

**AMBITION
DELIVERED
TODAY**



Associate Dean
(Enterprise & Knowledge Exchange)
SCHOOL OF ARTS &
CREATIVE INDUSTRIES

Job reference: T3566



Welcome

Thank you for your interest in joining the School of Arts & Creative Industries at Teesside University.

Teesside University is a high-performing global institution, committed to delivering an outstanding student and learning experience.

As an anchor institution we work in partnership with local organisations and businesses, contributing to our region in a way many universities aspire to.

But our ambition and our impact are global. We respond to global priorities through innovation, research, partnerships, digitisation, international mobility, and teaching excellence. Our students make a real difference, challenge the impossible and break through barriers.

The School of Arts & Creative Industries plays a vital role in this mission. We recognise the vital role that the creative industries play in driving the UK economy. We help the sector grow by developing the creative workforce and empowering and supporting individuals to innovate and create.

Underpinned by the MIIMA (Middlesbrough Institute of Modern Art) gallery, the School is an environment where students can develop vital, transferable skills which are in rising demand across multiple industries, while acting as a hub for creative enterprise.

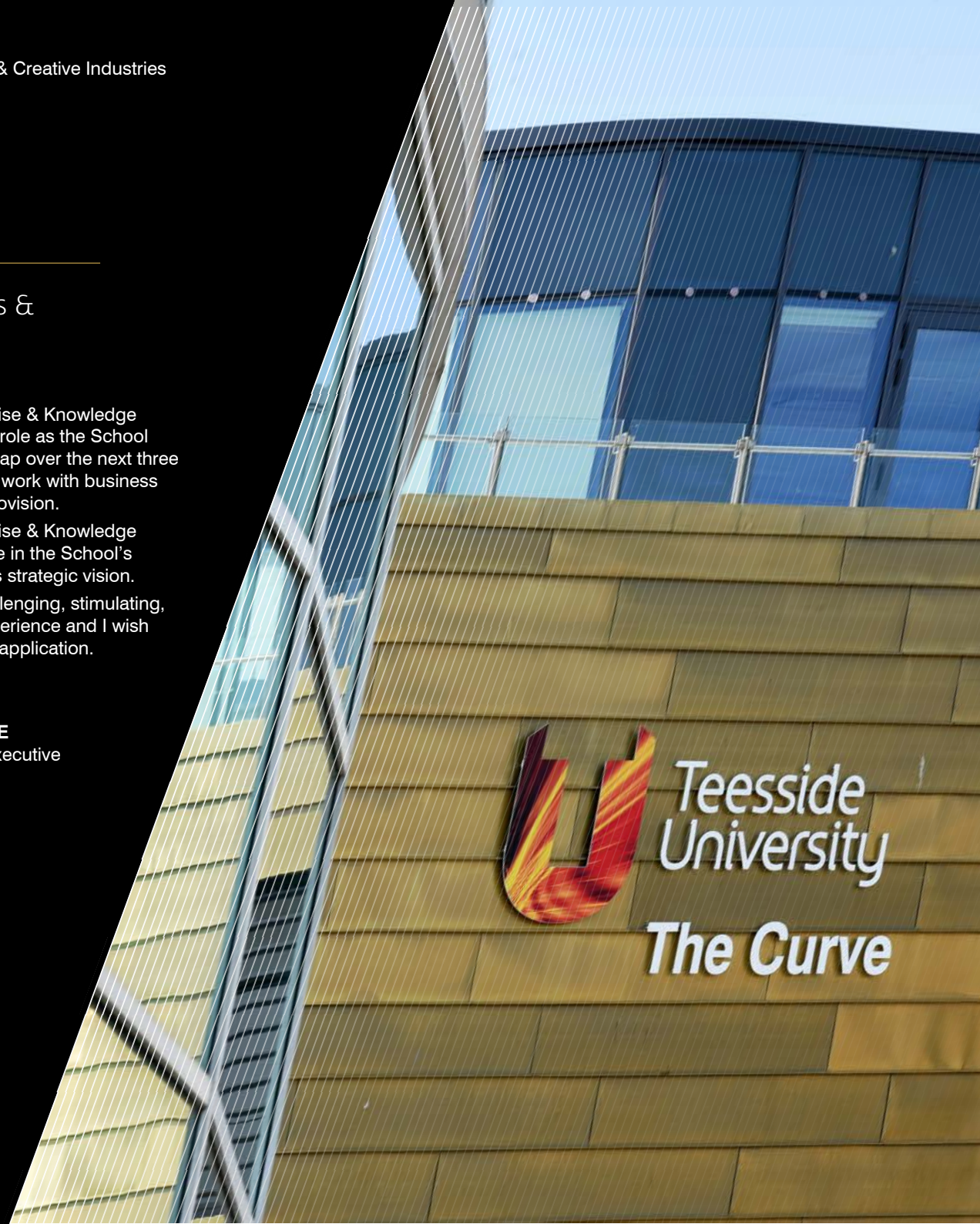
The Associate Dean (Enterprise & Knowledge Exchange) will play a crucial role as the School pursues its expansion roadmap over the next three years and further embeds its work with business enterprise into our current provision.

