



Appointment of

Dean of the Faculty of Engineering Sciences

Candidate Pack

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1. Welcome from the Vice Provost, Faculties

Dear Applicants,

Thank you for your interest in the role of Dean of the Faculty of Engineering Sciences here at University College London (UCL).

The Faculty is one of the largest and most diverse at UCL with c. 8,500 students from 120 countries at all study levels. Our distinct departments, institutes and centres - from Computer Science right through to Biochemical Engineering, Public Policy, and Management Science - all have one thing in common: they combine the analysis and rigour of science with innovation and practicality, all with the aim of finding world-leading solutions.

This is a hugely exciting opportunity to join a nationally and internationally recognised Faculty – ranked 5th in the UK for Engineering and Technology and 35th in the world (QS World Subject Rankings, 2024).

At UCL Engineering, we are pioneering transformative approaches to shape the next generation of engineers. Our hands-on *How To Change The World* training programme, our STEM learning offer, 50:50 Engineering Engagement Strategy, and inspirational approaches to widening participation are just a few ways we are creating an ethos where engineering is seen as intrinsically worthwhile and relevant to young people from all walks of life. Above all, our aim is to make engineering truly inclusive.

The impacts of UCL Engineering research on the wider world have been recognised in the Research Excellence Framework 2021: UCL ranked 2nd in the UK for research power, with two of the top three units of assessment being Engineering and Computer Science.

Many essential technologies originated from studies and work at UCL, [including the rapid production of vaccines](#), the Internet infrastructure, and [fibre-optic communications](#) (for which a share of the 2009 Nobel Prize in Physics was awarded).

As a Faculty, we are dedicated to innovation and enterprise. Recently, Synesthesia, a startup from UCL Computer Science was valued at over \$1bn, making it one of the most successful to come out of UCL.

As UCL approaches our bicentennial year in 2026, we need leaders that inspire and will seek out the scholarly opportunities to address the issues presented by the impact of today's global challenges. Talented and diverse staff are integral to the success of the Faculty and therefore to UCL as we develop and deliver our strategy. We will look forward to receiving your application and welcoming you to our world-leading and vibrant community of staff and students.

Professor Jennifer Hudson

Vice Provost. Faculties





2. Introduction

UCL is a radically different university. Founded in 1826 in the heart of London, we were the first university in England to welcome students of any religion and the first to welcome women on equal terms with men. Today, UCL has more than 50,000 students and 16,000 staff from over 150 countries and is consistently ranked as one of the top ten higher education institutions in the world.

We champion innovation, creativity, and cross-disciplinary working in our teaching and research, and we are consistently ranked among the top ten universities in the world. From the start, we opened higher education to women and students from a wide range of backgrounds who had previously been excluded, and the commitment to expanding the diversity and inclusiveness of our student and staff body is fundamental to our work. The courageous attitude and disruptive spirit of our founders is still alive today.

UCL is looking to appoint an exceptional Dean of the Faculty of Engineering Sciences, a vibrant, large and diverse faculty known for academic excellence and impactful research.

With responsibility for the strategic leadership and management of Engineering, the Dean will work closely with the Faculty leadership team and contribute to the delivery of UCL's strategic objectives, ensuring alignment with the [UCL Strategic Plan 2022-2027](#). Candidates will have proven leadership capability and experience of leading a diverse team of academic, research and professional services colleagues.

UCL is an outstanding place to work. Our people are our greatest asset, and we provide an empowering, values-based environment in which to work. We foster diversity of thought, mutual respect and collaboration, and actively encourage applications that will bring diverse experiences to the leadership of UCL.





3. About University College London

UCL is regularly ranked amongst the top 10 universities in the world and recently named University of the Year 2024 by The Times and Sunday Times Good University Guide 2024. Our progressive approach to teaching and research, our world leading academics, curious students and outstanding staff continually pursue excellence, break boundaries, and make an impact on real world problems.

London's Global University

We have a progressive and integrated approach to our teaching and research; we champion innovation, creativity, and cross-disciplinary working. We teach our students how to think, not what to think, and see them as partners, collaborators, and contributors.

For almost 200 years, we are proud to have opened higher education to students from a wide range of backgrounds and to change the way we create and share knowledge. We were the first in England to welcome women to university education and that courageous attitude and disruptive spirit is still alive today. We are UCL.

Our Approach

We have a proud heritage of disruptive thinking, a reputation for game-changing research and a unique multidisciplinary approach to problem solving.

