

The background of the slide is a photograph of a classical building, likely the University of Greenwich, featuring a large, ornate clock face with Roman numerals. The clock face is black with gold hands and numerals. The building is made of light-colored stone or concrete. A dark blue semi-transparent rectangle is overlaid on the top left of the image, containing the text. A yellow vertical bar is on the far left edge of the slide.

University of Greenwich

Professor and
Head of School
of Education

School of Education
Faculty of Education,
Health & Human Sciences



UNIVERSITY of
GREENWICH

Great things about the University of Greenwich

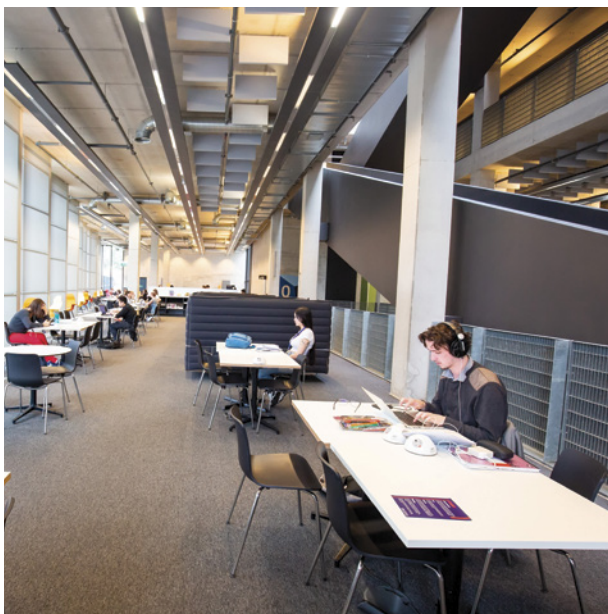
- We have more than 125 years of experience providing quality education.
- We have won four Queen's Anniversary Prizes for Higher and Further Education, including the 2015 prize for our outstanding work on the cassava crop in Africa.
- Our Greenwich Campus is based on a UNESCO World Heritage Site, and we are custodian of 16 listed buildings of special architectural or historic interest.
- 90% of our students are in employment or further study six months after graduation.
- We have won nine Times Higher Education awards, including Most Innovative Teacher and Outstanding Contribution to Innovation and Technology.
- 96% of current and former students would recommend the university (Uni Compare Awards for Student Experience 2017–18).
- Nobel Prize winner Professor Charles Kao, pioneer of fibre optics, was educated here.
- Our Teaching Excellence Framework silver rating indicates that we provide our students with engaging, personalised teaching that encourages their commitment to learning and study.
- Our academic staff includes recipients of the prestigious National Teaching Fellowship, which recognises and rewards individual excellence in teaching in higher education.
- Ofsted has given us its 'Outstanding' rating for the quality of our training in primary education.
- For two out of the last three years, the British Journal of Midwifery's Student Midwife of the Year has come from the University of Greenwich.
- The university has two Guardian University Awards for Research Impact. Guardian University Awards showcase world-class teaching, research, leadership and engagement within the higher education sector.
- Life-saving research carried out by the university includes projects to reduce loss of life during fire evacuations and to develop a trap for a malaria-carrying species of mosquito.
- Our alumni excel in every walk of life. They range from lawyer Shabina Begum, a campaigner for the empowerment and protection of women, to compositor Guy Penwill, a member of a double Oscar-winning special effects team. Our annual Greenwich Portraits exhibition recognises some of our most outstanding alumni.
- We are proud of the diversity of our international student body and our engagement in transnational education. In 2017–18, we had nearly 16,000 students studying overseas in ca.36 partnerships across 22 countries. Our UK-based students come from more than 160 countries, and in 2017–18 19% were domiciled from outside the UK. In 2018, we established the University of Greenwich International College in partnership with Oxford International, an embedded college located on our Greenwich Campus which offers an exciting range of undergraduate and postgraduate courses for international students leading to progression to the university.
- We've a 1st class environment rating from the People & Planet University League for our environmental and ethical performance.
- We're in Stonewall's Top 100 Employers 2018, indicating that we are one of the UK's most LGBT-friendly workplaces.
- Our Greenwich Campus has a high profile. It has appeared in more than 80 film and TV productions, including Skyfall, Kingsman: The Golden Circle and Cinderella.
- The university is well positioned for attracting students. QS Best Student Cities ranks London as the world's most student-friendly city in its 2018 edition.
- Improvements in our student experience include Dreadnought Building, a £25 million conversion which brings together all student-facing services on the campus in one place for the first time; Medway Student Hub, a new on-campus entertainment and social space; and our award-winning Stockwell Street Building, which houses the campus library.



