

PROFESSOR/ASSOCIATE DEAN (RESEARCH AND INNOVATION)

De Montfort University (DMU)
Leicester

CANDIDATE INFORMATION PACK



WELCOME FROM THE PRO VICE-CHANCELLOR AND DEAN OF TECHNOLOGY, ARTS AND CULTURE

Thank you for your interest in the position of Professor /Associate Dean Research and Innovation at De Montfort University, in the Faculty of Technology, Arts and Culture. This is a role that will be critical to our transformational journey helping us to develop and thrive in an increasingly complex higher education sector.

As an experienced academic leader with leadership and management experience of research and innovation at school or faculty level, you will have the opportunity to help us develop further. Your own well developed research profile and knowledge of current approaches, initiatives and trends will help you support the faculty in its future REF submission, guiding us on high-quality applied research and impact case studies, and generating strong income growth through grant bids and KTPs.

With ongoing changes and challenges to undergraduate and postgraduate recruitment, there are also opportunities with a new educational skills agenda that prepares students to become workplace

ready. We've already made some big changes at De Montfort University (DMU) over the last few years, shifting to block teaching as the first large scale implementation of this in the UK. People, both in our university and region, are important to us, and we enjoy a close working relationship with our local communities that we very much value.

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 Shushma Patel
Pro Vice Chancellor Artificial Intelligence
Dean of the Faculty of Technology, Arts and Culture

OVERVIEW OF ROLE: ASSOCIATE DEAN (RESEARCH AND INNOVATION)

The post of Associate Dean (Research and Innovation) is to provide strategic leadership and management of research and innovation across the faculty. Working closely with the Pro Vice-Chancellor and Dean, you will be responsible for the faculty strategic plan, portfolio management and implementation of key initiatives for the delivery of high-quality research, knowledge exchange, consultancy and postgraduate research student activities.

