



UNIVERSITY OF
SURREY

ASSOCIATE DEAN RESEARCH & INNOVATION

FACULTY OF HEALTH AND
MEDICAL SCIENCES (FHMS)

JANUARY 2024





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WELCOME FROM THE VICE-CHANCELLOR



Thank you for your interest in this important senior faculty role.

The University of Surrey is a global community of talented students and staff; we work with our stakeholders and partners to produce graduates of outstanding quality and impactful research.

Since the University's founding in 1966, and before that at Battersea College, our community has thrived on a strong ethos of practical learning and connections with the real world. This spirit of collaboration is evident across the University today at every level. It informs our teaching, adds value to our research and increases our impact.

We embrace the transformative power of technologies such as AI and seek to improve everything we do to give our students the head-start for their personal and professional success. We prepare them to be the leaders of the future and change-makers that will help shape the world for the better. We have over 142,000 alumni around the world, and we work with hundreds of institutions for student exchange, mobility and research collaboration. In 2023, Surrey was ranked 46th in the world for contributions to the UN Sustainable Development Goals in the Times Higher Education Impact Ranking, and we have nine subjects ranked in the world top 100 in the global Shanghai Subjects Ranking.

We have a proud record in high-quality education and student experience, and in the 2023 NSS, the University of Surrey was placed 4th position overall in the UK*. In the last three years, the University of Surrey has invested significantly in new study spaces and teaching facilities as well as a new data analytics system for enhancing education and campus life for our students.

The University is united around our vision of making more contributions to society through education and research, and is proud of our excellence-driven, supportive and inclusive culture, building on strong values of Inclusion, Inspiration, Innovation and Integrity.

If your ethos and ambition match the University's, I wish you the very best with your application.

Professor G Q Max Lu AO DL FEng FAA FTSE
President and Vice-Chancellor
University of Surrey

See our [Key Facts and Figures](#)

Find out more here about [Sustainability at Surrey](#)

*Measured by % positivity based on Q1-24 for all institutions listed in the *Guardian University Guide* league tables.



OUR AMBITION

“To be a leading global university renowned for the outstanding quality and impact of its graduates, research and innovation, together making great contributions to society.”

OUR GOALS

We will have achieved our ambitions when we have become:

- **A global leader in higher education**, a destination of choice for higher learning in the UK and internationally, with outstanding employment outcomes.
- **A leading research and innovation institution** with talented staff, students and postgraduate researchers committed to research excellence and to benefitting the economy, society and the environment.
- **An engaged and connected university** which is the intellectual home for staff, students, alumni, supporters and the local community, and aware of its impact.
- **A preferred partner for government, business, industry and other universities** in creating technological solutions, digital transformation and policy innovation.
- **A financially astute and sustainable institution** with diverse funding support, including philanthropy.

OUR STRATEGY 2041

The current strategy extension Forward thinking. And doing (2021–2024) was developed to see the University through the uncertain period post-pandemic. This strategy identified three high-level priorities to consolidate the University’s position and prepare it to exploit the opportunities that would inevitably arise post-2024 from demographic expansion, and government policies to drive economic growth. There has been a period of significant investment.

The University is now embarking on a strategy-development process that aims to set a vision for 2041 – the University’s 150th anniversary and marking 75 years on our main Stag Hill Campus

in Guildford – and a three-phase strategic plan to realise its ambition. This process has started with the University community engaging in a ‘big conversation’ about how the megatrends in the world today – AI/tech, sustainability, global population growth, urbanisation, and wellbeing pressures – might create both risk and opportunity for the University. Later this year, these ideas from the ground up will be consolidated with the views of the Executive and the Governing body to create a purposeful and ambitious strategy that articulates clear choices about the future direction of the University.

View our [**Strategy 2021–2024**](#) [***Forward thinking. And doing.***](#)



JOIN OUR SUCCESS STORY

Our University is a world-class university, with dual excellence in teaching and research, and we are also proud of our real-world impact through our graduates and innovation.

46 TH in the world THE Impact Ratings	21 ST The Times and The Sunday Times Good University Guide
21 ST Guardian University Guide	4 TH * for overall student satisfaction NSS 2023
1 ST in the UK for Paramedic Science 4 TH in the UK for Veterinary Medicine The Complete University Guide	14 TH Daily Mail University Ranking (2024)
9 subjects in the top 100 in the world 13 subjects in the top 200 in the world Shanghai Rankings	The Times and The Sunday Times University of the Year for Graduate Employment 2022

*Measured by % positivity based on Q1-24 for all institutions listed in the *Guardian University Guide* league table.

