

Appointment of

Dean of School of Business & Management

Candidate Briefing Pack

December 2024



Message from the President & Principal



Thank you for your interest in this role and in Queen Mary University of London. Working at Queen Mary means being part of a unique, world top 100 university with a long, proud and distinctive history.

Our founding institutions, the London Hospital Medical College, St Bartholomew's Medical College, Westfield College and Queen Mary College, were founded to provide hope and opportunity for the less privileged and otherwise under-represented.

Today, we remain true to the vision of our founders by continuing to improve lives locally, nationally and internationally through the seamless combination of our world-leading strengths in education and research.

The Queen Mary community – our staff, students and alumni – is the heart and soul of our University. We are proud to provide an inclusive and nurturing environment so that staff and students from all backgrounds can develop, flourish and achieve their full potential.

I look forward to welcoming you to our unique University and working with you to realise our ambitions.

Professor Colin Bailey, President and Principal

Welcome to the Faculty of Humanities & Social Sciences



I am delighted that you are considering applying for this important academic leadership position within our faculty.

The Faculty of Humanities and Social Sciences (HSS) is pivotal to the success of Queen Mary University of London. We combine research excellence with a strong commitment to growth, innovation, and diversity in our educational activities. Together, we aim to open the doors of opportunity through equipping our students, staff and broader community to explain the past, understand the present, and imagine the future.

Queen Mary's global reputation is supported by our distinctive excellence across the humanities and social sciences. Our eight academic schools range from arts through politics, history and geography to finance, law and business. We work together effectively, generating excellent research, teaching and learning opportunities across a broad disciplinary range. Altogether, there are over 11,000 students and around 600 academic staff across the Faculty, with many inter-departmental links.

We know that it is people who are the real reason why the humanities and social sciences thrive at Queen Mary. We seek to recruit the most exciting and talented minds in our disciplines, at all career stages. The future success of our disciplines rests not only on investing in new fields and new staff, but also on harnessing established expertise to nurture the talents of early-career academics. As a university proud of our record on diversity and inclusion, we are committed to issues relating to social justice. Our Heads of School are vital leaders within the faculty, ensuring our work remains both excellent and relevant to society around us.

Thank you for your interest and I wish you well in your application.

Professor Frances Bowen, Vice-Principal and Executive Dean
Faculty of Humanities and Social Sciences

Queen Mary University of London

Queen Mary University of London is a leading research-intensive University with a difference – one that opens the doors of opportunity to anyone with the potential to succeed, demonstrated by us being first in England for social mobility.

Ranked 14th in the world and 5th in the UK for the quality of our research (THE World University Rankings 2024), we deliver world class education and knowledge transfer across a wide range of subjects in the Humanities and Social Sciences, Medicine & Dentistry and Science & Engineering.

Home to nine Nobel prize winners, the University currently has 33,000 students on degree programmes and over 5,700 members of staff. We are a truly global University: 172 nationalities are represented on our nine locations in London, and we also have campuses in Malta, Paris, and China.

Our Strategy 2030

In 2019, Queen Mary University of London launched a bold new Strategy with the vision to open the doors of opportunity.

By 2030, we will be the most inclusive university of its kind, anywhere. We are doing this by building on our existing cultural diversity to create a truly inclusive environment, where students and staff flourish, reach their full potential and are proud to be part of the University.

Continuing our long tradition of commitment to public good, we will generate new knowledge, challenge existing knowledge, and engage locally, nationally and internationally to create a better world.

We have five core values that will help us to reach this goal:

- We are **inclusive**, supporting talented students and staff regardless of their background, and engaging with our local and global communities.
- We are **proud** of the difference we can all make when we work collectively.
- We are **ambitious**, fostering innovation and creativity, disrupting conventional thought, and responding with imagination to new opportunities.
- We are **collegial**, promoting a strong community through openness, listening, understanding, co-operation and co-creation.
- We are **ethical**, acting with the highest standards, and with integrity, in all that we do.



Faculty of Humanities and Social Sciences

The Faculty of Humanities and Social Sciences (HSS) plays a key role in the success of Queen Mary University of London. The Faculty combines research excellence with a strong commitment to growth, innovation and diversity in its educational activities. Public engagement, partnerships, cross-disciplinary collaboration, and the generation of research with broad and compelling public benefits are all central to the Faculty's success.

