



# Professor and Head of Department of People and Organisations Surrey Business School

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University of Surrey information pack



## Building BRILLIANCE

**At Surrey, every step counts,  
every little discovery.**

The University of Surrey is continually developing to piece together a visionary future. Our collaborations touch on many different worlds, forming the bigger picture. They start with us, extend to our local community, to our whole world, to space, to other worlds of our imagination, and ultimately to the world of things yet to come. These worlds are ever-changing, seeking broader and better solutions to all kinds of problems.

# Enter a world of collaboration

**Thank you for wanting to find out more about the position of  
Professor and Head of Department of People and  
Organisations, at Surrey Business School.**



The School enjoys a strong international standing and offers something unique to the University as a whole, giving us a rigorous insight into how people and organisations throughout the global economy think and act. The world-class research taking place at the School is a vital part of Surrey's intellectual portfolio.

As the University's largest School, the Business School has a crucial role within the institution, developing the next generation of evidence-based leaders and practitioners through our research, industry collaborations and teaching.

While Surrey Business School has grown significantly in recent years, it is a business school that cares for its students and staff. It is also a business school that places high importance on sustainability, social responsibility and ethical business. Our research is highly interdisciplinary within the School, the Faculty and across the University as a whole. Our best work comes when we join with others.

As Head, you will serve on the School's Senior Management Team, leading a Department with an international reputation for research excellence in Work and Organisational

Psychology, Leadership, Human Resource Management and Organisational Behaviour.

Providing the Department with operational and strategic leadership, promoting world-class research, attracting significant research funds, and advancing excellence and innovation in education and the student experience will be at the heart of all you do.

Surrey is a wonderful place to live and work and I believe there are rich opportunities for further partnership and innovation among the many commercial, public, and third sector organisations in our region.

I hope you find the information that follows a helpful guide to the work of Surrey Business School and the wider institution and to what we have to offer.

We look forward to hearing from you.

Best wishes,

**Professor Steve Wood**  
Dean, Surrey Business School



## OUR community

**We are proud to play a part in the rich life of Guildford and our surrounding area, and work hard to develop meaningful and mutually beneficial connections with our local community.**

In 2018 we partnered with local organisations on an inspiring range of projects to celebrate what's great about Guildford, support residents and be a good neighbour in our community, building and developing close relationships.

Responding to our annual Guildford Residents' Survey we worked with students to promote safety and reduce noise, introducing Night Street Marshalls, the #LetGuildfordSleep campaign and providing a regular night bus service.

We hosted the Pint of Science festival in Guildford pubs and supported STEM through the Innovate Guildford Festival, as well as launching several volunteering and research projects that will benefit local residents. As part of our wider support for our neighbours in the North West Guildford community, our ongoing work with Kings College has helped secure a 'Good' OFSTED rating for the school. We also successfully delivered a brand new community garden, which itself won an award at Guildford in Bloom, an event proudly sponsored by the University.

In these challenging times, we recognise the importance of supporting local vulnerable people and this year hosted a special reception for Transform Housing and Support,

a charity which aims to provide housing, support and homeware for 2,000 homeless and vulnerable people each year.

The University continued to support and promote Guildford's rich culture and was delighted to see members of the public performing alongside students in our University of Surrey Community Orchestra.

We celebrated the people and places which make Guildford and Surrey such a special place to live, work and study. November 2018 marked 60 years since the Surrey Hills was named an Area of Outstanding Beauty, and we enjoyed hosting a symposium to mark this event and celebrate the landscape that forms part of the unique character of the University.

Looking forward to the early part of 2019, our MSc Criminology students will be working with people through education, when they take on an eight-week 'Learning Together' project with prisoners at Send Prison.

Our community is part of the fabric of life at Surrey, and the connections we forge with residents, charities and institutions bring mutual benefits in new and unexpected ways. By inviting the outside world in, and reaching out, we will continue to learn and grow together.



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# INDUSTRIAL strength



Through our connections with businesses, we constantly strive to develop new and innovative ways of delivering courses and expanding our placement opportunities, ensuring that they meet the evolving needs of industry and students.

### A new way to learn

We are excited to be launching our first degree apprenticeships in partnership with specialist training provider Qube Learning in early 2019. This builds on our long-term connection with Qube whose chairman, Gavin Whichello, is an alumnus and visiting professor in Surrey Business School.