The Associate Dean (Enterprise & Knowledge Exchange) will play a key role in the School's executive team supporting its strategic vision.

Working at Teesside is a challenging, stimulating, enjoyable and rewarding experience and I wish you every success with your application.

WITH BEST WISHES

Professor Paul Croney, OBE
Vice-Chancellor and Chief Executive



OVER £275M
INVESTED IN OUR CAMPUS,
WITH A FURTHER £300M OVER
THE NEXT TEN YEARS

WINNERS OF THE EDUCATE NORTH STUDENT EXPERIENCE AWARD 2019

University Sector for Future Facing Learning:
Empowering Digital Learning at Teesside University

**INVESTORS
IN PEOPLE
GOLD
ACCREDITATION**

INVESTORS IN PEOPLE
We invest in people Gold

Find out more at tees.ac.uk/source

**OVER
90
YEARS**

of learning and teaching



**THE UNIVERSITY OF THE YEAR FOR SOCIAL
INCLUSION AWARD RECOGNISES SOCIAL
DIVERSITY AND THE WORK OF HIGHER EDUCATION
INSTITUTIONS TO EMBRACE SOCIAL MOBILITY
AND ENCOURAGE GREATER PARTICIPATION FROM
UNDERREPRESENTED GROUPS**

THE TIMES AND THE SUNDAY TIMES GOOD UNIVERSITY GUIDE 2022



**THE MAJORITY OF
OUR RESEARCH WAS
RECOGNISED AS
WORLD-LEADING OR
INTERNATIONALLY
EXCELLENT**

(Research Excellence Framework 2021)

IN THE TOP 10%

**OF 135 ENGLISH HIGHER
EDUCATION PROVIDERS FOR
SKILLS, ENTERPRISE AND
ENTREPRENEURSHIP
DEVELOPMENT AND SUPPORT**

(Knowledge Exchange Framework 2021)

**RANKED AS 1 OF 68 TIER
2 UNIVERSITIES IN THE UK
UNIVERSITY INTELLECTUAL
PROPERTY RANKING 2020**

(154 INSTITUTIONS REVIEWED)

**THROUGH OUR
ON-CAMPUS BUSINESS
SUPPORT, OUR
GRADUATES HAVE
LAUNCHED OVER 545
NEW BUSINESSES,
CREATING OVER
840 JOBS**

Associate Dean (Enterprise & Knowledge Exchange) | School of Arts & Creative Industries

JOB DESCRIPTION**POST TITLE:**

Associate Dean (Enterprise & Knowledge Exchange) | School of Arts & Creative Industries

GRADE:

Senior academic

RESPONSIBLE TO:

Dean with additional dotted reporting line to the Pro Vice- Chancellor (Enterprise & Knowledge Exchange)

JOB PURPOSE:

To undertake a key role in support/advising the Dean in the delivery of the University's mission statement, corporate strategy and Institutional policies and procedures, with specific responsibility for the strategic vision, setting goals and ensuring the achievements of key performance indicators across the enterprise and knowledge exchange portfolio.

As a member of the School Executive Team, you will also be expected to make a broader contribution beyond your specific portfolio to wider leadership and management of the School and the University.

You are expected to maintain your academic standing and authority through teaching, research and scholarly activities.

