

PRO VICE-CHANCELLOR RESEARCH AND BUSINESS INNOVATION

De Montfort University Leicester (DMU)

CANDIDATE INFORMATION PACK

WELCOME FROM THE PRO VICE- CHANCELLOR RESEARCH AND BUSINESS INNOVATION



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’, one that serves a broad range of communities.

After a period of great global change and challenge – and as an institution with an international outlook and a commitment to educating and supporting talent from diverse backgrounds, starting in our home city – it’s clear we must be prepared to respond, be courageous and make our own changes.

The PVC Research and Business Innovation plays a key leadership role in delivering DMU’s new research strategy. The contributions of the best candidate might still be having remarkable effects in decades to come, making this an especially exciting time to consider joining a community committed to equality and sustainability, and to developing a distinctive student and staff experience.

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 the journey.

With my very best wishes for the future,

**Professor Katie Normington
Vice-Chancellor
De Montfort University**

OVERVIEW OF POST: PRO VICE-CHANCELLOR RESEARCH AND BUSINESS INNOVATION

Overview of the role

As a member of the University Leadership Team, you will provide proactive and inspiring leadership for the implementation of our research strategy and a resultant portfolio of high quality research and business innovation activities across our university.

Contribute to the strategic direction of the university by enhancing our reputation through the quality and impact of our research regionally, nationally and internationally. In addition, this role will be crucial in cultivating and advancing innovative research and development partnerships with businesses, and through associated business innovation activities will support the industrial strategy and economic development of the East Midlands.

As PVC Research and Business Innovation, you will build a sustainable, stimulating and supportive research environment; advocate for and promote the knowledge assets of the university; and, increase the reach, significance and positive social, cultural, and environmental impact of our research and innovation.

The Development of research

In 2021, as part of our new 'The Empowering University' strategy, the Knowledge Creation sub-strategy and implementation plan was created. This strategy sets out research and innovation as one of the core four pillars of the strategy. Our ambition is to create impactful research which affects those regionally, nationally and internationally. We would like at least 50% of staff to be research active and achieve internationally recognised research. The REF 2021 saw 60% of our research as being of international recognition in an entry in which we doubled the number of staff who submitted; this growth in the submission was particular in Black, Asian and minoratized staff, reflecting the diversity which is so important at DMU.

Central to the new strategy is a focus on five interdisciplinary themes which are already established with theme leads and are beginning to see results through greater networking and grant submission. We have brought in a new way of allocated research time to include sabbaticals for one or two blocks which is aligned to our new Education 2030 delivery. Developing a pipeline of researchers and encouraging high quality research and grant application will be key. In REF 2021 we performed less highly than we would have liked in research impact and over the coming period must look to embed this in our research. We are currently evaluating the research institutes and centres we have, to better align these with units of assessment which we believe will offer better research management. This is an exciting period for research at DMU as we lay out the future path to fulfil our ambitious strategy. Read more about [DMU's research online](#)

The Development of business innovation

Business innovation sits under our Directorate of Enterprise and Business Services and the successful candidate will work closely with the staff to further develop our strong city and regional links. Our KEF submission shows us at or above most benchmarks for our comparison group, with the potential to develop areas, particularly around local economic growth. We introduced a new pathway to promotion at professorial level two years ago and are beginning now to develop a stream of academics specialising in knowledge exchange and innovation. There is further work to do to encourage academic staff to engage in this area.

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)

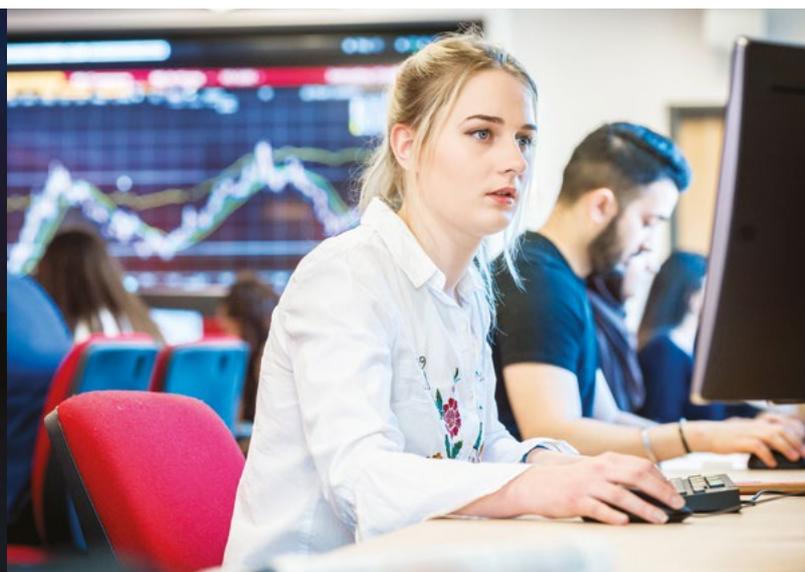
Based in the purpose-built Hugh Aston Building, with its new £5.5 million extension, The Yard, and in the sympathetically restored Leicester Castle, BAL is a truly global community of more than 8,000 students drawn from around 100 nations.

