



Prifysgol Abertawe  
Swansea University

**SWANSEA UNIVERSITY**

Head of School, Health and Social Care

Appointment Brief, April 2025





# WELCOME LETTER FROM THE PVC AND EXECUTIVE DEAN

Dear Applicants

Thank you for your interest in the role of Head of School, School of Health and Social Care within our Faculty of Medicine, Health and Life Science at Swansea University. Having joined Swansea University only recently myself, in February 2025, I have been impressed with the University's civic mission, its enterprise partnerships, and its friendly workplace culture, as well as its core business of teaching, learning and the student experience, and research.

Our Faculty, including the School of Health and Social care, has numerous strengths for which our community can be rightly proud: our patient and public engagement through facilities such as our Health and Wellbeing Academy, our world-class facilities for learners and researchers through, for example, our Swansea University Simulation and Immersive Learning Centre (SUSim), our accreditation of new healthcare programmes, our exciting new transnational education initiatives in Greece and Mauritius, our world-class and internationally excellent and impactful health-related research, its respectful and dignified workplace cultures valuing equity, diversity and inclusion, and much more.

What drew me to Swansea University, after spending nearly ten years in the Australian higher education sector, was the University's mission, strategic vision, and values, and the opportunity to become a member of a coastal regional university that really makes a difference to its wide-ranging constituents: to its students, academics and professional staff, community, and industry partners. And to live in a simply gorgeous part of Wales and the UK. Plus, I could see huge opportunities for growth and development, whether that be through diversifying our educational offerings through micro-credentials and online learning, implementing innovations in postgraduate research to benefit graduate employability and PGR supervisors, or improving the student experience through curriculum transformation and educational scholarship, research and innovation.

Altogether, this makes Swansea University, our faculty and school an exciting place to be; to join a collegiate Faculty and School leadership team to really make a difference in Wales and beyond. So, as we rapidly head towards a new academic year in September 2025, we are seeking a new leader who will work collegially with academics, professional staff, students and partners, to inspire and shape the next chapter of the School of Health and Social Care. We look forward to receiving your application and welcoming you to our small yet prestigious and ambitious university.

Professor Charlotte Rees

Pro Vice-Chancellor and Executive Dean, Faculty of Medicine, Health and Life Science



# SWANSEA UNIVERSITY

## Making Waves Since 1920



### The Abbey

A stunning historical building, rich in wildlife, at the heart of Singleton Campus; one of our two award-winning beachfront campuses

Swansea University is a research-led university that thrives on exploration and discovery. We are innovative in our approach to our teaching delivery and student experience and are proud of our collaborative staffing community.

Our two stunning waterfront campuses, with world-class facilities, make us a desirable location for students and staff from around the world, and our multicultural community provides a global perspective, enabling those who join us to develop skills and knowledge that set them on successful and enriching careers.

We have achieved an extraordinary level of success in recent years with our activity exceeding that of many larger universities, whilst being resilient in adapting to changing landscapes. Our 27,000 students are at the heart of what we do though, and this success has not compromised the friendly and relaxed atmosphere that is key to our student experience and has always characterised the “Swansea experience”.

This commitment to the highest standards of student life is evidenced by our success in the 2023 WhatUni Student Choice awards, achieving Top 10 in five categories: Lecturers and Teaching Quality, Career Prospects, Student Life, Postgraduate and International.

We are ranked Top University in Wales, 25th UK University, and 15th in the UK for Course Satisfaction, in the Guardian University Guide 2023. In the recent QS World University Rankings by subject, four of our subjects ranked in the top 100 and 16 in the top 250.

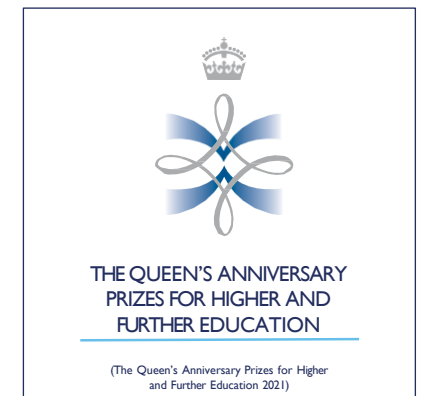
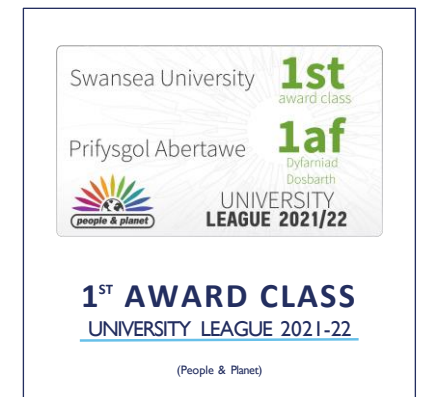
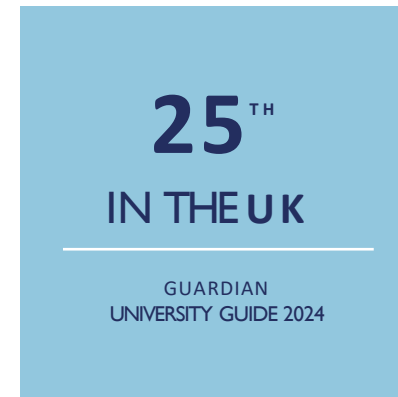
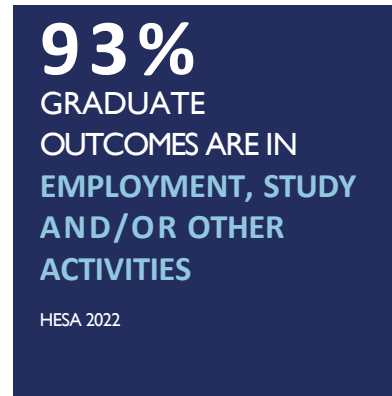
Having celebrated our centenary year in 2020, we are extremely proud of our contribution to the transformation of Swansea as a city of distinction. As we continue our journey as a 21st century university, we look forward to becoming a truly global institution, focusing on the big issues, and improving lives, while continuing to provide inspirational teaching.