Duties and responsibilities

- 1 To actively contribute to the delivery and future development of teaching, research and/or enterprise in your relevant discipline.
- 2 To support the Dean in the leadership and management of the School, developing the culture to engage staff fully with the University's vision and corporate strategy. To advise and deputise for the Dean as required.
- 3 As part of the School Executive Team, support the Dean to formulate, monitor and deliver the School's five-year plan and annual plans, contributing to the achievement of the University's corporate strategy objectives and key performance indicators.
- 4 Lead in line with the University's values when making decisions and create a culture of openness and trust where staff consistently behave in line with the University's values.
- 5 Effectively lead, manage, and deploy the human, physical and financial resources of the School as required by the Dean.
- 6 Actively promote the School and the University externally, with the objective of enhancing the academic and general reputation of the School and University. This will include participating in/leading internal/external committees and task groups.
- 7 To provide innovative academic leadership to drive transformational change. Managing relationships to promote change effectively.
- 8 Identify and analyse future trends in relation to the enterprise and knowledge exchange portfolio and investigate and utilise where relevant appropriate external best practice to support continuous improvement.
- 9 Work in close collaboration with the Pro Vice-Chancellor (Enterprise & Knowledge Exchange) and other Associate Deans on University-wide initiatives.
- 10 To support the Dean to appraise and develop staff in relation to career development and succession planning and to provide initiatives for staff to contribute effectively.
- 11 To optimise performance by working with colleagues within the School and across the University to achieve key performance indicators in the enterprise and knowledge exchange portfolio.
- 12 Lead the development and implementation of the School's enterprise and knowledge exchange strategy in the five-year plan and contribute to the School's workforce plan.
- 13 Develop and oversee appropriate University policies in relation to the enterprise and knowledge exchange portfolio in consultation with relevant colleagues and in light of the School's five-year plan and existing University policies.
- 14 Develop excellence in the School's academic programmes by encouraging and facilitating new initiatives and innovation in line with the University's enterprise and knowledge exchange strategy.
- 15 To assist the Dean with the budgetary control of the enterprise and knowledge exchange portfolio within the School.
- 16 Working closely with Student Recruitment & Marketing to ensure the portfolio is appropriately publicised and celebrated internally and externally to the University.
- 17 To contribute to the appointment of academic, technical and administrative posts within the School.
- 18 Adhere to the University's health and safety policy and guidelines.
- 19 Promote equality, diversity and inclusion for staff and students and embrace the University's values and behaviours framework.

Associate Dean (Enterprise & Knowledge Exchange) | School of Arts & Creative Industries

JOB DESCRIPTION

Portfolio specific duties and responsibilities

- 20** To be responsible for the achievement of School enterprise income targets.
- 21** Working closely with the Associate Dean for Learning & Teaching to develop and implement the School's employability plan ensuring work-related learning opportunities for all students, evidenced in the DHLE data.
- 22** To work collaboratively and lead in the creation of new products and services.
- 23** To act as a positive role model and actively mentor and support colleagues seeking to engage in an enterprise career pathway.
- 24** Work in collaboration with the Research & Enterprise Office to maximise the enterprise and knowledge exchange activities initiated.
- 25** Lead income generation activity and the development of new income streams.
- 26** Identify, evaluate and prioritise new and existing markets for bespoke academic programmes and short courses.
- 27** Be responsible for overseeing the recruitment and marketing of all the School's engagement and partnership activity activities at regional, national and international level working closely with Student Recruitment & Marketing.
- 28** Lead the School activity in employer engagement, promoting the strategic generation of new funding streams through partnership and collaboration.
- 29** Identify and develop new regional and national initiatives and partnerships on behalf of the School and the University.
- 30** To undertake other duties as required by the Dean.