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.

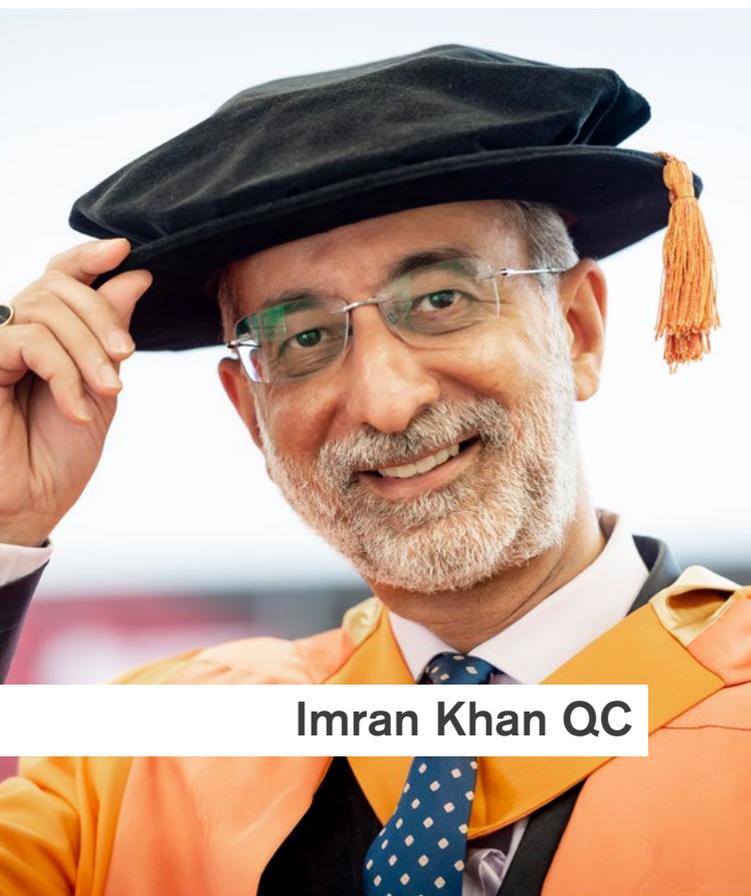


OUR RECENT HONORANDS

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:

PRO VICE-CHANCELLOR RESEARCH AND BUSINESS INNOVATION

GRADE: SENIOR FULL TIME PERMANENT

	Duties of the role
Overall purpose of the role	<p>As a member of the University Leadership Team, the postholder will provide proactive and inspiring leadership for the development of our research strategy and a resultant portfolio of high quality research and business innovation activities across our university.</p> <p>This role will contribute to the strategic direction of the university by enhancing our reputation through the quality and impact of our research regionally, nationally and internationally.</p> <p>In addition, this role will be crucial in cultivating and advancing innovative research and development partnerships with businesses, and through associated business innovation activities will support the industrial strategy and economic development of the East Midlands. The postholder will build a sustainable, stimulating and supportive research environment; advocate for and promote the knowledge assets of the university; and increase the reach, significance and positive social, cultural, environmental and economic impact of our research and business engagement activities.</p> <p>This post will be offered as a full-time role, but to allow the postholder to continue a significant research presence up to 0.2 fte can be awarded with expected research outputs.</p> <p>The postholder will line manage the Business Engagement and Research Offices and an Associate PVC Research.</p>
Main duties and responsibilities	<ul style="list-style-type: none"> ▪ Deliver the university's research and innovation strategy and grow its portfolio of high quality activities with imagination and flair. To enable this through astute horizon-scanning, extensive and productive engagement with stakeholders, and the creation of a stimulating and effective research environment. ▪ Enable and support different types of high quality knowledge-creation including but not limited to discovery and fundamental research, creative practice, applied research, knowledge exchange, industrial research and development. ▪ Maintain a strong focus on the quality, impact and financial sustainability of our research portfolio, and work with colleagues in the senior team to grow and manage resources accordingly. ▪ Work collaboratively with other members of the senior leadership team and faculty and professional service colleagues to ensure that research complements and supports other key activities such as teaching, international education, civic and regional engagement. ▪ Develop key regional relationships with businesses, universities and governmental bodies across the East Midlands to develop our expertise and reputation in key areas and to respond to a diverse range of funding opportunities. ▪ Develop a recognised programme of support for business innovation where businesses can draw on expertise and research knowledge within the university to improve their own processes, products and services. This might include formal knowledge exchange partnerships, contract research, consultancy, continuing professional development courses and facilities access. ▪ Create an inspiring and inclusive environment for research and knowledge exchange that nurtures talent across all stages of a research career, from PhD student to internationally-recognised research leader. ▪ Develop approaches and mechanisms that will enable us to recruit and retain the very best researchers at their particular career stages. ▪ Lead all aspects of our preparations for and submission to the Research Excellence Framework and the Knowledge Exchange Framework (and/or related assessments). ▪ Provide leadership to the Research Services Directorate to ensure it effectively serves internal and external clients and stakeholders, and provides substantial but focused support to faculties to help them achieve research commercialisation income growth and demonstrate their value to DMU.

