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University of  
**Kent**

# DEAN OF KENT BUSINESS SCHOOL

Candidate brief – February 2024



# Message from the Vice-Chancellor and President, Professor Karen Cox

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**We are delighted that you have expressed an interest in the post of Dean of Kent Business School, at the University of Kent.**

This is an extremely important appointment that will play a key part in developing the University for the future. We have set out our vision and strategy that builds on strong foundations in education, student experience and research, embracing flexibility and growth to ensure a sustainable future for our community.

As Dean of Kent Business School, you will be a key player involved in developing and delivering our Kent 2030 strategy and transformation plan, which will ensure the University is a place to inspire with an approach to challenge.

This is a time of great opportunity for Kent. We very much look forward to receiving your application for what will be a stimulating, challenging and professionally fulfilling role.

Professor Karen Cox  
Vice-Chancellor & President





# The University of Kent

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**The University of Kent is moving forward, working to deliver our ambitious Kent 2030 strategy. We are building on our world-class teaching and research reputation to become a leading civic university, supported by progressive courses that place us at the heart of public and intellectual life.**

We are a university embedded in our community at a regional, national and global level. We build relationships, connections and partnerships, bringing the University's skills and expertise to make a difference in the world.

We strive to be a community that empowers students from a wide range of backgrounds to find and shape their place in the world, where academics are free to explore and deepen our understanding of it.

Canterbury, our historic base, has been a hub of learning for centuries, while our Medway campus is at the heart of its region's cultural aspirations. We are proudly international in outlook with our Kent International College supporting international recruitment and partnerships with more than 300 universities worldwide.

We are determined to build on this to meet local, national and international needs. The Kent and Medway Medical School brings vital skills to the region, while a growing Institute for Cultural and Creative Industries will support the fastest growing sector of the UK economy.

Our students are diverse, passionate and independent. They are thought leaders, volunteers and co-creators. They decolonise curricula and help shape their communities.

Our highly rated, inspirational teachers, work with award-winning staff to ensure everyone reaches their potential. We actively seek new ways to open up education, from online learning to apprenticeships, to support personal and community development as well as business growth.

We are home to some of the world's most influential thinkers, with recent biology research named among the UK's best breakthroughs of the last century. We are establishing an internationally renowned knowledge base in key areas including cyber security and digital accessibility.

By 2030, the combined talents of our students and staff will ensure we are known for our transformative student experience, groundbreaking discoveries and the significant role we play in wider society.







# Context

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**As we work towards delivering our Kent 2030 strategy, we continue to put our students at the heart of all we do: offering courses that inspire and meet employer needs; providing facilities that add another dimension to their studies and a window into future career options; creating an environment where students are supported and challenged by academics at the top of their field.**

Kent Business School is central to our 2030 strategy. The University's vision for the School is that it provides a student-centred curriculum, delivering academic excellence and high-level transferable skills to ensure the best student outcomes and employability. This will be achieved by developing significant partnerships, working with industry, and taking a transnational approach to education and research.

Reporting into the Deputy Vice-Chancellor (Strategy and Performance), the Dean of Kent Business School will be pivotal to leading this ambitious strategy. Accountable for ensuring that the School can double in size over the next five years and leading on improvements in research, knowledge exchange, teaching and student experience.

With overall accountability for the strategic and operational performance of the School, the role holder will, with the support of their leadership team, lead the School – creating a shared vision and values, and demonstrating ambition for helping the University achieve its mission.

The Dean is first and foremost an inspiring academic leader and as such must demonstrate academic credibility. The Dean must also be characterised by the commitment, drive and collaborative spirit that underpin this key leadership role. The Dean will have resilience and emotional intelligence, with the ability to think laterally and creatively in order to implement important, complex and sometimes difficult decisions.

The entrepreneurial spirit of the Dean will be evident from their ability to extend the range of activities currently undertaken at Kent Business School so as to raise both the visibility and financial resilience of the School.

