of the role
Main duties and responsibilities	<p>Faculty and university-wide responsibilities</p> <ul style="list-style-type: none">▪ Contribute to faculty leadership including through cross-faculty/DMU projects, policy development and implementation.▪ Participate in the faculty decision-making structure, including in relevant committees and working groups.▪ Maintain effective and productive operational links with external/partner organisations, promoting the external profile of the school, faculty and university as required.▪ Contribute to the strategic planning process, with particular responsibility for the School of Accounting, Finance and Economics. <p>Academic responsibilities</p> <ul style="list-style-type: none">▪ Undertake teaching, research or enterprise activity, and participate in and promote the academic work of the school, including where appropriate, supporting teaching and research grant capture. <p>Other</p> <ul style="list-style-type: none">▪ Perform any other duties commensurate with the job grade as reasonably required from time to time.

PERSON SPECIFICATION:

HEAD OF THE SCHOOL OF ACCOUNTING, FINANCE AND ECONOMICS

FACULTY/DIRECTORATE: FACULTY OF BUSINESS AND LAW
GRADE: FULL TIME PERMANENT

Area of responsibility	Requirements	Essential or Desirable	*Method of assessment
Scholarship	Postgraduate degree or qualification.	Essential	A, D
	Understanding of academic quality, learning and teaching and the impact of these upon the student experience.	Essential	A, I
	Track record of professional excellence in teaching, research, and/or leadership.	Essential	A, I, D
	Demonstrated understanding external requirements and key performance metrics, such as TEF, REF and NSS.	Essential	A, I, T
	PhD in related subject area, or professional qualifications.	Essential	A, D
	Evidence of academic professional development.	Essential	A, I, D
	Experience of promoting and/or contributing to successful commercial income-generation activities.	Desirable	A, I
Leadership and management	Experience of leadership in a large and complex organisation, preferably within higher education or national or international research organisations.	Essential	A, I
	Ability to think strategically, in line with corporate goals.	Essential	A, I, T
	Ability to position the academic discipline, its research and taught programmes, in the light of our desire to become a leading business school.	Essential	A, I
	Ability to create an inclusive, communicative and performance-focused management culture.	Desirable	I, T
	Experience of working with business school accreditation bodies.	Essential	A, I
	Ability to work within a framework of policies and procedures.	Essential	I
	Experience of budgetary management.	Essential	A, I
	Appropriate recent experience of staff and resource management within a HE setting.	Essential	A, I
	Experience of staff development support and performance management.	Essential	A, I
	Experience of managing cross-institutional projects and/or initiatives.	Desirable	A, I
Liaison and networking	Experience of chairing/leading committees.	Essential	A, I, T
	Experience of working at faculty executive board level and on university committees.	Desirable	A, I
	Sensitivity to a diverse range of staff and student needs and evidence of responding to their different needs.	Essential	A, I, T

REWARDS AND BENEFITS

At DMU, we are committed to creating an environment where our employees enjoy working. We strive to reward and recognise your contributions but also know that you have life beyond work. DMU offers a comprehensive set of rewards, benefits and services staff can take advantage of.

Generous annual leave entitlement

Senior staff receive 35 days annual leave. In addition to your annual leave entitlement you'll also receive statutory bank holidays and extra concessionary days (approximately 13 days each year).

Work-life balance working options

We offer a range of options to ensure that you benefit from a healthy work-life balance. We are sector-leading in our high-trust model approach to hybrid working.

Depending on your role and responsibilities, you have the opportunity to apply for options such as flexible hours (for example, staggered working hours and nine-day fortnights), parental leave, study leave and sabbaticals.

Wellbeing

We are committed to continually improving our staff health and wellbeing services so you are empowered to be at your very best at work and beyond.

Our Employee Assistance Programme supports staff who could benefit from information or counselling for practical, emotional, financial or health-related challenges. As well as support for a life crisis, it includes advice and guidance for life events such as getting married or moving house, and everyday concerns such as childcare. The free and confidential service is available 24 hours a day, seven days a week.

Our location

DMU's beautifully landscaped campus is based in the heart of Leicester, giving you easy access to all the shops and facilities of a cosmopolitan city. In contrast to the city centre, the River Soar, which runs alongside campus, and nearby Castle Park offer peaceful and picturesque places you can retreat to.

Our campus offers many places to eat, drink and meet, as well as a range of facilities such as shower rooms and rail ticket machines. We're also within walking distance of a number of convenient public transport links, the Highcross shopping centre and historic Leicester Market. Our faculties also organise a number of shows and presentations throughout the academic year which staff can to enjoy.

Other benefits:

- Pension scheme - join a pension scheme to help you plan for the future
- Health cash plan - spread the cost of healthcare and claim back money for medical expenses experienced by you or your dependent children
- Annual leave purchase - buy additional days of annual leave through manageable salary deductions
- Cycle to work - make healthier choices and reduce your carbon footprint, plus benefit from tax and national insurance savings on the cost of a new bike and safety accessories
- Lifestyle savings – access a lifestyle and travel discounts website
- Childcare vouchers – make savings on your yearly childcare costs
- Gym membership – join the QEII Leisure Centre at a discounted price and access a range of facilities, including a 25-metre swimming pool and a climbing wall
- Library membership – access the DMU libraries
- Private healthcare – certain roles at DMU enable you to join the Universities and Colleges Personal Healthcare Scheme at your own expense.

Full details about our rewards and benefits are available [here](#).

HOW TO APPLY

To apply, please submit the following documentation to the Talent Acquisition Team by [emailing talent@dmu.ac.uk](mailto:talent@dmu.ac.uk).

- A CV setting out your career history including key responsibilities and achievements, and details of two referees
- A supporting statement explaining how you consider your skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the role details set out in the candidate pack
- Use 'Application for Head of the School of Accounting, Finance and Economics' in the subject field of the correspondence

For any informal enquiries, please contact the Talent Acquisition Advisor Alice Parker by emailing alice.parker@dmu.ac.uk. To have an informal discussion, please contact the hiring manager Heather McLaughlin by emailing heather.mclaughlin@dmu.ac.uk.

GDPR personal data notice

All applicants are requested to submit a completed version of an Equal Opportunities Monitoring form with their application. The information provided will be handled in the strictest confidence and will only be used for statistical monitoring purposes.

For more information about the use of personal information provided by candidates to the university, please visit our [website](#).



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