

# **HEAD OF SCHOOL OF ALLIED HEALTH SCIENCES**

De Montfort University (DMU)  
Leicester

**CANDIDATE INFORMATION PACK**



## **WELCOME FROM THE PRO VICE-CHANCELLOR AND DEAN, FACULTY OF HEALTH AND LIFE SCIENCES**

**Thank you for your interest in the position of Head of the School of Allied Health Sciences at De Montfort University. This is an exciting moment to join both the school and the wider Faculty of Health and Life Sciences.**

We are a community defined by ambition, innovation, and a deep commitment to improving health outcomes locally, nationally and globally. Our work is grounded in the belief that excellent education, impactful research, and meaningful partnerships can transform lives.

The School of Allied Health Sciences plays a central role in that mission. With a diverse portfolio of professionally accredited programmes, a thriving research culture, and strong relationships with health and social care partners, the school is poised for its next phase of growth. We are seeking a leader who will nurture this momentum and help shape a bold future.

Your academic experience - across teaching, research development, external engagement, or strategic management - will be vital in driving this next chapter. We are looking for someone who can:

- Champion excellence in teaching and learning, ensuring our students benefit from innovative pedagogy, inclusive practice, and strong professional preparation
- Strengthen and expand our research activity, supporting colleagues to grow their portfolios, build interdisciplinary collaborations, and enhance the school's contribution to the faculty's research ambitions and Research Excellence Framework (REF)

- Lead enterprise and knowledge exchange initiatives, forging partnerships that create real-world impact and open new opportunities for staff and students
- Inspire and empower colleagues, cultivating a culture where people feel supported, valued, and able to thrive
- Shape strategic direction, using your experience to guide the school's development in a rapidly evolving health and higher education landscape

Your background - whether rooted in clinical practice, academic leadership, research excellence, or cross-sector collaboration - will bring fresh insight and energy to our community. We are particularly excited to welcome candidates who can help us deepen our civic mission, strengthen our global outlook, and continue to innovate in how we educate the next generation of allied health professionals.

I hope you will consider joining us at this pivotal time. De Montfort University is a place where ideas are encouraged, people are supported, and leadership truly makes a difference. I look forward to learning more about the vision and experience you would bring to this important role.

**Professor Simon Oldroyd**  
**Pro-Vice Chancellor, Sustainability**  
**Dean of the Faculty of Health and Life Sciences**

# OVERVIEW OF ROLE: HEAD OF SCHOOL OF ALLIED HEALTH SCIENCES

The role of Head of School of the School of Allied Health Sciences is to provide strategic and effective operational leadership of the school. Working closely with the Faculty Senior Leadership Team, you will be responsible for the delivery of high-quality teaching, research, knowledge exchange and innovation/enterprise activities across the school.

