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| **Job Title** | Associate Dean of Impact and Innovation |
| **School** | Royal Docks School of Business and Law (RDSBL) |
| **Grade and Salary Range** | Management Grade 1 |
| **Location** | Multi-Site: Docklands and USS Campus |
| **Reporting to** | Executive Dean |
| **Responsible for** | Leading on RDSBL Impact and Innovation Strategy  Line management of School staff and supporting the Executive Dean as required |
| **Liaison with** | Pro-Vice-Chancellor (Impact and Innovation), Executive Dean, Vice Dean, Associate Deans, HODs, Staff within the School; senior staff in other Schools and Services; and external agencies |
| **Contract type** | Permanent, Full time (36 hours per week) |

Build your career, follow your passion, be inspired by our environment of success **#BeTheChange**

**THE UNIVERSITY OF EAST LONDON**

If you are seeking a career that combines innovative education with a passion for crafting positive change, look no further than the University of East London. Founded in 1898 to meet the skills needs of the 2nd industrial revolution, we’re now in Year 5 of our ground-breaking 10-year Vision 2028 strategic plan, orchestrated by our Vice-Chancellor and President, Professor Amanda Broderick.

Our goal is to advance industry 5.0 careers-first education and provide a clear path to the jobs and opportunities of the future. We are committed to driving diversity in the 5.0 talent pipeline, working in partnership to promote talent wherever it is found and creating a sustainable, inclusive, and green future.

But we can't achieve this goal alone. We need forward-thinking, innovative, and curious individuals like you to join our community and help us shape the future. As part of our team, you'll have the opportunity to work with a diverse range of people who share your passion for generating positive change. We’re an inclusive and welcoming community that is constantly moving forward, never satisfied with the status quo.

If you're ready to join a team that values your outstanding skills and perspectives and is dedicated to making a difference, we invite you to explore a career with us. We are excited to welcome versatile individuals who are committed to advancing their careers while making a positive impact on the world.

**THE SCHOOL (Royal Docks School of Business and Law)**

The Royal Docks School of Business & Law is a contemporary and vibrant learning community. We focus on providing a transformational educational experience for our students. With a clear focus on creating graduates of the future, we are a key School within an ambitious University, based in the fast-growing and diverse environment of east London and Docklands.

We are committed to providing a high-quality, innovative, relevant, and research-led teaching experience that attracts, engages, and develops students, supporting their academic achievement and professional ambitions. We look for outstanding teachers, who exude a love of teaching, who inspire and motivate both students and colleagues through their approaches to teaching, and who are strongly committed to achieving excellent outcomes for students.

**JOB PURPOSE**

The Associate Dean of Impact & Innovation is accountable for the delivery of the University’s ‘Future Life’ strategic objective to increase the positive and sustainable economic, social and cultural impact of our research, education and enterprise activities in the communities we serve. The strategic objective is measured through REF, KEF and civic university KPIs.

As a member of the School’s senior leadership team the position of Associate Dean of Impact and Innovation is both challenging and rewarding, with a broad range of responsibilities and expectation of the highest levels of transformational change. The responsibilities fall into the following broad areas:

* To champion, develop and lead the delivery of the school’s plans relating to research and impact. This will include building effective relationships with UK Research and Innovation and other funders; supporting preparation for REF 2029 acting as a Unit of Assessment (UoA) coordinator and also working with other UoA and impact coordinators within the school; increasing the impact and visibility of knowledge exchange and academic advancements to non-academic audiences; building a sustainable applied research environment; advocating for and promoting the knowledge assets of the school and increasing the reach and significance of the schools social, cultural and economic impact of research and engagement;
* The delivery of public benefit to the communities we serve, generating a sustainable and visible base for transformational civic engagement. They will manage the operationalisation of equality and diversity objectives including equality of participation and attainment (for students and staff); youth safety, engagement and empowerment; and, social coaching and volunteering.

The successful candidate will have an inclusive, determined and inspirational approach to leadership, encouraging ideas, initiative and innovation in others whilst establishing a cost- effective and high-performance culture based on continuous improvement. They must be able to build strong and purposeful internal and external stakeholder relationships with partners and potential partners and play a key strategic role in enabling the school to fulfil its potential.