REF2021

33 RD for overall research quality	Top 20 for research outputs
41% of research rated world-leading	6 TH for research power for health professions



Athena Swan
Silver Award



Athena Swan
Gold Award

School of Biosciences



EDUCATION THAT INSPIRES

WE ARE PROUD OF OUR OUTSTANDING TEACHING. OUR THREE FACULTIES DELIVER TO OVER 17,000 STUDENTS FROM ALL OVER THE WORLD, IN SUBJECTS RANGING FROM MUSIC AND MEDIA TO AEROSPACE ENGINEERING AND ALL THE WAY TO VETERINARY MEDICINE.

Education at the University of Surrey is led strategically by our Pro-Vice-Chancellor Education, supported and led in each Faculty by the Executive Deans, Associate Deans Education, and Directors of Learning and Teaching in each School and Department. Our education and student experience strategies drive our continued enhancement of our pedagogical practices and improvements in the students' experience. Surrey has recently been awarded a silver rating in the 2023 Teaching Excellence Framework (TEF), rated as either 'very high quality' or 'outstanding quality' across all 13 criteria.

Student voice is integral in reviewing and shaping their educational experience and learning environment. The University and Students' Union (SU) work collaboratively to ensure that students contribute to key quality assurance and enhancement processes. We place a strong emphasis on practice-based learning and employability, leading The Times/ The Sunday Times Good University Guide to name us University of the Year for Graduate Employment for 2022. The most recent HESA return figures rank us 12th nationally with the percentage of leavers in work and/or further study six months after graduation at 96%, with 84% in graduate-level employment; and 9th in the UK for graduates in high-skilled jobs.

Our strategies ensure that our courses are embedded with graduate attributes of employability, global and cultural capabilities,

digital capabilities, sustainability, resourcefulness and resilience, distinguishing our graduates in a crowded marketplace. Across all Faculties, curricula are strongly shaped by staff research expertise, providing opportunities for students to develop their critical analytic and evaluative skills through active engagement with or participation in research, with two-thirds of our students studying on professionally accredited courses.

In the last five years the University has made more than £100m capital investment in developing and updating physical learning spaces to meet the needs of our expanding student population, for example, new buildings on our campus; our library has been upgraded to increase study and educational development spaces (now more than 1,700); and installing latest technologies in teaching spaces. Our Library expenditure (85% spent on digital resources) is within the top 30 nationally for the Society of College, National and University Libraries (SCONUL), ensuring that students benefit from learning resources and learning development that support both teaching and research. We have recently launched a digital bookshelf, through BibliU, to provide all students with their own digital copies of key texts needed in each year's study. We have developed the new MySurrey concept to refresh student experience and support. MySurrey Hives provide access to immediate support and advice on student-life-related queries, and provide somewhere to meet friends for informal study and to socialise.





RESEARCH AND INNOVATION

THE UNIVERSITY OF SURREY HAS A PROUD HISTORY OF COLLABORATION. THE CONNECTIONS WE MAKE ACROSS DISCIPLINES AND DEPARTMENTS, AND WITH OTHER INSTITUTIONS AND INDUSTRY, ENABLE US TO ACHIEVE RESEARCH BREAKTHROUGHS THAT MAKE A DIFFERENCE TO SOCIETY.

There are many examples of this across the University. We host the UK's largest research centre in 5G/6G – which is developing the communications infrastructure that will underpin the way we communicate, work and live in the future – and are also home to the GCHQ-accredited Surrey Centre for Cyber Security. In the last two years, we have launched two pan-University Institutes – in Artificial Intelligence and Sustainability – which have given greater prominence to areas of world-leading research strength at Surrey. The Institutes are at the forefront of innovative new taught postgraduate offerings.

Technological innovations will transform the way we diagnose, treat and manage disease. Delivering care closer to people's homes will

be the norm and hospital-based care will be for the seriously ill. This research excellence is also at the heart of what we offer at Surrey in terms of teaching, adding real-world relevance and unique content to our undergraduate and masters courses, and enabling our PhD students to benefit from a world-class research environment.