The Faculty of Humanities and Social Sciences aims to improve our lives and our world through the work and research of our schools. Our academic schools work together effectively, generating excellent research, teaching and learning opportunities across the humanities and social sciences. Altogether, there are over 11,000 students and 600 academic staff across the Faculty, with many inter-departmental links.

Our Schools and Institutes

Our Schools bring together expertise from all over the world and with the support of our [Queen Mary Academy](#), we strive to deliver outstanding inclusive teaching and learning for all our students.

Each of our schools are involved in exciting new partnerships, ventures and [events throughout the year](#) and we collaborate closely with students to deliver the best possible student experience.

[School of the Arts](#)

[School of Business and Management](#)

[School of Economics and Finance](#)

[School of Geography](#)

[School of History](#)

[School of Law](#)

[School of Politics and International Relations](#)

[Institute for the Humanities and Social Sciences](#)

Our Research

Our world-class research across the Humanities and Social Sciences, as well as our research-led creative practices and public engagement, foster social justice and improve lives.

Research in the Faculty of Humanities and Social Sciences seeks to broaden the frontiers of knowledge and enhance understanding of the world in which we live.

Several of our disciplines are ranked very highly in the UK's periodic assessment of research quality, with Law, Drama, English and History regularly appearing in subject rankings of the top 50 universities in the world. We have a successful record of winning prestigious research funding from the [UKRI](#), the European Union, the Leverhulme Trust, the British Academy, the Wellcome Trust and many others.

For further information on our research, please visit: [Humanities and Social Sciences - Queen Mary University of London](#)



School of Business and Management

School Overview

The School of Business and Management (SBM) is the largest of the eight schools in the Faculty of Humanities and Social Sciences. The School has been undergoing a period of rapid growth, now generating an annual income of around £60m primarily from student tuition fees.

We almost doubled our number of academic staff over the last five years and presently have 121 permanent academic staff and a large team of Teaching Fellows and Teaching Assistants. The School's maturity was recently recognised through the award of AACSB accreditation in 2023.

SBM's core purpose is to promote social justice, sustainability and good governance in the management of private, public and voluntary organisations through our research and education.

We are a distinctive School, proud of our social purpose and interdisciplinary approach. SBM is unusual among business schools to have such deep links with a Faculty of Humanities and Social Sciences, with Queen Mary's traditional strengths as a site of critical thinking in the humanities, law, history, geography and politics.

Research Performance

Ranked joint 7th in the UK for the quality of its research in the 2021 Research Excellence Framework, Queen Mary University of London, is one of the UK's leading research-intensive higher education institutions, delivering world class education and knowledge transfer across a wide range of subjects in the Humanities and Social Sciences, Medicine & Dentistry and Science & Engineering.

In REF 2021, the School of Business and Management dramatically moved up the Times Higher Education rankings. Among 108 UK business schools, the School now ranks:

22nd

for overall research quality
(up from 39th in REF2014)

28th

for research outputs
(up from 34th)

12th

for research impact
(up from 24th)

21st

for research environment
(up from 59th)

School of Business and Management

Our Students

SBM educates over 2,000 undergraduate business studies students and, at the post-graduate level, approximately 1,000 MSc students and a well-established doctoral programme of around 80 students.

Our student community is a microcosm of Queen Mary's unusually diverse population for a Russell Group university, with 93% of the university's home undergraduates coming from state schools, 72% from global majority ethnicities, and 46% first in their family into higher education. Half of SBM's students come from overseas, forming a significant cohort of Queen Mary's international students from over 170 nationalities.



Education and Student Experience

The School's educational offer is organised through five academic departments across a broad subject range within business and management: Marketing, People and Organisations, Business and Society, Business Analytics and Applied Economics, Accounting and Financial Management. Each department co-creates the curriculum with our diverse student body, enhanced by the latest pedagogical and technological developments.

Evidence-based case studies from SBM on initiatives as varied as Bangladeshi women's careers, the Entrepreneurship Hub, and supporting students' transition and retention in the BSc Business Management programme were included in Queen Mary's Teaching Excellence Framework (TEF) submission and underpinned Queen Mary's TEF Silver award.