UCL was founded in 1826 to open up higher education in England to those who had been excluded from it, and to change the way we create and share knowledge. That radical spirit is alive today in the work of people across our University who are taking on some of the biggest challenges of our time and making vital contributions to the public whilst nurturing the next generation of courageous thinkers to do the same.





4. About UCL Faculty of Engineering Sciences

UCL's Faculty of Engineering Sciences (FES) is intellectually diverse and widely regarded as world leading. With a history spanning almost 200 years, UCL is recognised as a pioneer of the discipline, as the first university to offer systematic teaching in Engineering.

Home to 10 diverse departments, we are a uniquely multidisciplinary Faculty. This drives our progressive pedagogical approach, and our commitment to solving the world's toughest challenges. Many essential technologies originated from studies and work at UCL, including the rapid production of vaccines, fibre-optic communications (for which a share of the 2009 Nobel Prize in Physics was awarded) and the Internet infrastructure.

The Faculty has ambitious strategic plans over the coming decade to develop its research, teaching and innovation activities. We champion research-based education, involving our students in our cutting-edge, highly-rated academic research. We are also proud to apply this research to real world challenges, in partnership with world leaders across a wide range of industries.

UCL Engineering is led by a Dean - supported by nine academic Vice-Deans - a Director of Operations and a Director of Education and Student Experience (DESE).

We are home to c. 8,500 students and over 1,500 members of staff, of whom approximately 70% are academic, teaching and research staff, and 30% professional services. Like UCL, we are proud to be a rich and diverse community, with over 120 nationalities represented in our staff and student body.



Our Departments

[Our departments](#) all have one thing in common: they combine the analysis and rigour of science with sparks of innovation and practicality, all with the aim of finding world-leading solutions. We offer a huge portfolio of [undergraduate, graduate taught and graduate research programmes](#), as well as some short courses (online and in-person) designed to support professional development.



UCL Biochemical Engineering



UCL Chemical Engineering



UCL Civil, Environmental and Geomatic Engineering



UCL Computer Science



UCL Electronic and Electrical Engineering



UCL Mechanical Engineering



UCL Medical Physics and Biomedical Engineering



UCL Science, Technology, Engineering and Public Policy (STEAPP)



UCL Security and Crime Science



UCL School of Management



Faculty Initiatives

We are pioneering transformative approaches to shape the next generation of engineers. Our hands-on How To Change The World training programme, our STEM learning offer, 50:50 Engineering Engagement Strategy, and inspirational approaches to widening participation are just a few ways we are creating an ethos where engineering is seen as intrinsically worthwhile and relevant to young people from all walks of life. Above all, our aim is to make engineering truly inclusive.

The Faculty is also home to the award-winning [**Integrated Engineering Programme \(IEP\)**](#) teaching framework. The IEP gives students the chance to personalise their learning experience via linked elective modules that encourage creativity, communication, interdisciplinarity and teamwork. We teach this way because good engineering happens when people with complementary skills work together to solve problems.

STEM Education Engagement Highlights:



[The 50.50 Engineering Engagement Strategy](#)



[Engineering Kids' Futures](#)



[Festival celebrates the engineers helping to solve some of the world's greatest challenges](#)



[Six days to save the world: 7,000 people attend UCL Festival of Engineering](#)



Our Research

Cutting-edge research lies at the heart of the faculty's work. As well as being a core objective of UCL as a research-intensive university, research informs and inspires teaching in the faculty.

The size and diversity of the Faculty of Engineering Sciences means our research falls into 3 units of assessment in the Research Excellence Framework (REF) - Engineering, Business and Management, and Computer Science.

In 2021, 97% of UCL Engineering research was rated "world leading" or "internationally excellent", and UCL Engineering ranked 4th in the UK for the percentage of REF submissions rated "world leading".

While we are one of just 11 Faculties, we contribute 14% to UCL's overall research power.

We are home to several new, specialist research innovation hubs, including:



Optical and Acoustic Imaging for Surgical and Interventional Sciences (OASIS) Hub – a 17-million-pound investment led by UCL, with Imperial, Cambridge, and NHS entities, which is developing new imaging capabilities to be used to aid surgery.



Q-BIOMED – a 24-million-pound investment to harness quantum technology to improve early diagnosis and treatment of disease.





Innovation and Enterprise

At UCL Engineering, we [transform innovations](#) into solutions. From the world's fastest internet speed to life-changing medical and mobility devices, the ideas and students we produce are shaping the future of engineering – and society. Working closely with industry, we support our students, academics and partners to innovate, grow and deliver solutions that change our world for the better.