Our degree apprenticeships will initially be available in two areas – business management, and hospitality, tourism and events – and have been developed to nurture future talent and fill specific skills shortages throughout England.

As one of the few highly rated, research-intensive universities to offer degree apprenticeships, we have invested in an innovative blended delivery model which will enable employers from all over the country to benefit. Apprentices will learn through a combination of online study and block face-to-face learning.

Our first degree apprenticeships herald an exciting new chapter in the way we work with businesses to deliver industry-relevant training, and will be expanded in the near future to cover other growth sectors such as Engineering.

### Supporting students into Professional Training

Our Professional Training placements are built on the University's long heritage of sandwich degrees and give students a valuable head-start when looking for graduate jobs. Last year saw 1,038 students on placement in the UK, Europe and around the world – the highest number for the last five years. However, financial barriers discourage some students from taking up this opportunity.

This year, the Forever Surrey Fund has provided 25 Professional Training bursaries to enable students experiencing financial hardship to do a placement. One of these is biochemistry student Kayleigh Cheong who, thanks to receiving a bursary, is currently on placement at cancer clinical trial specialist Theradex Oncology in the role of Clinical Operations Intern.

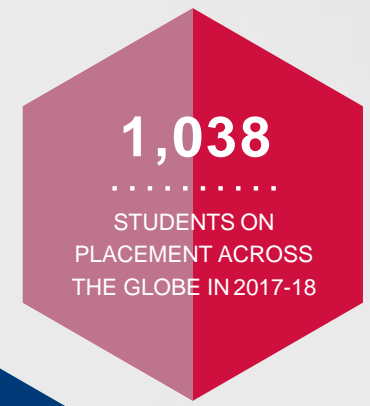
Kayleigh says: "I'm getting a lot of experience in the clinical trials industry. It's a very complicated process and it has been a real eye-opener to discover how much needs to be done to get a trial running. I'm very excited to learn more."

Surrey would like to make valuable placement opportunities like Kayleigh's available to every student at the University, regardless of their personal circumstances. If you feel you can help us provide this crucial support, please visit: [surrey.ac.uk/alumni/giving](http://surrey.ac.uk/alumni/giving)



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Kayleigh Cheong  
Biochemistry Student





WHAT'S

# the big idea?

A radical new approach to create the next generation of entrepreneurs is set to take its first students this year thanks to support from two of our donors.



“  
We are looking for students who have the potential to be entrepreneurs but may not have a traditional academic background.  
”  
Professor Andy Adcroft  
Deputy Dean of Surrey Business School

“  
We're proud to help the next generation of entrepreneurs get the support and encouragement they need to succeed.  
”

Alberto and Maria Verme



The Surrey Innovation and Digital Enterprise Academy (IDEA) will be the first of its kind in Europe, offering a two-year undergraduate degree and recruiting students from a wide range of backgrounds.

It has been made possible by a generous contribution from long-term Surrey friends Alberto and Maria Verme who share the University's vision to inspire young people to explore innovative ideas and make a positive difference.

Professor Andy Adcroft, Deputy Dean of Surrey Business School, said: “We are looking for students who have the potential to be entrepreneurs but may not have a traditional academic background.

“The aim is that half of them each year will receive a scholarship in lieu of all tuition fees - we will be the only business school in the UK that invests in the entrepreneurial potential of its students.”

The SurreyIDEA will launch the accelerated undergraduate degree in Enterprise Creation

in autumn 2019 and a postgraduate programme in autumn 2020.

Alberto, EMEA Chairman at Citi Group, said: “Maria and I truly believe that education can change lives for the better and the SurreyIDEA is an opportunity to transform business and enterprise teaching in a way that is contemporary, innovative and distinctive.

“We're proud to help the next generation of entrepreneurs get the support and encouragement they need to succeed.”



# Eyes **ON THE** future

**The higher education landscape never stands still, and neither does Surrey. In July 2019 we will host the Times Higher Education (THE) Young Universities Summit, which will bring together university leaders from 41 countries to define how institutions can ensure their sustainability over the next century.**

The Young Universities Summit – an annual gathering of leaders of the world’s best and most ambitious research universities founded since 1945 – will be co-hosted by Surrey and the University of Wollongong in Australia, cementing our close partnership with this influential institution.