4th

in London

for Accounting and Finance
(Complete University Guide 2025)

2nd

in London

for Marketing
(Complete University Guide 2025)



Job Description

Overarching Responsibilities

- Provide academic leadership of the School with respect to research, education and staff within the School.
- In consultation with colleagues, establish and champion strategic objectives for the School, aligned with Queen Mary's 2030 strategy and the Faculty's strategic goals, and implement and oversee mechanisms for the achievement of those objectives.
- Attract and retain staff of the highest calibre and ensure effective support for the career development of all staff within the School.
- Lead strategic collaboration between academic and professional service teams, aligning performance-driven academic and operational goals.
- Ensure that all resources controlled by the School are focused on delivering Queen Mary's 2030 Strategy and are managed in accordance with Queen Mary financial regulations.
- Lead the School's contribution to the annual planning round and accountability review.
- Advise and assist the Vice-Principal and Executive Dean (Humanities and Social Sciences) as required, on matters associated with the activities of the Faculty, and to represent the Faculty, as requested, at meetings and events held outside the Faculty.

Main Duties and Responsibilities

With the assistance of colleagues and using effective delegation:

- Promote and ensure high quality research within the School and contribute to effective research strategy planning.
- Promote the dissemination of expertise and knowledge derived from research activities, driving forward the school's record of public engagement and social impact.
- Promote and ensure the provision of a high-quality education to all students within the School, including all aspects of teaching, support and assessment.
- Cultivate strong relationships and pursue opportunities for international collaboration with industry, policymakers, alumni, and global academic networks to expand the School's influence and partnerships.
- Maximise income to the School from multiple sources to support research and educational programmes at undergraduate and postgraduate level (including professional development and executive education).
- Play an active role as a full member of the Humanities and Social Sciences Faculty Executive; liaise with other senior members of the Faculty including Heads of School, the Dean for Education, the Dean for Research the Dean for International and the Faculty Director of Faculty Operations.
- Ensure that the activities and practices of the School are fully compliant with health and safety regulations and Queen Mary's equality and diversity policies.
- Enhance and support an inclusive working environment, fostering good relations between all members of the School, Faculty and wider University.
- Ensure that the School's culture aligns with Queen Mary's core values with an emphasis on citizenship and excellence.
- Perform such other duties as may be agreed with the Vice-Principal and Executive Dean (Humanities and Social Sciences).

Person Specification

Please see below the essential requirements needed to perform the job effectively. Candidates will be selected for interview based on the extent to which they meet these requirements.

Qualifications

- PhD or equivalent in relevant subject areas.
- Higher education teaching accreditation, e.g. Fellow or Senior Fellow of the Higher Education Academy or the willingness to achieve such accreditation.