**KEY DUTIES AND RESPONSIBILITIES**

The following duties and responsibilities are intended to give a broad indication of the variety of tasks that an Associate Dean may be expected to undertake. This is not an exhaustive list of activities and employees may be asked to undertake other duties which are commensurate with the grade and circumstances.

* Serve as a member of the schools SLT, working effectively across the school to drive sustainable growth in critical strategic areas;
* As a member of the school’s senior leadership team, to contribute to matters affecting the school including business performance and sustainability including making a significant contribution to the strategy for the post-graduate taught and research programmes in the school.
* Accountable for driving transformational improvements in School research performance (inc research and knowledge exchange); REF GPA (interim and absolute); REF impact GPA; PGR completion; research income;
* Responsible for increasing the impact and visibility of knowledge exchange and academic advancements of the School to non-academic audiences;
* To actively promote equality and diversity, in accordance with UEL’s equality and diversity policies, driving the reduction in attainment gaps and supporting an inclusive environment;
* Responsible for the School’s commitment and contribution to knowledge exchange, community impact, volunteering (student and staff) and youth engagement & empowerment.
* Lead on portfolio development in relation to research impact and implications for curriculum.
* Lead on the School’s bidding, grant and funding application strategy, working with Professors and HODs as appropriate.
* To contribute personally to the School’s teaching, research and knowledge exchange

activities to an extent commensurate with their role as Associate Dean.

* To work in accordance with UEL’s equality and diversity policies

**PERSON SPECIFICATION**

**KNOWLEDGE, SKILLS, AND EXPERIENCE**

**Essential**

* A track record of providing leadership and direction in the development of strategies related to Impact and Innovation (A/I).
* Proven knowledge of corporate matters relating to business performance and sustainability (A/I).
* Experience in delivering successful performance improvements in relation to research and impact. (A/I)
* Knowledge and awareness of the broad context of Higher Education and government policy in the UK, with both current and forthcoming challenges and opportunities it present in relation to research, impact and innovation (A/I).
* Experience of leading and successfully gaining funding applications and grants. (A/I)
* Experience of academic management and collaborative arrangements, including

managing a budget (A/I).

* Deep understanding of widening participation and an ability to gain positive outcomes for student achievement, retention, progression, and employability for students from underrepresented and disadvantaged groups in higher education (I).
* Experience of working as part of a School team and an understanding of university

governance structures and processes (A/I).

* Experience of delivering successful performance improvements in impact and innovation (A/I).

**COMPETENCIES REQUIRED**

* Excellent leadership skills, including a commitment to high performance and continuous improvement (A/I).
* Demonstrable ability to focus on key priorities and deliver results (A/I).
* Excellent interpersonal and communication skills and the ability to influence, collaborate and interact effectively with a range of stakeholders including staff (at all levels), students and other stakeholders (A/I).
* Ability to unite diverse stakeholders to deliver common goals and a creative and innovative approach to problem-solving (A/I).
* Demonstrable contribution to Equality, Diversity and Inclusion and embedding of such in your current or previous Institution (A/I).
* Ability to cultivate strong networks and build links with the wider community and with business, industry and other stakeholders and represent the university (A/I).
* Demonstrate financial acumen with the ability to increase or develop additional sources of income (A/I).

**EDUCATION, QUALIFICATIONS AND ACHIEVEMENTS**

Essential:

* PhD or equivalent evidence of professional experience and profile commensurate with a senior leadership role (A/C)
* A record of CPD that reflects commitment to updating and enhancing learning and

teaching (A/C)

* Senior/Fellowship of Advanced Higher Education (A)

Desirable:

* A record of publication and/or relevant professional practice (A)
* Principal/Senior/Fellowship of Advanced Higher Education (A)

UEL is an inclusive equal opportunities employer and are proud of our Equality, Diversity and Inclusivity achievements. We expect all employees of UEL to accept our EDI policy and will not tolerate discrimination in any form. As an employee of UEL, we expect you to follow all relevant Health & Safety policies.

We're a disability confident employer and value all applications. Please let us know if you require any reasonable accommodations throughout the recruitment process.

So, if you’d like to take your career to the next level with us here at the University of East London and are passionate about our environment and commit to success, we want you to apply today!