

PROFESSOR

De Montfort University (DMU)
Leicester

CANDIDATE INFORMATION PACK



WELCOME FROM THE PRO VICE-CHANCELLOR AND DEAN OF BUSINESS AND LAW

I want to thank you for your interest in our university and in the position of Professor (aligned to the discipline(s) of business) within the Faculty of Business and Law. This is a post that will be critical to our transformational journey helping us to develop and thrive in research and innovation excellence in an increasingly complex higher education sector.

Built upon strong local presence and with excellent links to our business community that are important to us and that we value, the university also has a significant global presence with overseas campuses and partners in Dubai, Malaysia, Central Asia and China to name a few. You will help leverage these relationships helping us to grow and develop our applied research and innovation on a regional, national and international scale. The post comes with an initial 3-year, renewable role as the Director of our Research and Innovation Institute of Responsible Business and Social Justice, which will provide the vehicle for that growth.

As the ideal candidate, you will have leadership and management experience at a senior level. This may have been gained through leading a research centre, institute, department or school or working as a member of a faculty executive team. You will bring an ability to mentor others and create teams of scholars to realise both high-quality publications and innovation and enterprise activities having had experience of leading sizeable research grants and KTPs, and contract research or consultancy.

I have found DMU to be diverse, inclusive and incredibly friendly and welcoming. It is shaped and energised by people willing to embrace new ideas and create something special at the heart of education. As we look forward to the future, I hope you will also feel inspired to join us on this journey.

With my very best wishes for the future,

Professor Kasim N Sheikh
Pro Vice-Chancellor, Social Justice
Dean of the Faculty of Business and Law

OVERVIEW OF ROLE: PROFESSOR

As a Professor within the School of Leadership, Management and Marketing and with a renewable Directorship of the Institute of Responsible Business and Social Justice, your role will be to lead the development of a world-class research and innovation profile in the area of business.

Working closely with the PVC/Dean, DVC, Deputy and Associate Deans and other senior staff, you will support the development of faculty and university research and innovation strategies. Taking a hands-on approach in their realisation, you will lead collaborative cross-school and faculty work to meet set KPIs and income targets for the Faculty of Business and Law as a whole.

A key emphasis for this role will be to lead the faculty's innovation and enterprise strategy, building its external profile, reputation and reach, developing