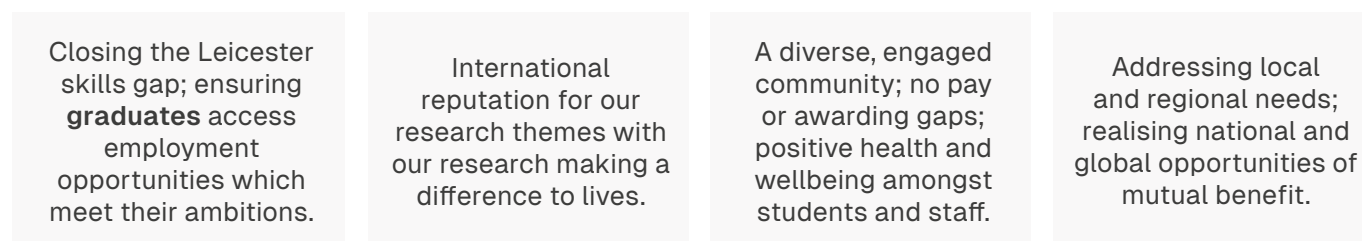
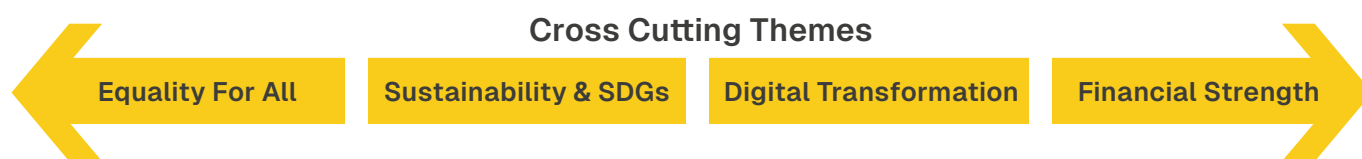
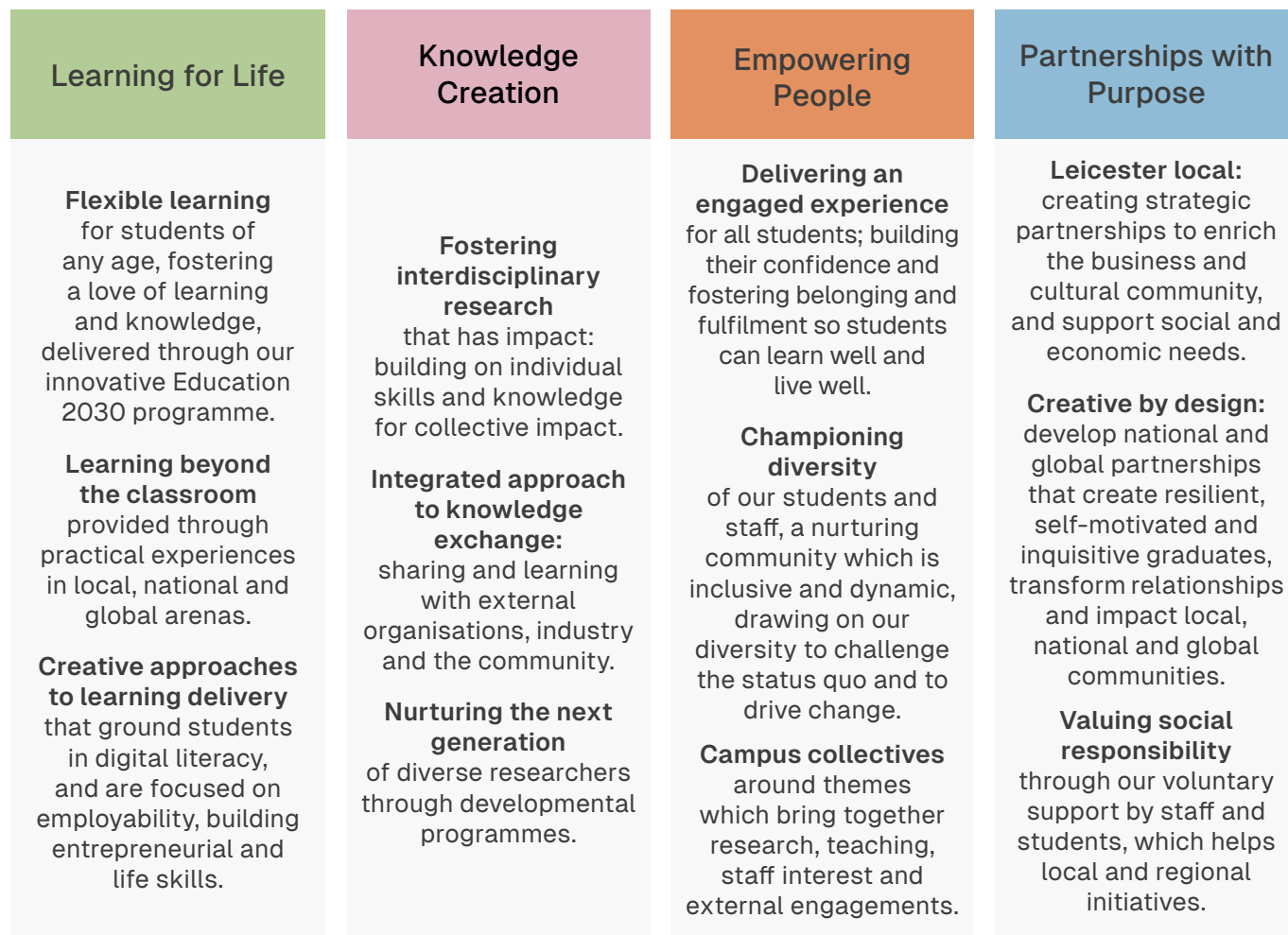
You will also be a member of the Faculty Leadership Team, working strategically and collaboratively with other senior leaders, including the Deputy Vice-Chancellor (Planning, Research and Innovation), Associate Pro Vice-Chancellors and Research and Innovation Institute Directors to drive performance and achievement of our strategy and vision.

The role will further provide leadership within the faculty for its Research Excellence Framework (REF) submission.