Our University Research and Innovation strategy and our [Faculty Research and Innovation Strategy 2022-25 \(PDF\)](#) are underpinned by an understanding of the importance of collaboration and co-creation – with colleagues and with those individuals, groups and organisations beyond our Faculty and University who have an interest in our work, and with those who have an interest in their work. We use these interactions to shape what research we do, as well as how it is conducted, disseminated and used; through such knowledge exchange and stakeholder involvement we will foster innovation for the widest possible benefit. Indeed, it is the varied disciplinary knowledge, personal and professional networks, and life experiences and skills of our research and innovation community that will enable us to achieve our mission.

We are proud to welcome high-calibre young researchers to our community as they begin their academic careers, and even prouder to see them developing.



Read more here [Research and Innovation Strategy](#)



EQUALITY, DIVERSITY AND INCLUSION

We strive for Surrey to be a place where everyone feels welcomed, valued and safe and we seek to embed our values in everything we do:

- **Inclusion:** to value everyone in our community
- **Inspiration:** to find it in ourselves and each other
- **Innovation:** to work together to make tomorrow better than yesterday
- **Integrity:** to do the right thing, individually and collectively.

Our vision to be a leading global university relies on our proven ability to attract the best people from the UK and internationally to work and study here; this can only be achieved when we work together to create a truly inclusive culture. Our Equality, Diversity and Inclusion (EDI) Plan 2020–2025 lays out our aims to develop our inclusive and supportive culture, eliminate discrimination, harassment and victimisation, and advance equality of opportunities.

Across the University of Surrey, we are working actively towards fulfilling our EDI Plan targets and encourage everyone to engage with and participate in its progress. To achieve culture change, we are working to embed EDI in all teaching and learning, research and partnerships, as well as supporting our professional services colleagues.

This will enable a self-sustaining process that will support EDI in becoming ‘second nature’ for our community. See the Equality, Diversity and Inclusion Plan 2020–2025 [here](#).

We are proud members of the Race Equality Charter and the Athena SWAN Charter for gender equality (holding University Silver Award and the Schools and Department Gold, Silver and Bronze awards). We are also committed to LGBTQIA+ equality via our Surrey Rainbow framework and are a committed Disability Confident employer. Our AccessAble app provides accessibility support to people who need it around our campus and we have thriving staff networks and equality groups that support our work in all our areas of equality (gender, race/ethnicity, LGBTQIA+, disability, neurodivergence and faith).

[Watch our Inclusion Video](#)





OUR FACULTIES

WE ARE PROUD OF THE OUTSTANDING TEACHING OUR THREE FACULTIES DELIVER TO OVER 17,000 STUDENTS FROM ALL OVER THE WORLD.

FACULTY OF HEALTH AND MEDICAL SCIENCES (FHMS)

The Faculty of Health and Medical Sciences comprises five schools, all working together under a 'One Health, One Medicine' vision, to provide interdisciplinary research and teaching in human and animal health, and the life sciences.

FACULTY OF ARTS AND SOCIAL SCIENCES (FASS)

The Faculty of Arts and Social Sciences brings together scholars and students from across an extraordinary range of academic disciplines in a learning community that is dedicated to the discovery and enrichment of the arts, humanities and social sciences.

FACULTY OF ENGINEERING AND PHYSICAL SCIENCES (FEPS)

The Faculty of Engineering and Physical Sciences covers the core engineering disciplines of aeronautical, civil, chemical, electronic and mechanical engineering, alongside the specific disciplines of chemistry, computing, mathematics and physics.





WELCOME FROM THE PRO-VICE-CHANCELLOR AND EXECUTIVE DEAN OF THE FACULTY OF HEALTH AND MEDICAL SCIENCES



I have been here at Surrey for nearly three years now and was attracted by the ambition and aspirations of our people. There is a 'can do' ethos and desire to move the bar higher to achieve better, not just for our students but also for our

local community and wider society. This fits with my own aspirations and experience as an academic who is focused on real-world innovation, invention and entrepreneurialism.

Our Faculty is ambitious and innovative, and learning across Schools and sharing our successes are very much at our core. We have recently appointed a Faculty lead for Interprofessional Education and Collaborative Practice so we can learn and work together by sharing best practices. In my time as Pro-Vice-Chancellor and Executive Dean, we have already achieved some major successes. Our new graduate-entry Medical School has launched and will be accepting its first cohort of students in September this year, training the next generation of technologically-enabled doctors. Students are at the centre of everything that we do, and we are privileged to be educating the future leaders in health and science. By bringing together the existing wealth of skills and knowledge within our Schools we seek to identify and build synergies which enable students to learn from and with their fellow student health professionals and scientific scholars.