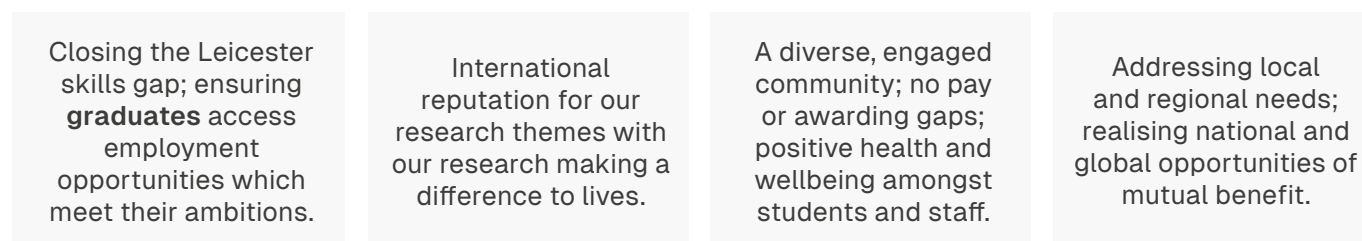
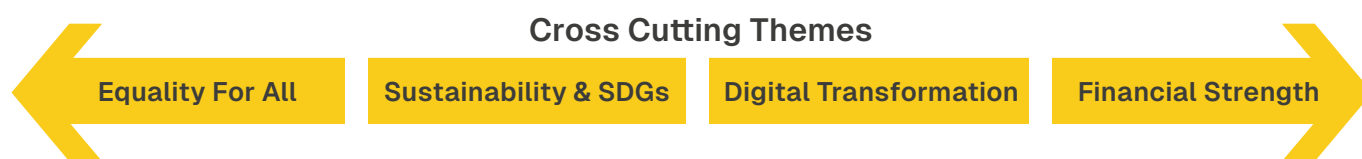
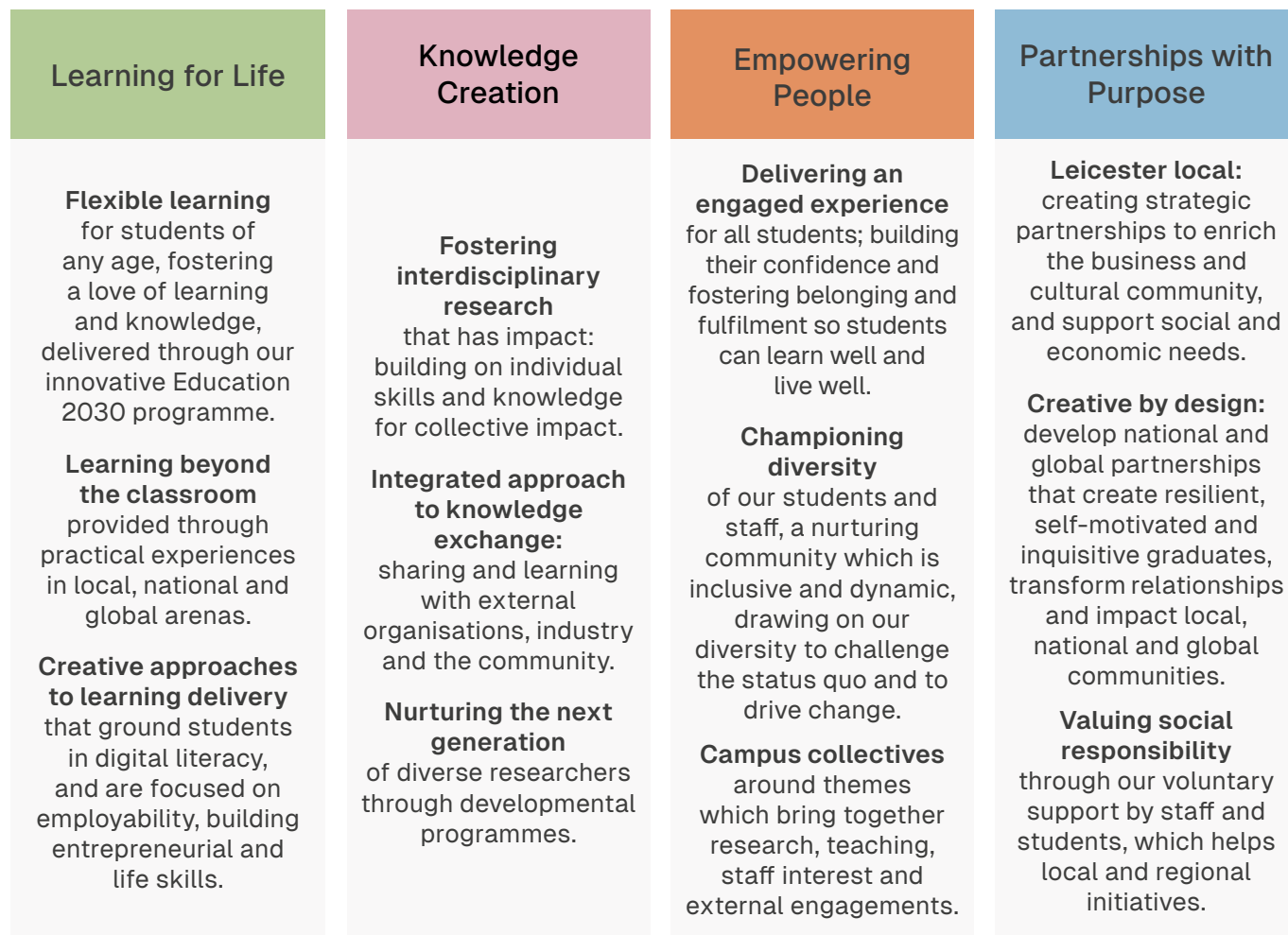
partnerships with businesses and organisations to deliver research grants, KTPs, contract research, consultancy, training and other responses to government priorities.