The event will see senior figures from over 100 universities and related companies gathering on campus for a three-day programme of visionary keynote talks, discussion groups and panel debates aimed at advancing the higher education agenda and triggering fresh perspectives.

Themed on ‘Embracing risk, creating opportunities’, it will highlight the institutions which are currently succeeding in challenging more established universities, and help identify the steps leaders should take to ensure the sustainability of their institution as we move through the twenty-first century. The Summit will also explore how future students’ needs will change and how this will challenge current education provision, and the part technology can play in creating sustainable change.

Delegates will also witness the exclusive launch of two THE university rankings: the ‘Golden Age’ rankings of institutions founded since 1945, and the Young University Rankings, featuring institutions under the age of 50.



# Redefining TRUST

**In a world where digital data is endless, our pioneering research in artificial intelligence (AI) and blockchain is helping users trust online services.**

The internet has become the place we shop, socialise and do business, but how do we know who to trust online, or whether data that looks authentic actually is?

This is a growing challenge for people and businesses, and one where Surrey is leading the way with a new approach. Funded by over £3m in grants, our researchers are developing new technologies which – for the first time – fuse blockchain (a decentralised database that can guarantee the provenance of data) with AI (which can be used to make sense of that data) in order to make the digital world safer.

Surrey's ground-breaking research is made possible by connecting diverse expertise from across the University, with collaboration between our Centre for Vision Speech and Signal Processing, Centre of Digital Economy, and Surrey Centre for Cyber Security, as well as our Schools of Law and Politics.

One current project is aimed at building a picture of users through their many digital interactions – such as photos shared,

comments left and posts 'liked'. This technology could revolutionise the way we interact online and help us to trust that the person we are chatting to, or the service we are about to register our personal data with, is trustworthy.

Surrey is also looking at the potential of blockchain and AI in areas such as public archiving, preventative healthcare, online charity donations and voting systems, as well as exploring the legal and ethical implications of AI and the need for regulation.

Online trust is vital for the future success of almost every industry, and Surrey's interdisciplinary research will play an important role in helping users to feel secure. With plans for a new Surrey Blockchain digital testbed boosted by a £1m gift from the Hong Kong-based UCF Group, we will soon have a platform for scaling up this area of research. This resource will enable us to work with technology partners to develop the digital technologies which allow future industries to flourish.



“  
**As digital platforms over connected networks allow strangers to identify each other, maintaining trust is essential to achieve the benefits of digitisation. Trust needs to be supported through technological advances and social governance mechanisms. We collaborate across faculties to lead research in this crucial area.**  
”

Professor Annabelle Gawer  
Director, Centre of Digital Economy (CoDE)

“  
**Surrey's focus on blockchain for the public good is unique, exploring applications beyond crypto-currencies to entirely new technologies that will keep us safe online, protect our data and improve preventative healthcare.**  
”

Professor John Collomosse  
Director of the Surrey Blockchain testbed



# Breaking ground

## AND BRINGING DOWN WALLS

**Our innovative young minds are the lifeblood of the University and in September, we heard from some of the very best as they pitched their world-changing ideas at our first ever Falling Walls Lab.**

The event was linked to the Falling Walls Foundation, a global platform which celebrates innovative thinking capable of bringing down barriers and bringing different worlds together. The Foundation was launched to mark the 20th anniversary of the fall of the Berlin Wall.

Surrey was honoured to be asked to host the UK's only Falling Walls Lab in 2018, which challenged PhD students, recent graduates and young entrepreneurs from across the UK to give a three-minute presentation on their inventive concepts, research projects and social initiatives. They spoke with immense passion about topics such as the future of protein – exploring whether insects could become a viable replacement for meat – and how car safety could be improved using a collision avoidance algorithm.

Sarah Campbell, a PhD student in Surrey's School of Psychology, won the audience vote with her inventive pitch on addressing mental health issues using music.

The 14 finalists pitched their ideas to a fascinated audience of over 100 people and a distinguished jury which included Vice-Chancellor Professor Max Lu, Vice-Provost for Research and Innovation Professor David Sampson, and Professor of Physics and well-known science broadcaster Jim Al-Khalili.