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 & INNOVATION

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

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

The Faculty of Arts, Technology and Culture is the research powerhouse of the university, home to four of the university's seven flagship Research & Innovation Institutes, launched to drive research and innovation across the university in 2024.

The Digital Future Institute

The Digital Future Institute is driven by a commitment to the public good, advancing safer societies, effective governance, and sustainable communities through a strong civic mission.

Home to the three research clusters – Cyber Technology Innovations, Innovative Artificial Intelligence, Creativity, Media and Social Responsibility – the Digital Future Institute integrates regional digital transformation with global excellence in AI, cybersecurity, ethical research, and media and communication studies, focusing on both fundamental and applied, responsible innovation.

It supports communities, public services, and industry through secure, trustworthy, and resilient digital solutions, while promoting ethical AI and informed digital communication.

It translates policy into practice across sectors such as healthcare, education, and local government, delivering real-world impact, strengthening regional growth and shaping international standards in ethical AI, cyber resilience, and digital governance.

Recent flagship projects include Dr Sara Wilford's Horizon Europe funded SMIDGE project tackling the radicalisation of middle-aged citizens, Empowering the "Invisible Middle" Against Online Extremism, and Dr Ismini Vasileiou's DSIT-funded Cyber Local programmes, including Cyber Growth which focuses on helping East Midlands organisations strengthen Cyber governance, workforce capability and innovation.

The Institute for Sustainable Futures

In a vulnerable, uncertain, and complex world, we are striving to negotiate societal challenges while remaining within the planetary boundaries. The global challenges offer the opportunity to create a resilient, sustainable, and climate-compatible society. Complex transformations require initiatives that cut across technology, economy, behaviour, environment, and governance and developing and deploying appropriate sustainable solutions for such a global transformation remain a major challenge.

The Institute for Sustainable Futures adopts a whole system thinking approach and brings together researchers from multiple disciplines to deliver novel, applied and impactful research that brings real changes to the quality of life of our communities and societies.

Organised around two clusters – Building for a Greener Future for all, and Engineering for a resilient future, the institute is leveraging expertise in materials science, engineering, computing, architecture, and social and behaviour sciences at the core of its work.

Working collaboratively with communities, businesses, governments and other stakeholders, the Institute co-creates innovative solutions to support the development of resilient, affordable, just and sustainable systems, processes, and governance for urban and rural communities in the UK, in Europe and internationally in the developing world.

Recent research highlights include the UKRI funded CEPREC project (circular energy systems for Africa's energy transition) led by Professor Muyiwa Oyinola, which addresses the need for more reliable, affordable and inclusive energy access across Africa, and the growing risk of electronic waste from renewable energy and electric mobility technologies, and the £2.5m Innovate UK funded Leicestershire Collaborate to Accelerate Net Zero (LCAN). DMU's role, led by Dr Andrew Reeves, focussed on evaluating and developing governance and collaborative structures across Leicester, Leicestershire and Rutland (LLR) to drive forward clean energy project investment.

The Institute of Arts, Design and Performance

The Institute of Arts, Design and Performance encompasses specialist and cross-disciplinary research across architecture, art and design, fashion and textiles, and dance, drama and performance studies.

Organised in two main clusters – Creative Practices and their histories, and Circular Design – members engage in cutting-edge practice-based research, knowledge transfer and commercial research, as well as more traditional forms of academic research.

The institute champions the freedom to innovate and think outside the box. Arts and Humanities research is at its most dynamic where it intersects with other disciplines and can be applied in ways that have real social and cultural benefits. Our researchers regularly collaborate with third sector, charitable, governmental and commercial stakeholders, achieving international impact.

Flagship projects include a collaboration with the charity Film is Fabulous! to rescue vulnerable film collections held privately and to preserve them for future generations (which has already recovered lost episodes of series such as Doctor Who and the Morecambe and Wise show); and EASE: Entrepreneurship, Art, and Science for Environmental Sustainability, a new £1.2m UKRI funded research project led

by Dr Mark Kasumovic which brings together climate scientists, artists, and entrepreneurs to design a new generation of climate communications.