The Institute for Responsible Business and Social Justice is the sole research and innovation vehicle of the realisation of R&I strategies in the faculty with approximately 100 full and associate members. The School of Leadership, Management and Marketing is the largest school of three in the faculty sitting alongside the School of Accounting, Finance and Economics and School of Law. It has over 4,000 students and 128 fte academic staff, with a range of disciplines from leadership and business management to project management, supply chain and marketing. The school offers a wide portfolio from undergraduate taught degrees to postgraduate DBA and PhDs.



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, in the Times Higher Education Impact Rankings 2024. In recent years, we have also been recognised for being one of the country's greenest universities after prestigious wins in the 2022 and 2023 Green Gown awards, which reward the most sustainable initiatives happening across higher education. 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.

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.

A Top 20 University

Our students' votes placed us as the 17th best university overall in the 2026 WhatUni Student Choice Awards.



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.

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.

The life of one of Britain's most influential philosophers and logicians, Bertrand Russell, is set to be turned into a feature-length screenplay, thanks to the efforts of a PhD researcher Amanda Renai Curdt-Christiansen. Amanda hopes her screenplay will inspire people to embrace a global perspective and reject a rise in more radical, and sometimes violent, ideologies.

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 minoratished 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 of 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 fulltime 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 HONOURANDS

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:

PROFESSOR

FACULTY: BUSINESS AND LAW

GRADE: PROFESSORIAL

FULL TIME, PERMANENT.

The post also comes with 0.5fte allocated as Research and Innovation Institute Director for an initial period of 3 years.

	Duties of the role
Overall purpose of the role	The postholder will lead the development of a world-class research and innovation profile in the area of business, for the Faculty of Business and Law, raising the reputation of the university locally, nationally and internationally. Located within the School of Leadership, Management and Marketing and affiliated with the Institute for Responsible Business and Social Justice, the post holder will work closely with the Associate Dean for Research and Innovation to support the development and realisation of faculty and university strategy. This will include cross school and faculty working with key initiatives for the delivery of excellence in research, knowledge exchange, consultancy and postgraduate research student activities to meet set KPIs. The role has an integral leadership focus involving both disciplinary and interdisciplinary research and innovation with demonstrable impact. The post holder will take responsibility for both mentoring and supporting staff and bringing together and training teams, in preparation for submission to future Research Excellence Framework and Knowledge Exchange Framework assessments. This includes producing high-quality peer reviewed publications, securing grants from leading funders, developing and securing KTPs, contract research and consultancy.
Main duties and responsibilities	• Provide strategic leadership and vision for the research and innovation activities of the faculty with a hands-on approach towards the development and delivery of set KPIs. • Develop and preserve a prominent national and international academic and professional profile that builds on the research excellence of the relevant research institute, faculty and university. • Lead disciplinary and interdisciplinary research that develops collaborations internally, nationally and internationally to produce high-quality outputs and research impact that informs national and overseas governments, agencies and services. • Develop strategies for policy engagement fostering and developing fruitful research relationships and partnerships inside and outside the University with relevant public, private and voluntary sector funding bodies and research, practice, academic, and corporate organisations, as appropriate. • Develop and deliver strategies for increasing and diversifying income generation through research grants, knowledge transfer partnerships, contract research, consultancy and other responses to government priorities, developing new and existing connections with stakeholders and external parties including businesses. • Mentor and support staff at all levels, bringing together and training teams, in preparation for submission to Research Excellence Framework and Knowledge Exchange Framework or other equivalent assessments. This includes in producing high-quality publications, grant writing, reading draft applications, peer review and submission, securing and managing grants from leading funders and developing and securing KTPs. • Act as a line manager within the relevant subject area(s), to include all aspects of line management, such as performance management, workload/resource management, objective setting and appraisals. • Undertake administrative duties and engage in or chair committee and working groups and other activities as required by the School, Faculty and University. • Contribute to School and Faculty teaching and the assessment of student knowledge and in the supervision of postgraduate researchers and projects. • Represent the University, as appropriate, on external committees, boards and at other meetings.