Swansea University is committed to equality, diversity and inclusion – we value people for their skills regardless of their background. We have been a member of the Athena SWAN Charter since 2008, in recognition of our commitment to gender equality.

We hold a Silver Institutional Award; the highest standard currently awarded to any UK University; and were the first university in Wales to achieve this. We are also proudly a Race Equality Charter member, and a Top 100 Employer in the Stonewall Workplace Equality Index 2023.

# AWARDS AND RECOGNITION

View the full list of [Awards here](#). View the full list of [Rankings and Ratings here](#).





# CAMPUS TRANSFORMATION

Swansea University's Singleton Campus was established in 1920, when King George V laid our University's ceremonial foundation stone, at Singleton Abbey. Located in parkland, on Swansea's seafront, it was designed to be the first campus university in the UK. The Abbey remains at the heart of the campus, which has continued to develop and has been the main home of our University for almost a century.

More recently, we have established our Bay Campus; a £450 million beachfront development, which has doubled our research and teaching capacity, on the eastern approach to the city.

Together with the continuing transformation of Singleton Park Campus, this development reaffirms our commitment to being one of the finest places to live, teach, research and collaborate in Europe.

Our latest development, the Centre for Integrative Semiconductor Materials, has opened in 2023 and will be a hub for connecting research, innovation and manufacturing to drive economic growth in the region.



**Computational Foundry:** a £32.5m world-class facility

A beacon for pioneering collaborations with researchers and industry, attracting further research funding and establishing Wales as a world-leading centre for computer science and innovation.  
*First Minister of Wales, 2018*



Bay Campus



# OUR STRATEGIC VISION

An integral part of our success is our ability to provide excellent teaching and research, as well as an enviable quality of life for both our colleagues and students.



We are at heart an intrinsically principled, purposeful and resilient organisation, characterised by the distinct values, culture and behaviours that lie at our core and underpin the five key strategic pillars:

## 1. Our Civic Mission:

We are proud to belong to the City of Swansea and the Swansea Bay City Region. With campuses in three local authority areas, we recognise that our University is the region's university.

## 2. Our Student Experience:

Our students are at the heart of our University and we can take pride in our consistently strong reputation for the quality of our student experience, the strength of our student support services, and our commitment to student mental health and wellbeing.

## 3. Our Learning and Teaching:

The sharing of knowledge to nurture independent, critical thinking is fundamental to our purpose. It enables our students to be resilient in the face of global challenges and to adapt to the changing world of work. We celebrate our Welsh heritage and are proud to be part of a bilingual nation.

## 4. Our Research:

Our research changes lives, drives innovation and regional growth, and is aligned to the UN Sustainable Development Goals. It impacts on our culture, society, health, wellbeing, economy and our planet.

## 5. Our Enterprise:

We are exceptionally collaborative and entrepreneurial. We were founded by industry, for industry, and we remain true to the ambitions of our founders, working with industrial, commercial and public sector partners for the benefit of our region and nation.

Each of these areas is marked by our commitment to making a difference, to being socially and environmentally responsible, to striving for excellence, and to maintaining a global outlook that enables us to be a community University with international reach and reputation.

## OUR VISION

We are, and will continue to be, a principled, purposeful and resilient University that balances excellent teaching with world-leading research and innovation in an open environment which enables our students and colleagues to excel.

While we are valued globally as a trusted partner, we are deeply committed to our region and are proud to be a University for Wales.

*Gweddw crefft heb ei dawn / Technical skill is bereft without culture*

# THE FACULTY OF MEDICINE, HEALTH AND LIFE SCIENCE



We are a research-led faculty with strong health, social care, industry, civic and international links. Our ambitions are global, national and regional, to spearhead outstanding innovation in research and teaching across Medicine, Psychology, Health and Social Care and Life Sciences. Our faculty builds on over 25 years of making a difference to people's lives through cutting-edge research, first class teaching and collaborations with the NHS, Social Services, industry and other partners.

With a sustained strong performance in international and UK league tables, our strengths relating to research quality and intensity, teaching excellence, graduate employability and prospects, and student satisfaction continue to be highlighted year on year.