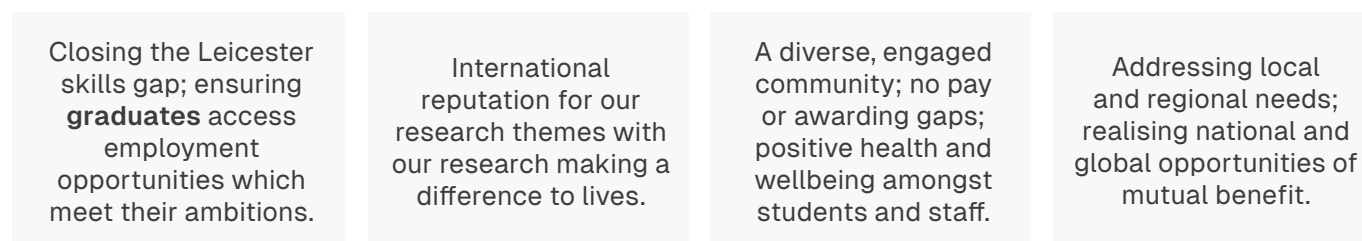
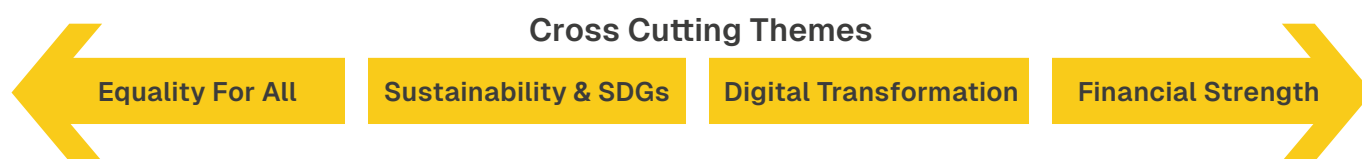
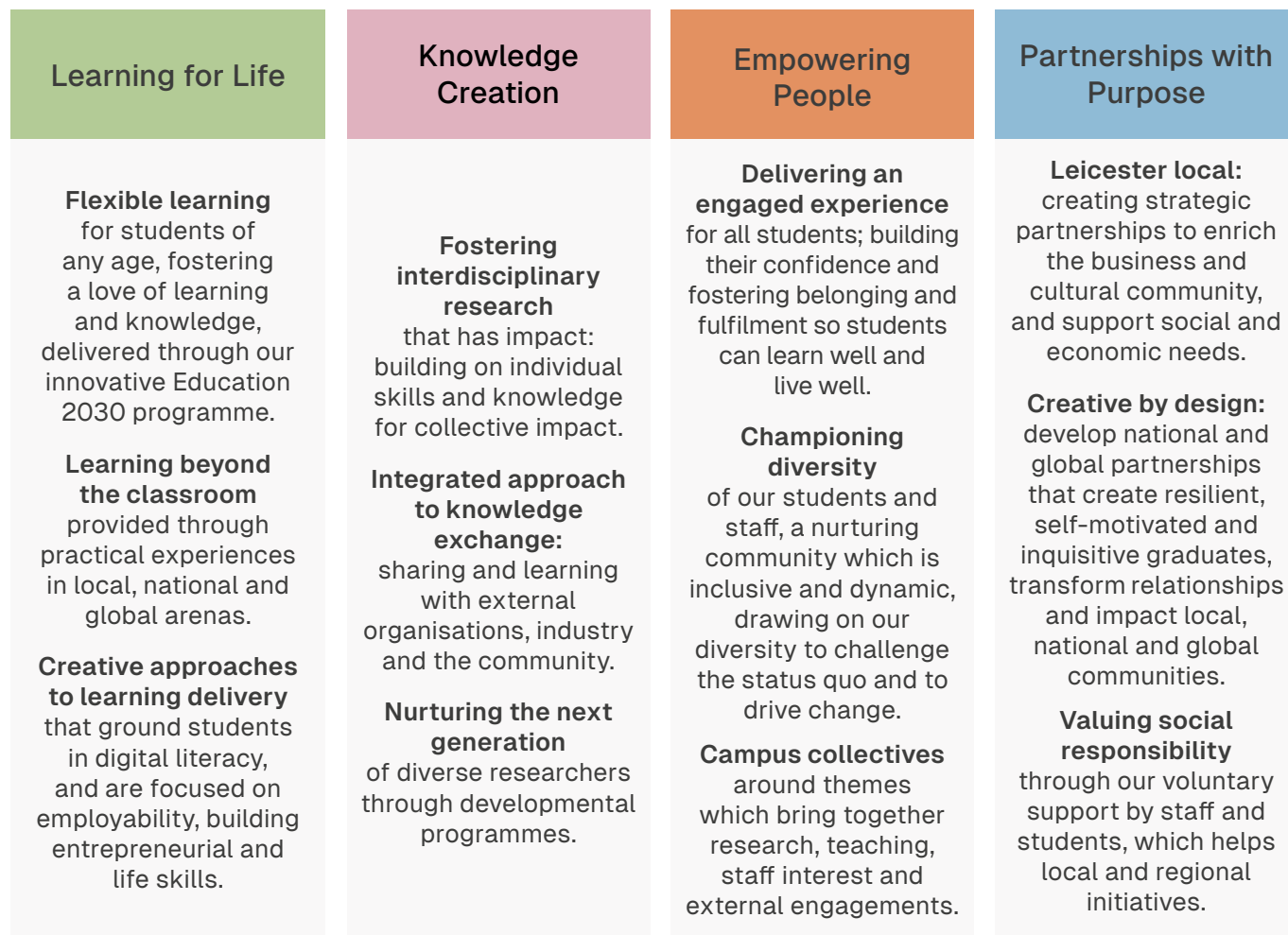
The Head of School is a key leadership role within the university's academic community making a positive, significant and strategic contribution to the school, faculty and university.

