



# Join us

as we transform lives

**Appointing our new Associate Dean**  
School of Veterinary Medicine

Candidate Pack



University of  
Central Lancashire  
UCLan

Where opportunity creates success

# Introduction

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Joining the University of Central Lancashire means being part of a thriving community of talent, united in a commitment to transform the lives of our students and the communities we serve.

Thank you for your interest in the role of Associate Dean at the School of Veterinary Medicine. We're a truly distinctive School, sitting within a unique University in the veterinary sector, focused on developing innovative education that supports diversity and sustainability in the workforce. This is a career-defining chance to influence the future of veterinary and biological sciences education in the UK.

We're part of a civic University transforming lives by delivering an outstanding educational experience and creating prosperity and opportunity in our region. Our School plays a key role in this ambition. Currently the only post-92 institution teaching veterinary medicine, we're the only University with a vet school in the top 20 social mobility index 2024. This exemplifies our commitment to supporting diversity. We're working closely with the Vet Schools Council EDI Action Plan, because everyone, regardless of background, should have an opportunity achieve their ambition of a career in animal care.

We also support our local communities and partners and aim to deliver research with real-world impact. Every colleague has a vital role to play in achieving our vision.

It's an exciting time to join us as we open our brand-new teaching building, celebrate our success at the BVA's Good Workplace awards, and work towards RCVS accreditation. Our course portfolio is expanding, offering even greater opportunities for career development and intersectoral collaboration across the diverse One Health and One Welfare landscape.

You'll play an important senior leadership role here, helping to execute our strategic plan, contributing to quality assurance and enhancement processes, and delivering portfolio growth. And you'll help us diversify and build the workforce of the future. Join our ambitious and passionate senior team and help us achieve that goal.

**Dr Heather Bacon OBE**  
**Dean of School of Veterinary Medicine**



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# Working together to transform lives

The University of Central Lancashire is the international, multi-campus university that's proud to be leading the way in modern learning today.

We're innovative by nature, offering courses which combine academic excellence with real-world teaching. Our students develop their skills, knowledge and self-confidence through hands-on learning experiences in state-of-the-art facilities which mirror the environments they can expect to encounter in their professional lives.

This approach ensures that our graduates emerge with highly employable skills, ready to make their mark on the world. Along the way they benefit from the guidance of our inspirational teaching colleagues, many of whom are internationally renowned experts in their fields.



## 'University of the Year' at the international Edufuturists Awards 2023

The Edufuturists Awards is an international awards ceremony which recognises innovation across the higher education sector and champions universities who work to ignite change and transform learning for the benefit of society and future generations.



**TEF**  
**2023**  
**Silver**

We've been rated Silver in the Teaching Excellence Framework 2023.

## Where opportunity creates success

We have a long and proud history of enabling people to realise their potential and transform their futures. We gained university status in 1992, but our roots actually go all the way back to 1828, when our distant forerunner, the Institution for the Diffusion of Knowledge, opened its doors in Preston.

We've grown into one of England's largest universities, with a student community of over 39,000. Today the impact of our work extends to every corner of the globe.

## A force for economic growth

At the regional level, we're a catalyst for economic growth. In 2019 we opened our £35m Engineering Innovation Centre, a world-class facility which is enabling Lancashire to enhance its status as a national centre of excellence for engineering, aerospace and manufacturing.

We recently announced that we will be taking a leading role in the development of a new National Cyber Force, a multi-million-pound project launched by the UK government which is set to establish Lancashire as a leader in cybersecurity. And in 2021 we strengthened our position as a leading provider of healthcare education with the opening of our new School of Veterinary Medicine, the first ever veterinary school to open in Lancashire.



We've recently invested £200m in transforming our Preston Campus. At its heart is our stunning new Student Centre, which brings our second-to-none support services together under one roof. More than ever, we're giving all our students the help they need to thrive at university.

The Student Centre stands on University Square, one of the largest public spaces to have opened in England for many years. In creating this impressive gateway between the campus and city, we're contributing to the regeneration of Preston and ensuring that the city we're proud to call home is increasingly attractive to students, businesses and tourism.

Ongoing developments to our Burnley Campus are bringing new educational opportunities to the communities of Pennine Lancashire. With our recent acquisition of the Newtown Mill site, we're expanding our campus around the historic Weavers' Triangle area. Our work is rapidly transforming Burnley into a flourishing university town, addressing skills shortages

across east Lancashire and developing the next generation of key workers in areas such as health, medicine, nursing and social work.

Over in Blackburn our acquisition of Training 2000, longstanding experts in adult education, is enabling us to offer thousands more apprenticeships at all levels, including our increasingly popular Degree Apprenticeships. We're key partners in the development of a new multi-million-pound learning hub which will be based in the town centre.