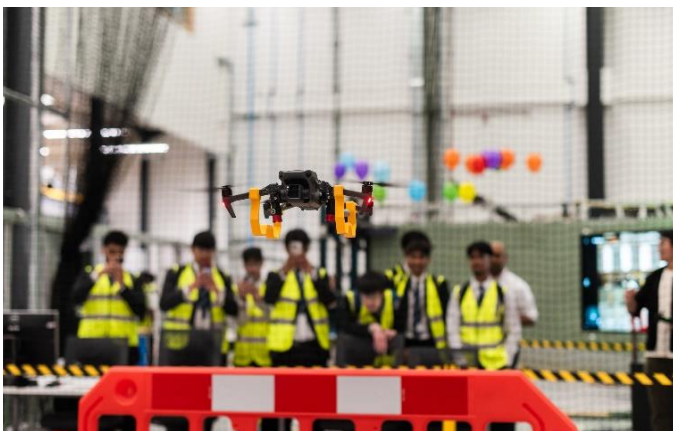
Partnerships

Our research leads the way in many fields, and by pooling expertise with industry partners, we have the greatest impact.



Entrepreneurship

We work with UCL students, academics and alumni to turn bright ideas into thriving businesses.



Technology and licensing

We develop new technologies, license our research to industry and create spinouts, to take new ideas to market faster.



Our students and graduates

Many of our students and graduates become pioneers in their own right. We are hugely proud of their many achievements.



Our Locations and Facilities

UCL Engineering has a presence and activities in central London, East London and Oxfordshire (Harwell). Positioned as we are in the heart of London and further afield, we maintain strong connections with industry-specific contacts, businesses, research centres, and funding bodies. The major concentrations of activity are across the three locations below.

UCL Bloomsbury Campus

UCL Engineering is accommodated in several buildings on UCL's historic campus in Bloomsbury, central London, as well as sites within a 30-minute walk.

UCL is continually creating new world-class facilities in our Bloomsbury campus – both through new developments and refurbishing some of our buildings that are rich in heritage.

UCL's extensive facilities are fundamental to our student and staff experience. Modern laboratories, state-of-the-art facilities and specialist tools sit alongside dedicated student study spaces. Our purpose-built facilities at UCL sit at the heart of one of the most dynamic cities in the world. Bloomsbury campus also boasts an award-winning Student Centre and 18 specialist libraries.

UCL East

Opened in 2023, our new [UCL East campus](#) is an experiential learning environment, home to multidisciplinary research labs, workshops and more. This pioneering new campus sits in the heart of the Queen Elizabeth Olympic Park in Stratford in east London. Surrounded by parkland and waterways, our UCL East campus is a living landscape that is welcoming, accessible and open to the public.

UCL East is also a founding partner of East Bank, a new powerhouse for innovation, creativity and learning on Queen Elizabeth Olympic Park, along with the BBC, Sadler's Wells, the V&A and UAL: London College of Fashion.

UCL East Engineering facilities include an Intelligent Robotics Lab, Manufacturing Futures Lab, Advanced Propulsion facility, and an Innovation Lab, which combines a computer cluster, advanced manufacturing equipment (such as 3D printers, laser cutters, and power tools), and an electronics manufacturing and testing area, all within a single space.

Pre-dating UCL East, UCL Engineering and UCL Faculty of the Built Environment, have a joint facility at [HereEast](#), also on the Queen Elizabeth Olympic Park, with cutting edge research and teaching facilities.

East London: Canary Wharf and PEARL

The [UCL School of Management](#) is located on the top floors of One Canada Square, Canary Wharf. This iconic building is a hugely advantageous location, as it seamlessly links students to businesses. The facilities also attract businesses to engaged in executive education in its sophisticated learning environment.

The Faculty is also home to [PEARL](#) (Person Environment Activity Research Laboratory) located in Dagenham, East London. This building is UCL's first net zero carbon facility and, at 4,000m² and 10m high, allows researchers to create life-sized environments under controlled conditions to examine how people interact with the environment and each other.



5. Role Description

Main Purpose of the Role

The Dean of the Faculty of Engineering Sciences is responsible for providing both strategic and academic leadership including a compelling and ambitious academic vision for the coming decade, championing the Faculty's mission and impact within UCL and the wider global community.

The Dean will drive interdisciplinary collaboration, ensure excellence in teaching and research, and student experience and outcomes, and cultivate opportunities for cutting-edge enterprise and innovation. The Dean will act as a source of inspiration, providing intellectual leadership, steering the Faculty towards its academic ambitions and upholding its core values.