You will be responsible for the school's planning, strategy and development, people management, academic leadership and financial and resource management. You will also be a member of the Faculty Senior Leadership Team, working strategically and collaboratively with other senior leaders to drive performance and achievement of our strategy and vision.



# THE EMPOWERING UNIVERSITY

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 pillars: Learning for Life; Knowledge Creation; Empowering People; and Partnerships with Purpose. Find out more about The Empowering University strategy on our website.



# 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 200 universities in the world for sustainability. DMU was ranked 2nd in People & Planet's University League Table for our commitment to environmental sustainability, and named Sustainable Institution of the Year at the 2025 Green Gown Awards, which reward the most sustainable initiatives happening across higher education.

Our 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 – benefitted from 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.

## 1st for Overall Student Satisfaction

Ranked 1st by students for overall satisfaction in the International Student Barometer survey.



## An 'Excellent' Five Star University



Rated by QS Top Universities for our teaching, facilities, employability, global outlook and more.



Developing and improving our campus is a big strategic priority, not just to improve the look and feel, but to ensure we can provide the best learning, teaching and social space we can, both now and into the future. Our campus development plan aims to lead us through the next decade and includes the reimagining of Kimberlin Library into a dynamic and inspiring hub for our students, staff and the wider community.

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.



# 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) where more than 60% of our research was judged to be of international quality.

Our Textile Engineering and Materials (TEAM) research group was named as a finalist in the Innovate Textiles Awards 2025. TEAM, led by Professor Jinsong Shen, earned its place on the international shortlist for groundbreaking work developing innovative technologies for textile coloration and enzyme-based recycling technologies for textile waste. Their work could help shift the industry towards a more circular economy.

Internationally renowned cultural policy academic Dr Steven Hadley, Policy Lead for the Institute of Global Challenges and Cultures at DMU, recently co-programmed a global summit of academics to explore how to address the inequalities in research between the Global North and the Global South. The Cultural Trends Global Dialogue conference took place between 5-7 November 2025 in Lima, Peru, aiming to foster the development of research networks and academic cooperation between the Global South and the Global North.

One of our research teams have developed a device that can be retrofitted to older log burners to prevent them from spreading harmful toxins in homes. The device, known as the Helixtractor, sits in a chamber that is retrofitted to existing devices. It has a heat recovery coil that creates a small whirlpool, which transports the toxins out of the firebox and into the flue chimney, where they get extracted from the plume.

Dave Walsh, Professor in Criminal Investigation in DMU's Faculty of Business and Law, formed part of an international research team awarded more than €10.4 million to transform how police and investigators around the world conduct interviews. The six-year project, titled JUSTICE – Joining Unique Strategies Together for Interrogative Coercion Elimination, aims to replace coercive and abusive interrogation methods with those grounded in human rights and evidence.

Research by Caroline Spence, a public relations (PR) specialist and a senior lecturer in DMU's Faculty of Business and Law, suggests that the industry will have to work hard if it is to attract the diverse and talented graduates it needs for the future. The research was commissioned by the Chartered Institute of Public Relations (CIPR) to investigate the growing skills gap and recruitment issues within the PR and communications industry. The report, 'Choosing Public Relations: Factors impacting career choice for the Next Generation of potential PR Practitioners', was published by the CIPR in November 2025.