The event was a true collaboration across the University, bringing together the worlds of academia, business enterprise and entertainment. Surrey's Incubation and Student Enterprise team provided pitching and presentation training for the participants in advance, helping them to hone their messages, while singers from Guildford School of Acting entertained the audience during the evening with a medley of musical theatre hits.



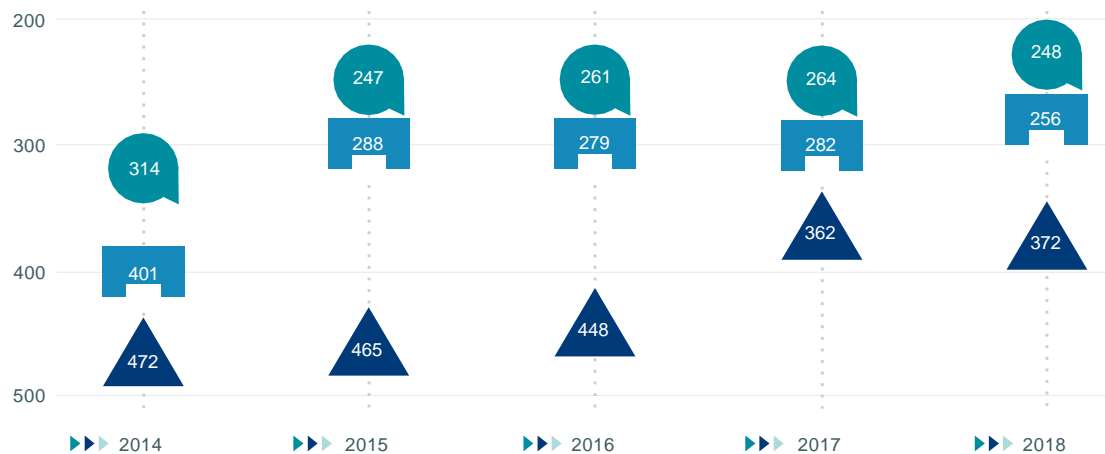
# Surrey

## IN NUMBERS

Our Research Strategy and Innovation Strategy is integrated into one framework, recognising that one flows seamlessly from the other. By Innovation, we imply broadly all societal benefit that accrues from our research – not only its monetisation, as important as that is.

How we reach our strategic goals is intended to be adaptive and open to change, reflecting our pragmatism and agility. Our strategy, which recognises the critical place of research and innovation in the modern university, will see Surrey accelerate its journey towards being a truly great global University.

### International rankings: ARWU, QS, THE



Academic Ranking of World Universities (ARWU)