Dreadnought Building



Medway Student Hub



Stockwell Street Building

University income 2017–18

	(£'000)
Tuition fees and education contracts	139,353
Funding body grants	19,873
Research grants and contracts	13,639
Other income	27,954
Investment income	455
Donations and endowments	261
Total income	201,535

Our students 2017–18

	Total
Total studying in the UK	18,805
Students studying wholly overseas	15,604
Total students	34,409

UK-based students

Level of study	% of total
Undergraduate	78%
Postgraduate	22%

Mode of study	% of total
Full-time	74%
Part-time	26%

Age group	% of total
Under 21	35%
21–24	30%
25–29	12%
30–39	12%
Over 39	11%

Gender	% of total
Male	41%
Female	59%

Domicile region	% of total
UK	81%
EU	8%
Overseas	11%

Ethnicity	% of total
BME	49%
White	49%
Not given	2%

Our staff 2017–18

Staff	Total
Academic and research	1,013
Administrative and technical support	1,167
Premises	33
Technical	19
Total	2,232

History of the School of Education

The University of Greenwich has a long and prestigious history in delivering teacher training and impactful educational research. Encompassing the former Avery Hill College and Dartford College of Physical Education, the University have been training teachers, early years, youth and community professionals in London for more than 100 years.

We have a wide network of alumni and partners across London and the south east, and have national and international impact in a wide range of research, policy and practice

areas, including literacy, maths, workload planning, professionals as researchers and leadership.

We continue to train and educate teachers at Avery hill to a very high standard (Ofsted outstanding and good) and also undertake and deliver a broad range of educational, community, early years, childhood and youth research and teaching on the world heritage site at the Royal Naval College, Greenwich, in the newly refurbished Dreadnought building.



Throughout my time at Greenwich, the lecturers have been amazingly dedicated, providing us with a high level of education and support. My personal tutor in particular is always available to support me with any of my concerns.

Loretta Tanor

Childhood and youth studies student

I didn't know the university would be such a friendly, relaxed place and so geared towards teaching. The lecturers aren't doing it just as a job. They're doing it as a passion.

Paul Wolfe

Primary education student

Greenwich was my first choice as it had a reputation for high-quality teaching with research, as well as diverse statutory, voluntary and private-sector placement opportunities. From the moment I embarked on the course, I have not been disappointed.

Mikhail Mohammed

Social work student



About the Faculty

Faculty of Education, Health & Human Sciences

The Faculty of Education and Health is renaming to the Faculty of Education, Health & Human Sciences. It is unique in the breadth and strength of professional education and training that we deliver. We train and educate over twenty different professions and our long standing reputation is evidenced in positive student feedback, and the excellent commendations we receive from health, education and social care accreditation bodies. The programmes and modules on offer within the Faculty lead to a wide choice of challenging and worthwhile careers and all of the programmes have skills for employability built into them and have very good employability outcomes, and meet and often exceed the requirements of relevant professional bodies.

Much of this excellence is built on extensive partnership working with local and national government, schools, health trusts, advisory bodies, NGOs and charities. There continues to be high demand for our professional training courses and over the next ten years we plan to build on the inherent strengths of the Faculty

and to make these more visible within and outside of the University and to utilise our strengths to develop consistently high education and training provision, and a far stronger applied, internationally excellent research base.

