

WE STAND FOR AMBITION.

University of
Kent

HEAD OF KENT LAW SCHOOL

Candidate brief – May 2025



Message from the Acting Vice-Chancellor and President, Professor Georgina Randsley de Moura

We are delighted that you have expressed an interest in the post of Head of Kent Law 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.

We are looking to appoint an inspiring Head of School for the Kent Law School who will play a key role in developing and delivering our Kent 2030 strategy, which will ensure the University is a place to inspire with an approach to challenge. The Head of Kent Law School will establish a clear vision for the future direction of the School with a focus on growth, delivering an exceptional teaching and student experience, excellence in research, and external reputation.

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 Georgina Randsley de Moura
Acting Vice-Chancellor & President





The University of Kent

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 will bring 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



The context

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 Law School is a vibrant and supportive community, internationally renowned for its innovative critical and cross-disciplinary approaches to legal education and research and 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 both education and research.

Kent Law School is committed to understanding and transforming relationships between law and society through curiosity-driven and socially-engaged research, which challenges orthodox legal narratives, and exposes how law operates as a political construct that often reinforces existing power structures. The quality of Kent Law School research outputs, impact, and environment is reflected in the fact that we ranked second overall in REF2021, the most recent round of the national research assessment exercise.

We particularly value scholarship that employs decolonial, feminist, social justice, and other critical perspectives to question law's claims to objectivity and neutrality. We actively draw on our research and scholarship to cultivate critical thinking as a core part of legal education and of civic engagement. Via the work of our Law Clinic we conduct cases in which we work with and explore how legal narratives operate in practice.

Our students and staff are connected to, and identify with, a wide range of local and international communities. We are committed to enhancing that rich diversity, and to drawing on it to promote equality and inclusion.

Reporting into the Pro Vice-Chancellor, the Head of Kent Law School will be pivotal to leading this ambitious strategy. Accountable for ensuring that the School can grow student numbers 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 Head of School is first and foremost an inspiring academic leader and as such must demonstrate academic credibility. They must also be characterised by the commitment, drive and collaborative spirit that underpin this key leadership role, possessing resilience and emotional intelligence, with the ability to think laterally and creatively in order to implement important, complex and sometimes difficult decisions.

The inclusive spirit of the Head will be evident from their ability to bring together the range of activities currently undertaken at Kent Law 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

The Head of Kent Law School (KLS) reports to the Pro-Vice Chancellor and is responsible for providing academic and professional leadership to the school ensuring that students are at the heart of everything the school does. The role contributes to the leadership of the wider University and is pivotal in embedding the Kent2030 strategy and bringing about transformational change.

The Head of KLS is accountable for the management and successful performance of the school and all of its people, finances, resources and administration. The role is the recognised budget holder for the school and responsible for achieving growth targets (including student recruitment, conversion and retention) alongside KPIs for research, scholarship, innovation, education, student experience and others, as outlined in agreed objectives.