Our focus is on growing a portfolio of innovative and sustainable programmes across all of our Schools and delivering ever more real-life impactful health, medical, scientific and veterinary expertise. I know we can do this and the FHMS community and culture is here to deliver.

We are delivering excellent, impactful research in core areas including nutrition, animal health, infection and immunology, chronobiology and sleep, digital health and intervention, brain and behaviours, healthy ageing, and workforce wellbeing. Working synergistically with our pan-University Institutes, our wonderful partners in the NHS, together with the Surrey County Council, the Point of Care Foundation, the National Physical Laboratory (NPL), the Pirbright Institute, the Animal and Plant Health Agency (APHA) and the Defence Science and Technology Laboratory (DSTL), these research areas form the Faculty research beacons. They are increasingly attracting a wider community of research funders and policy leaders in the UK and globally. Together we are inspiring innovation and transformation.

We welcome your application.

Professor Paul A. Townsend

Pro-Vice-Chancellor and Executive Dean
of the Faculty of Health and Medical Sciences



THE FACULTY OF HEALTH AND MEDICAL SCIENCES

THE FACULTY OF HEALTH AND MEDICAL SCIENCES IS ORGANISED INTO FIVE SCHOOLS OF BIOSCIENCES, HEALTH SCIENCES, PSYCHOLOGY, MEDICINE AND VETERINARY MEDICINE.

Together we aim to advance our understanding and improve the quality and sustainability of health, wellbeing and care in both humans and animals, addressing local, national and global challenges. Through our forward-thinking approaches to research, partner collaborations, and inspirational teaching we ensure that our graduates are equipped with the knowledge, skills and capabilities to not only deliver but to develop as tomorrow's leaders.

Recognising that human health is closely linked to that of animals, plants and the shared environment, through our 'One Health, One Medicine' vision we seek to inform and improve the treatment, disease detection, management and care of both humans and animals and their environments. Our Schools work collaboratively across the Faculty and the wider University to build upon and foster strong, productive and mutually beneficial partnerships that generate positive outcomes, working together to adapt, evolve and address complex challenges.

One Health, One Medicine



Interdisciplinary collaborations in teaching, research and healthcare for humans and animals