Our immediate future plans are designed to deliver the University strategic aims to:

- Change student lives through outstanding teaching and learning
- Enhance science and society through inspiring research and enterprise
- Create engaging campus environments and services
- Support and develop our staff
- Internationalise Greenwich
- Enhance student employability.

The Faculty of Education and Health has recently moved part of its delivery into the fantastic and newly refurbished Dreadnought building on the World Heritage site at the Old Royal Naval College, Greenwich, including the early years and youth and community studies



provision. This move is part of a significant long-term plan to build internationally leading research and teaching in the Faculty. An exciting part of this investment is the planned creation of a new multi professional and multi-disciplinary Institute for Lifecourse Development.

The Institute will work with our extensive network of external partners to focus our interdisciplinary expertise around the health, education and wellbeing of vulnerable and marginalised people in the community; be they children at risk, people with chronic illness, the aged, or people who are victimised or stigmatised.

The Institute will be a key anchor resource where professionals, researchers and stakeholders from public, charitable and voluntary organisations, can work together to develop effective and economic life course solutions and tackle the grand challenges society faces though effective research, training and practice. We are proud of our work in Education in literacy and maths in developing professionals as researchers and in developing leadership, and will be looking to develop these and new areas of activity.

The Faculty has growing international strengths in research. These will be developed and extended by taking a cross disciplinary, lifecourse perspective, building on our existing strengths and linking these with our applied professional partners in the UK and overseas. Our students and staff are working across the life course from conception to old age. Taking a life course, multi professional, perspective will put us in a prime position to contribute to developments in policy, exploit existing and new opportunities for research and enterprise funding, and ensure our students are fit for the demands of their future careers.

As we look ahead in developing research and professional practice, it is increasingly recognised by stakeholders and the government that many of the health and education issues that individuals and communities face are multi

faceted and require complex, multi professional interventions and evaluations, undertaken in partnership with many agencies and in close collaboration with communities and user groups. As remote e health and e learning technology becomes more embedded in healthcare and education, community based health, education and wellbeing provision becomes more important for delivering treatment, education and learning across the life course from the antenatal period through to old age.

There is also an increasing recognition that delivering education and caring for the needs of vulnerable people requires a partnership between many stakeholders and clients that begins very early in the lifecourse, and one in which stakeholders work together in an integrated way over the longer term rather than as a series of single, unconnected episodes. Intervening earlier and working more closely promises to be more effective in delivering positive outcomes and ultimately is more economical.

The Faculty is adapting to these imperatives, and a key driver for the future of professional training and research is to further develop and consolidate this cross professional and trans disciplinary approach. We aim to complement this with the adoption of a life course focussed approach to research, evaluations and enterprise activities that directly resonate with communities and partners.

As a University we are well placed to be the facilitator and initiator of innovative multi professional training in community settings, in schools, and clinical settings, and to deliver sophisticated and effective education, health and wellbeing interventions and evaluations with our partners and local communities; within which our students will be fully embedded via placements and employment. The Faculty of Education, Health and Wellbeing is one of only a few UK Faculties to include such a wide range of professionals and to have such a large array of partners, working in areas of need and can be a leader in multi professional lifecourse work.

New Professor and Head of the School of Education

The School of Education has over 70 staff and looks to continue to honour our long history and excellent reputation. We are looking towards the future in appointing a new Head who has the drive to further develop and widen our global impact. We are looking to appoint a visionary academic who has wide experience in developing and delivering research, policy and teaching, and who has a desire to build on our already excellent local and national reputation.

The School is part of the new Faculty of Education, Health and Human Sciences, which is developing new and exciting ways to develop truly ground-breaking cross-professional and inter-disciplinary approaches to research and practice that can have a major impact in addressing global challenges faced by society. The Faculty wants to appoint a Head who can build further upon the good practice shown in recent outstanding Ofsted ratings for primary education, and good ratings for secondary, lifelong learning and early-years outcomes and continue to ensure that all areas of the School demonstrate excellence including developing further our innovations in research, policy and practice.