The Institute for Global Challenges and Cultures

The Institute for Global Challenges and Cultures brings together a range of scholars working in a variety of areas in the humanities and social sciences.

Research broadly divides into two categories, reflected in the two clusters which exist within the Institute: Migration, Integration and Conflict, and Global Cultures: Material, Textual and Visual.

The former group, challenging simple assumptions, includes scholars from a variety of disciplinary perspectives including History, Politics and International Relations, while those working in this field cover a geographical range which includes the USA, Britain, Europe, Africa and South Asia, from the eighteenth the twenty-first century.

With strengths across Digital Humanities, English Literature and Language, Creative Writing, Textual Studies (including Shakespearean Studies), Material Culture, Visual Culture, Heritage and Tourism, the second cluster works on scholarly projects across a dynamic breadth of the global cultural past and present. The cluster foregrounds the creativity, vibrancy, and resilience of this legacy.

Scholars within the Institute have had significant engagement with cultural and heritage organizations such as the British Council, Historic England, the National Trust and the Victoria & Albert Museum.

Current flagship research includes Dr Beatriz Pichel's Leverhulme Trust funded project on Medical Photography and Professor Kenneth Morrison's British Academy Innovation Fellowship with the Foreign and Commonwealth Development Office, which sees him embedded within its Research Analysts (Europe Research Group) and working closely with the Western Balkans Department (WBD), focusing on several areas but with an emphasis on the security dimensions of the region.



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 *Gett ing 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:

ASSOCIATE DEAN (RESEARCH AND INNOVATION)

FACULTY: TECHNOLOGY, ARTS AND CULTURE

GRADE: SENIOR STAFF

FULL TIME, PERMANENT

	Duties of the role
Overall purpose of the role	The Associate Dean will provide effective strategic leadership and management of research and innovation across the faculty. Reporting to and working closely with the Pro Vice-Chancellor (PVC) and Dean, the role encompasses development of the faculty strategic plan, portfolio management and implementation of key initiatives for the delivery of high-quality research, knowledge exchange, consultancy and postgraduate research student activities to meet set KPIs. The Associate Dean will be a member of the Faculty Leadership Board, also working with other senior leaders including the Deputy Vice-Chancellor (Planning, Research and Innovation), Associate Pro Vice-Chancellors and Research and Innovation Institute Directors to drive performance and contribute to DMU's Research and Innovation Strategy. The role will further provide leadership within the faculty for its Research Excellence Framework (REF) submission, working collaboratively with research leaders across the university.
Main duties and responsibilities	RESEARCH AND INNOVATION: • To take responsibility, on behalf of the PVC/Dean, for the leadership, management and implementation of research and innovation within the faculty. • Represent the faculty at university meetings, including University Research and Business Innovation Committee and others as appropriate. • Chair the Faculty Research and Business Innovation Committee, and be an active and engaged member of the Faculty Leadership Board. • Lead the faculty in collaboration with the PVC/Dean in achieving and maintaining excellence in research and innovation, setting and monitoring research funding and innovation income targets appropriate to the disciplines within the faculty. • Proactively manage faculty research budgets. • Take the lead role in ensuring faculty-wide development of appropriate research and commercial income, including research grants, knowledge transfer partnerships and consultancy among others. • Ensure an effective system for securing funding through actively publicising research funding and innovation opportunities, supporting staff in grant writing, reading draft applications, peer review, submission and administration, and in monitoring funding bids and innovation proposals. • Ensure Research and Innovation Institute Directors implement university and faculty level research strategies in an appropriate context for their membership. • Support all Units of Assessment in the faculty through the REF in liaison with the PVC/Dean and DVC Planning, Research and Innovation. • Take principal responsibility for the organisation of an active research and innovation environment, leading on staff development and events to develop and sustain a vibrant culture of excellence. • Liaise with the appropriate staff working on research project development, award and administration to ensure appropriate support for researchers and to ensure that research projects are compliant with funder requirements and financial audit.