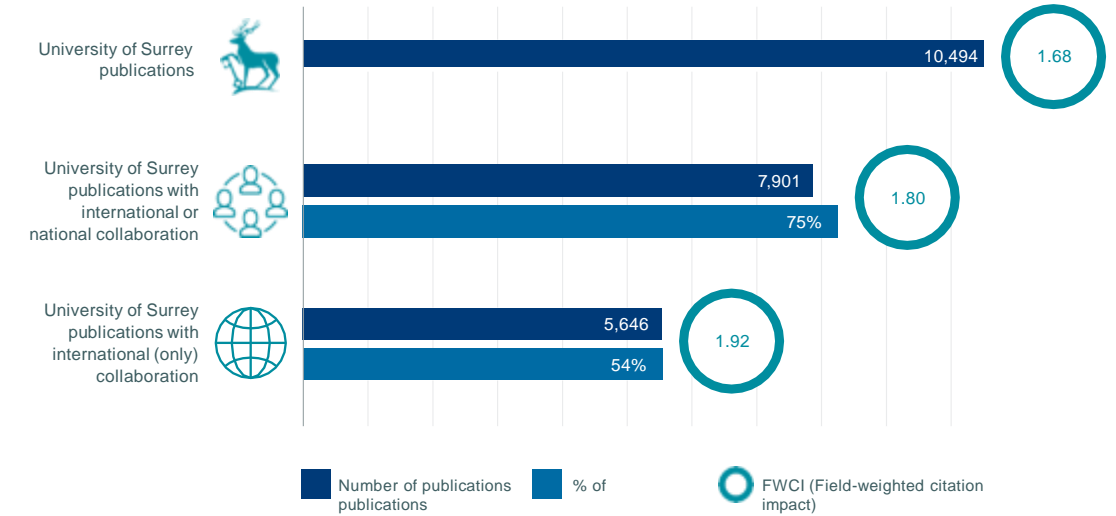


QS World University Rankings



Times Higher Education (THE) World Rankings

### Publications



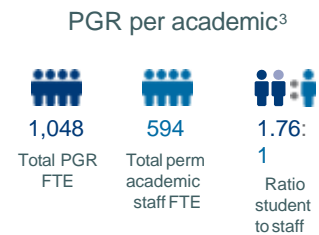
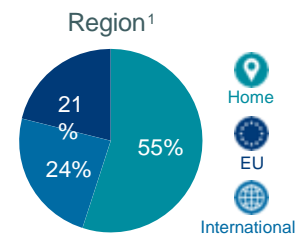
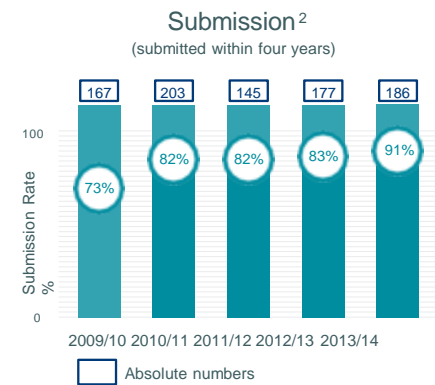
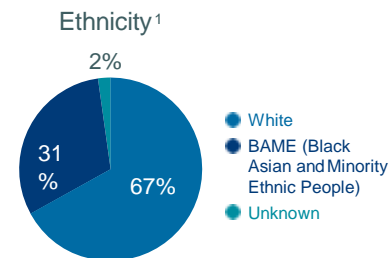
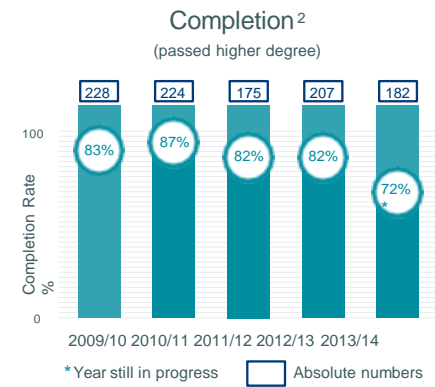
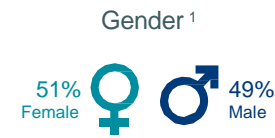
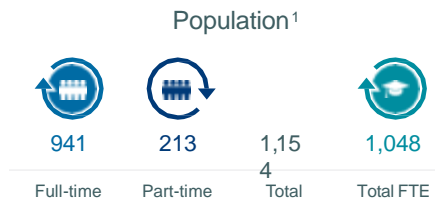
Data from Scival, date range 2014 - 2018

### Researcher demographics

	Women		Men	
	Total FTE	% of FTE	Total FTE	% of FTE
<b>Academic, teaching and research</b>				
United Kingdom	127	37%	215	63%
EU	58	36%	101	64%
International	31	31%	70	69%
<b>Research only</b>				
United Kingdom	60	44%	76	56%
EU	22	33%	45	67%
International	32	25%	98	75%
<b>Geographical demographics</b>				
United Kingdom	187	39%	291	61%
EU	80	35%	146	65%
International	63	27%	168	73%
<b>Grand total</b>	<b>935</b>			
	Total FTE		<b>330</b>	
			Total FTE	<b>35%</b>
				% of FTE
			<b>605</b>	
			Total FTE	<b>65%</b>
				% of FTE

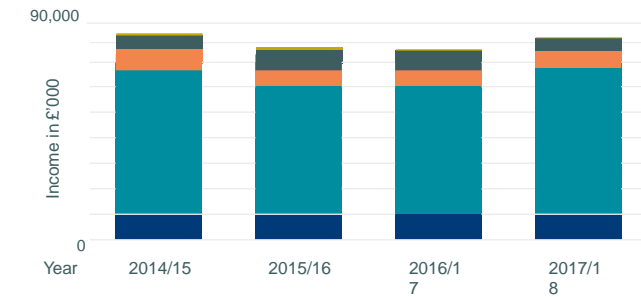
Source: PGR Live, correct as at 06/03/2019