Our Westlakes Campus is based three miles from Whitehaven and is home to the University's National Centre for Remote and Rural Medicine (NCRRM), which trains clinicians in all aspects of medicine relating to living, working and recreation in remote and rural environments.

In 2023 we opened our new London hub, which is focused on creating new flexible educational opportunities for modern professionals.





## Our Schools

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We have recently realigned our academic structure to drive sustained improvements to our student experience and graduate outcomes.

The new structure is as follows:

- School of Arts and Media
- School of Business
- School of Engineering and Computing
- School of Health, Social Work and Sport
- School of Law and Policing
- School of Medicine and Dentistry
- School of Nursing and Midwifery
- School of Pharmacy and Biomedical Sciences
- School of Psychology and Humanities
- School of Veterinary Medicine

# The University in numbers

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**Top 7%**  
in the world

We are in the top 7% of universities in the world, according to the **Center for World University Rankings 2024**.

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**Ranked 3rd**  
in the North West

We've been ranked 3rd in the North West for **Student Positivity** and 34th overall in the UK (National Student Survey 2023).

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**63rd**

We have been ranked **63rd out of 157** universities for our research power (REF 2021).

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**3rd largest**  
in the North West

We are the third largest university in the North West and Lancashire's largest provider of **graduate-level qualifications**.

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**39,000+**  
students

Our **thriving community** of students from over 100 countries come here to learn from colleagues who are experts in their fields, achieve their potential, and make friends for life.

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**3,000+**  
colleagues

From our senior leadership team to our academics and Professional Services colleagues, we take **pride in transforming our students' lives**.

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**6 locations**

We deliver excellent teaching and learning, **an unrivalled student experience** and world-leading research from our locations in Preston, Burnley, Westlakes, Blackburn, London and Cyprus.

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**550+**  
courses

We offer a **huge range** of undergraduate, postgraduate and Continuing Professional Development (CPD) courses, designed to give our graduates the best start to their careers.

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**£200m**  
campus  
transformation

With the opening of our School of Veterinary Medicine, Engineering Innovation Centre, Student Centre and University Square we've **transformed our Preston Campus** for the benefit of colleagues, students and the wider community.

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**123**  
international  
partnerships

Students in **every corner of the world** - from China to Malaysia to Sri Lanka - are studying degrees awarded by us.

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**QS Stars**

We are proud to have gained various 5 Star (Excellent) accolades in the internationally recognised **QS Stars 2022** ratings system. Our University has a 4 QS Stars (Very Good) rating overall.



# About the School of Veterinary Medicine

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Thank you for your interest in the role of Associate Dean.

This is an influential position within a School gaining a reputation for exceptional colleague and student experience, innovative veterinary education, and for embedding a commitment to diversity and inclusion across everything we do. Joining our passionate team puts you at the forefront of transforming lives.



Founded in 2021, our School has a brand-new teaching building opening in 2025 and offers a growing portfolio of undergraduate, postgraduate and professional development courses led by an ambitious team. Many of our academic colleagues have significant veterinary clinical practice and animal science experience, with a growing contribution to applied research – key areas include One Welfare, Human Factors and large data epidemiology / risk analysis.

Strongly committed to exceptional teaching and student experience, we're focused on active learning, with Team-Based-Learning a

core delivery method for our undergraduates. Face-to-face teaching is supported by a team of digital education specialists, providing asynchronous and interactive digital content. We also maximise students' real-world learning experiences inside state-of-the-art facilities which reflect professional environments. These include a bespoke clinical communications suite, simulated operating theatres, pharmacy, and dedicated dissection suite, plus access to a variety of simulated environments and resources. With hands-on practical teaching under expert supervision, students use the latest clinical and scientific equipment, learning experientially on every course.



For example, our Bioveterinary Sciences BSc (Hons) students enjoy field trips and visits to a range of facilities. Final year students co-create their capstone research project, focusing on a specific interest on- or off-site; this year, one of them helped develop a novel diagnostic test for Elephant Endotheliotropic herpes virus. This approach to autonomy and creativity was especially commended by the Royal Society of Biology at our interim accreditation visit.

We have a large network of work placement partners, with many current veterinary practitioners involved in teaching our students. Our Bachelor of Veterinary Medicine & Surgery (BVMS) students enjoy a unique 'early IMR' experience; on placements at 'foster practices' from Year 1, students build relationships and develop essential professional and clinical skills. This emphasis on self-efficacy and experiential learning develops highly skilled and highly employable graduates, fully prepared for professional success.

Busy veterinary and animal care practitioners access our online Cert/Dip/MSc courses for professional development. These courses, along with our close relationship with University Centre Myerscough, also offer unique opportunities for interprofessional education between students of veterinary medicine, veterinary nursing, and veterinary physiotherapy.