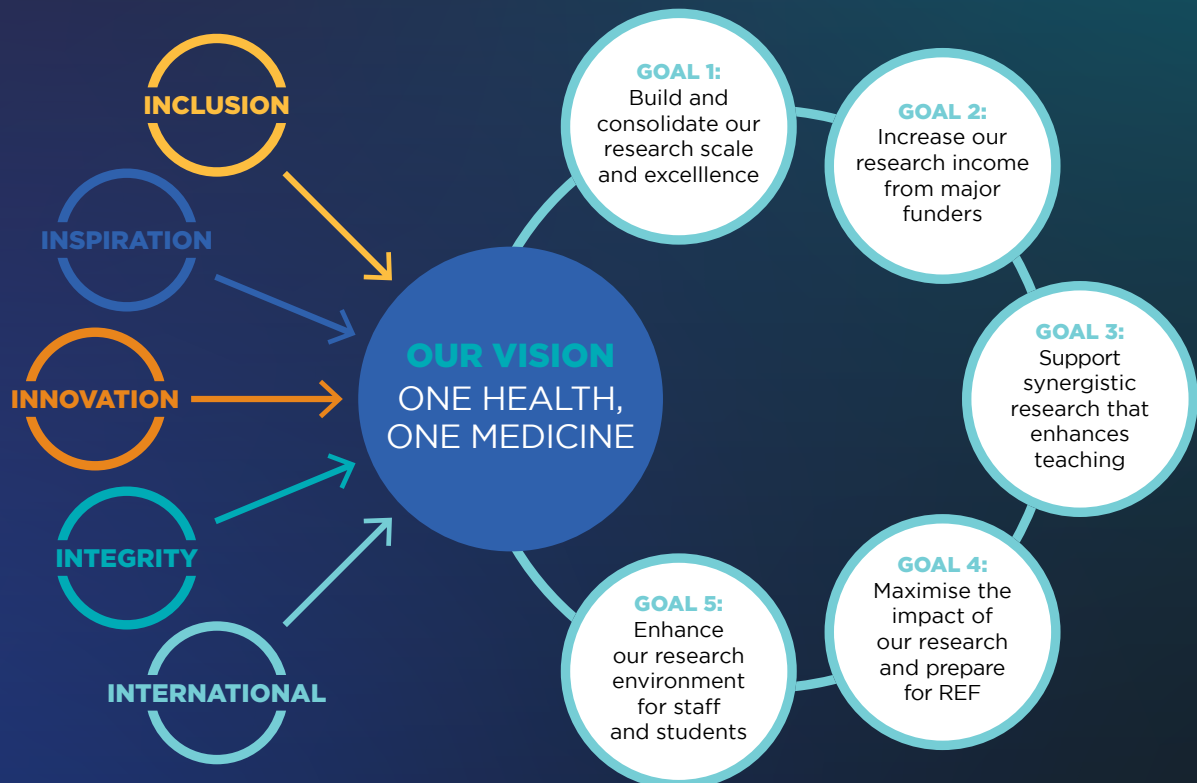
OVERVIEW OF THE ROLE

ASSOCIATE DEAN RESEARCH & INNOVATION

The Faculty of Health and Medical Sciences aims to conduct high quality research that delivers genuine impact and addresses critical and contemporary challenges in the health and wellbeing of humans, animals and the environment. Under our over-arching ‘One Health, One Medicine’ vision our research reflects a commitment to collaboration with healthcare partners, animal research agencies, industry, civil societies and Government.

Our Faculty Research and Innovation Strategy 2022-25 (PDF) is underpinned by an understanding of the importance of collaboration and co-creation with colleagues and those beyond our University who wish to innovate together. We use these interactions to shape the research we do, as well as how it is conducted, disseminated and used; through such knowledge exchange and stakeholder involvement we foster innovation for the widest possible benefit. Indeed, it is the varied disciplinary knowledge, personal and professional networks, and life experiences and skills of our research and innovation community that enables us to achieve our mission.

The Faculty of Health and Medical Sciences’ Research and Innovation Strategy has five key goals, linking to the University Research and Innovation strategy of being a global leader in research and innovation and a destination of choice for researchers in the UK and internationally.





OVERVIEW OF THE ROLE

To achieve our goals the Faculty focuses on :

- Recognising that excellence enhances research output and impact by increasing the number of high quality and highly cited research publications and other outputs, ensuring resources are appropriately allocated.
- Increasing the number of nationally and internationally leading research teams by developing the skills and capacity of existing staff and by recruiting collegiate researchers at all levels.
- Establishing a transparent and dynamic development pathway for all academics from early career to senior leaders with effective mentorship and well defined check points for quality.
- Developing world class research facilities and prioritising the provision of shared research infrastructures, analytical services and technical support, available to researchers, industry and government.

The Faculty of Health and Medical Sciences has 6 core strands of research that are supported by our state of the art facilities and which provide the latest technology to facilitate research and teaching across the disciplines:

- **Chronobiology and sleep** – alleviating disrupted sleep and managing circadian timing for improved health outcomes.
- **Digital Health and Data Sciences** – gathering new data insights to advance diagnostics, treatment and health outcomes.
- **Educational Research** – advancing pedagogic research to shape individuals and influencing society for the better.
- **Healthy Ageing and Supporting Long Term Conditions** – defining mechanisms and markers of age-related disease to improve intervention and health outcomes.
- **Infection and Immunology** – understanding microbes, host immunity and preventing the spread of infectious disease.
- **Nutrition and Food Security** – determining dietary requirements and sustainable food choices to improve health.

The Associate Dean Research and Innovation will be responsible for the strategic leadership and development of research within the Faculty and for helping to shape the strategic direction of Research and Innovation at an institutional level.

As a key member of the senior management team in the Faculty, and a member of the Faculty Executive Board, the Associate Dean Research and Innovation will work with senior colleagues and staff to provide advice and guidance on the development of innovative and high quality research. The role is central to the way in which the Schools work individually and collaboratively to cultivate high quality research and research performance and will promote research links and engagement across the Schools, wider University and with external organisations.

The Associate Dean Research and Innovation is responsible for the review, development and implementation of the Faculty Research strategy, working closely with the Faculty Pro-Vice-Chancellor and Executive Dean and the Faculty Executive Board. They will play a key role in contributing to the development and implementation of the broader university plans, liaising closely with their counterparts in the other Faculties.