At the heart of our research environment is the Institute of Life Science (ILS). Through the ILS, we advance health research through multi- and interdisciplinary research and link those benefits to the economy through a philosophy of open innovation.

We are committed to promoting Equality, Diversity and Inclusivity, and we are proud to have been awarded two Silver Athena Swan awards by the Equality Challenge Unit, in recognition of our progress in addressing gender inequality.

We warmly welcome anyone who shares our vision, mission and values to join us in furthering our collaboration activities both at home and overseas.

## STAFF COMPOSITION

### RACE:

**13%** ETHNIC MINORITY COLLEAGUES

### GENDER:

**62%** FEMALE **38%** MALE

For more information please click here: [Faculty of Medicine, Health and Life Science - Swansea University](#)



# OUR SCHOOLS

## SCHOOL OF HEALTH AND SOCIAL CARE

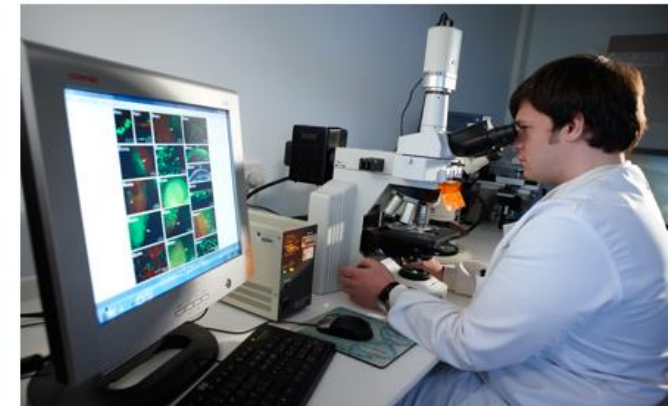
At the School of Health and Social Care, consistently ranked in the UK top 10, we draw together the disciplines of nursing, midwifery, healthcare science, public health, health promotion, healthcare management provision, allied health professions and social work to offer a wide range of courses that make a real difference to people's lives and society. With outstanding clinical teaching suites and laboratories and the expertise of world-leading researchers, educators and practising clinicians, we train students to become the next generation of health and social care professionals, and graduates who are equipped for the workplace in the NHS and beyond.

## MEDICAL SCHOOL

Consistently ranked in the UK top ten, the Medical School is a world-class place to learn, research and innovate. We educate and train the next generation of doctors, life scientists and health professionals through an expanding portfolio of both science-based and vocational clinical courses. Our community of students, researchers and partners draw on and benefit from the expertise of our international researchers and educators, building on our excellent research ranked Top 5 in the UK (REF2021).

## SCHOOL OF PSYCHOLOGY

The School of Psychology is research-led with a strong record of translating science into real-world benefits, as demonstrated in the most recent Research Excellence Framework (REF2021) results, with 100% of impact rated as internationally excellent. Our aim is to provide an outstanding learning experience for all students by integrating up-to-date research into education. All undergraduate degree programmes at the School of Psychology are accredited by the British Psychological Society (BPS) and we have a range of specialist postgraduate opportunities that equip graduates to succeed in the workplace or in psychology careers.





# RESEARCH EXCELLENCE

Swansea University is a research-intensive institution with a global reach, rooted in a tradition of industry-led innovation since 1920. We drive economic, societal, cultural and health impact through interdisciplinary research across our three Faculties: Science and Engineering, Humanities and Social Sciences, and Medicine, Health and Life Science.

In REF 2021, we submitted a record 578 researchers – a 56% increase from 2014. 86% of our research was rated as world-leading or internationally excellent (up from 80%), with over 90% of our impact recognised for its outstanding reach and significance.

Our research aligns with Welsh Government priorities and the Wellbeing of Future Generations (Wales) Act, contributing to the UN Sustainable Development Goals. Strengths span from basic biological mechanisms and nanotechnology to translational health research, NHS service innovation and industrial collaboration.

In the Faculty of Medicine, Health and Life Sciences, we support our research community with state-of-the-art facilities and recently launched three faculty-wide Research Institutes: Healthy Ageing and Chronic Conditions, Advanced Medical Diagnostics and Medical Technologies, and Suicide Prevention and Mental Health.

Notable projects include Health Data Research UK (HDR UK), the ESRC-funded Administrative Data Research Centre, Horizon Europe nanotoxicology programmes, BBSRC-funded lipidomics, the Swansea Centre for Health Economics (SCHE), the Gambling Research, Education and Treatment Network (GREAT), and the National Network for Innovation in Sport and Wellbeing (NNISH).