JOB DESCRIPTION:

PROFESSOR

FACULTY: BUSINESS AND LAW

GRADE: PROFESSORIAL

FULL TIME, PERMANENT.

The post also comes with 0.5fte allocated as Research and Innovation Institute Director for an initial period of 3 years.

	Duties of the role
Main duties and responsibilities	• Obtain, plan and manage the resources needed to support other staff, deliver research projects, oversee progress in all aspects of work and prepare and present management information in line with university systems and procedures and the needs of external funders. • Support key university activities and events for example attending open days, graduation ceremonies, and confirmation and clearing, including where these activities/events require attendance in the evening or on weekends. • Take responsibility for ensuring that the university's strategic EDI plans are in place and provide regular progress reports, as required. • Ensure the adherence to health and safety practices and regulations in all activities. • Minimise environmental impact, seeking to promote environmental sustainability in line with the university Environmental Policy. • Perform any other duties commensurate with the job grade as reasonably required from time to time.

PERSON SPECIFICATION:

PROFESSOR

FACULTY: BUSINESS AND LAW

GRADE: PROFESSORIAL

FULL TIME, PERMANENT.

The post also comes with 0.5fte allocated as Research and Innovation Institute Director for an initial period of 3 years.

Area of responsibility	Requirements	Essential or desirable	*Method of assessment
Qualifications and training	PhD or equivalent professional experience in a discipline aligned to the School	Essential	A, D
	Professorial title in a discipline aligned to the School**	Essential	A, D
Previous work experience	Well-developed profile of research in an area aligned to the School including a strong record of publication in internationally leading refereed journals and other publications as well as non-traditional and practice-based outputs in their field	Essential	A, I, D
	Experience of sizeable income generation through research grant bids and/or KTPs as a PI/Project Lead	Essential	A, I, T, D
	Sustained leadership of a Research Centre or Group(s).	Desirable	A, I
	Leadership of a Research Institute	Desirable	A, I
	A proven track record in making a significant contribution to the leadership of a long-term REF, KEF or equivalent research and knowledge exchange strategy	Essential	A, I
	Record of successful supervision, through to completion of students at postgraduate and doctoral level.	Essential	A, I
	Membership of editorial boards of recognised journals and/or involvement in other similar external activities within the wider research community	Desirable	A, I
	Proven experience of teaching in relevant subject areas to the School at undergraduate and/or postgraduate level	Essential	A, I
	Experience of managing budgets and resources	Essential	A, I

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

PERSON SPECIFICATION: PROFESSOR

FACULTY: BUSINESS AND LAW

GRADE: PROFESSORIAL

FULL TIME, PERMANENT.

The post also comes with 0.5fte allocated as Research and Innovation Institute Director for an initial period of 3 years.

Area of responsibility	Requirements	Essential or desirable	*Method of assessment
Specific Knowledge/Skills/ Abilities/ Motivation/Attitude Required	Proven people management skills demonstrating emotional intelligence and self-awareness, with the ability to effectively manage difficult conversations and performance	Essential	A, I
	Aptitude to support and mentor research and innovation colleagues	Essential	I, T
	Excellent organisational, interpersonal and communications skills and a positive approach to team working	Essential	I
	Ability to represent the Faculty and University internally and externally both in the UK and overseas with the commensurate political and cultural skills	Essential	A, I
Other Requirements	Demonstrable commitment to promoting equality, diversity and inclusion	Essential	I, T
	Willingness to work away from the university, including internationally and to work flexibly, depending upon the demands of the role.	Essential	I

**The University will consider applications from applicants who are aspiring for promotion to professor, subject to them being able to demonstrate meeting the relevant criteria for the award of the title of professor in accordance with University's Academic Promotion Guidelines 2026.