Inclusive in our approach to learning, we're helping even more students from widening participation backgrounds to access our courses. An important aspect of your role will be to ensure our developing portfolio aligns with these principles. You'll also ensure that the design, content and delivery of the curriculum is innovative, challenging, and high quality, whilst being cognisant of changing markets and supportive of enterprise and employability. And you'll play a key role in enhancing our national and international profile through student recruitment, portfolio development and associated business development opportunities.

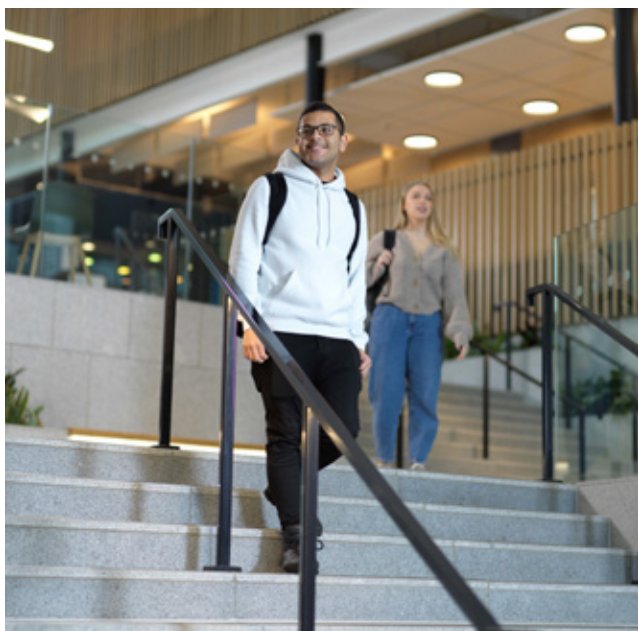
This is an exciting role - you'll be directly responsible for supporting the professional development of your colleagues, and the inclusive workplace culture we foster, through effective line management. You'll need to be a creative leader, excellent communicator, and enthusiastic collaborator, committed to making a difference to transforming our students' lives and enhancing their experience to create success. All while working with colleagues across the University as we deliver courses at our Preston, Burnley and West Lakes campuses.

We're investing heavily in building a truly inclusive culture where diversity is championed. We particularly welcome applications from individuals who will diversify our leadership team and support our development of a culture that is inclusive and welcoming to all.

# Preparing our students for future success

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We're proud to offer all our students life-changing learning experiences which enable them to unlock their potential, preparing them to succeed in tomorrow's world.



Our courses equip students with cutting-edge skills that are in high demand amongst the world's leading companies. They benefit from our state-of-the-art teaching facilities, which mirror real industry environments. As a result, our graduates can transition seamlessly into the professional world, making them highly employable.

Our portfolio is constantly expanding, shaped by industry needs and the rapid technological changes that are revolutionising the world around us.

More than ever, we're committed to ensuring that everyone with the potential to succeed at university can do so, regardless of their background. We've recently invested millions in our second-to-none support services because we want to give every single one of our students the help they need to succeed here.

In Preston, our £60 million Student Centre opened in 2021, bringing all our advice and support services together under one roof - from our specialist counselling and mental health teams to our expert advisers on finance, careers, enterprise, inclusive support and much more. Every aspect of the Student Centre is designed to promote wellbeing - from relaxing social and study spaces to a tranquil rooftop garden.

Our efforts to open up the life-changing benefits of higher education to all continue undimmed. In 2014 we introduced a comprehensive range of Foundation Year entry programmes, strengthening our commitment to being an accessible University. Meanwhile, our Return to Study entry programmes are enabling mature students who've been out of education for a long time to make the transition to university-level study and take their lives and careers in exciting new directions.

# Our Strategic Plan

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We're proud to offer life-changing opportunities to everyone who can benefit from them. Accomplishing our Strategic Plan will help us to continue this legacy.

Every colleague has a vital role to play in helping us achieve our vision. We're focused on creating a welcoming, empowering environment across all our campuses, fostering a real sense of community and enabling every individual to do their best work and achieve their potential.

Joining our ambitious senior leadership team means you'll be playing a vital role in helping us transform our vision into reality.

# Our Vision

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We transform lives by delivering an outstanding educational experience, creating prosperity and opportunity in the communities we serve.

# Our Strategy

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Our strategy is founded on six priorities for the next seven years, taking us up to our 200-year anniversary, in 2028.

**Priority 1** - Student Opportunity and Success

**Priority 2** - Leading the Way in Modern Learning

**Priority 3** - Our People Experience

**Priority 4** - Real-world Research and Innovation

**Priority 5** - Our Place in the World

**Priority 6** - Future-proofing our University

[View our Strategic Plan 2021-2028](#)

# Our working culture

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Our thriving colleague community is united in a common commitment to transforming the lives of our students.