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.



**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. Teaching in the university is delivered by specialist schools within each of the faculties.**

## Faculty of Business and Law (BAL)

'Based in the purpose-built Hugh Aston Building, with its recent £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 also boasts strong links with professional bodies such as ACCA, CIMA, CIM and CIPD, offering recognition and significant exemptions from professional courses across a wide range of subject areas.

With a vibrant research culture, the faculty is home to a large Research and Innovation Institute for Responsible Business and Social Justice with multi-disciplinary hubs in Inclusive International Development, Inclusive Society, Sustainable Business Futures and a Centre for Law and Social Justice. With over 200 members and affiliates, we work closely with both industry and communities locally and nationally.

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.

Following a £350,000 investment, BAL students can now benefit from a state-of-the-art Trading Floor with industry-standard software for authentic simulation of financial trading and investing. With a growing portfolio of dedicated, specialist teaching spaces in the Faculty, De Montfort Law School will soon be launching its Law Lab, which will foster collaborative and experiential education.

## Faculty of Technology, Arts and Culture (TAC)

Our Faculty of Technology, Arts and Culture was established in September 2025 with the merger of the existing faculties of Arts, Design and Humanities (ADH) and Computing, Engineering and Media (CEM).

TAC brings together an extraordinary breadth of expertise – from Engineering to English, Computer Science to Fine Art, Drama to Media Production, and many others. In today's challenging HE environment, with rapid technological change and shifting student expectations, our collective strength is exactly what we need to adapt, innovate and thrive.

We have innovative research happening across our four research and innovation institutes – from work on generating affordable renewable energy from old electric vehicle parts to research using advanced computational intelligence to optimise banana farming, and from research on sustainable fashion and textiles to work on creative approaches to digital upskilling.

Most importantly, the faculty offers a more integrated experience for students, giving them access to a wider network of staff, facilities, and research. It also provides opportunities for cross-disciplinary collaboration and teaching and resources that reflect the diversity and strength of our combined disciplines.

This means more pathways to develop skills that employers are seeking and a stronger foundation to shape their futures in an increasingly complex world.



## 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.

One significant research project funded by the European Commission (Horizon Europe Framework Programme) from a collaborative grant, sees over £550,000 funding coming to the university. The project, led by Professor Parvez Haris from the Leicester School of Allied Health Sciences and Dr Helen Coulthard from the School of Applied Social Sciences, will focus on combating malnutrition in Africa (HealthyDiets4Africa) working with a consortium of 20 partners.

The School of Applied Social Sciences won several significant contracts to deliver training to partners in the East Midlands and across the UK. These included an NHS England contract to deliver a programme in low intensity psychological therapies, which will see NHS psychological wellbeing practitioners developing their knowledge and skills over the next three years. A further contract will involve the School working with His Majesty's Prisons and Probation Service, to deliver the Professional Qualification in Probation for Kent, Surrey, Sussex and East of England.

Within the School of Nursing and Midwifery, our BSc Midwifery students have been using safe Medicate to enable them to practice and be assessed in safe drug administration. The software is an easy and helpful way to learn and prepares the students for clinical practice.



# A MESSAGE FROM THE STUDENTS' UNION

De Montfort Students' Union (DSU) is the designated student representative body of the university. DSU is a student-led organisation that works for the interests and needs of our student members.

When joining DMU, every student automatically becomes one of our members and has full access to our services, events and democratic functions. Each year, students elect five full time executive officers from their population to represent their interests and two of our officers sit on the Board of Governors. Our members also elect seven part time liberation officers who represent LGBTQ+, postgraduate, disabled, black, Asian, and minoritised students, and more.

DSU is a registered charity and company with a Board of Trustees on which DMU students sit alongside independent volunteers. DSU exists to empower students to create an unforgettable journey while at university by improving their wellbeing, creating a home away from home, and providing opportunities to get all students actively involved.