 **1090**  
**INNOVATIVE  
RESEARCHERS**

**91%**

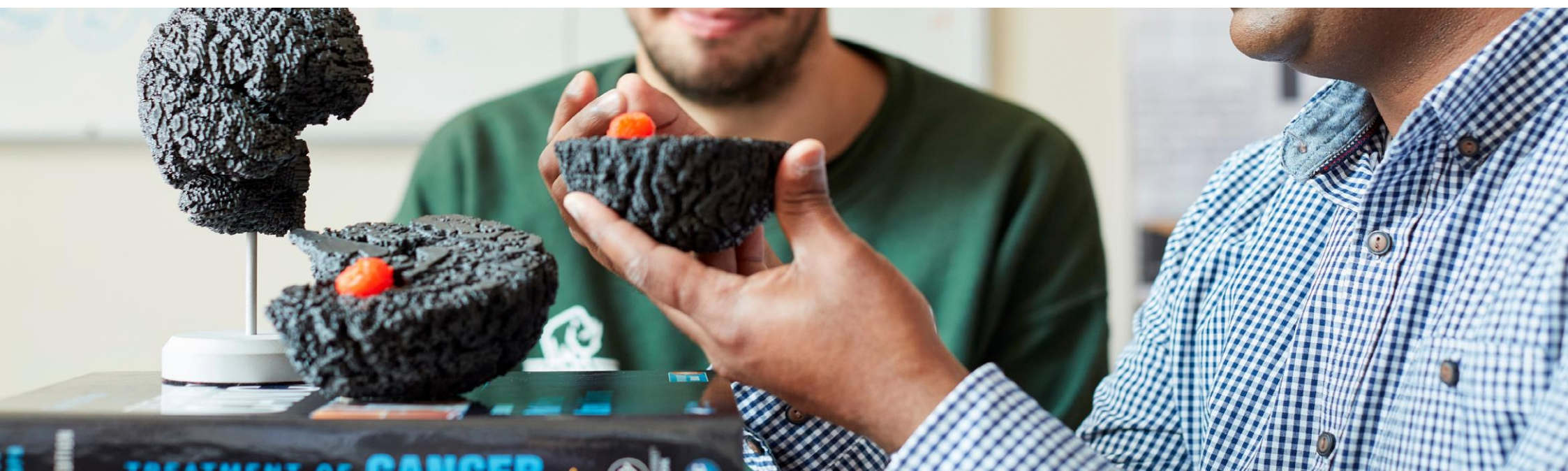
RESEARCH CLASSED AS  
'WORLD LEADING' OR  
'INTERNATIONALLY  
EXCELLENT'

(REF 2021)

**TOP  
400**  
**GLOBAL QS  
RANKING**

**578**

RESEARCHERS' WORK  
SUBMITTED FOR REF  
ASSESSMENT  
IN 2021





# TEACHING EXCELLENCE

Swansea University is an ambitious institution providing an outstanding and balanced academic environment that enables students and colleagues to excel. Our commitment to diversity, alongside our ability to welcome students with lower entry tariffs while delivering sector-leading graduate employability, demonstrates the value added by our rich student experience and high-quality teaching. We are proud to be one of the UK's leading HEIs for learning gain, with graduate employment placed at the heart of our provision, evidenced by rankings of 6th in the UK for Student Experience and 23rd for Graduate Prospects (Guardian University Guide 2022).

Colleagues across the University are committed to professional development and continually delivering inspirational and transformative learning. Our academic community includes individuals who have received national recognition for their achievements, such as Advance HE National Teaching Fellows, WISE Innovation Award winners, and BMA Cymru Wales/BMJ Clinical Teacher of

the Year recipients. Teaching excellence is supported by the Swansea Academy of Learning and Teaching (SALT), which offers a comprehensive range of resources and services aimed at enhancing learning and teaching.

In the Faculty of Medicine, Health and Life Science, which encompasses three schools, including the School of Health and Social Care, we are committed to creating an innovative learning environment. We offer students a wide range of opportunities to develop the knowledge and skills needed to thrive in a dynamic global job market or a career in research. Our curricula combine theoretical rigour with practical experience, preparing the next generation of medics, life scientists, healthcare professionals, educators, researchers, and leaders with the capabilities to succeed in their chosen careers.

With nearly three decades at the forefront of NHS workforce training, our Faculty is pioneering interdisciplinary, research-led, and practice-driven education

that ensures professionals who will work together in the future, train together today. Our state-of-the-art Health and Wellbeing Academy enables students to learn alongside experienced practitioners in a supportive and professional environment, with an emphasis on community health and wellbeing. The Academy was recognised for its impact by winning the Social and Community Impact category in the Guardian University Awards.

We understand the importance of supporting our diverse, multinational student body, and we prioritise inclusivity and equity of experience. Through initiatives like the Swansea Employability Academy (SEA), we offer students the chance to engage directly with employers and lead their own career-enhancing activities. This fusion of academic learning and real-world experience enhances employability and supports students' holistic development beyond the classroom.



## Health and Wellbeing Academy

A Faculty of Medicine, Health and Life Science initiative, supporting the health and wellbeing of people in south-west Wales.



# INNOVATION & ENTERPRISE

Swansea University was founded by industry, in 1920, to delivery for industry. Nearly one hundred years on, we continue to have impressive links with commercial and industrial partners across a range of sectors. We lead Wales in research areas critical to economic growth and population well-being including Environmental Sciences, Medicine and Engineering.

We are committed to promoting and supporting collaborations that lead to innovation. We are proud to have homegrown, award-winning enterprises actively working with our University. We currently have:

- Over 40 companies co-located on our campuses
- Over 30 Bay Campus spin-out enterprises, since it opened in 2015
- £80m in HEBCI collaborative research income - our highest ever and an increase of £6m from 2021.