We are focused on creating a welcoming and engaging environment where everyone is supported and empowered to deliver their best work and achieve their potential.

# Our Values

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## Achieving Together

We achieve our ambitions through teamwork and collaboration.



## Being Proud

We take responsibility and professional pride in the quality of our work.



## Creating Opportunity

We proactively create and seize every opportunity to flourish in education, at work and for life.



## Supporting All

Everyone matters. We show support, respect and compassion to our students, colleagues and communities.

# An inclusive culture

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We proactively work to promote and embed equality, diversity and inclusion in everything we do. Together we're creating a working environment where everyone can thrive. We're achieving this through the commitment of our colleague community and our involvement in equality awards, accreditations, networks and equality leads. We strive to ensure that our work is central to all policy development, decisions and practice, and that our career and learning opportunities are genuinely accessible to everyone.

## **Ethnicity**

The underrepresentation of non-white applicants within the UK applicant pool is reflected in the veterinary workforce. We're encouraging and welcoming more applications from this group to help build lasting diversity in the industry long term.

## **POLAR4**

The proportion of offers being made to the quintile one group is growing across the UK. We're focused on increasing the number of applications from these students, while being mindful that this doesn't happen at the expense of those in quintile two.

## **Disability**

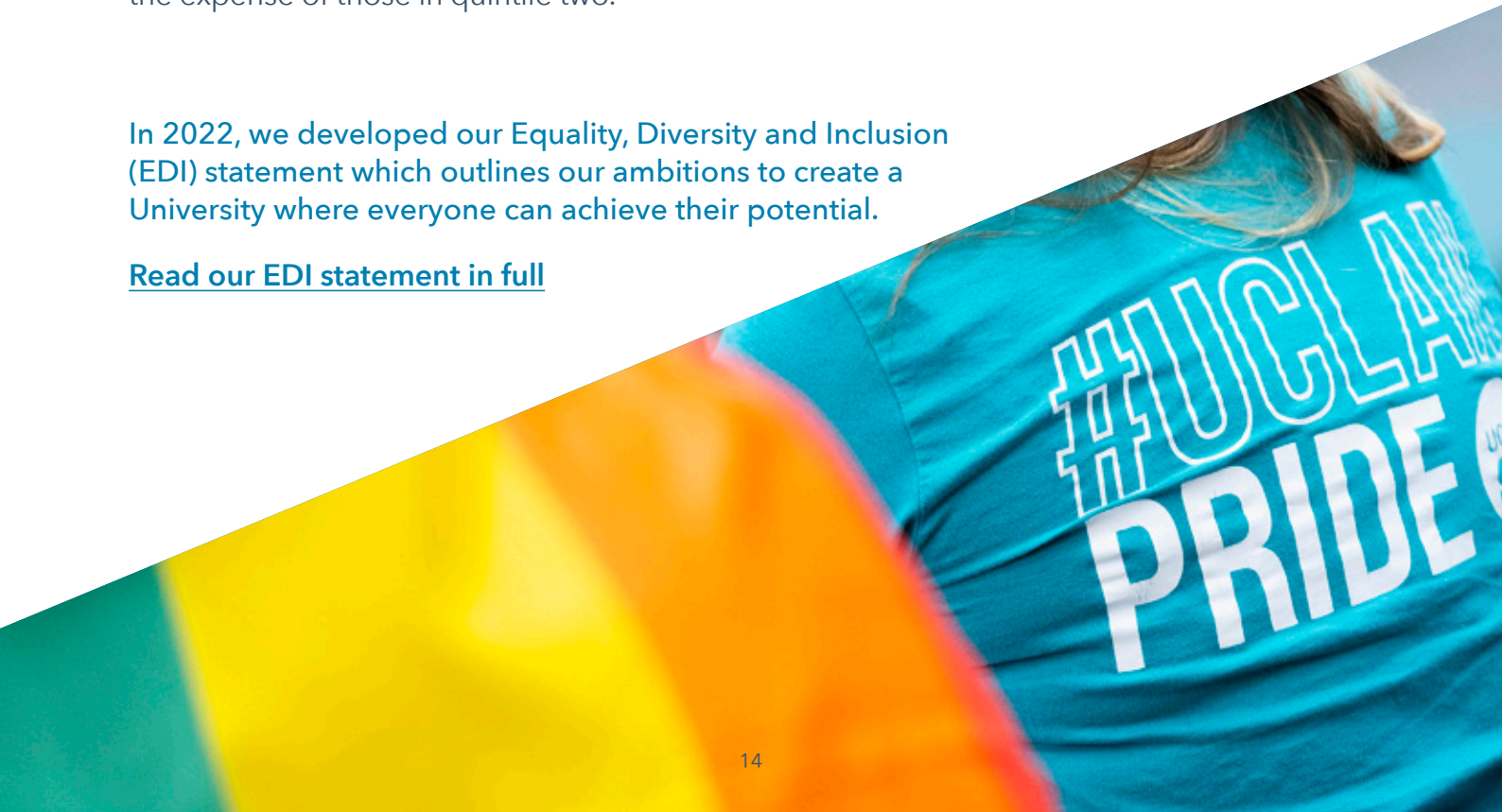
Across the country, the number of applicants declaring a disability has dramatically increased, yet disabled applicants are still less likely to receive offers and accept places than non-disabled peers.