The School will be led by the Head working with a management team of three Deputy Heads and Section leads, who take on line management of

smaller teams of staff in specific areas. As a key member of the Faculty Executive, the Professor and Head of School will work closely with the Faculty Pro-Vice Chancellor, other Heads of Schools and Directors to develop the portfolio, research and ethos of the Faculty and grow further the national and international reputation and recognition of the University as a key anchor institution.

Our ambition is to become a Centre of Excellence in Teaching and in Education research, enabling the School to achieve the highest external ratings, and to be a Centre with a reputation for providing an exceptional student experience, attracting and retaining high-calibre students, delivering high-quality learning outcomes and enhancing the already strong work to support graduates in achieving graduate-level employment. Currently, a number of our education programmes demonstrate excellence in terms of achievement, employability, partnerships, teacher standards, and good retention, but consistency is required across all areas and we have recently reviewed our portfolio with this in mind. Our new structure will be a catalyst for greater change, ensuring the means to provide consistently high-quality teaching in all areas and to strengthen research.





Qualities of leadership

We are looking to recruit a leader in Education who already has extensive experience of managing teams and budgets, and who now wants to make their own mark in developing and leading a significant group of Education professionals and staff to deliver innovative models of research, enterprise, policy and practice.

The appointee will be expected to demonstrate a clear vision and strong leadership abilities

with evidence of effective strategic thinking and sophisticated networking skills.

They will also be expected to have excellent people skills and to show the qualities and values that Greenwich looks for in its staff. They will be empathetic with an inclusive approach to decision making, good teamwork and people skills, and have the necessary mix of resilience, tenacity and good humour.

University Values	Behaviour
Inclusivity	We are open-minded and open-hearted, embracing new people, ideas and ways of working to create a better world.
	As one of the most culturally diverse universities in the world, this is an inclusive community where everyone is welcome and feels nurtured.
	London is a city that requires you to be open-minded in every way and as a university we reflect the changing needs of our wider society.
	We like to challenge the way people think and introduce new ideas and concepts that will inform their world-view.
	Many of our students and staff strive to make a difference in their communities and pursue knowledge and learning because they want to improve the lives of others. This generosity of spirit is alive and well at our university.
Excellence	We set ourselves high standards in everything we do and never accept second best.
	We focus on doing the right things and doing them right.
	To be truly excellent requires discipline and rigour and a willingness to accept constructive criticism
	Excellence is a habit that we practice diligently.
Determination	This is a university that operates in the real world where life is challenging.
	We encourage tenacity and resilience so that we can overcome adversity.
	Our most successful alumni are people who have real motivation to achieve their dreams and to transform the lives of others.
	A fierce determination to learn, improve and succeed has helped transform the lives of countless people worldwide.
Ambition	We are relentlessly ambitious for every student that comes to the university.
	We develop confidence and self-belief so that our alumni are able to realise their full potential.
	For centuries Greenwich has been a focal point for ambitious ideas that have resulted in dramatic global progress. We continue to push for personal and collective advancement in the same way
Creativity	This is a world that needs creativity more than ever.
	Finding innovative solutions to challenging, contemporary problems requires new ways of thinking and working.
	We develop, admire and celebrate those people who have the ability to think differently and then apply these innovative, creative ideas into the real-world.

The role of Professor and Head of School of Education

Faculty of Education, Health & Human Sciences

Professorial Salary Range: £67k - £75k, but may be more for an exceptionally qualified candidate

Job Description

Job Title: Professor and Head of School - Education

Grade: AC5-2

Responsible to: Pro Vice-Chancellor
Faculty of Education, Health and Wellbeing

Responsible for: Academic leadership of the three Schools within the Faculty

Relationships & Contacts: Members of School staff as required, Faculty leadership and management teams and senior staff in the Faculty of Education, Health and Wellbeing including Faculty Operating Officer, other Heads of Schools, Faculty Directors, plus other members of staff as required. Portfolio Leaders and Research Group Leaders.