We listen to business needs and have developed effective strategic collaborations that are mutually beneficial, helping to:

- Solve industry challenges and discover new opportunities
- Provide two-way access to talent and future-proofing Skills for industry
- Provide commercial opportunities such as flagship industry co-located centres.

In recognition of our University's importance to the Swansea Bay City Region, we have pledged, alongside Swansea Council, to work closely to create more jobs, improve education and continue promoting a culture of enterprise and innovation.

We have a number of significant, long-term partnerships with industry, ranging from TATA and Rolls Royce to the DVLA and SKY.

## City Deal

The £132 million Swansea Bay City Deal Campuses project led by Swansea University, in partnership with Swansea Council, Swansea Bay University Health Board, Hywel Dda University Health Board, A Regional Collaboration for Health (ARCH) Partnership and key private sector partners, has secured £15m to develop sites in Morriston and Singleton. It will promote innovation and business growth in the expanding Medical Technology and Sports Technology sectors and is proposed to open in late 2026.

Led by Neath Port Talbot County Borough Council, as part of the Swansea Bay City Deal and in partnership with Swansea University and Tata Steel UK, South Wales is set to build on its strength and expertise in steel and metals innovation with the launch of a new £20 million facility, SWITCH: South Wales Industrial Transition from Carbon Hub.

The new facility, scheduled for operation in late 2025, will see academic researchers, government and industry collaborating to deliver practical innovative solutions to decarbonise the steel and metals sector and supply chain.

## Impact Acceleration Accounts (IAAs)

Building on the success of the EPSRC IAA over the last 10 years, the University IAAs have been awarded >£2m to support a portfolio of activities from 2022 over the next 5 years.

The funding includes an award from ESRC (amount to be confirmed), £450,000 from the Arts and Humanities Research Council (AHRC), £450,000 from the Medical Research Council (MRC) with £1,158,212 from the Engineering and Physical Sciences Research Council (EPSRC).



Driver & Vehicle  
Licensing  
Agency



GIG  
CYMRU  
NHS  
WALES



Unilever



AIRBUS





# A BEACON FOR WELSH CULTURE AND LANGUAGE

Swansea University is a bilingual university and a beacon for Welsh language, heritage and culture.

From humble beginnings as a local University College over one hundred years ago, today we are confident, and are proud to be a University for Wales.

We promote and celebrate our Welsh heritage, whilst being strong enough to hold our own alongside many of the world's top institutions.

We are a cultural and economic anchor within our community, with a distinct role to play in driving regional development, including advocating the use of Welsh language. We are committed to the

Welsh Language Standards and are fully inclusive in welcoming students, colleagues, partners and public to use Welsh in whichever way they wish when interacting with us.

*Y Gymraeg yw calon ein cymuned  
- yn gyfrwng dysgu, ymchwilio,  
cymdeithasu a dathlu.*

*The Welsh language is at the heart of our  
community - a medium to learn, research,  
socialise and celebrate.*

SD, Geography



## ACADEMI HYWEL TEIFI

Academi Hywel Teifi is the Welsh-language powerhouse of the University – a centre of excellence for studying the Welsh language and literature, promoting Welsh-medium teaching and learning across the range of subjects.

Established in 2010, it is named in memory of Professor Hywel Teifi Edwards, a former Professor of Welsh at the University and a leading academic, historian, broadcaster and author in Wales.

Whilst the Academi is home to a core team of staff, it also provides a community for all those offering Welsh-medium provision and to the thousands of Welsh-speaking students on campus. It works to ensure a greater status for the language in all aspects of our university's life and in south-west Wales.

Through various activities it supports, increases and enriches Welsh-medium provision and research at Swansea University and encourages collaboration, entrepreneurship and opportunities. Our aim is to ensure that Swansea University students have the best of two worlds - a Welsh-medium experience in a university with multicultural and international connections.

The Academi houses:

### **Coleg Cymraeg Cenedlaethol - Swansea University branch:**

Plans and supports the Welsh language Higher Education provision in a strategic manner across Welsh universities. It plays a key role in ensuring and developing.

Welsh-medium study opportunities for learners, students and apprentices.

### **Learn Welsh – Swansea Bay Region:**

Delivers high quality language courses and activities, on behalf of the National Centre for Learning Welsh, to the City of Swansea, and Neath Port Talbot Council.

### **Ty'r Gwrhyd:**

A partnership between Academi Hywel Teifi and Neath Port Talbot Council, (which received a £300,000 Welsh Government grant) to establish a Welsh community centre located in the heart of the Swansea Valley.



Llywodraeth Cymru  
Welsh Government





# THE CITY OF SWANSEA

Swansea is a coastal city that is both picturesque and cosmopolitan, offering an excellent quality of life. Wales' city by the sea and birthplace of Dylan Thomas, it is a lively and vibrant maritime city with a diverse population of 240,000.