## Postgraduate researcher (PGR) landscape



## Research and innovation income

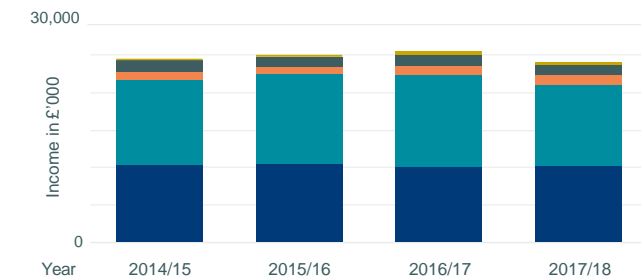
### Overall research and innovation income including Surrey Research Park (SRP) income



Year	2014/15	2015/16	2016/17	2017/18
Research <sup>1</sup>	57,204	53,533	55,253	57,444
PGR studentships	5,446	5,226	4,736	5,280
PGR tuition fees	3,971	3,430	2,731	2,967
Innovation <sup>2</sup>	5,457	5,047	5,467	5,871
SRP	10,290	10,469	10,071	10,487
Other	879	1,143	511	372
<b>Total</b>	<b>83,247</b>	<b>78,848</b>	<b>78,769</b>	<b>82,421</b>

1. Includes QR income 2. Includes HEIF income

### Industry funded research and innovation income including Surrey Research Park (SRP) income

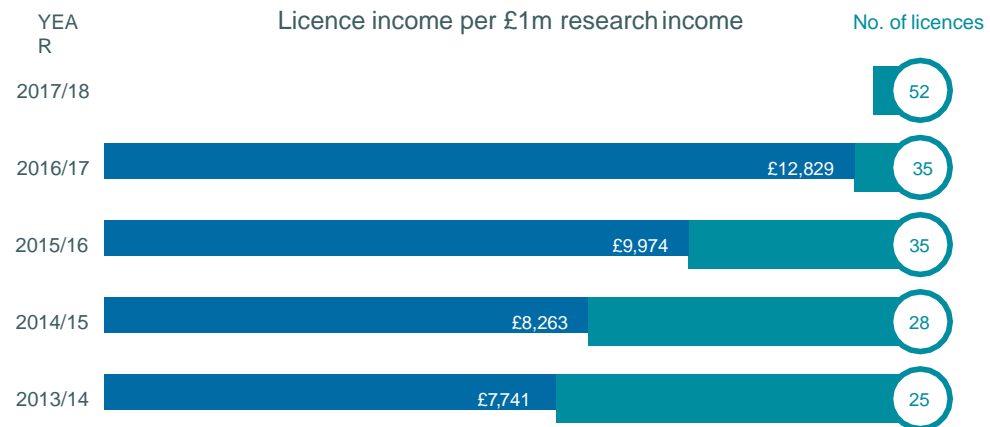
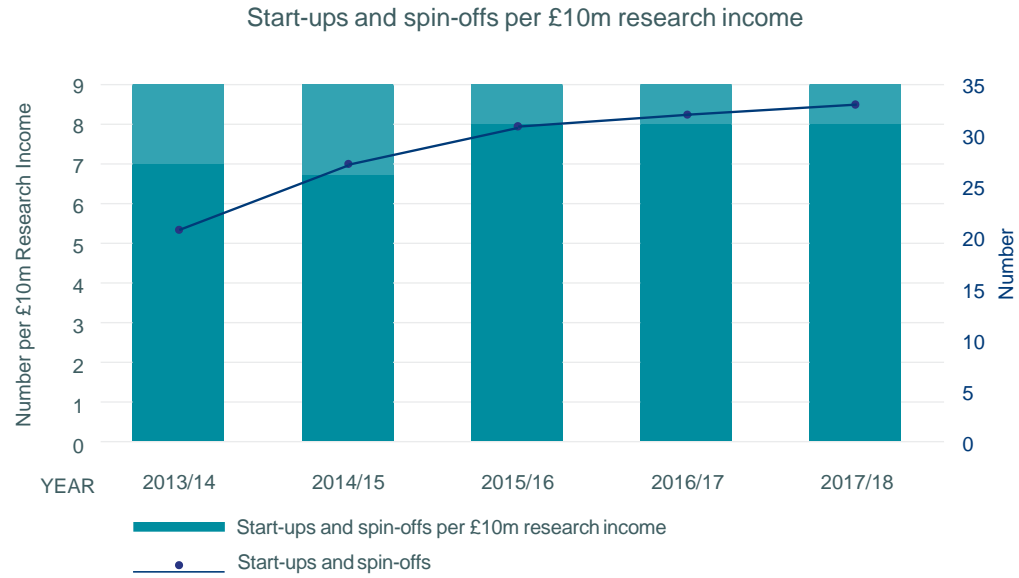