JOB DESCRIPTION:

PRO VICE-CHANCELLOR RESEARCH AND BUSINESS INNOVATION

GRADE: SENIOR FULL TIME PERMANENT

	Duties of the role
Main duties and responsibilities	<ul style="list-style-type: none">▪ Provide leadership for our Doctoral College and ensure that research students are an integral part of DMU's research environment. To ensure that the supervision, facilities, support, governance and encouragement are in place to enable our research students to thrive intellectually and professionally.▪ Develop and embed policy and practice to promote a culture of high standards in all aspects of research integrity, governance and ethics.▪ Ensure that the university meets its corporate, financial and contractual objectives with regard to research and that satisfactory arrangements are in place for the governance and viability of all research activities and services.▪ Any other tasks, as requested, noting that portfolios can change over time.▪ Promote and exhibit DMU values and be a role model for the university's code of conduct.▪ The postholder is required to minimise environmental impact in the performance of the role, seek to promote environmental sustainability within the area of responsibility and actively contribute to the delivery of the DMU Environmental Policy.

PERSON SPECIFICATION: PRO VICE-CHANCELLOR RESEARCH AND BUSINESS INNOVATION

GRADE: SENIOR FULL TIME PERMANENT

Area of responsibility	Requirements	Essential or Desirable	*Method of assessment
Qualifications and Training	A higher degree or postgraduate qualification e.g. PhD.	Essential	A, D
Previous Work Experience	Significant senior management experience in higher education, specifically in a large/complex organisation.	Essential	A, I, T
	A professor with extensive experience of, and achievements in, research and knowledge exchange within the HE sector (or research-focused organisation), and an excellent academic track record of international research standing.	Essential	A, I
	Experience of working with organisations that support the national or international research infrastructure (e.g. funding bodies, advisory groups, learned societies, publishers).	Essential	A, I
	Experience of budgetary management and financial planning.	Essential	A, I
	Experience of working on international projects related to academic portfolio development and/or research capacity (beyond research collaboration).	Desirable	A, I
Specific knowledge, Skills, Abilities & Motivation	Strategic Leadership		
	A high level of strategic thinking and planning in order to deliver the organisation's vision for the future, both internally and externally.	Essential	A, I, T
	The ability to communicate the university's vision for the future to other members of the staff and student body in order to enthuse, inspire and draw on their support.	Essential	A, I, T
	Compelling leadership qualities and interpersonal skills to promote and facilitate the very best academic, professional and student attainment across the university.	Essential	A, I, T
	A track record of personal excellence in leading and managing a large team which has involved strategic planning and implementation, and direct responsibility for resources (staff, financial and other resources).	Essential	A, I
	Detailed understanding of the complexities of large HE organisations and the ability to develop policy, initiate organisational change and implement an agreed vision.	Essential	A, I, T
	A track record of achievement across a significant diversity of projects and initiatives, demonstrating excellent project management skills with strong evidence of successful large-scale project delivery.	Essential	A, I
	Managerial Insight		
	Strong financial and resources management skills, with the capacity to help assess operational decisions using data analysis and business planning techniques with astute commercial awareness.	Essential	A, I
	Experience of leading change in an institution or organisation of the size and complexity of the university.	Essential	A, I, T
An appreciation of the symbiosis between research, teaching and learning, and a commitment to working with university leaders to drive research into the curriculum at all levels.	Essential	A, I, T	

*A = Application form; I = Interview; T = Test; D = Documentary evidence

PERSON SPECIFICATION: PRO VICE-CHANCELLOR RESEARCH AND BUSINESS INNOVATION

GRADE: SENIOR FULL TIME PERMANENT

Area of responsibility	Requirements	Essential or Desirable	*Method of assessment
Specific knowledge, Skills, Abilities & Motivation	External Influence		
	The ability to play a leading role in representing DMU regionally, nationally and internationally. The skills to engage effectively with external stakeholders to act as a highly visible, compelling and persuasive advocate for the university and enhance our profile and reputation.	Essential	A, I, T
	A track record of cultivating high-value external partnerships through collaborative/contract research, knowledge transfer partnerships and/or facilities access.	Essential	A, I
	Proven ability to create an environment capable of attracting and retaining top-class research talent at all levels.	Desirable	
	Academic Credibility		
	A detailed understanding of research and knowledge exchange funding sources, possibilities and mechanisms (governmental and non-governmental).	Essential	A, I
	Demonstrable commitment to promoting equality and diversity.	Essential	A, I
	Personal Qualities		
	A creative thinker who is intellectually curious and has the ability to deliver innovation and thought leadership.	Desirable	A, I, T
	Perceptive with excellent judgement and highly developed emotional intelligence.	Desirable	A, I, T
	A strong sense of vision and commitment to the values of the organisation, with the appropriate self-confidence to unite and inspire individuals towards a common goal.	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:emailing_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 PVC Research and Business Innovation' in the subject field of the correspondence.

For any informal enquiries, please contact the Talent Acquisition Advisor Emma Inch by emailing emma.inch@dmu.ac.uk. To have an informal discussion, please contact the hiring manager Katie Normington by emailing VCOffice@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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