Experience/Knowledge

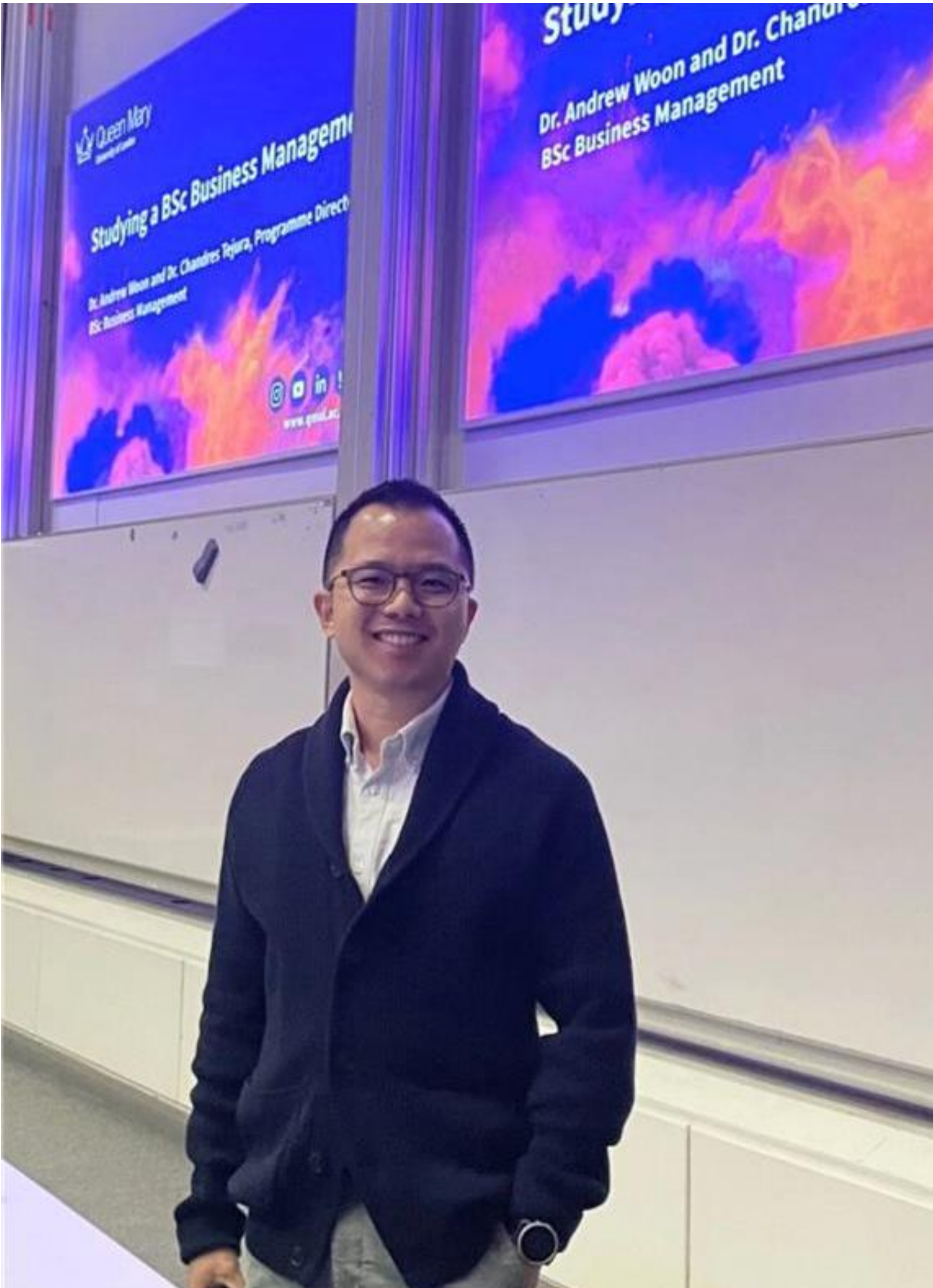
- Intellectual rigour and a distinguished record of achievement in research and/or education, and the academic standing to meet Queen Mary's criteria for a professorial appointment.
- Demonstrable evidence of leadership in an academic context and a proven ability to lead, develop and motivate colleagues to achieve goals.
- Experience of developing stakeholder relationships and external partnerships.
- Experience of managing resources and risk effectively.
- Excellent organisational skills encompassing the ability to prioritise and collaborate with operational teams
- Experience of creating a culture of high performance, collaboration and continuous improvement, and managing underperformance effectively.
- In-depth knowledge of the field of Business and Management and of the issues relating to research and taught programmes in UK higher education.
- An understanding of, and commitment to, quality assurance.
- Record of collaborative and inter-disciplinary working.

Skills/Abilities

- Flair for spotting, creating and seizing opportunities for development and the ability to realise them.
- Ability to motivate, inspire and establish effective relationships with staff, students and other stakeholders, and a commitment to good internal and external communications.
- Ability to promote a positive image of the School and enhance its reputation.
- Decisiveness and a results orientation combined with a collegiate and inclusive approach and an ability to encourage participation, responsibility and accountability.
- Ability to collaborate with teams to refine administrative and technical systems, ensuring efficient academic delivery and compliance with institutional standards.

Other

- Meet the University of London standards, as relevant to this role, for the conferment of the title of Professor.
- Intellectual capacity and stamina to deal with a broad span of duties, ranging from strategy to administration, and the flexibility to balance workloads in the face of competing demands.
- Excellent interpersonal, presentation and communication skills with the presence and credibility to inspire confidence and engage with a wide range of audiences.
- Commitment to creating an inclusive working environment and good employment relations.



Queen Mary
University of London

Studying a BSc Business Management

Dr. Andrew Woon and Dr. Chandres Tejara, Programme Directors
BSc Business Management

@ qmul.ac.uk
www.qmul.ac.uk

Study

Dr. Andrew Woon and Dr. Chandres Tejara
BSc Business Management

Eligibility Requirements

Visa Sponsorship

For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and is able to issue a Certificate of Sponsorship (CoS) to successful candidates who are offered skilled roles and meet the eligibility criteria. The CoS enables candidates to apply for a Skilled Worker visa.