Year	2014/15	2015/16	2016/17	2017/18
Research	11,308	11,985	12,167	10,105
PGR studentships	1,367	1,304	1,271	1,463
Innovation	1,173	964	1,235	1,115
SRP	10,290	10,469	10,071	10,487
Other	319	365	435	289
<b>Total</b>	<b>24,457</b>	<b>25,087</b>	<b>25,179</b>	<b>23,459</b>

Note: these figures are also included in the overall chart

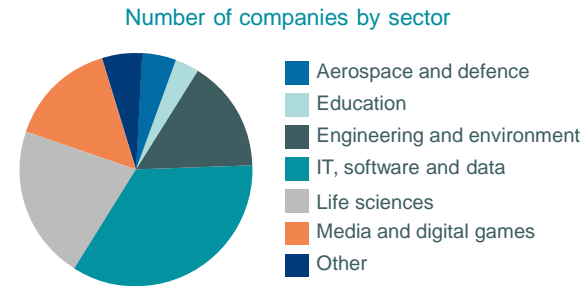
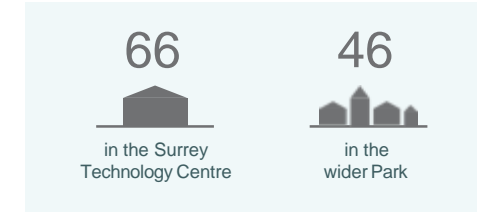
1. Source: PGR Live, correct as at Mar 2019 2. Source: R62, correct as at Jan 2019 3. Source: H20, correct as at Feb 2019

## Innovation performance

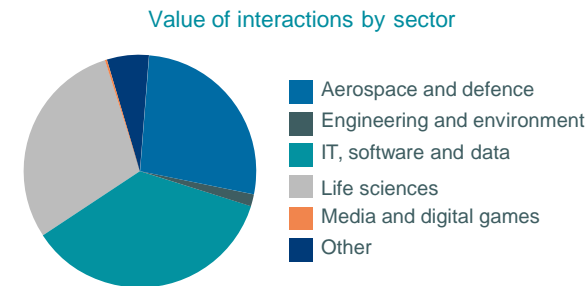


## Surrey Research Park and incubation 2019

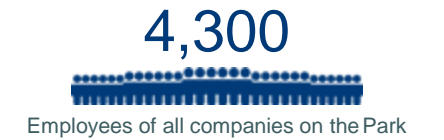
The Park hosts SETsquared Surrey in the Surrey Technology Centre.



34% of companies are within IT, software and data  
21% in life sciences  
16% in engineering and environment



36% of monetary value is within IT, software and data  
29% in life sciences  
27% in aerospace and defence



LETS TALK

# Surrey Business School

## BACKGROUND

**The vision of Surrey Business School is to be a leading interdisciplinary business school, creating a positive and lasting impact within industry and beyond. Its senior leadership team is the driving force behind this vision.**

The School's mission is to inspire positive change in business and society, both locally and globally, through strong collaborations with its network of staff, students, alumni and business partners. It is a creator of knowledge and a developer of ideas, embracing an environment that provides the freedom to experiment to allow individuals to grow.

The School is investing in pioneering research, particularly in the digital arena, as part of its commitment to improve business practice and create a sustainable impact. Moving at the speed of business allows it to conduct research that is relevant in rapidly changing times.

The School's senior leadership team, led by the Dean, is complemented by an Advisory Board that provides an external perspective on development, curriculum, research and future employability. Teaching and research at the School are organised around six academic departments, each focusing on different areas of management knowledge, and three research centres.

Surrey Business School has over 110 academic staff members from around the globe, and a highly cohesive and collegial atmosphere. The School is accredited by AACSB (the Association to Advance Collegiate Schools of Business) and by AMBA (the Association of MBAs). Its particular strengths are in digital innovation and technological transformation, international trade and investment, leadership and organizational psychology, sustainability and corporate governance. The School has grown

strongly in recent years in terms of size and the quality and impact of its work. It places a heavy emphasis on research excellence and student experience.