Key accountabilities

- Devolved accountability for delivering growth in the School as part of the Kent2030 strategy and objectives, within budget.
- Lead the provision and oversight of delivery of high-quality teaching, research and scholarly activities within the School to deliver a vibrant education programme rooted in the needs of students, linking with industry and employers and powered by real-world research that transforms student thinking and boosts their future ambitions.
- Provide effective financial and resource management of the School to meet agreed budget targets and performance KPIs, generating and maximising income opportunities and efficiencies.
- Establish a high-performance culture and inclusive environment, managing and monitoring the performance of academic staff and support staff where they are line-managed within the School, by setting objectives and regular review of performance in all aspects of academic and professional work in order to successfully deliver the devolved school objectives and targets.
- Manage and develop academic staff through efficient processes, allocating workloads through the application of the Work Allocation Framework and ensuring that appraisal and assessment processes are completed to ensure staff are efficiently deployed and reach their full potential.
- Drive change, working in tandem with centralised professional services to ensure that processes are in place to support the student journey in order to maximise student satisfaction and retention, central to school success and financial sustainability.
- Work with professional services colleagues to develop the subject(s) positioning and visibility, building the Kent brand.
- Work with relevant professional services directorates and PVCs to formulate marketing campaigns that attract, increase and convert student applications, diversifying the learner demographic and adopting an entrepreneurial approach to the type and range of activity and delivery.
- Monitor relevant performance indicators and drive continuous improvement, supporting team and individual performance through coaching and co-development.
- Lead with empathy and emotional intelligence, nurturing an open, trusting team environment, built on a foundation of equality, diversity, belonging and Inclusivity.
- Ensure a high level of school engagement with local student communities, student voice groups and Kent Students' Union
- Lead and manage the development of research and knowledge exchange activity in the school, monitoring outputs for REF and KEF and using this activity to diversify and grow school income streams and build business development that support delivery of income targets.
- Continually review and assess course provision, ensuring the School is correctly positioning its portfolio in the market, prioritising growth areas and streamlining activity, focusing on a portfolio that gives students choice linked to provision of employability and the professional skills needed for life after Kent.
- Ensure that the school delivers outstanding learning, teaching and assessment practice that are reflected in good performance against University KPI's, external metrics and rankings, including but not limited to OfS B3 metrics and or relevant equivalents, REF and NSS and other objectives as agreed with by the PVC.
- Ensure the health and safety of all staff and students within the School, and all activities organised by it. This includes ensuring that wellbeing is part of annual staff RPD meetings, with staff supported with appropriate signposting or referral to appropriate support.
- Ensure the School complies with the University Sustainability Policy and all relevant requirements of the University's Environmental Management System. Support the implementation of the University's Net Zero and Sustainability Strategy within the School as well as University wide efforts to embed climate and sustainability into the academic curriculum.
- Adhere to University policies and ensure good governance in line with University management structures and governance policies and external PSRBs as appropriate.
- Deputise for the PVC when required.

Salary

Competitive salary

Contract

Academic contract (ongoing)

3-year tenure, renewable

Location

Canterbury campus; with work at other campuses including Medway

Responsible to

Pro-Vice Chancellor

Responsible for

Staff within the academic school

Person specification

The Head of KLS 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.

Essential

- Demonstrated academic leadership (A, I)
- A strong record of academic or professional excellence in an area relevant to the school, with a strong understanding of area/industry trends and their implications for curriculum, portfolio, research and knowledge exchange (A,I)
- A proven track record leading curriculum and portfolio growth and development to provide excellence in learning, teaching and student experience across a range of provision (A,I)
- Demonstrable record of successfully leading organisational change (A,I)
- Experience of administrative responsibilities in a higher education setting (A,I)
- Demonstrable experience of developing and implementing strategies to facilitate school growth (A, I)
- Strong business skills and the ability to allocate and use resources effectively and manage school finances to budget (I)
- Experience of effectively leading, developing and managing staff with proven ability to grow and develop teams with the skills to deliver innovation, excellence in academic delivery and student experience (A,I)
- Effective verbal and written communication skills with the ability to influence, inspire and motivate others (I)
- The ability to act firmly while dealing tactfully and courteously with others (I)
- Ability and capacity to listen, consult and respond appropriately to concerns, and cascade information appropriately owning and embedding university objectives and projects (I)
- The ability to work constructively and creatively with the University senior leadership team and professional services managers (I)
- Willingness to work flexibly in the delivery of duties and supporting students and colleagues across the school and University (I)
- Firm commitment to achieving the University's vision and values, with a passion for a transformative student experience and multidisciplinary, impactful research (I)
- Commitment to deliver and promote equality, diversity and inclusivity in the day to day work of the role (I)

Desirable

- Relevant professional qualification/ membership of a professional body where appropriate for the school (A)

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

Additional information

Annual leave: The annual leave entitlement for full-time staff is 30 working days and 8 public and other holidays. There are also 5 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

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/

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

The University has engaged their trusted recruitment partner Perrett Laver to support in this appointment process. For more information, please visit <https://PLusPortal.PerrettLaver.com> and quote reference number 7888

All applications must be sent directly to Perrett Laver.

The deadline for applications is 09.00 BST on Monday 30th June.

Interviews are expected to be held in w/c 15 September 2025.

If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

If you need this document in another format to meet accessibility needs, please request this by email to: peopleserviceshr@kent.ac.uk

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