For further information on this, please visit: www.gov.uk/skilled-worker-visa

Global Talent Visa Route

The Global Talent visa is an alternative route to sponsorship, directly applied for by the applicant. It is open to those wishing to work in the UK and who are a leader or potential leader in the fields of academia or research, arts and culture, and digital technology.

For further information on this, please visit: <https://www.gov.uk/global-talent>

For additional information on both visa sponsorship and non-sponsorship visa routes, please visit the UK Visas and Immigration website: <https://www.gov.uk/browse/visas-immigration/work-visas>

Academic Technology Approval Scheme (ATAS)

Academics and Researchers applying for Skilled Worker visas and Sponsored Researchers applying for Government Authorised Exchange visas who will be undertaking research activities, at PhD level or above, in the one of the ATAS listed subject areas will be required to obtain an ATAS certificate before they can apply for a visa to work in the UK.

Exemptions will exist for nationals from the EEA, Australia, Canada, Japan, New Zealand, Singapore, South Korea, Switzerland and USA and those applying for Global Talent Visas. For further information on this, please visit: [ATAS-Certificate](#)



EDI Initiatives

Queen Mary is committed to advancing Equality, Diversity and Inclusion (EDI). We hold a Silver Institutional [Athena SWAN](#) award for advancing gender equality and champion a number of [EDI initiatives](#) across the University. We also offer a number of development programmes including [Springboard](#), [Aurora](#) and [B-Mentor](#).

We are committed to championing EDI relating to all protected characteristics and other underrepresented and marginalised groups under the Equality Act 2010. We offer 'Introducing Inclusion' training for staff to give them an understanding of EDI related issues and provide them with the tools needed to champion inclusivity and embed best inclusive practice in all the work they do.

EDI is built into everything we do at Queen Mary and is championed through a well-established governance structure. If you are interested in learning more about Equality, Diversity and Inclusion at Queen Mary and how to get involved then please contact hr-equality@qmul.ac.uk.

Flexible Working

Queen Mary is proud of the diversity of its staff and students. We encourage inclusive practices in everything that we do, to ensure that everyone who works here feels valued and enabled to have a positive working experience. We are therefore open to considering applications from candidates wishing to work flexibly, balanced against business need.

Our [Flexible Working Policy](#) includes examples of some of the flexible working arrangements that could be considered. If you feel that this is something that may be of benefit to you, please do ask.

Family Friendly Policies

Queen Mary recognises the commitments that staff have to their family and the importance of work-life balance. To support this Queen Mary offers a range of [family friendly policies](#) with enhanced rates of pay available for family-related leave, following a qualifying period of service.

Staff Benefits

To enable our staff to flourish and to reach their full potential throughout their employment at Queen Mary, we offer a range of benefits:

Annual leave - 30 working days (not including bank holidays).

- [Season ticket loan scheme](#)
- [Pension scheme](#)
- [Reward and recognition schemes](#)
- [Qmotion sport fitness centre](#)
- [Cycle to work scheme](#)
- [Employee Assistance Programme](#)
- [Leave policies](#)
- [Staff Networks](#)

The Recruitment Process

The University will be supported in this recruitment process by an executive search firm Veredus.

How to Apply

To apply for this post, please submit the following documentation to Veredus by no later than **5pm on Friday, 31st January 2025**.

- A CV setting out your career history, with key responsibilities and achievements.
- A Supporting Statement (approx. two pages of A4) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with reference to the Person Specification criteria.
- A completed Equality and Diversity Monitoring Form and a Candidate Supporting Information Form.

Applications should be sent via www.Veredus.co.uk quoting reference number **17521**. All submissions will receive an automated response.

If you encounter any issues with your application, please email: education@veredus.co.uk

Further Information

If you have any questions about the role or would like to discuss the post further, please contact our advising consultants at Veredus:

- James Griffin on james.griffin2@veredus.co.uk
- Veronika Dergal on veronika.dergal@veredus.co.uk

Recruitment Timetable

- Closing Date: 5pm on Friday, 31st January 2025.
- Final Interviews: early March 2025.

GDPR

At Veredus, we take care to protect the privacy of our candidates and clients. For our privacy notice, please visit: [Veredus Privacy Policy](#)



Queen Mary is a company incorporated by
Royal Charter registered in England.
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qmul.ac.uk

Veredus Executive Limited

Executive Search & Selection
Interim Management
Leadership Development

<https://www.veredus.co.uk>