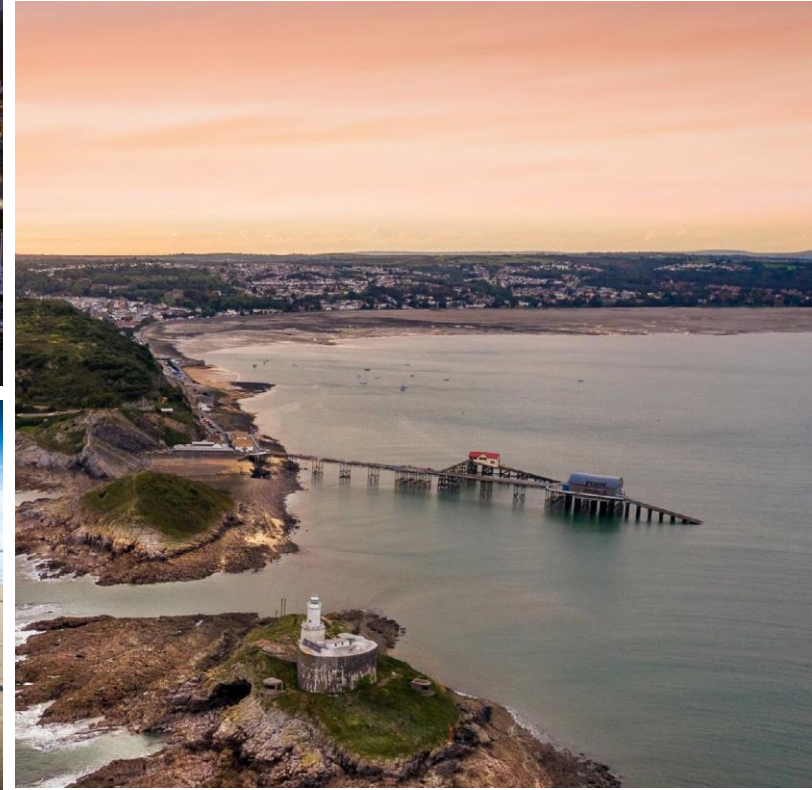
The Vibrant and Viable Places Scheme, brought £10.2 million of investment into the city Centre. The project generated hundreds of jobs as well as the redevelopment of 58,000 square feet of commercial space. The city is set to continue evolving at pace with more modern investments and opportunities.

The city has direct links to London and Manchester and is a short train journey from the city of Cardiff.

Swansea, Wales' first 'Human Rights City', is a thriving city of celebration. Over the years, it has become an increasingly diverse and inclusive place in which to live and work. It benefits from people and culture from around the world at the heart of the city centre embraced through its food, festivities, cultural and community life. Swansea offers many places for our international community to feel at home. It succeeds in offering children a flying start in life through its educational establishments as well as recreational provisions. It encourages people to learn successfully, providing opportunities for everyone to benefit from a good place to live and work.

Only a stone's throw away, the Victorian resort of Mumbles, also known as the 'Gateway to Gower', offers a fantastic array of attractions, including a pier, traditional boutiques, craft shops and ice-cream parlours. The Gower Peninsula – designated Britain's first 'Area of Outstanding Natural Beauty' – extends west of Mumbles in a succession of stunning coastal and rural sceneries.

To the east, the 'Waterfall Country' at Afan and the Vale of Neath is a haven for walkers and bikers alike. A journey west takes you to Britain's only coastal national park: Pembrokeshire. Swansea is also privileged to be less than an hour's drive from the Brecon Beacons National Park.





# BENEFITS OF WORKING AT SWANSEA UNIVERSITY

We provide an excellent working environment, that's free from unfair discrimination and is supported by our warm and welcoming campus communities.

Our colleagues are integral to our success. We are committed to promoting gender equality, diversity and inclusion, for all, which enables individuals to fulfil their personal potential. We value people for their skills regardless of their background and are proudly named as a top 100 employer in the annual Stonewall Equality Index. Our Athena SWAN awards also recognise our commitment to gender equality. We are also proud to be:

- Accredited Real Living Wage employer
- Athena SWAN Charter member
- Employers for Carers member
- Race Equality Charter member
- Stonewall Diversity Champion
- Victim Support Hate Crime Charter member

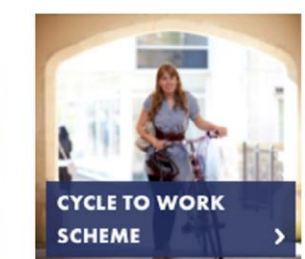
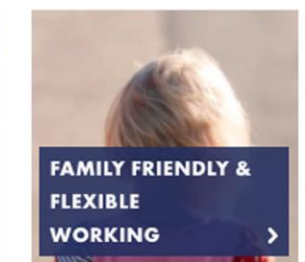
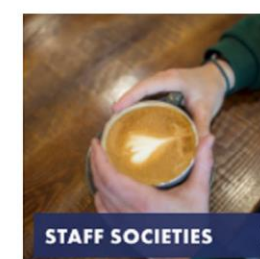
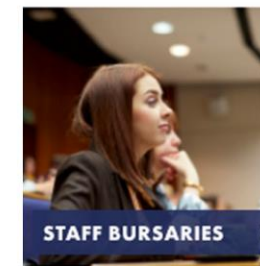
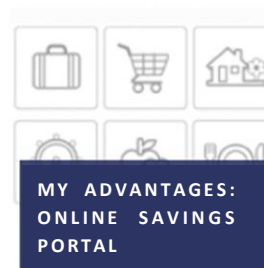
Our teaching colleagues, are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

Our dedicated Research, Engagement & Innovations Services (REIS) team work across both campuses, to support the entire life-cycle of research ideas, from grant capture, to project management, the commercialisation of research, and the development of business ideas.