Associate Dean (Enterprise & Knowledge Exchange) | School of Arts & Creative Industries

PERSON SPECIFICATION

| Competency | Role specification | Essential/ desirable |
|--------------------------------------|--|-------------------------|
| Qualifications | • Higher degree in relevant discipline / equivalent professional qualification. | Essential |
| | • Relevant teaching qualification or Higher Education Academy (Fellow/Senior Fellow) accreditation. | Desirable |
| | • Doctorally qualified in a relevant discipline. | Desirable |
| Knowledge and expertise | • Extensive knowledge of the UK higher education environment and current issues. | Essential |
| | • Ability to act as champion in relation to the University's enterprise and knowledge exchange strategy in the context of the University's corporate strategy. | Essential |
| | • Subject expertise and detailed knowledge of research and professional practice in a subject discipline, sufficient to provide the academic credibility needed to lead the portfolio. | Essential |
| Portfolio specific | • Ability to develop effective networks and strategic partnerships with external organisations. | Essential |
| | • Ability to lead on the development of new products and services. | Essential |
| Leadership and management | • Experience of effective leadership of diverse groups of academic and professional staff. | Essential |
| | • Evidence of working with individuals and teams to deliver against University objectives and achieve their full potential. | Essential |
| | • Demonstrable ability to work as an effective member of the School Executive Team in shaping and driving all aspects of the School's strategy and ability to deputise for the Dean when required. | Essential |
| | • Recent experience and evidence of success in academic leadership and management and demonstrable potential to lead at a strategic level. | Essential |
| | • Ability to work strategically at cross University level. | Essential |
| | • Ability to develop and structure roles to enhance staff motivation, development and succession planning. | Essential |
| | • Experience of setting standards and monitoring progress in a considerable area of responsibility. | Essential |
| | • Evidence of supporting high performers and addressing under performance through effective and constructive coaching. | Essential |
| | • Ability to drive transformational change and support others to engage with the change. | Essential |
| | • Willingness to participate in all mandatory University leadership and management programmes. | Essential |
| Teaching and learning support | • Experience of taking a lead role in development and monitoring of academic standards and quality assurance frameworks. | Essential |
| | • Significant relevant teaching experience in higher education including undergraduate and postgraduate level. | Desirable |

Continued on page 7

Associate Dean (Enterprise & Knowledge Exchange) | School of Arts & Creative Industries

PERSON SPECIFICATION

| Competency | Role specification | Essential/ desirable |
|---------------------------------------|--|-------------------------|
| Analysis and research | <ul style="list-style-type: none"> Commitment to and significant demonstrable experience of undertaking research, development and/or scholarship to enhance teaching and build reputation. | Desirable |
| | <ul style="list-style-type: none"> Proven record of research and scholarly publications. | Desirable |
| | <ul style="list-style-type: none"> Ability to research and utilise external best practice to improve school performance. | Essential |
| Communication | <ul style="list-style-type: none"> Highly developed oral, written and interpersonal communication skills, showing ability to communicate highly complex information in a readily accessible format with a wide variety of stakeholders. | Essential |
| | <ul style="list-style-type: none"> High level of negotiation, influencing and enabling skills to ensure the School and University priorities are met. | Essential |
| Liaison and networking | <ul style="list-style-type: none"> Experience of developing successful collaborative links internally and externally to the University. | Essential |
| | <ul style="list-style-type: none"> Experience of promoting the School and University externally. | Essential |
| | <ul style="list-style-type: none"> Recent experience of chairing, or demonstrable potential to chair, relevant School/University committees and external meetings. | Essential |
| Initiative and problem solving | <ul style="list-style-type: none"> Ability to think strategically about the area of responsibility in the context of the University's corporate strategy and the changing external environment. | Essential |
| | <ul style="list-style-type: none"> Ability to contribute to strategic decision making and pursue opportunities to further develop your area of responsibility within the School and across the University. | Essential |
| Planning and organisation | <ul style="list-style-type: none"> Highly developed organisational skills in relation to budget and resource management within a substantial area of responsibility. | Essential |
| | <ul style="list-style-type: none"> Ability to forecast resource needs in line with future trends and developments in relation to the portfolio. | Essential |
| Values | <ul style="list-style-type: none"> A positive, inclusive and collegial leadership style, and the ability to inspire and motivate others to achieve results. | Essential |
| | <ul style="list-style-type: none"> Demonstrable evidence of considering and acting in line with University values. | Essential |
| | <ul style="list-style-type: none"> Experience of creating a culture of openness and trust encouraging staff to consistently behave in line with the University values. | Essential |
| | <ul style="list-style-type: none"> Commitment to support the University's mission and to working within University policy and procedures. | Essential |

SCHOOL OF ARTS & CREATIVE INDUSTRIES

The School of Arts & Creative Industries will drive growth in the creative industries regionally. We are growing the creative workforce, empowering and supporting individuals to make extraordinary work, find their voice, set up new businesses, join professional communities and reach their full potential. Internationally connected and deeply embedded locally, we are a catalyst for innovation and creative enterprise.