## **Gender**

With a heavily female biased national application pool, attracting more male applicants, is another important goal for our School.

In 2022, we developed our Equality, Diversity and Inclusion (EDI) statement which outlines our ambitions to create a University where everyone can achieve their potential.

[Read our EDI statement in full](#)



## Connecting with the region

The city of Preston is a vibrant, cultural and friendly city with a very long history. It was given the status of a market town in 1179 and obtained city status in 2002, becoming England's 50th city in the 50th year of the reign of Queen Elizabeth II.

As an anchor institution with a multi-campus presence, we take our responsibilities seriously. It's our duty to enrich the cultural lives of our communities and champion social progress. That's why we'll do everything we can to support the economic development of our local areas, regions and the wider North West.

The city centre boasts the Harris Museum and Art Gallery, which was announced as one of 16 additional visual arts organisations across the UK to join Plus Tate, the contemporary visual arts network.

The city's historic Winckley Square Gardens have been officially reopened to the public following a £1.2m restoration backed by the Heritage Lottery Fund (HLF).

Campus life is city-based but in less than an hour you can be on the Fylde Coast, walking in the stunning Lake District or the Forest of Bowland, sight-seeing in Lancaster, shopping in Manchester or Liverpool, or enjoying the best local food at one of the many farmers markets in the county. Preston also has many parks, including Avenham Park, which is a fine example of traditional Victorian parkland in the heart of the city.

Beacon Fell Country Park is located just 10 miles outside Preston and offers a variety of trails as well as spectacular views of the nearby Forest of Bowland and Morecambe Bay.

Brockholes is an award-winning local nature reserve which is home to a range of woodland and lakeside walks and includes a variety of hides to suit all visitors; its Visitor Village scooped awards for Design and Innovation and Tourism and Leisure in 2011.

Located a short distance from the coastline, the Lake District and larger cities of Manchester and Liverpool, both of which have international airports, Preston is also one of the best connected cities in the country, making it easy to get across the UK by road, rail and air.

The city is well served by the M6 motorway both north (J32) and south (J31), and the University is half a mile from Preston railway station - a major hub on the West Coast Mainline and just under an hour away from Manchester Airport.



# Connecting with the world

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The University of Central Lancashire has always maintained a global outlook, focused on providing students and colleagues with unique opportunities and cultural experiences that impact, influence and encourage innovation in teaching, research and partnerships. Today we're a community on a truly international scale.

Our journey began in the late 1980s when we secured our first international partnership, with Shenzhen University, when the locality amounted to nothing more than a small fishing village. Shenzhen is now one of the most successful and largest cities in China.

Further partnerships followed with Guangdong University of Foreign Studies, which has seen more than 1,500 students graduate over recent years, Beijing Institute of Technology and Shanghai University of Business and Economics.

It is more than 30 years since we started out on our journey with China, leading the British Higher Education sector in delivering UK degrees in partnership. As China has developed so has our offering, becoming more diverse and innovative and reflecting our strategic approach to China.

We now enrol students from more than 100 countries and have partnerships with 123 international institutions based everywhere from China to Malaysia to Sri Lanka.

In 2012 we became the first British university to establish an overseas campus in Cyprus which continues to go from strength to strength, with more than 1,000 students enrolled.

Our growing global reputation and reach is stretching even further as we encourage UK students to broaden their educational horizons and build on established international links to work with new partners around the world. Globalisation provides life-changing opportunities, and our University is a true trailblazer.

In September 2017, Hurricane Irma had a devastating impact on Sint Maarten where the American University of the Caribbean School of Medicine is based. We responded quickly and decisively to accommodate the displaced 643 medical students and colleagues who were transferred to Preston to continue their tuition in just nine days. This resulted in winning the Internationalisation category in The Guardian University Awards 2018.





# Connecting with business and enterprise

We're renowned for our collaborative industry partnerships. What sets us apart is our strong reputation for applied business research, entrepreneurship, innovation and knowledge exchange.