Purpose of Job

The University of Greenwich is seeking to employ a Professor and Head of the School of Education, with excellent leadership skills and a strong academic background in any of our cognate disciplines within the School. An inspiring leader, the post-holder will have the confidence and vision to lead the School and bring together our large and diverse academic community.

The post-holder is expected to have, and maintain, a strong academic background in their academic subject at national and international level. The Head of School will have a proven track record of teaching and scholarship

initiatives and discipline-related research and/or pedagogical innovation, including obtaining external funding. The post-holder will be expected to provide strong leadership and to set standards of academic excellence.

The successful candidate will be appointed to a permanent Professorship. The role of Head of School is for an initial period of three years. The post holder's period of office as Head of School may be extended beyond this initial three-year period subject to performance and review.

Appointment as a Professor may be on the Research or the Teaching and Scholarship Career pathway depending on the previous experience.

Key Accountabilities

Team Specific:

- Accountability for the integration of leading research and enterprise work or expert input into widely used published teaching or professional training materials
- Lead the development of research training programmes or novel taught programmes, at the leading edge of the discipline
- Lead on the supervision of student research at various levels
- Leading the acquisition and management of substantial research resources from a variety of sources
- Lead the supervision of research students at doctoral level
- Lead teaching and research at Faculty or university level and develop and oversee the consistent and effective implementation strategy, policy and plans
- Contribute to the development of the academic discipline
- Develop, mentor and lead a significant research group including research students, research assistants/fellows and possibly early career academics

- Development and leadership of research or innovation consortia with external partners
- Lead on the promotion of Education in the community.
- Work with the School on the development of all phases of ITE, ensuring programmes are Ofsted compliant and maintain high standards of excellence.
- The holder is expected to have, maintain and develop strong stakeholder relationships at regional, national and international level within education, and or the children, young people and families sector, and further raise the profile of the school and provision regionally, nationally and internationally as appropriate

Generic:

- Maintain and develop recognition and esteem as an authority and leading figure by the international academic or policy community in their specific subject
- Take responsibility for the acquisition and management of external research resources
- Integration of research and scholarship into published teaching or training materials
- Maintain high professional standing in their discipline and to develop further their own scholarly profile, including a programme of high quality research, disseminated primarily in high quality refereed academic journals or similar avenues appropriate for the subject
- Efficiently implement approved policies, guidelines, initiatives and standard operating procedures effectively in relation to own academic duties
- Maintain an overview of the welfare, progression, examination and assessment of allocated students
- To keep abreast of development within the disciplines and profession and seek continuous improvement of own professional practice

- Undertake other such duties as may from time to time be directed by the Pro Vice Chancellor or Deputy Vice-Chancellors.

Managing Self:

- Develop expertise in research led teaching with an increasing degree of autonomy
- Keep abreast of developments within Education and seek continuous improvement of own professional practice
- Actively participate in established professional development framework activities
- Behave in a manner which reflects the university values and creates a positive collegial environment for work and study
- Maintain a high standard of student engagement and satisfaction
- Seek to maximise the learning outcomes of students.

Core Requirements:

- Commitment to key strategic priorities of the Faculty and university
- Adhere to and promote the university's policies on Equality and Diversity and Information Security and ensure compliance with Health & Safety regulations.
- Support and promote the university's Sustainability policies, including the Carbon Management Plan, and carry out duties in a resource efficient way, recognising the shared responsibility of minimising the university's negative environmental impacts wherever possible.