UK creative industries have out-performed most other sectors over the last decade with continued growth nationally and internationally. Creative skills are also in rising demand across many other industries. Creative clustering is essential for collaboration and growth mindsets are key for creatives and future leaders to leverage new digital opportunities and respond to emerging markets and trends. Together the School and MIMA gallery (Middlesbrough Institute of Modern Art) offer a full art and design School experience with excellent workshops and studios, a full University experience and deep industry engagement underpinned by the working environment of MIMA.

The School offers courses in art, design, media and creative courses including: interior design, product design, fashion design, graphic design, fine art, photography, film and television, music production, journalism and media.

We have a portfolio expansion roadmap across the next three years and will further embed our work with business and enterprise into our current provision to continue to ensure outstanding graduate success.



School leadership team

- > Dean
- > Associate Dean (Learning & Teaching) leads learning and teaching portfolio
- > Associate Dean (International) leads the international portfolios
- > Associate Dean (Research & Innovation) held jointly with the School of Social Sciences Humanities & Law
- > Associate Dean (Marketing & Recruitment) leads and drives student recruitment and pipeline activity
- > Associate Dean (Enterprise & Knowledge Exchange) leads delivery and future development of enterprise and knowledge exchange

School management team

- > School Registrar
- > School Business Manager
- > Operations Manager

Academic teams

- > Led by Head of Department
- > Principal lecturers support the strategic leads at an academic staffing level and include learning and teaching, marketing and recruitment, staffing and resources, enterprise, academic programmes and international

AMBITION DELIVERED TODAY

At Teesside University we believe that innovation powers our steps to create a world where everyone benefits from progress.

Focused on making a real difference to the lives of people and the success of businesses and the economy, we challenge expectations and push the boundaries of what is possible. We approach challenges at pace and with purpose. We do not stand still.

We are an ambitious and enterprising university for a focused and pragmatic global new generation. We provide real opportunities and support to realise potential on a campus fit for the future and around the world.

From developing outstanding degree apprenticeships tailored to industry to addressing the societal challenges on a global scale, our work is always relevant and purpose-driven. We value education and research which is innovative, creative and supports the development of solutions to real world challenges.

We work with individuals and businesses to develop solutions that deliver ambition today.

Find out more:
tees.ac.uk/ambition



FUTURE-FACING LEARNING

We are an ambitious and enterprising university.

We embrace digital technology and empower our students to become high-quality, future-ready graduates through our commitment to industry relevance and entrepreneurship.

We work closely with employers, industry and professional bodies to ensure that learning, teaching and assessment practices are aligned with the needs of the future workplace.

Our Teesside Advance Scheme awards all new eligible full-time undergraduate students an Apple iPad and a specially selected toolkit of apps which will enable them to excel at university and beyond.

APPLE DISTINGUISHED SCHOOL

We're pleased to be recognised as an Apple Distinguished School for 2021/24 for our pioneering commitment to digital teaching and learning. It highlights our success in creating an innovative and compelling learning environment that engages students and provides tangible evidence of academic achievement.

CREATIVE CAMPUS

The Adobe Creative Campus program empowers students to achieve success in the classroom and in the modern economy. They have access to the full suite of Adobe Creative Cloud apps and services to use across all your devices – along with full training and support – enabling you to produce, collaborate and share your work from anywhere, anytime.

As Europe's first Adobe Creative Campus, we recognise the importance of building vital digital literacy capabilities across all curriculum areas and courses as part of our Future Facing Learning initiative.



GLOBALLY CONNECTED

We are an international university with a global network of partnerships that attracts high-quality students and staff from around the world.

Over the last ten years we have delivered programmes across the globe, in countries including Botswana, Zambia, Malaysia, Singapore, Hong Kong, Sri Lanka, Bahrain, Greece, Germany and the Czech Republic.

We enjoy successful partnerships with universities across Europe and beyond, including leading institutions in Qatar, China, India, Malaysia and Singapore.

Find out more:
tees.ac.uk/international

Our Alumni Association is a network of over 100,000 graduates living in over 100 countries worldwide.