The Dean will be responsible to UCL's Council, via the Vice-Provost (Faculties) and the Provost, for the organisation and outputs of the Faculty and will contribute to the leadership of UCL as a member of the Management Committee.

Main Duties and Responsibilities

Leadership:

- Lead the development and implementation of an ambitious and progressive strategic vision for the Faculty.
- Participate in strategic management as a part of the University Management Committee, representing FES on relevant UCL boards and committees.
- Provide change leadership and promote a proactive approach to evolving academic and operational delivery requirements.
- Promote and foster collaborative approaches and excellence in teaching, research, enabling and knowledge transfer, and administration across the Faculty, UCL and with external stakeholders.
- Foster a culture of intellectual leadership, supporting innovation and critical thinking, empowering faculty and students to engage in transformative research and scholarly discourse.
- Oversee a comprehensive performance and talent management strategy to ensure we continue to attract, retain, and develop the best talent and drive exceptional outcomes.
- Actively lead and support an inclusive culture where, equity, diversity, and inclusion are front and centre across all activities of the Faculty.
- Place a strong emphasis on embedding the core principles of EDI and ensure they align with the Faculty's and UCL's overarching strategic EDI goals.
- Support dynamic recruitment strategies across diverse disciplines that attract a broad spectrum of talented students.
- Oversee of the constituent Departments, facilitating their success and performance managing their achievements as a diverse portfolio.
- Engage with the Office of the Vice President Advancement on corporate and Faculty fundraising projects and identify and pursue fundraising opportunities.
- Act as an ambassador for the Faculty, both within the Institution and externally, seeking opportunities to enhance the academic standing and financial sustainability of the Faculty.



5. Role Description (continued)

Strategic, Financial and Resource Management:

- Provide inspirational and collaborative leadership and transformational change where required in the delivery of the Faculty's academic mission and values, through the constituent Departments.
- Advise and lead on all academic matters, including submissions for national evaluation exercises, such as Research Excellence Framework, Knowledge Exchange Framework, and Teaching Excellence Framework.
- Foster and cultivate modern and innovative delivery of teaching and learning activity, ensuring the highest standards of student satisfaction are attained across all areas of Faculty activity.
- Lead the Faculty's institutional and financial strategy for research prioritising high-impact research areas and balancing the needs of the Faculty with those of the university.
- Lead the development and advancement of an ambitious innovation and enterprise strategy to create new impactful partnerships, diversify income via enterprise and transform innovations into real-world solutions.
- Oversee the overall effective planning and implementation of the Faculty's budget ensuring the Faculty meets its financial targets and contributes to the financial sustainability of UCL.
- Collaborate with the Vice-President External Engagement and their team to enhance the Faculty's external reputation and mitigate potential reputational risks.
- Ensure that all resources, including space across Bloomsbury and UCL East campuses, funding, and staffing, are deployed to maximise effectiveness and efficiency and contribute to the Faculty's operational commitment to Climate Action.
- Hold responsibility for the health and safety of all persons within the Faculty and the safe use of all Faculty resources.

Other Duties:

- Undertake such other duties as the Provost or Vice Provost (Faculties) may from time-to-time prescribe.
- Follow and actively promote the UCL [Ways of Working](#).





6. Person Specification

Qualifications, Skills and Experience

- Outstanding international research and academic profile with substantial seminal contributions to the advancement of your discipline.
- Experience of leading and managing diverse teams, creating a culture of high performance, collaboration and continuous improvement.
- Evidence of successful leadership of a large, complex organisation and a track record of change transformation.
- Demonstrable experience of strategic planning, financial and resource management including significant budgets, staff and estates.
- Experience of leading and contributing to committees and working parties.
- Experience of promoting cross-disciplinary activities.
- An understanding of the opportunities and challenges faced by the HE sector and how they impact on the strategy, policy and practice of the Faculty.
- Decisive and results oriented, with an ability to encourage participation, responsibility and accountability.
- A collegial and inclusive approach and a commitment to excellent internal and external communications.
- Excellent interpersonal skills and an ability to promote and enhance the Faculty's image and reputation.

Personal Attributes

- Commitment to the Faculty's mission and academic ideals in teaching, research, and student support, and to UCL's institutional ethos.
- Dedication to high quality teaching and fostering a positive learning environment for students.
- Commitment to UCL's policy of equal opportunity and demonstrable ability to build an inclusive, transparent, and professional culture.
- Resilience, energy and a demonstrable ability to remain positive through periods of transformation.
- High level of personal integrity and a commitment to the [Nolan Principles of Public Life](#).