As a major local employer and education provider, we play a pivotal role in addressing productivity, skills and wealth gaps in Lancashire and Cumbria.

Local growth and regeneration are at the heart of our Strategic Plan. We also offer a comprehensive range of Continuing Professional Development (CPD) courses for individuals and organisations, as accredited courses or standalone programmes.

By accessing our extensive industry and research expertise through our collaborative Knowledge Transfer Partnerships (KTPs), businesses gain a competitive edge, improve productivity and performance.

As a civic university we're dedicated to supporting the small and medium enterprises (SME) sector. Our award-winning Centre for SME and Enterprise Development, which currently has over 1,500 active members, enables local businesses to connect, learn and grow together.

We have an IP and Commercialisation service, and we support both student enterprise and new business development. Our £35m Engineering Innovation Centre (EIC) is a catalyst for collaboration and knowledge transfer between the University and our industry partners, helping to position Lancashire at the forefront of the 'Fourth Industrial Revolution', cementing the region as a national centre of excellence for aerospace, advanced engineering and manufacturing.

The results of the Knowledge Excellence Framework (KEF), published in September 2023, saw the University ranked in the top 20% of English higher education institutions in the areas of local growth and regeneration; working with the public and third sector; and continuous professional development (CPD) and graduate start-ups.

**1,500** members in our Centre for SME and Enterprise Development.

**2,000+** apprentices and 35 Degree Apprenticeship programmes.

**7,500+** organisations nationally engaged with for business support.

**25+** different offers of business support.

# Connecting with research

The University is a leading research institution. Our work transforms lives and has a positive impact on communities all over the world.

Our academics are engaged in innovative and life-changing research projects all over the world – from educating deaf students in India and tackling malnutrition in Pakistan, to exploring the mysteries of black holes. Our colleagues collaborate with major international organisations, from the United Nations and the World Health Organization to the European Space Agency and NASA.

As well as contributing to policy and practice, our research colleagues are sought out by the world's media for their expertise. Our research is driving technological change; putting cutting-edge ideas into practice; and improving the health, livelihoods and future prospects of whole communities.

We launched our 13 new Research and Knowledge Exchange Institutes in early 2024, covering research from the arts and humanities through to health, science and technology.

These will enhance the quality of our research environment and create more opportunities to achieve world-leading impact through their activities.

In 2022 we established the University's Doctoral Training Centre for Industry Collaboration. As of January 2025, we have 55 fully funded PhD students. All PhD projects have an industrial collaborator, contributing time, expertise and resources to the programme of study.

In addition, we are currently a member of the University Alliance Doctoral Training Alliance (with nine funded PhD Fellows across Biomedical Sciences for Health, Energy and Social Policy disciplines) and is also working alongside MillionPlus to support the development of a Doctoral Training Collaboration.

**World-leading research:** 66% of our research outputs have officially been recognised as world-leading or internationally excellent in the latest Research Excellence Framework (REF) 2021, a government assessment of our research, overseen by Research England.

**Total annual research income £9.6m**

**We have been ranked 63rd out of 157 universities for our research power (REF 2021)**

**900+** research or knowledge transfer active colleagues.

**800+** research students currently enrolled.

**125+** readers and professors.

# Our locations



## Preston Campus

Our main campus is in the city of Preston at the heart of Lancashire, close to the major cities of Manchester and Liverpool, and just over two hours from London by train. Preston is a friendly, bustling place, with a lively atmosphere.

With ample shopping, cafés and snack bars, multi-screen cinemas, great pubs, art galleries and museums, there's plenty of opportunity for a varied social life. There are restaurants and bars to suit every taste and pocket; theatres and music venues featuring the latest acts; and colourful cultural festivals. There are many excellent parks and open spaces around Preston where you can unwind, including the beautiful Avenham Park with its riverside walk, and there are designated cycle lanes around the city. Preston is also within easy reach of fantastic countryside and stunning coastlines - you're close to the Ribble Valley and the Lake District, and within striking distance of the lively coastal resorts of Blackpool and Morecambe Bay.



## Burnley Campus

Our Burnley Campus features bright, spacious buildings and cutting-edge facilities. We're situated across three sites: Princess Way (shared with Burnley College), Victoria Mill (an iconic Grade II listed building located in the historic Weavers' Triangle area) and Sandygate Mill. A fourth site, Newtown Mill, is opening in 2024. Accommodation is available at Sandygate Hall.

Just a few minutes' walk away from the campus you can venture into vast expanses of scenic parkland. Burnley boasts six beautiful Green Flag parks. During your free time, the opportunities for leisure are endless. Go walking and cycling, enjoy a round of golf or take to the water on Thompson Park's boating lake.