This role presents an outstanding opportunity to lead and develop one of the University's key academic schools; creating a cohesive culture and an environment which encourages excellent academic performance across both education and research.







# The role

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**The Dean of Kent Business School provides strategic direction, academic and subject leadership, and management within the School, to support the achievement of the University's strategic mission, vision and objectives, by ensuring the effective performance of the School in critical areas such as financial sustainability, education, global reach and reputation, and research and enterprise, in the context of the wider University's professional structures.**

The Dean of Kent Business School will work closely with their leadership team – directly managing those staff – building relationships and creating a shared purpose that will help the School to move forward together and meet its objectives. The role holder will provide inspirational, innovative and entrepreneurial academic leadership for, and lead the strategic management of, the School.

As part of this entrepreneurial approach, the Dean will be expected to extend their role, in collaboration with University of Kent leadership, to include participation in any commercial expansion of the School's activities. The role will require national and international travel.

## Key accountabilities

- Financial sustainability and growth
- Enhancing positioning, including securing accreditations and rankings
- Defining a strategy and identity for Kent Business School which align with the University's aims and ambitions
- Creation and maintenance of international partnerships with both universities and businesses to enhance Kent Business School's global visibility
- Managing the people within Kent Business School to ensure that they have a rewarding professional life and career
- Ensuring that Kent Business School remains research active and offers a range of outward facing academic and policy research
- Ensuring that the course portfolio and teaching quality remains innovative and highly rated by students and employers
- Managing the external image of Kent Business School through relationships with stakeholders, alumni and employers
- Establish a culture of excellence, tolerance and respect at all levels of Kent Business School

## Salary

Attractive salary based on the Senior Management pay scale

## Contract

Academic contract (ongoing)  
3-year tenure, renewable

## Location

Canterbury campus; with work at other campuses including Medway

## Responsible to

DVC Strategy & Performance

## Responsible for

Academic staff within the School

# Person specification

**The Dean will be an engaging and consensus-building leader with a focus on delivery and a strong understanding of the actions needed to ensure that the University thrives.**

An excellent communicator, they will be able to speak across functions and act consultatively, whilst thinking and acting strategically to enable Kent to be agile when responding to sectoral developments.

You will be able to demonstrate the following skills, experience, abilities and personal interests:

## Essential

- An entrepreneurial mindset with a proven ability to innovate in the Business School sector (I)
- A strong sense of the external environment and a personal drive to take advantage of partnership opportunities (A, I)
- A proven track record of leading and delivering change, with the ability to influence and engage colleagues across the University, and to achieve results through others (A, I)
- Academic credibility built upon achievements through teaching and/or research excellence (A)
- Full understanding of a student-centred approach to curriculum development and programme management (A, I)
- Previous leadership experience of medium to large diverse teams within an academic context (A, I)
- Ability to interpret University strategy, vision and values and translate them into deliverable plans (I)
- Experience of having successfully managed budgets and staff (A, I)
- Excellent leadership skills that provide focus, energy, and foster an environment which enables others to perform and develop (I)
- Strong interpersonal skills to interact with, engage and inspire staff, students and others (I)
- Understanding of current challenges, emerging trends and opportunities within Higher Education and the implications of these for the University and division (A, I)
- Well-developed analytical and problem solving skills (I)
- Ability to accept personal responsibility, proactively identifying need for, and managing, change (I)
- Adaptable and able to manage conflicting requirements while focusing on key priorities in a complex and changing environment (I)
- Resilience and emotional awareness (I)
- Commitment to inspire and motivate colleagues to deliver excellence (I)
- Commitment to deliver and promote equality, diversity and inclusivity in the day to day work of the role (I)
- Commitment to the University's vision and values, with a passion for a transformative student experience and the civic university mission (I)

## Desirable

- A Doctoral qualification, or equivalent, in a relevant subject area (A)
- Achievement of Principal Fellow within the UK Professional Standards Framework for Higher Education, or a suitable professional body (A)

A = Application/CV/Letter; I = Interview (after shortlisting stage)



# Additional information

**Annual leave:** The annual leave entitlement for full-time staff on this grade is 30 working days and eight public and other holidays. There are also five additional days, which are taken between Christmas and New Year when the University closes.