We run an independent advice service and wellbeing functions, including a mental health crisis café. DSU also facilitates DMU welcome events including the large-scale Welcome Festival and International Student Welcome Week. Students can get involved in local community volunteering, through our Opportunities team, to help them build employability related skills. Students can also join, or launch, a club or society to make friends, build their CV, and give back to the DMU community.

As the democratic representative voice of DMU, we proudly facilitate the election of and training of hundreds of course representatives and faculty lead representatives each academic year. We employ as many students as we can and offer event spaces and outlets that are budget-friendly and ensure safe socialising time. Alongside this, we work closely with venues in the city who sign up to our code of conduct to keep students safe while off campus and keep the local economy booming.

Our positive working relationship with DMU is one of our proudest achievements and each year we work in partnership across committees, projects and events.



# 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.**

## **Jonathan Northcroft**

As the current Sports Journalism Association (SJA) British Sports Journalism Football Writer of the Year (2024), author and TV pundit, Jonathan Northcroft, is a familiar face to a generation of journalism students at DMU. The widely-respected football writer at The Sunday Times was born and raised in Aberdeen. He settled in Leicester with his wife, Jan, and two daughters in 2015, just in time to see the Foxes become the 5,000 - 1 Premier League champions. His book – Fearless: The Amazing Underdog Story of Leicester City – is the definitive account of that record-breaking year. He is a regular visitor to DMU, where he passes on his tips and wealth of experience to our sports journalism students.

## **Joanna Scanlan**

As an actor, writer, producer and educator, Joanna Scanlan is one of the most respected and versatile figures in British entertainment. Her distinguished career has significantly influenced British television, film, theatre, and radio. Educated at Cambridge, she later taught Drama at Leicester Polytechnic (now DMU), where she helped develop a pioneering BA (Hons) degree for writers and performers, shaping the next generation of creatives. Known for her depth and versatility, Joanna has delivered acclaimed performances in *The Thick of It*, *No Offence*, and *Slow Horses*, as well as films such as *Girl with a Pearl Earring* and *After Love*, for which she won both BAFTA and BIFA awards for Best Leading Actress. As co-creator and star of *Getting On*, she earned BAFTA nominations for her innovative storytelling, bringing underrepresented voices to the forefront.



**Joanna Scanlan**

## **Pawlet Brookes MBE**

As a graduate of DMU and CEO and Artistic Director of the Serendipity Institute for Black Arts and Heritage, Pawlet Brookes MBE is a trailblazer in the arts, renowned for amplifying voices from the African-Caribbean and African Diaspora. Recognised with an MBE in the 2022 New Year's Honours list for her contribution to the arts and cultural diversity, Pawlet has established Leicester as a global hub for Black cultural perspectives through initiatives like the Let's Dance International Frontiers festival, the Unearthed: Forgotten Histories project, and the Living Archive. Her publications, including *Reflections: Cultural Voices of Black British Irrepressible Resilience*, explore the impact of Black arts and heritage, while her CPD-accredited training programs diversify the heritage sector.



**Pawlet Brookes MBE**

## **Gus John**

For more than 60 years, Professor Gus John has stood at the heart of the fight for racial justice, equity, and human rights, leaving a profound legacy in education and beyond. He became the first Black Director of Education in Hackney, supported the creation of community schools, and mentored countless academics and students, including at De Montfort University. A prolific writer, speaker, and activist, Professor John has influenced legal cases, national policy, and community campaigns, challenging systemic injustice with honesty and empathy. Previously awarded an Honorary Doctorate by DMU in 1996, he continues to contribute to his mission while inspiring change globally.