Additional Requirements

- This role requires you to obtain **Security Clearance** (SC) as a condition of employment. Further information about that process can be found at: [UK Security Vetting](#).

Skills and Abilities

- Excellent organisational skills and proven ability to prioritise competing demands and deliver results on time and within budget, both individually and through teams.
- Proven capacity to identify and seize opportunities for development and to implement effective solutions.
- Excellent planning, analytical and problem-solving skills, with a proven ability to deliver results.





7. Equality, Diversity & Inclusion

Since 2015, UCL has held a Race Equality Charter Bronze Award, and we were one of the first universities to receive this award. UCL is also a founder member of the Athena SWAN Charter, which promotes gender equality and gender identity equality in higher education, and our sustained success has been acknowledged with an Athena SWAN silver award for the University and several departmental gold awards.

At UCL we aim to acknowledge, understand, and tackle structural inequities and unjust social power imbalances that affect individuals and groups across the institution. This means recognising how we got here and what needs to be done to ensure equity, inclusion and belonging for those who are not systemically privileged by our society.

As London's Global University, we know diversity fosters creativity and innovation, and we want our community to represent the diversity of the world's talent.

We are working towards embedding and mainstreaming equity and inclusion as an integral part of the way UCL thinks and functions. We do this through better utilisation

and more wide-spread, systemic sharing of data and insights and by building the infrastructure for more equity-based decision-making, so that it is integrated into our planning, processes, and culture. The voices of diverse staff and students is integral to this work.

We are committed to equality of opportunity, to being fair and inclusive, and to being a place where we all belong.

We therefore particularly encourage applications from candidates who are likely to be underrepresented in UCL's workforce.





8. Rewards and Benefits

In addition to a competitive salary, commensurate with the seniority of the appointment, we also offer a comprehensive **benefits** package, including generous annual leave, enhanced maternity, paternity and adoption pay, a relocation scheme, season ticket loans, and an Employee Assistance Programme.

Highlights:

- A generous leave entitlement, including 27 days annual leave, six closure days plus statutory holidays. Carers' leave and unpaid leave are also available, as well as the opportunity to carry five days over each year;
- From day one: enhanced maternity, adoption and shared parental leave and four weeks paid paternity/partners leave;
- A one-term gender equality sabbatical for academics returning from parental leave – to catch up on their research without teaching load;
- An excellent pension scheme (USS);
- A free programme of training courses and development opportunities run at UCL, a study assistance scheme to help fund external professional development and free library access for all staff. Discounts on evening language courses are also offered;
- Health and wellbeing benefits including an Employee Assistance Programme and discounted medical insurance;
- Season ticket loans, a cycle scheme and an [electrical vehicle car salary sacrifice scheme](#).





9. Appointment Details and How to Apply

UCL has appointed **Veredus**, an executive search agency, to assist with this appointment (www.veredus.co.uk)

Applications should consist of:

- An up-to-date **Curriculum Vitae** with key responsibilities and achievements.
- A **Supporting Statement** (ideally no longer than two pages) explaining how your personal skills, qualities and experience provide evidence of your suitability for the role, with reference to criteria in the Person Specification.
- A completed **Diversity Monitoring Form and Candidate Supporting Information Form**, which can be accessed on the Veredus job page.

Applications should be sent via Veredus website - www.veredus.co.uk, quoting reference number **17346**.

All submissions will receive an automated response. If you do not receive confirmation of receipt when submitting your application, please contact us on education@veredus.co.uk.

Accessibility Statement

We are committed to ensuring that anyone can access our application processes. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us on education@veredus.co.uk.

Further Information

For a confidential discussion about the role, please contact our advising consultants at Veredus:

- Reece D'Alanno on +44 7522 624875 or reece.dalanno@veredus.co.uk
- Veronika Dergal on +44 7547 769762 or veronika.dergal@veredus.co.uk

Recruitment Timeline

The deadline for receipt of applications is **Monday, 20th January 2025**.

Interviews will be held on **Friday 4th April 2025** with candidate visits scheduled to take place in the two weeks prior.

Security Vetting

This role requires you to obtain **Security Clearance (SC)** as a condition of employment. Further information about that process can be found at: [UK Security Vetting](#).

General Data Protection Regulation (GDPR)

At Veredus, we take care to protect your privacy. For our privacy notice, please visit: [Veredus Privacy Policy](#)