**Pension:** You will be automatically enrolled to become a member of USS (Universities Superannuation Scheme).

**Location:** The primary location is at the University's Canterbury campus with regular working at our Medway campus, although the post-holder may be required to work from time to time at other campuses and centres, both nationally and internationally.

**Relocation:** You will be required to live near enough to Canterbury to perform the duties of the post fully. The University offers assistance with relocation expenses for those who have to move to the vicinity.

**UK Visa & Immigration:** You will be required to meet the current UK Visa and Immigration requirements for this position. Further information on Certificate of Sponsorship requirements can be found at [www.bia.homeoffice.gov.uk](http://www.bia.homeoffice.gov.uk)

**Equality, Diversity & Inclusivity:** We are proud to be a Disability Confident employer, supporting and promoting disabled people in the workplace. We welcome applications from disabled people and we will:

- ensure our recruitment and selection process is inclusive and accessible

- communicate our vacancies through a range of different channels
- offer an interview to applicants with a disability who meet the minimum essential requirements of the role as detailed within the person specification (Guaranteed Interview Scheme)
- anticipate and provide reasonable adjustment as and when required
- provide support to any existing employee who acquires a disability or long-term health condition.

All University staff are expected to be aware of, comply with, and support the University's policies with regards to ensuring and promoting equality, diversity and inclusivity. Relevant training and development should be undertaken, as required. Further information about EDI is available from the University's website at: [kent.ac.uk/hr-equalityanddiversity/](http://kent.ac.uk/hr-equalityanddiversity/)

**Childcare:** The Oaks Nursery based at the Canterbury campus is an excellent benefit for staff and a great asset to the University.

Places are offered on a first come first served basis and baby places are particularly limited so staff may wish to make contact as soon as their pregnancy is confirmed.

**Healthcare Plan:** A corporate employee-funded healthcare plan partnered with Benenden Health is open to all staff.



# The city of Canterbury

**The University's main campus is in Canterbury; a vibrant, exciting and well-connected city with a world-famous cathedral. One of medieval Europe's great places of pilgrimage and knowledge, it has a distinctly cosmopolitan feel thanks to its international visitors and the students and staff from its three universities. Less than an hour from London, it takes little more than that to visit France.**

People come to Canterbury from across the globe for its world-class heritage, for culture and festivals.

The city and its immediate area have an increasingly rich cultural offer. Turner Contemporary, the nationally-acclaimed art gallery, is within easy reach. The Marlowe Theatre is one of the country's leading regional theatres complemented by the rich offering of the Gulbenkian Arts Centre with its cinema, theatre and a powerful youth programme. The Curzon Canterbury showcases independent films from around the world and the Sidney Cooper Gallery is a contemporary arts space in the heart of the city. The nearby Beane House of Art and Knowledge is an art museum and library.

Canterbury Festival, the Whitstable Biennale and the Folkestone Triennial are just some of the regular events taking place in the region.

Kent is often described as the Garden of England and you will find local produce in cafés, pubs and restaurants: Romney Marsh lamb, cherries, ale from local hops and award-winning wine from Kentish vineyards.

Canterbury is surrounded by some of the country's most attractive landscapes. To the north of the city is one of England's largest ancient woodlands, the Blean, and a few miles away there is the seaside town of Whitstable. Dover Cliffs offer one of the most iconic views in the country.









# APPLICATION PROCESS

Applications are to be submitted via the University's recruitment system – Stonefish.

As part of the application process, you will need to upload:

- full CV detailing career and achievements;
- cover letter of no more than two pages that addresses your motivation and suitability for the role.

Shortlisting and final interview dates are still to be confirmed.

## **Deadline**

The closing date for applications is 19 March 2024.

Interview are expected to be held in April 2024.