Additional Requirements as Professor and Head of School:

- Act as a dynamic academic within the School/Faculty, for example, by fostering community, ownership and shared objectives by holding regular School meetings, by developing good communication, rewarding excellence, holding to account underperforming members of staff, managing staff, supporting staff development in pedagogy, scholarship and research, (and any other skills as appropriate), and enabling co-operation between Schools, research groups, administrative and technical support staff, the Directorates and the wider university community
 - Lead the School, under the oversight of the PVC, to achieve plans and objectives and the threshold standards as defined by the university's targets and monitor progress e.g. such as those set for subject-level TEF, REF, NSS scores and for research and enterprise
 - Manage the subject league table position, ensuring student achievement in good honours outcomes, developing and enabling successful Graduate employment outcomes
 - Act as a member of the Faculty Senior Management Team, and contribute to the good order and effectiveness of the Faculty and wider university
 - Lead the School through periods of change in accordance with the university's values and procedures
 - Strategically plan for the development of the School in relation to market needs, learner needs, research and enterprise opportunities and the wider policy environment
 - Manage, on a day-to-day basis, the School including the active management, development and enhancement of the portfolio and its delivery; promoting and marketing the School's programmes, research and enterprise; managing effectively the external profile of the School's work in all forms and domains including personal contact, social media, and published materials
 - Take responsibility for the quality of the student experience within the School and actively promote a range of delivery strategies for effective learning, teaching and assessment to meet individual needs
 - Promote the involvement of students in programme enhancement through existing student representation processes and the consistent use of programme and course student questionnaires and focus groups
 - Be responsible for the School's fulfilment of the obligations of the University of Greenwich systems as defined by the Quality Assurance Handbook
 - Contribute to the effective operation of, provide reporting to, and act upon actions from, both the Faculty governance structure and the Faculty management structure, leading on projects, agenda items, and reporting as appropriate
 - Manage resources effectively, in consultation with the PVC and the Faculty Operating Officer (FOO) (including the effective deployment of staff and managing a budget) for the School within the overall Faculty resource envelope
 - Manage and develop staff within the School, including performance management (in accordance with university policies) where appropriate, creating a positive and collegiate environment that promotes and supports equality, diversity and inclusion and places emphasis on open communication, where all students and members of staff are engaged and their contributions are encouraged and recognised
 - Represent the School and Faculty in the appropriate university Committees
- Any other duties commensurate with the post and grade as agreed with the PVC of the Faculty and the Deputy Vice-Chancellors.

Professor and Head of School Person Specification

Qualifications

- PhD degree in a relevant subject
- Fellow of HEA, post graduate HE teaching qualification or significant teaching experience
- Desirable: Qualified teacher status

Experience

- Thorough understanding of HE in the UK
- Extensive knowledge of key policy issues at institutional, national and sector-wide level
- Proven track record of publishing a significant and sustained body of

outputs with international impact at the highest levels of international excellence including world leading work as leading, corresponding or senior author

- Proven, sustained track record of successful supervision of research activities of students at various levels
- Proven track record of leading and winning external funding bids
- Proven track record of leading teaching and research teams and successful supervision of PhD students
- Proven track record of developing and implementing research and enterprise strategies and policies
- Proven track record of working with and managing complex, diverse public and private sector stakeholder relationships at international, national and regional levels



- Extensive experience of strategic planning and managerial leadership
- Working knowledge of quality assurance/enhancement and academic standards
- Proven track record in effective financial management
- Experience of influencing academics, researchers and employers

Skills and attributes

- Outstanding knowledge of the mechanisms for Higher Education funding
- Well-developed organisational and people management skills
- Able to develop and implement staff training
- Well-developed interpersonal skills and ability to motivate others
- Excellent written and oral communication skills
- Commitment to the promotion of high standards and excellence
- Ability to think strategically and conceptually
- Capacity to listen and consult, good negotiation skills
- Capacity to make informed decisions
- Ability to work effectively and deliver under pressure
- Able to use IT effectively
- Well-developed project management skills

How to apply

Please apply through the university of Greenwich HR portal.

For informal discussions please contact Professor Derek Moore Pro-Vice Chancellor (Education and Health).

Closing date for applications is Friday May 17 2019.

