

Associate Dean for Talent Development & Fellowships

Job Description / Person Specification

Reports to: Vice Dean (Research and Innovation)
Organisational Unit: Faculty of Biology, Medicine and Health

Context

The Associate Dean for Talent Development & Fellowships will be responsible for directing the Fellowship Academy and be charged with cutting-edge postdoctoral talent development to drive the acquisition of external research and innovation (R & I) fellowships and equivalent awards, such as some 'new investigator' schemes, in the Faculty of Biology, Medicine and Health (FBMH). The post-holder will also contribute to the subsequent career development and guidance of these individuals post-award.

In BMH, the appointed person will interact closely with the Vice Dean (Research and Innovation) and the Associate Deans for Research and Innovation, Postgraduate Research (PGR) and Research Technology & Discovery Science. The post holder will work coherently with Heads of Schools, Heads of Divisions, the Faculty Head of Research and Business Engagement, operational staff, especially those responsible for running the Fellowship Academy, and other University staff members across Faculties working on related remits. The Associate Dean will support the Vice Dean in the development and delivery of the FBMH R & I strategy, especially relating to cutting-edge postdoctoral talent development and its translation to independence. This includes associated aspects of improving research culture, equality, diversity and inclusivity.

The three-year post will carry an honorarium for the duration of the post. The post sits alongside the appointee's substantive appointment, which will continue during and after the AD term comes to a close. The time allocation for the AD Fellowship role is nominally expected to be 2 days per week.

Key Duties/Responsibilities

The key duties and responsibilities of the Associate Dean for Talent Development & Fellowships will be:

- To direct the Faculty Fellowship Academy
- To drive acquisition of externally funded fellowships and equivalent awards in FBMH
- To develop, implement, review and evolve as necessary coherent plans for the post-award support of fellowship holders
- To work alongside other leaders in Schools and Divisions in delivering the Faculty's R & I strategy, especially on how best to develop cutting-edge postdoctoral talent that drives external fellowship acquisition; and to contribute to the career development and guidance of these individuals post-award.

- To oversee pump-priming competitions aimed at supporting individuals towards and between external fellowships and equivalent awards
- To work with the Faculty Research Strategy and Innovation Team and other colleagues to deliver and enhance the Fellowship Academy
- To develop and deliver strategic relationships and close links with regional, national and international bodies and stakeholders to promote the interests of the Faculty and University in cutting-edge career development and successful external fellowships
- To work with other Faculties in UoM and potentially beyond to encourage and promote interdisciplinary fellowship collaboration where appropriate
- To represent the above responsibilities as a member of the Faculty's R & I Board
- Understand the influence of area of activity on carbon emissions and wider environmental impacts. Responsible, in collaboration with colleagues, for developing plans to reduce carbon emissions and to identify and address barriers to further this reduction. Lead on embedding more sustainable practice and empowering action within sphere of influence and control.
- Actively promote equality, diversity and inclusion within the remit of the role in accordance with University policies, procedures and mechanisms

Person Specification

We want to maximise our creativity in pursuing the Faculty's research and innovation and therefore welcome applications from across the full diversity of the Faculty's research-active staff. Candidates must be able demonstrate that they meet the following requirements.

Leadership and management

- A strong commitment to the goals and vision of the University and Faculty and in particular in relation to R & I
- Ability to create a sense of unity and common purpose
- Evidence of successfully managing complexity, including the implementation of change where necessary, and of engaging staff, students and stakeholders through this process
- Evidence of effective staff development
- Evidence of working well in teams and having built effective relationships at all levels
- Evidence of having taken ownership and responsibility
- Experience of effective financial and strategic planning
- A clear vision of the goals of the University and Faculty in relation to cutting edge talent development and fellowship acquisition
- Ability to represent the Faculty nationally and internationally and protect and promote its interests

Academic Background and Experience

- A personal academic standing that carries the respect of colleagues
- A record of leadership and commitment to excellence in talent development and external fellowships.

- An understanding of the strategic issues affecting fellowship acquisition, holders and subsequent career development within the Faculty, University, nationally and internationally.

Personal Qualities

- A strategic thinker, who values consultation and collegiality
- An honest and open individual with a high level of personal integrity
- An effective communicator both spoken and written, a listener
- Some-one who takes pleasure in the achievements of others
- An open and consultative management style
- Someone with the confidence and courage to take on challenges and to be accountable for any decisions/risks taken.
- A personal commitment to promoting and improving our creativity by ensuring full equality, diversity and inclusion
- A personal commitment to promoting and improving our sustainability