LINE MANAGEMENT

The Associate Dean Research and Innovation post reports directly to the Pro-Vice-Chancellor and Executive Dean and has a dotted reporting line to the University Pro-Vice-Chancellor for Research and Innovation. As a member of the Faculty Executive Board the post holder will work closely with Heads of Schools and School Directors of Research as well as key professional services colleagues including the Director of Faculty Operations and the Faculty Research and Innovation Manager.



KEY RESPONSIBILITIES

1. To review, develop and oversee the implementation of the Faculty's Research and Innovation strategy including contributing to the development of the University strategy for Impact.
2. Oversee and identify new research opportunities with the potential for significant growth and to liaise with Schools on associated grant and contract submissions and the effectiveness and appropriateness of the interdisciplinary research themes and research group structures within the Faculty.
3. To lead the Faculty Research and Innovation committee and represent the Faculty on all University research committees.
4. Ensure that academic standards and quality assurance in research, research performance and research training are addressed by the Faculty and that policies, procedures and regulations are appropriately aligned.
5. Identify new research opportunities with the potential for significant growth and to liaise with Schools on associated grants and contract submissions and the effectiveness and appropriateness of the interdisciplinary research themes and research group structures within the Faculty.
6. Maximise research outputs; providing guidance to Heads of School on research objectives, measuring and improving research performance by ensuring the Faculty sets and delivers appropriate targets for research activity, monitoring income and expenditure associated with research, and to oversee budgets allocated to research coordination within the Faculty.
7. To work with the Heads of School and the Director of Research, Innovation and Impact to maximise appropriate opportunities for the commercialisation of research and monitor these activities against agreed objectives, knowledge transfer opportunities, coordinating effort in research assessment mechanisms and in responding to initiatives of the research councils and relevant international research funding organisations.
8. Contribute to the continuous improvement of research support structures through engagement with the Research Support Operational Management Group.





PERSON SPECIFICATION

To be successful in this role:

- You will be required to lead, innovate, influence, facilitate and mentor as well as develop strategy and implement and manage change, whilst working with other senior colleagues, to have a 'duty of care' regarding the academic staff within the Faculty with regard to issues of career development in Research and Innovation.
- You will demonstrate experience in providing leadership and expertise that has contributed to improved REF results, research output and impact.
- You will have strong leadership skills and experience in initiating, leading and managing academic teams and projects in a collegiate environment to deliver strategic objectives.
- You will be a research leader in your field with strong links to funding bodies, an understanding of the funding landscape and delivery on research projects.
- You will have an impressive record of world class research outputs and recognition for your professional achievements in a discipline area relevant to the faculty and the capacity to exercise academic leadership to enhance the standing of the faculty.
- You will think rigorously, dynamically and entrepreneurially about the contributions and future of research within the Faculty and will have a vision for aligning and motivating staff at all levels to achieve the Faculty and University strategic ambitions.
- You will have experience of networking, collaborating and influencing colleagues to deliver joint projects and achieve stretching goals and will be confident in acting in this ambassadorial role for the Faculty and University both nationally and internationally.

This academic appointment is a permanent post within a relevant Faculty discipline and will be appointed at Professor or Associate Professor level. (The job profile addendums of which you can find in the links in the advertisement). The Associate Dean (Research and Innovation) role is for a fixed 5 year tenure, with the potential to extend subject to discussion and mutual agreement with the Pro-Vice-Chancellor and Executive Dean.





HOW TO APPLY

Please follow [this link](#) to apply.

Enquiries and applications

Informal enquiries regarding the post should be directed to the Pro-Vice-Chancellor and Executive Dean of the Faculty of Health and Medical Sciences, Professor Paul Townsend by email (via e.frost-bridges@surrey.ac.uk).

When completing the online application form, please ensure that you tailor your answers to provide specific evidence against the criteria requested and attach:

- A cover letter
- Your CV
- A brief supporting statement outlining your previous leadership accomplishments and detailing your intended research vision.

The University of Surrey is committed to providing an inclusive environment that offers equal opportunities for all, placing great value on diversity and seeking to increase diversity in its community. Therefore, we particularly encourage applications from under-represented groups such as people from Black, Asian and minority ethnic backgrounds, women and people with disabilities. Find out more [here](#).

Should you require any reasonable adjustments, please contact us at resourcingteam@surrey.ac.uk to ensure that we support you effectively.

Interview date to be confirmed.





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