

ROLE DESCRIPTION

Vacancy reference:	SRF33965
Post Title:	Research Dean for Heritage and Creativity
Grade:	9 / Professorial appointment
School/Department:	Vice Chancellors Office
Reports to:	Pro-Vice Chancellor Research & Innovation
Responsible for:	N/A

Purpose

Research Deans will work with the Pro-Vice Chancellors Research & Innovation, and other members of the University Committee for Research and Innovation (UCRI) to provide leadership and management for research and take ownership of one of the University's research themes.

Main duties and responsibilities

- To contribute to the development of the 2026 Research Plan, following the 2020 REF submission.
- To provide leadership and management for research, including implementation of the 2026 Research Plan and monitoring of its effectiveness to maximise research performance;
- To develop and lead strategic research initiatives at theme and university level, which advance the key objectives of the research and innovation strategy;
- To provide research leadership of selected research committees; to provide leadership on research integrity and open research and to contribute to the wider university leadership and governance
- To have responsibility for promoting internally and externally the Heritage and Creativity research theme.
- To lead and support the development of existing and new strategic research partnerships within the remit of the Heritage and Creativity theme, in particular the partnership with the British Museum, and contribute to relevant governing and academic boards.
- To develop, set and monitor research income, output and impact targets, and additional key performance indicators (KPIs), for the owned research divisions;
- To build leadership and effective working practices for each of the owned divisions, supporting the development of teams and individuals capabilities to ensure that targets and KPIs are attained;
- To have responsibility for a set of projected REF UoAs, each drawing on a specified set of research divisions. To build excellence with regard to all elements of the next REF (expected in 2028);
- To have responsibility for the relationships with those external bodies, including UKRI, Charities, and academic partner organisations, most relevant to the Heritage and Creativity theme with the purpose of (1) managing the external engagement with those bodies and (2), when appropriate maximising the research income generated from those bodies;
- To promote a positive research culture and to champion equality, diversity and inclusion in research

- To participate in relevant research–related procedures relevant to their owned theme(s) such as appointment, reward and promotion procedures;
- To lead by example, undertaking and maintaining their own research excellence and demonstrating the University’s professional values and behaviours.

Supervision received

The Dean will report to one of the PVCs (Research & Innovation) and they will operate within a mutually supportive team of Deans.

Supervision given

There are no specific line-management responsibilities, but Research Deans will be expected to provide extensive leadership, guidance, support and mentoring to Research Division Leaders and research active members of staff. Research Deans will be responsible for creating a critical mass of research staff in their themes, working closely with Heads of Schools who will maintain line management of academic staff and managing competing demands of delivering research and teaching.

Contact

Staff in Research divisions and Schools relevant to their theme, Heads of Schools, Research and Enterprise Services, Commercial Function and KTC, Planning & Strategy Office, Research Councils, External bodies relevant to their theme

Terms and conditions

Appointment will be for period of six years from 1 August 2021 to 31 July 2027. This is a full time-role with a 0.2 FTE allowance for personal research. Internal appointments will receive an honorarium of £8,250 per annum (pro-rata if appointment(s) made on a part time/job share basis).

This document outlines the duties required for the time being of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list and the line manager may vary duties from time to time which do not change the general character of the job or the level of responsibility entailed.

PERSON SPECIFICATION

Job Title	School/Department
Dean for Heritage and Creativity	Vice Chancellors Office

Criteria	Essential	Desirable
Skills Required	<ul style="list-style-type: none"> • Ability to articulate strategic direction and vision and how this can be achieved. • Ability to influence and communicate University strategic priorities in a clear, consistent and effective way • Ability to secure change by influence and persuasion rather than instruction • Ability to consult extensively and then be decisive regarding research-related policy and decisions • Ability to work with colleagues at all levels across the University and external bodies • Ability to support and develop working cultures that encourages the pursuit of innovation • Ability to work with external partners and lead the development of strategic research relationships 	
Attainment	<ul style="list-style-type: none"> • A distinguished international research reputation, with a track record of 3*/4* publication and research income 	<ul style="list-style-type: none"> • Current or past membership of research-related committees/boards external to the University of Reading, such as those of UKRI • Completion of Leadership and management development programmes and/or qualifications
Knowledge	<ul style="list-style-type: none"> • The external research environment relevant to the research theme, notably strategies, funding priorities, and processes of UKRI and charitable bodies • The competing demands of teaching, research and 	<ul style="list-style-type: none"> • Understanding and/or involvement in preparation of submission to REF 2020 • Knowledge of Research Integrity Concordat, and Researcher Development Concordat • Knowledge and working

	administration on Schools, Departments and individual academics	application of the University's Leadership Framework – the 3Rs
Relevant Experience	<ul style="list-style-type: none"> • Substantial experience in a leadership role • Substantial experience in a managerial role involving performance management of research-active staff 	<ul style="list-style-type: none"> • Head of School • Research Division Lead
Disposition	<ul style="list-style-type: none"> • To be fully committed to the research success of the University as a whole • Committed to Open Research agenda • Role model of University Values and Behaviours 	
Other	<ul style="list-style-type: none"> • A commitment to continuous personal and professional development 	

Completed by: PVC Research & Innovation

Date: 16 October 2020