Historic Towneley Park, once the deer park for the 15th century Towneley Hall, is the perfect spot for a quiet picnic and you can enjoy live music here during the summer months.



## Westlakes Campus

Our picturesque Westlakes Campus is based on the Westlakes Science and Technology Park in West Cumbria, just three miles from Whitehaven. Westlakes is a beautiful place to work. And when you're not hard at work, you'll have some of the country's most beautiful and dramatic landscapes on your doorstep, just waiting to be explored - from the Lake District to the Solway Coast.

You're within easy reach of the many restaurants, bars, supermarkets, high street stores and medical centres in nearby Whitehaven, which you can easily reach by public transport. Whitehaven also offers live music venues and a theatre. The nearby Lake District, England's largest national park, offers endless opportunities for adventure, including hiking, watersports or just soaking up the breathtaking scenery.



## Blackburn Campus (Training 2000)

In 2017 we joined forces with the Blackburn-based educational charity Training 2000, one of the largest Group Training Associations in the UK. With this strategic alliance we're set to become the leading provider of apprenticeships at all levels in the North West.

Training 2000 are specialists in apprenticeships, and they've been working in partnership with industry for more than 50 years. By welcoming them on board, we've strengthened our position as the leading provider of the region's skills and employment needs. Their ever-expanding range of apprenticeships are giving organisations the chance to develop highly skilled staff by equipping them with practical skills and the opportunity to progress to a Degree Apprenticeship.



## Cyprus Campus

Our campus in Larnaka, Cyprus offers a truly international experience. Here, students can study for a UK degree that offers the same balance of academic excellence and practical focus as we offer in Lancashire, while enjoying an incredible location on the beautiful southern coast on the island.



## London Hub

Our new hub in London offers courses designed to fit around the busy lifestyles of today's modern professionals. Adult learners can take advantage of the flexible educational opportunities on offer in one of the world's most exciting cities. University of Central Lancashire London is a partnership arrangement between us and LCA Education Ltd, who deliver courses on our behalf leading to a University award.

# A place where you can thrive

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If you're looking for a rewarding career where your work helps to transform lives, the University of Central Lancashire offers you opportunities to excel.

There are numerous opportunities for professional development here, including mentoring and coaching support for current and aspiring leaders. This is a place where you'll be given the support you need to grow, progress, realise your potential, and make a real difference to students' lives.



When you work for us, you'll be able to enjoy an excellent range of rewards and benefits, including:

### **Leadership development**

Includes coaching, mentoring and networking opportunities to ensure that you're able to continually develop your skills, knowledge and leadership capabilities.

### **A healthy work-life balance**

Academic colleagues are entitled to 35 days annual leave (30 days for Professional Services colleagues), plus bank holidays and 4 additional discretionary days off over the Christmas period.

### **Financial benefits**

- All colleagues are eligible to join an occupational pension scheme
- There is also the opportunity to sign up to an Additional Voluntary Contribution (AVC) plan
- Discounted travel schemes
- Salary sacrifice scheme to help with the purchase of electric cars
- Discounts on shopping and services through Vivup

### **Staff networks**

We have supported the creation of five equality, diversity and inclusion (EDI) networks which all colleagues are welcome to join. At present these are the International Staff Network, LGBT+ Staff Network, Racial Equality Network, Staff Disability Network, and Women's Network.

### **Discounted sports membership**

All colleagues on our Preston Campus can access the Sir Tom Finney Sports Centre and Sports Arena for a small monthly fee, giving you access to gym and sports facilities, plus a programme of fitness classes. If you're based at our Burnley or Westlakes campuses, you'll have the chance to access nearby sports centres.

### **Support for your wellbeing**

You'll have access to a range of support and resources to support your mental health and wellbeing, from trained counsellors to a faith and spirituality centre.



# Job description

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<b>Job title</b>	Associate Dean of School
<b>School / service</b>	School of Veterinary Medicine
<b>Grade</b>	Management Contract
<b>Responsible to:</b>	Dean of School
<b>Responsible for:</b>	Portfolio development and teaching

## Job purpose

The post holder will provide strong, accountable management and leadership to support the Dean in realising the vision and objectives of the School by:

- Providing leadership to ensure strong direction and management of colleagues and student success;
- Initiating and influencing the delivery of School activities relating to business development planning, international development and delivery, domestic and international recruitment, working closely with colleagues within Professional Services;
- Ensure the quality of the design, content and delivery of the School curricula and maintain the currency of the portfolio by facilitating the development of new and existing courses that are challenging, cognisant of changing markets, and supportive of enterprise and employability. Continuously evaluate the efficiency and quality of existing courses to recommend timely withdrawal or amendment where appropriate;
- Working in close collaboration with academic colleagues and strategic partners across Professional Services to deliver positive outcomes against strategic objectives relating to business development, reflective of such metrics as diversity in recruitment, graduate outcomes and internationalisation;
- Mentor and support colleagues to maximise business opportunities and generation of engagement with business growth initiatives, embedding an inclusive culture of excellence in widening participation, business development, research, knowledge exchange and public engagement;
- Providing collaborative leadership and shaping a culture of success reflective of the University's values and commitment to the achievement of its strategic goals;
- Providing assurance for initiatives designed to enhance the student experience including recruitment, admissions processes, widening participation, sustainability and employability.