RESEARCH WITH IMPACT

Here at Teesside University our focus is on externally facing research that makes a real, practical difference to the lives of people and the success of businesses and economies.

Our work is focused around three themes: Forging a smarter, greener industrial economy, Shaping the future of health, care and wellbeing, and Creating vibrant, cohesive and resilient societies. Our multifaceted approach provides the fresh thinking needed to help address some of the biggest national and global challenges that face society.

The number of staff engaged in research across the University continues to grow and we have introduced a range of programmes to support staff throughout their careers. We have retained the HR Excellence in Research Award which acknowledges our alignment with the principles of the European Charter of Researchers, and we are proud members of the Athena SWAN charter.

Furthermore, we have signed up to the San Francisco Declaration on Research Assessment, placing more emphasis on quality research rather than volume and ensuring factors such as career breaks or reduced hours do not negatively impact on research careers.

Find out more:

tees.ac.uk/research

The majority of our research was recognised as world-leading or internationally excellent

(Research Excellence Framework 2021)*

*Find out more at tees.ac.uk/source



INVESTING IN THE FUTURE

We've invested over £275m in our award-winning campus over recent years, but we're not stopping there.

We are entering an exciting new phase in our history and creating a campus environment to rival any in the sector by investing a further £300m over the next ten years to further enhance the experience of all our students, staff and partners.

Recent and future developments include a Student Life building for all student-facing services, a modern and flexible home for the growing Teesside University International Business School, significant transformation of residential accommodation, new central library facilities and the £22.3m National Horizons Centre – a biomedical teaching and research facility at the University's Darlington campus.

Find out more:

tees.ac.uk/campusmasterplan



Teesside University: improving futures

We are investing in people, facilities and infrastructure to create an environment where students, graduates and businesses can thrive.

[Watch this short video to find out more.](#)



TEESSIDE AND THE REGION

Teesside is known for its exciting mix of industry, culture and striking scenery.

From the nearby stunning coastline to the area's vibrant towns and glorious countryside, this is a place where old and new, urban and rural, and culture and commerce converge.

Cushioned between County Durham and North Yorkshire, each corner of Teesside – or the Tees Valley – is a unique destination waiting to be discovered. Darlington, Hartlepool, Middlesbrough, Stockton-on-Tees and Redcar & Cleveland are all bursting with things to do, places to see and stories to tell.

Middlesbrough Institute of Modern Art (MIMA) is one of the UK's leading galleries for modern and contemporary art and craft, and is part of the University.

Baker Street and Bedford Street are collectively unique and home to an emerging and growing collection of truly British homegrown independent retailers and service providers at the heart of Middlesbrough's cultural renaissance.

Then there's the North York Moors National Park, with its spectacular views and historic sites, as well as the stunning beaches of Redcar and Saltburn-by-the-Sea – all within close proximity to our campus.

The Tees Valley enjoys easy access to the rest of the country with London, Edinburgh and Manchester an easy two and a half hour train journey away and Newcastle, York, Leeds and the Lake District all within an hour's drive.



GOVERNANCE AND STRUCTURE

Teesside University is led by the University Executive Team (UET) which is chaired by the Vice-Chancellor and Chief Executive, Professor Paul Croney, and reports to a non-executive Board of Governors.

Board of Governors

The Board of Governors is responsible for determining the overall strategic direction of the University.

Mr Paul Booth CBE is the Acting Chair of the Board of which there are presently 20 other members (including the Vice-Chancellor, a staff representative and two Students' Union Presidents).