ROLE DESCRIPTION:

RESEARCH AND INNOVATION INSTITUTE (RII)

DIRECTOR INSTITUTE FOR RESPONSIBLE BUSINESS AND SOCIAL JUSTICE

	Duties of the role
Role outline	• To lead, grow and enhance research and knowledge exchange / enterprise activities within the Institute. • To develop the Institute's Research and Innovation strategy and deliver on agreed key performance targets • To foster interdisciplinary research which has impact; building on individual skills and knowledge for collective impact. • To provide an integrated approach to knowledge exchange; sharing and learning with external organisations, industry and communities. • To nurture the next generation of researchers in the Institute through a developmental programme. • To be a point of communication between the Institute and wider university as well as externally. • To lead, grow and enhance the research and innovation environment of the institute across income generation, impact and engagement and PhD students and their experience. • To contribute to teaching and education activity and promote research informed teaching
Main duties	• Lead the Institute and its members, developing strategy/environment building a vibrant inclusive research culture. • Contribute to the Faculty and University strategy, policy and environment across research, teaching and enterprise in an impactful way • Provide leadership of the centres and clusters for which the Institute acts as an umbrella • Line manage research professors in the Institute • Review and recommend membership of Institute, both full and associate, based on agreed criteria • Lead on the Institute's engagement with, and contribution to, REF/KEF preparations • Ensure adequate mentoring for research staff in the Institute, including support and advice, where necessary, for sabbatical applications and promotion and related processes • Ensure the Institute has a high-quality digital presence and is represented in person where necessary • Represent the Institute at Faculty and University committees as necessary • Work with the Faculty and School EDI leads to ensure relevant EDI action plans are implemented and monitored within the Institute • If acting as UoA Coordinator, fulfil all the duties and responsibilities of the UoA Coordinator • To undertake any other reasonable duties requested • Work with professional bodies on any accreditations (where appropriate) • Work with the marketing team on the recruitment of students to the subject area • Work with research and knowledge exchange institutes to ensure that we embed research and knowledge exchange in the curriculum

ROLE DESCRIPTION:

RESEARCH AND INNOVATION INSTITUTE (RII)

DIRECTOR INSTITUTE FOR RESPONSIBLE BUSINESS AND SOCIAL JUSTICE

	Duties of the role
Main duties	• Work with the enterprise team to optimise commercial opportunities for the subject area • Undertake supervision and line management, such as performance management, workload/ resource management, objective setting and appraisal. Any relevant matters to be escalated as appropriate • Contribute to the preparation of staff and subject area for the REF & KEF • Chair and participate in institutional committees and groups as appropriate. • Lead internal and external networks (such as leading a sub- committee in the external professional community). • Undertake, or manage others undertaking, programme leadership for the largest and most complex teaching programmes. • Provide leadership to learning communities and ensure that staff engage in appropriate development activity • Lead the development of high-quality teaching materials • Maintain a strong academic profile in the appropriate subject area including awareness of developments at national and international level

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.

We are collaborative – 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
We are honest and compassionate	Offer honest and constructive feedback, cultivate a secure and open workplace, make difficult decisions with credibility, and act with integrity and transparency
We are innovative and creative	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.
We are a community – 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.

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 on our website.

HOW TO APPLY

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

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 Natasha Kukadia (Talent Acquisition Advisor): **natasha.kukadia@dmu.ac.uk**

Applications are welcomed up until midnight on **Sunday 4 October**.

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**.