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ASSOCIATE DEAN (RESEARCH AND INNOVATION)

FACULTY: TECHNOLOGY, ARTS AND CULTURE

GRADE: SENIOR STAFF

FULL TIME, PERMANENT

	Duties of the role
Main duties and responsibilities	POLICIES, PROCEDURES AND FRAMEWORK: • Ensure that university procedures and new initiatives are in place as well as responding to national changes in provisions for research students. • Work in consultation with the University Leadership Board, Governance and Legal Services Directorate and the Research, Business and Innovation Directorate (RBI) to ensure that intellectual property, and other relevant university interests arising from research are protected. CORPORATE: • Contribute as appropriate to university committees and working groups. • Through a dotted-line relationship with the university Deputy Vice-Chancellor (Planning, Research and Innovation) contribute to the university's Research and Innovation strategy and take the lead role in developing and securing research funding and innovation opportunities. • Take a lead role in contributing to the university's REF submission. OTHER: • Promoting equality and diversity within the faculty, leading relevant initiatives as appropriate. • Ensuring the promotion of, and adherence to, health and safety practices and regulations in all faculty activities. • The post holder is required to minimise environmental impact in the performance of the role, seek to promote environmental sustainability within area of responsibility, and actively contribute to the delivery of the DMU Environmental Policy. • Perform any other duties commensurate with the job grade as reasonably required from time to time.

PERSON SPECIFICATION:

ASSOCIATE DEAN (RESEARCH AND INNOVATION)

FACULTY: TECHNOLOGY, ARTS AND CULTURE

GRADE: SENIOR STAFF

FULL TIME, PERMANENT

Area of responsibility	Requirements	Essential or desirable	*Method of assessment
Qualifications and training	Doctorate or equivalent academic standing in a discipline aligned to the faculty	Essential	A, D
	Professorial title, ideally in a discipline aligned to the faculty**	Essential	A, D
	Well-developed profile of research and/or knowledge exchange/ professional practice in own area of expertise	Essential	A, I, D
Previous work experience	Leadership and management experience of research and innovation activities at school or faculty level in higher education or other organisation	Essential	A, I
	Experience of sizeable income generation through grant bids and/ or KTPs or consultancy as a PI or Project Lead commensurate with disciplinary area of expertise	Essential	A, I, T
	Experience of operational leadership including managing staff, budgets, resource planning and risk management	Essential	A, I
	Broad experience of PhD/DBA supervision, management and examination	Essential	A, I
	Experience of developing and leading commercial/enterprise/ innovation projects and activities at scale and pace relevant to the sectors within the faculty	Essential	A, I
	Experience of developing successful strategic partnerships, locally, nationally and internationally	Essential	A, I
Specific knowledge / skills / abilities / motivation / attitude required	In depth knowledge of the higher education sector, with particular understanding of recent research, innovation and commercial approaches, initiatives, and trends	Essential	A, I, T
	In depth understanding of a research and innovation culture and its development, environment creation and sustainability	Essential	I, T
	Significant skills in successful change management and delivery against strategic objectives	Essential	A, T
	Proven people skills demonstrating a high degree of emotional intelligence with the ability to effectively manage difficult conversations and performance, and build relationships with a range of stakeholders	Essential	A, 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 Appendix 4 of the University's Academic Promotion Guidelines 2024/25.

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

PERSON SPECIFICATION:

ASSOCIATE DEAN (RESEARCH AND INNOVATION)

FACULTY: TECHNOLOGY, ARTS AND CULTURE

GRADE: SENIOR STAFF

FULL TIME, PERMANENT

Area of responsibility	Requirements	Essential or desirable	*Method of assessment
Specific Knowledge / skills / abilities / motivation / attitude required	Ability to represent the faculty and university internally to others and externally both in the UK and overseas with the commensurate political and cultural skills	Desirable	A, I
Additional requirements	Demonstrate commitment to promoting equality and diversity and to lead initiatives aligned to the Faculty research themes	Essential	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.

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 and Development Advisor) **Natasha.Kukadia@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](#)**.