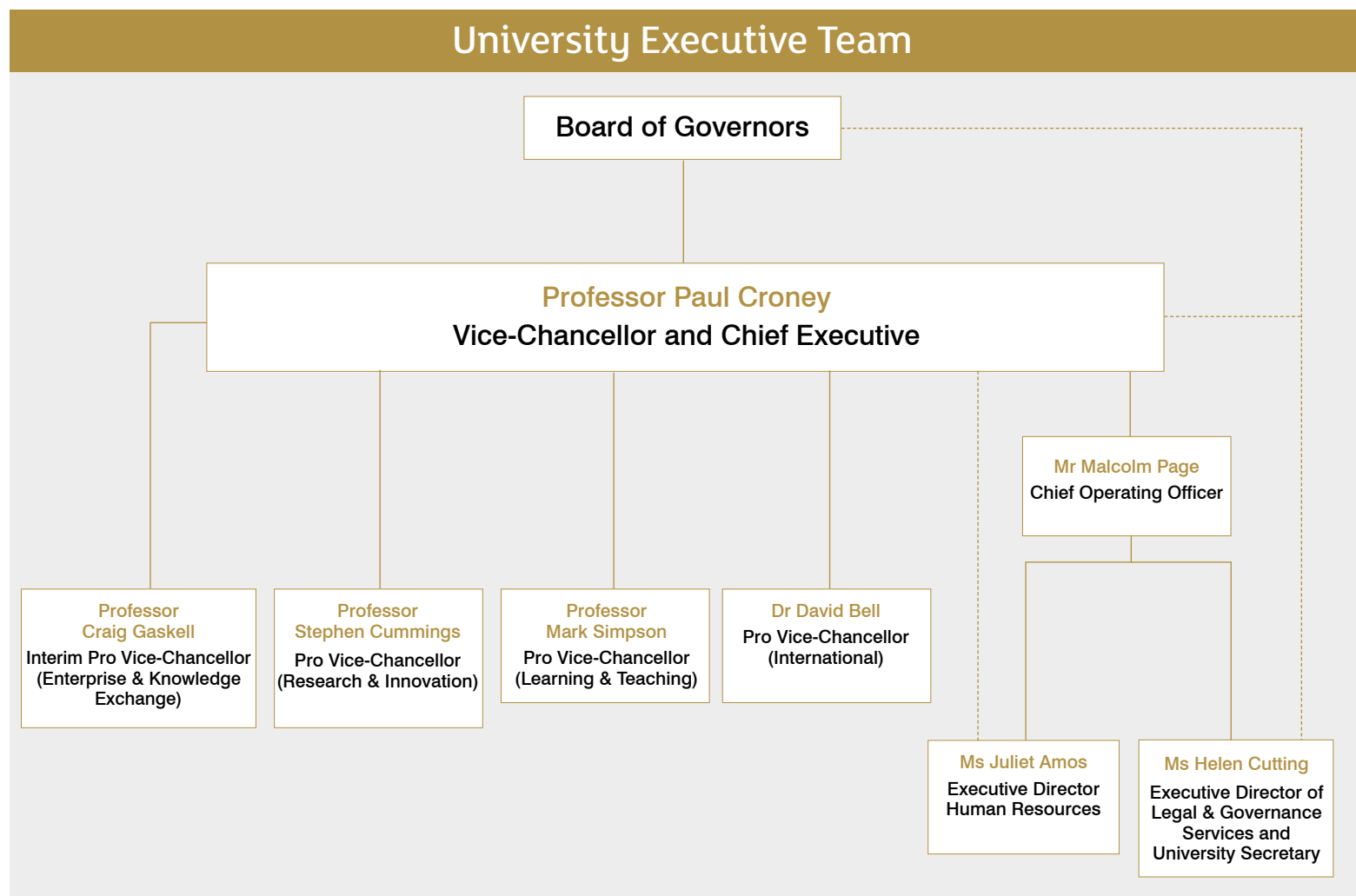
University Executive Team

The senior leadership team of the University is the University Executive Team (UET). The UET comprises eight members (see diagram).

University Senior Management Team

The University Executive Team (UET), the Deans of School and the Directors of the University's Professional Services Departments and the President of the Students' Union form the University's Senior Management Team. This senior management team assist the Vice-Chancellor by advising on strategic developments, determining the means of implementation of policies and carrying out the annual planning and review activities that underpin the development and delivery of the Teesside 2027 Corporate Strategy.