## Main duties and responsibilities:

1. Play a key role in the creation and articulation of a shared vision for the School, consistent with maintaining excellence in teaching and learning, research and knowledge exchange;
2. Contribute to the development, growth and quality assurance of the School including the development of new and existing course offerings in line with home and international PSRB requirements, incorporating demonstrable evidence against required PSRB accreditation standards;
3. Work collaboratively with the Dean and other Associate Deans in the School to ensure a comprehensive and appropriate spread of leadership and management is in place that caters to the needs of the business;
4. Foster the advancement and implementation of plans for the achievement of School objectives with regards to the student experience, learning and teaching, and research and knowledge transfer, underpinned by effective and efficient workload management and utilisation of budgeted resources;
5. Manage, mentor and support academic colleagues within the School maximising potential and engagement with School objectives;
6. Lead cohesive staffing teams to maintain an accessible, inclusive and quality learning environment for students which enhances their experience and maximises their potential;
7. Have oversight for ensuring the effective delivery of the curriculum and strategic School projects aligned to the development of courses, research and knowledge exchange;
8. Ensure the delivery of targeted interventions and activities designed to maximise student recruitment, retention and achievement, including international student markets;
9. Promote a culture of respect, inclusion and cooperation in all areas and activities of the School encompassing consultation, decision-making and effective communication with colleagues and the student body;
10. Establish and foster collaborative, cooperative and productive relationships with other academic areas and professional services, communicating effectively to ensure lines of authority and accountability are maintained;
11. Work closely with PVCs to ensure their expectations and requirements are met;
12. Provide line management to colleagues in the School;
13. Provide assurance regarding all statutory and compliance obligations;
14. Represent the School on University-wide initiatives and within the external community as appropriate;
15. Undertaking any other activities as determined by the Dean or PVC.





# Candidate profile

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## Work experience

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### Essential

- Experience of managing and co-ordinating resources and working with regulatory processes and governance systems
- Understanding of the HE sector, its current issues, priorities and challenges and their relevance to the cultural context of the School
- Experience of building and sustaining internal and external relationships
- Experience of cross-university collaboration in the delivery of new initiatives

### Desirable

- Evidence of change management or significant project leadership
- Understanding of the Veterinary sector, its current issues, priorities and challenges and their relevance to the cultural context of the School
- Ability to lead people and to embrace new ways of working
- Experience and skills in business planning, resourcing and commercialisation

## Education / Qualifications

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### Essential

- Doctorate / Higher Degree or equivalent professional qualifications / experience
- Evidence of relevant continued professional development

### Desirable

- Membership of professional body
- Fellowship of the HEA

## Skills / Abilities

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### Essential

- Ability to think strategically and use an evidence-based approach to develop and deliver strategic plans
- Ability to utilise leadership and a coaching style to create a high performing team
- Ability to foster a culture of continuous improvement and adaptability, encouraging experimentation, risk-taking, and learning from failures.
- Able to envision the future of veterinary education and clinical care, identifying emerging trends and technologies that can be integrated into teaching, knowledge exchange and research.
- Able to think creatively, identify problems, challenges and opportunities and develop innovative solutions to positively impact school life.
- Personal and professional credibility with proven ability to develop creative and innovative solutions
- Excellent interpersonal and communication skills, commanding confidence and trust with a range of internal and external stakeholders

### Desirable

- Credible and well-respected by peers as evidenced by professional networks and involvement with outside bodies
- An academic track record relevant to the School's area of expertise
- Able to foster collaborative practice with other health schools, promoting interprofessional education and research initiatives that enhance student learning and animal care.

## Other

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### Essential

- Commitment to the University mission
- Evidenced delivery of the diversity agenda and inclusive learning
- An understanding of and commitment to the University's values as a framework for decisions, actions and behaviours.

# How to apply

To apply please visit the University's People Team webpages at [uclan.ac.uk/jobs](http://uclan.ac.uk/jobs) where you'll be asked to upload a CV and a covering letter.

Please submit your application by the end of Sunday 23rd February.

Shortlisted candidates will be notified they are being invited to interview by w/c 3 March

Interviews will take place on either 6 or 14 March.