Colleagues can also benefit from our state-of-the-art Health and Wellbeing Academy, which provides opportunities for individuals to benefit from highly qualified practitioners, in a professional, relaxed and friendly environment, whilst supporting the training of our students.

We know that people have commitments outside their job, so we provide a working environment that allows employees to achieve the right work-life balance for them. We have a range of additional benefits, all supported by the services of our award-winning HR department.

Please see our '[Benefits of working at Swansea](#)' web pages.





## **THE OPPORTUNITY**

**Head of School of Health and Social Care**

# THE ROLE

<b>Job Title:</b>	Professor and Head of School of Health and Social Care
<b>Salary:</b>	Competitive salary with USS pension benefits
<b>Hours of work:</b>	Full time
<b>Contract:</b>	This is a permanent substantive Professorial appointment. The Head of School role has an initial four-year tenure, issued for two-years, renewed by mutual agreement for a further two years.

## INTRODUCTION

To support Swansea University's ambition to be a sustainable top 30 UK institution, we are seeking an outstanding academic leader to serve as Head of the School of Health and Social Care, alongside holding a substantive Professorial appointment in one of the School's disciplines.

The School plays a critical role in producing skilled professionals for the NHS and social care workforce, with a strong reputation for its student experience and innovation in research and practice. It offers programmes across a wide range of health professions including Nursing and Midwifery, Paramedic Science, Healthcare Sciences, Social Work, Operating Department Practice, Occupational Therapy, Osteopathy, and Public Health.

The University is committed to expanding its global reach, with significant opportunities for transnational education (TNE), distance learning, and impactful research collaborations. We are particularly keen to hear from candidates who can support this international ambition already taking shape with our emerging partnership in Mauritius.

The School sits in the highly successful Faculty of Medicine, Health and Life Science working closely with the Medical School to foster an interprofessional environment for practice-based education and innovation. Our sector-leading Centre for Simulation and Immersive Learning (SUSIM) provides a focal point for collaboration.

Home to top-ranking programmes, with Paramedic Science consistently placed in the top 3 in UK league tables the School is seeking to improve league table performance both domestically and internationally.

This is an exciting opportunity to lead a highly successful, multidisciplinary School known for its excellence in professional education, research and innovation in health and social care disciplines.

## MAIN PURPOSE

As a member of the Faculty Leadership Team, the Head of School will provide strategic and operational leadership to the School, ensuring it delivers on the University's strategic plan while helping to shape the strategic priorities of the Faculty. They will oversee the School's business plan and financial sustainability, managing resources effectively and securing investment for future developments.

The Head of School will foster a respectful, inclusive, and values-driven leadership culture, inspiring staff to achieve excellence in teaching, research, and interdisciplinary collaboration. They will drive innovation, grow the school's teaching, research, and external and international partnerships, and ensure quality assurance and compliance with the University policies, procedures and governance frameworks.

## KEY RESPONSIBILITIES

### As Head of School

#### **Strategic Leadership & Growth**

- Shape and lead the School's strategic vision, ensuring excellence in teaching, research, and student experience.
- Develop and implement the School's business plan, ensuring financial sustainability and growth.
- Foster a collaborative and high-performing culture, aligned with University values.
- Enhance the School's position in national and international league tables, strengthening its reputation and global impact.
- Drive innovation and excellence across all aspects of education, research, and external engagement.

#### **Operational & Financial Management**

- Oversee the School's financial strategy, securing investment and ensuring sustainability.
- Lead effective resource allocation, ensuring staffing and facilities support strategic objectives.
- Ensure compliance with Professional, Statutory, and Regulatory Bodies (NMC, HCPC, Social Care Wales, etc.).

#### **Partnerships & External Engagement**

- Expand and strengthen national and international partnerships, driving growth in TNE and collaborative research.
- Work closely with NHS, social care organisations, and key professional bodies to enhance education and workforce impact.
- Develop strong relationships with key stakeholders, government and funding bodies, securing opportunities for School development, growth and advancement.

#### **Academic Excellence & Research Leadership**

- Lead academic and professional development within the School, ensuring a thriving and innovative environment.
- Foster interdisciplinary collaboration within the Faculty and wider University.
- Promote world-class research and innovation, ensuring impactful contributions to health and social care.



# THE ROLE

## KEY RESPONSIBILITIES (continued)

### As Professor

#### Research Excellence

- Where relevant (e.g., applicants on the education & research academic career pathways), maintain an internationally recognised profile of research excellence, demonstrating sustained and widely acknowledged leadership, originality, and impact within the relevant academic or professional field.

#### Education & Teaching

- Demonstrates leadership in learning and teaching which is of a national standard impacting positively on a wide range of learners
- Contribute to high-quality teaching, learning, and assessment, with a focus that may include postgraduate research (PGR) supervision and development (for those on the education & research academic career pathways).
- Design and deliver effective teaching at undergraduate and/or postgraduate level in line with institutional standards.