Find out more:
tees.ac.uk/uet



University Senior Management Team

School of Health & Life Sciences
Dean
Professor
Tim Thompson

School of Computing, Engineering & Digital Technologies
Dean
Professor
Chrisina Jayne

School of Social Sciences, Humanities & Law
Dean
Professor
Paul Crawshaw

Teesside University International Business School
Dean
Mr Warren
Harrison

School of Arts & Creative Industries
Director and
Dean
Ms Laura Sillars

Board of Governors

Professor Paul Crony OBE
Vice-Chancellor and Chief Executive

Mr Malcolm Page
Chief Operating Officer

Professor Craig Gaskell
Interim Pro Vice-Chancellor
(Enterprise & Knowledge Exchange)

Professor Stephen Cummings
Pro Vice-Chancellor
(Research & Innovation)

Professor Mark Simpson
Pro Vice-Chancellor
(Learning & Teaching)

Dr David Bell
Pro Vice-Chancellor
(International)

Ms Juliet Amos
Executive Director
Human Resources

Ms Helen Cutting
Executive Director of
Legal & Governance
Services and
University Secretary

Research & Enterprise Office
Director
Ms Steph Bales

Academic Registrar
Dr Jonathan
Eaton

Student & Library Services
Director
Ms Rosie Jones

Department for International Development
Director
Mr George Hunt

National Horizons Centre
Interim Director
Professor
Vikki Rand

Campus Services
Director
Mr Darren
Vipond

IT & Digital Services
Director
Mr Mike
Gettings

Finance & Commercial Development
Director
Ms Julie Flaws

Student Recruitment & Marketing
Director
Mr David
Hudson

Business Change, Improvement & Projects
Director
Ms Amanda
Wright

Communications & Development
Director
Dr Jo
Heaton-Marriott

CORPORATE STRATEGY 2027

The last five years have been transformative for Teesside University. Our Student Futures Strategy and Future Facing Learning model are now embedded across the institution; we have doubled the number of international students on campus; we have launched a biomedical centre of excellence; and our campus footprint has been tailored to the needs of our students.

Building on this success, our 2027 Corporate Strategy sets out an ambitious future for the institution, driving academic ambition and delivering excellence for our students, partners and society.

The strategy will position Teesside as a high-performing global university, anchored in the Tees Valley, providing aspiration to our community and learning opportunities for all.

The foundation of the 2027 corporate strategy is that we do not stand still; we challenge expectations, pushing the boundaries of what is possible; and we work with individuals and businesses to develop solutions that deliver ambition today.

Find out more: [here](#)



Corporate Aims

Our corporate aims outline the University's ambition for 2027 and provide the coherence to underpin our corporate strategies and plans:

1 Student and learning experience

To be the university of the Fourth Industrial Revolution, delivering innovative and impactful provision through Education 4.0.

2 Research and innovation

To be an engaged university delivering excellent research which enhances wellbeing, productivity and prosperity and shapes the research challenges of tomorrow.

3 Enterprise and business engagement

To be an internationally recognised engaged university delivering enterprise, innovation and impact.

4 International strategy

To be a global institution that provides an excellent international experience through partnerships and networks across the world.

5 Resource and business management

To ensure resilience, investment and growth, drive strategic transformation and change, support academic excellence, and maximise the student experience.



VISION, MISSION AND VALUES

VISION

Teesside will be a leading university with an international reputation for academic excellence that provides an outstanding student and learning experience underpinned by research, enterprise and the professions.

MISSION

Teesside University generates and applies knowledge that contributes to the economic, social and cultural success of students, partners and the communities we serve. Through education enriched by research, innovation, and engagement with business and the professions, we transform lives and economies.

VALUES



**Delivering
Excellence**



**Empowering
Individuals**



**Embracing
Diversity**



**Communicating
Openly**



**Fostering
Creativity**



**Committing to
Sustainability**



**Taking
Responsibility**

Terms and conditions and employee benefits

Associate Dean

| | |
|--------------------------|--|
| Salary | Competitive salary. To be paid monthly on the 26th day of each month. |
| Annual leave | In addition to statutory, bank and public holidays, you are entitled to 259 hours (35 working days) paid holiday). |
| Hours | Full time |
| Relocation | Up to £6,000 may be awarded towards the cost of relocating/ temporary accommodation/legal fees etc, conditions apply. |
| Travel allowances | Use of private vehicle on University business (not exceeding 120 miles) is reimbursed at 45p per mile. |
| Staff development | Extensive personal, organisational, management and information technology programmes are available for members of staff. All development is agreed via the University Professional Development Planning and Review scheme. |
| Hybrid working | The University offers employees the opportunity to divide their time between working on campus and working remotely. The split is 60% on campus and 40% remotely with the arrangements for managing this being agreed with the line manager. |