# JOB DESCRIPTION:

## HEAD OF THE SCHOOL OF ALLIED HEALTH SCIENCES

FACULTY: HEALTH & LIFE SCIENCES

GRADE: SENIOR – FACULTY EXECUTIVE

PERMANENT, FULL-TIME

	Duties of the role
Overall purpose of the role	<p>The Head of School is a key leadership role within the university's academic Community, making a positive, significant and strategic contribution to the vision and delivery of an excellent environment for: a) research and innovation, b) teaching, learning and scholarship, c) social and economic prosperity of the region.</p> <p>You will be responsible for your school's planning, strategy and development, people management, academic leadership, financial and resource management.</p> <p>You will be visionary and pragmatic, able to respond to the key challenges and opportunities across the subject disciplines. You will have a strong record of collaborative working across faculty and experience of working across university systems and structures. You will be both a highly accomplished teacher with proven expertise in the delivery of learning and development, and have an excellent reputation in research and/or industry with commercial knowledge and business acumen for building relations between DMU, business and the wider community. You will have experience of line management, and inclusive, positive leadership.</p>
Main duties and responsibilities	<p><b>LEADERSHIP AND MANAGEMENT</b></p> <ul style="list-style-type: none"><li>• To provide dynamic leadership and vision, bringing our existing strengths together to respond to the policy landscape and a creative sector that are developing at pace, with a vision for the new school.</li><li>• To ensure a smooth transition for staff and students into the new structures of the faculty.</li><li>• To create an inclusive, communicative and performance-focussed culture encouraging staff engagement and motivation to deliver.</li><li>• To connect across the faculty, university and sector to maximise the school's potential within the field of disciplines nationally and internationally.</li><li>• Provide effective academic leadership, management and strategic vision for learning and teaching, research and knowledge exchange.</li><li>• To provide a high-quality academic experience for students and a stimulating environment for staff and industry partners in order to collaborate effectively.</li><li>• Demonstrate a continually developing high level of internationally recognised research and/or practice with professional and academic standing in a field related to the school's disciplines.</li><li>• Support the PVC/Dean, Deputy Dean and wider faculty executive on all aspects of strategic planning, financial management, budgeting and deployment of staffing resources.</li><li>• In agreement with the PVC/Dean, provide leadership for the faculty of a given portfolio, for example enterprise and equality, diversity and inclusion (EDI).</li><li>• Take responsibility for ensuring that the university's strategic equality plans are in place within the school and provide regular reports on progress.</li><li>• Perform any other duties commensurate with the job grade as reasonably required from time to time.</li></ul> <p>At all times treat all DMU staff, students, contractors and visitors with dignity and respect. Provide a service that complies with the Equality Act 2010, eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations with particular attention to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (or none), sex and sexual orientation.</p> <p>All members of staff are responsible for their contribution to improved environmental performance and in reducing greenhouse gas emissions at DMU. It is therefore required that all members of staff are aware of how the Environmental Policy relates to their own role at the university.</p> <p>Staff conduct must reflect the values inherent in the Environmental Policy and where required staff must cooperate with environmental compliance and conformance requirements to help minimise our emissions to air, water and land.</p>

# JOB DESCRIPTION:

## HEAD OF THE SCHOOL OF ALLIED HEALTH SCIENCES

FACULTY: HEALTH & LIFE SCIENCES

GRADE: SENIOR - FACULTY EXECUTIVE

PERMANENT, FULL-TIME

Area of responsibility	Requirements	Essential or desirable	*Method of assessment
Qualifications and training	Ph.D. or professorial title or equivalent academic standing in a discipline specific to the school	Essential	A, D
	Evidence of academic professional development in own area of expertise or leadership	Essential	A, I
	Senior Fellowship of the Higher Education Academy	Desirable	A, D
Previous work experience	Sustained experience of working in a senior leadership and management role in a large/complex organisation	Essential	A, I
	Experience of defining strategic direction and ensuring strategic development in line with corporate goals	Essential	A, I
	Experience of resource management, both financial and human, including strong experience of risk management, managing budgets and use of KPIs	Essential	A, I
	Experience of line management and the ability to lead, motivate and develop a large team(s) effectively	Essential	A, I
	Experience of developing successful strategic partnerships locally, nationally and internationally	Essential	A, I
	Experience of workforce planning in line with needs for savings or growth	Essential	A, I
	Experience of capital development and student number planning	Essential	A, I
	Proven record of nationally and internationally recognised research or practice in a discipline area relevant to the School	Essential	A, I
	Experience of managing and developing teams across disparate discipline areas	Essential	A, I
	Experience of cross-institutional projects	Essential	A, I
	Experience of managing significant external challenges in order to secure student learning experience and income.	Essential	A, I
Specific knowledge / skills / abilities / motivation / attitude required	The ability to communicate the university vision for the future, and the ability to translate that vision to other members of staff in order to enthuse, inspire and draw on their support	Essential	A, I, T
	Excellent understanding of learning, teaching, research, innovation and international markets within the context of the faculty	Essential	A, I
	Ability to lead research and innovation in the context of your own discipline	Essential	A, I