The School runs a full range of programmes including undergraduate, postgraduate and MBA programmes, as well as a PhD programme. It is home to over 2,000 undergraduates as well as some 575 postgraduate taught students and 25 postgraduate research students. Through its wide variety of degree courses, the School aims to equip its graduates with the knowledge they require to make them fit for the workplace of the future. The School has strong links with many technology oriented start-ups and established firms in London, and the South-East of England in general. The School's connections in the wider business world mean that its students benefit from the strength of its network as well as its fantastic location in the South East of England, only 34 minutes train ride from London.

Through new thinking, leadership and technology, the School is developing flexible business models that are fit for a constantly advancing digital world. The School is investing in world-class research and working alongside business partners so that it can deliver solutions that offer an immediate and lasting impact.

For more information about the School, please go to: [surrey.ac.uk/business-school](https://surrey.ac.uk/business-school)



## THE ROLE

**As Head of the Department of People and Organisations, you will occupy a key academic position within Surrey Business School and lead a Department of strategic importance to the School as a whole.**

Working closely with your colleagues at Department and School levels, you will formulate and implement strategies that promote world-class research, attract significant research funds, and advance excellence and innovation in education and the student experience. Beyond this, you will conduct a programme of personal research in an area of scholarship that complements the research strengths of the School.

## KEY RESPONSIBILITIES

**You will develop the activities of the Department, School and Faculty by:**

- Providing the Department and School with strategic and operational leadership
- Ensuring the continued development of world-class research, promoting the Department's academic profile within the University and the wider academic community
- Promoting excellence and innovation in education and the student experience, including the development of innovative programmes at Master's level
- Promoting Surrey's research profile in the people and organisations field through activities such as membership of committees of academic and professional bodies, external examining, editing journals and contribution to professional networks, national and international meetings, societies and bodies (including governmental ones)
- Articulating a vision for the Department and leading your colleagues in the Department to achieve that vision
- Being at the heart of a collegiate, open, and can-do working culture at the Department
- Promoting equality, diversity, and inclusion

## AN EXCEPTIONAL CANDIDATE

**The essential requirements for the role are:**

- A higher professional qualification, normally a doctoral degree or equivalent
- An outstanding track record of strategic and organisational leadership
- International academic standing, evidenced by publications in highly-rated, peer-reviewed journals, and the ability to provide the Department with research leadership
- Success in promoting excellence and innovation in education and the student experience and in developing innovative undergraduate and postgraduate programmes
- The ability to articulate a vision for the Department and to lead and develop team of colleagues at all levels of seniority within the Department.
- An open and inclusive working style that emphasises collegiality and celebrates the range of strengths across the Department's subject areas and in both research and education
- The ability to take a School, Faculty and University-wide perspective and to promote cross-disciplinary partnerships across the University.
- A demonstrable commitment to promoting equality, diversity and inclusion
- The ability to attract significant research funds from public and private sources

Applicants from all areas of people and organisations are welcomed, particularly those whose research aligns with our three core areas of focus: leadership and team processes, quality of working life, and human resource assessment and performance.

## How to apply

To apply to be Professor and Head of the Department of People and Organisations, please submit:

- A covering letter of no more than 2000 words setting out your interest in the role and details of how you match the essential requirements of the role set out above. The Selection Committee will find it particularly helpful if you can cite examples of your achievements and skills, making clear the difference you personally made to the events you describe.
- A comprehensive CV, including current salary details and the names and addresses of three referees. Referees will not be approached until the University has drawn up a shortlist, and only with the prior permission of candidates.

Applications should be emailed to [recruitment@sylogism.co.uk](mailto:recruitment@sylogism.co.uk) by the closing date of 31<sup>st</sup> October 2021.

Formal interviews will take place on 19<sup>th</sup> November 2021.

For an informal discussion about the role and how to apply, please contact Christopher Lake or Sabine Tilly of our advisors Sylogism at [recruitment@sylogism.co.uk](mailto:recruitment@sylogism.co.uk) or telephone +44 (0) 20 3417 6076.



**UNIVERSITY OF SURREY**  
Guildford, Surrey GU2 7XH, UK

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