#### Innovation, Engagement & Enterprise

- Provide strategic leadership and deliver a substantial and sustained body of work that has demonstrable impact through innovation, enterprise, or public and community engagement.

#### Academic Leadership and collegiality

- Demonstrate academic leadership within the University, discipline, or broader sector.
- Contribute to the management and strategic development of academic programmes, research groups, or institutional initiatives.

#### General Duties (both roles)

- Promote equality and diversity in working practices and maintain positive and collaborative working relationships.
- Conduct the job role and all activities in accordance with safety, health and sustainability policies and management systems, to reduce risks and impacts arising from the work activity.
- Ensure that risk management is an integral part of any decision-making process, by ensuring compliance with the University's Risk Management Policy.
- Undertake any other reasonable duties as required by the Faculty or School in support of strategic or operational priorities.



# PERSON SPECIFICATION

## ACADEMIC CAREER PATHWAYS

There are four career pathways at Swansea:

- Education
- Education & Research (Education)
- Education & Research (Research)
- Research

For more information on Academic Career Pathways, please click [here](#).

We are open to candidates aligned to any of the Academic Career Pathways with a clear expectation that this will be at professorial level.

## QUALIFICATIONS

- A PhD and/or equivalent professional qualification (e.g. Professional Doctorate, Chartered status, clinical registration)
- Recognised teaching qualification leading to Senior Fellowship of AdvanceHE, or a commitment to achieve this.

## KNOWLEDGE AND EXPERIENCE

### Head of School Role

- Proven senior leadership experience in higher education, with a track record in strategic decision-making, governance, and driving institutional growth and reputation.
- Experience of leading multidisciplinary teams and supporting their professional growth and development.
- Evidence of building and creating cultures that encourage innovation, continuous improvement, integrity, teamwork and collegiality.
- Demonstrated success in operational, budgetary, and resource management, including change leadership.
- Track record in curriculum development, enhancing learning environments, and improving student experience and outcomes.
- Proven impact through innovation, enterprise, or external engagement that has contributed to sector-wide advancements.
- Strong track record in developing strategic partnerships at national and international levels, engaging with external stakeholders in health and social care, business and/or government.
- Evidence of understanding the interconnections between health and social care education, the NHS and other care providers.

### Professor Role

- An established international reputation for research, scholarship, or professional practice with a substantial and sustained record of achievement for applicants seeking academic career pathways including research).
- Strong track record of high-quality publications, successful research funding, and demonstrable research impact (for applicants seeking academic career pathways including research).
- Leadership in curriculum design and development, delivering demonstrable enhancements to pedagogy or learning environments.
- Proven commitment to student support, belonging and inclusion, with examples of impactful learner engagement.
- Contribution to the development of others through supervision, mentorship, or support within research, teaching and/or innovation environments.
- Proven ability to collaborate across disciplines and contribute to interdisciplinary research or education.
- Experience of working with external organisations (e.g. NHS, social care, government, industry) in research, education, or engagement contexts.
- Commitment to inclusive academic practice and to fostering diverse learning and research environments.

## SKILLS AND ABILITIES (both roles)

- Strategic, analytical, and broad-thinking approach, integrating insights from multiple healthcare disciplines.
- Excellent interpersonal and communication skills, with the ability to convey complex ideas to diverse audiences.
- Strong influencing, collaboration, and negotiation skills, inspiring and motivating teams to achieve change.
- Professional credibility, integrity, and resilience, with the ability to navigate complexity in a university setting and adapt to the ever-evolving higher education landscape.
- Commitment to embedding equality, diversity, and inclusion across all areas of work.

## WELSH LANGUAGE

Level 1 – ‘a little’ - pronounce Welsh words. Level 1 can be reached by completing a one-hour training course. You can find more information about the Welsh Language Levels [here](#).



# HOW TO APPLY

---

Swansea University has appointed **Veredus**, an executive search agency, to assist with this appointment([www.veredus.co.uk](http://www.veredus.co.uk)).

To apply for this post, you will need to submit the following documentation to us by no later than **9am on Monday, 19<sup>th</sup> May 2025**:

- A **CV** setting out your career history, with key responsibilities and achievements.
- A **Supporting Statement** of not more than two A4 sized pages highlighting your motivation, experience and skills against the requirements of the role, with reference to criteria in the person specification.
- A completed **Diversity Monitoring Form and Candidate Supporting Information Form**. Forms can be downloaded from the Veredus job page.

Applications should be sent via Veredus website - [www.veredus.co.uk](http://www.veredus.co.uk), quoting reference number **17769**.

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](mailto:education@veredus.co.uk).

## FURTHER INFORMATION

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

- Veronika Dergal on [veronika.dergal@veredus.co.uk](mailto:veronika.dergal@veredus.co.uk)
- Reece D'Alanno on [reece.dalanno@veredus.co.uk](mailto:reece.dalanno@veredus.co.uk)

## INDICATIVE TIMELINE

- Closing date: 9am on Monday, 19<sup>th</sup> May 2025
- Final interviews: w/c 23rd June 2025

Please note these dates are indicative and may be subject to change.

## GDPR

At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: <https://www.veredus.co.uk/privacy-policy/>

---