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

Area of responsibility	Requirements	Essential or desirable	*Method of assessment
Specific knowledge / skills / abilities / motivation / attitude required	Ability to lead positive change, and to create an inclusive, communicative and performance focused management culture	Essential	A, I, T
	Ability to analyse complex data and make strategic decisions accordingly	Essential	A, I, T
	Demonstrable commitment to citizenship, with the ability to network and collaborate both faculty and university-wide	Essential	A, I
	Ability to represent the faculty and university internally to others and externally both in the UK and overseas. This includes displaying political astuteness and diplomacy, where necessary	Essential	A, I, T
	A high degree of integrity, with the ability to exercise discretion and confidentiality	Essential	A, I, T
	A high degree of emotional intelligence, resilience and organisational capability, and able to manage a large and complex workload	Essential	A, I, T
	Knowledge of external requirements (e.g. funding bodies, financial obligations, statute, accreditation bodies) and related implications for the school and the faculty	Desirable	A, I
Additional requirements	Demonstrate commitment to promoting equality, diversity and inclusion for all staff and students	Essential	A, I
	A commitment to the health, safety and wellbeing policy across the institution	Essential	A, I

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

## OUR VALUES AND BEHAVIOURS AT DMU

At De Montfort University, our Empowering University Strategy sets out our mission:

*“To discover gateways of opportunity that empower students, staff, and our community to create a fairer society.”*

Our values are at the heart of everything of this mission and everything that we do.

<b>We are collaborative</b> – we work together to get things done	Foster team collaboration and the exchange of best practices, establish clear and ambitious goals, develop work plans focused on achieving outcomes, and identify and nurture individual strengths to support development
<b>We are honest and compassionate</b>	Offer honest and constructive feedback, cultivate a secure and open workplace, make difficult decisions with credibility, and act with integrity and transparency
<b>We are innovative and creative</b>	Cultivate an environment that promotes questioning and idea sharing, minimises bureaucratic hurdles, encourages open dialogue about mistakes, and engages the teams in ongoing service improvement.
<b>We are a community</b> – we value and champion difference	Encourage diverse viewpoints, swiftly address conflicts and inappropriate behaviours, and nurture a culture of mutual respect.

They are embedded within our Leadership and Management Standards and Behaviours Framework, ensuring that every leader and manager reflects the principles that guide our university.

Together, these elements shape a culture of empowerment, fairness, and excellence.

As part of the recruitment process, we will look for evidence of these values and behaviours in our candidates. They are essential to how we lead, manage, and create an inclusive, empowering environment for all.

# HOW TO APPLY

To apply, please click the 'Apply now' button listed within the advert on our university careers site:

**[careers.dmu.ac.uk](https://careers.dmu.ac.uk)**

Along with the application form, please submit the following:

- A CV setting out your career history, including key responsibilities and achievements, and details of two referees
- A cover letter explaining how you consider your skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the person specification set out in the candidate pack

For any informal enquiries or for an informal conversation regarding the role, please initially email Ella Parker (Talent and Development Advisor): **[ella.parker@dmu.ac.uk](mailto:ella.parker@dmu.ac.uk)**

Applications are welcomed up until **midnight on Sunday 22 February 2026.**

## 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**.

