



Appointment of
**Dean, Faculty of Brain
Sciences**

Candidate Pack

November 2025

Candidate Pack

Contents

1. Welcome from the Vice Provost, Faculties	3
2. Introduction	4
3. About UCL Faculty of Brain Sciences	5
4. Our Divisions and Institutes	7
5. Research	8
6. Role Description	9
7. Person Specification	12
8. Equality, Diversity & Inclusion	13
9. Rewards and Benefits	14
10. Appointment Details and How to Apply	15



1. Welcome from the Vice Provost, Faculties

Dear Applicant,

Thank you for your interest in the role of Dean of the Faculty of Brain Sciences at University College London (UCL), a significant role within academic leadership at UCL. The Dean is central to the success of a faculty. Academic leadership at UCL goes beyond effective administration: the Dean is the faculty's greatest champion, setting the tone to inspire and enable staff and students to achieve their best. This role offers a rare opportunity to lead, influence and shape one of UCL's strongest and most internationally recognised faculties, distinguished by its performance, reputation and contribution.

An internationally renowned leader in pioneering research on brain diseases, the Faculty of Brain Sciences is home to some of the world's most influential and creative researchers, working in close partnership with leading institutions including UCLH, Moorfields Eye Hospital, and the Anna Freud Centre. The faculty's breakthroughs in brain cancer, Huntington's, Parkinson's, and Alzheimer's disease, dementia, mental health, neurodegenerative disease, and sensory disorders are making a profound difference on health and wellbeing outcomes worldwide. Bringing together a dynamic community of scientific and clinical experts across neuroscience, psychology, psychiatry, ophthalmology, audiology, and language sciences, the faculty spans an extraordinary breadth of research, education and innovation - from fundamental discovery science to clinical translation.

This is an exciting time to lead a faculty that is shaping the future of brain and behavioural sciences. UCL is ranked first in the UK for research power in Psychology, Psychiatry and Neuroscience by the Research Excellence Framework (REF 2021), with more than two-thirds of our research in these areas rated as world-leading (4*). With major developments such as the new neuroscience centre at 256 Gray's Inn Road nearing completion and the Oriol eye health centre under construction at St Pancras, the faculty is entering a new phase of development and opportunity. There is significant scope to strengthen collaboration across departments and with other faculties, and to build on the faculty's strong foundations in education and student experience.

The role offers the opportunity to make a broad institutional impact. Our Deans balance faculty leadership with university-wide priorities, contributing to UCL's strategic direction as part of the university leadership team. This is an exciting time to join UCL as we advance the development of our next academic strategy that will shape our future direction. In 2026 we will celebrate our bicentennial and launch a major new philanthropic campaign – and Deans will be at the heart of this activity.

We are seeking a visionary and strategic leader with a record of delivery in complex academic environments - someone who can guide and inspire our academic community, shape the faculty's future direction, foster collaboration, and champion excellence in research, education, innovation and impact.

UCL offers a unique environment in which to work and lead and make a difference. Our people are our greatest asset, and as a values-led and inclusive institution, we are committed to building a culture that promotes innovation, mutual respect, and diversity of thought. We welcome applications from individuals who bring fresh perspectives and a strong commitment to driving the faculty's ambitions.

We look forward to receiving your application and to the opportunity to welcome you to our vibrant community.

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 admit women on equal terms with men. That pioneering and inclusive spirit continues to shape our institution today.

With over 51,000 students and 18,000 staff from more than 150 countries, UCL is consistently ranked among the top ten universities globally. We champion innovation, creativity, and cross-disciplinary collaboration in both teaching and research, and our community is tackling some of the most pressing challenges of our time—from advancing dementia and cancer research, to shaping global policy, and ensuring the ethical development of artificial intelligence.

As one of the world's leading multidisciplinary universities, UCL is committed to excellence, global understanding, and real-world impact across research, education, enterprise, and community engagement. We foster a values-based, empowering environment where academic insight and pioneering thinking can thrive.

UCL is now seeking to appoint an exceptional Dean to lead the Faculty of Brain Sciences - one of our most research-intensive and globally recognised faculties. The Dean will provide strategic leadership and work closely with the Faculty Academic Leadership Team to deliver UCL's strategic objectives in alignment with the [UCL Strategic Plan 2022–2027](#).

We actively encourage applications from individuals who bring diverse experiences and perspectives to leadership. Our people are our greatest asset, and we are proud to foster a culture of mutual respect, collaboration, and innovation.





3. About UCL Faculty of Brain Sciences

We lead in research and education on the mind and brain, aiming to address major brain health challenges and reduce disease burden worldwide.

Established in 2011, the [Faculty](#) brings together world-class expertise in psychology, psychiatry, prion diseases, ophthalmology and vision, language sciences, audiology, deafness and hearing, neurology, and basic neuroscience.

It comprises [six departments](#):

- Division of Psychology and Language Sciences
- Division of Psychiatry
- Queen Square Institute of Neurology
- Institute of Ophthalmology
- Ear Institute
- Institute of Prion Diseases

With over 1,900 staff, 4,000 students, and an annual turnover exceeding £265 million, we are one of UCL's most research-intensive Faculties. Our academic community includes 320 FTE academic staff, more than 800 researchers, and 900 doctoral students, supported by a research portfolio worth over £720 million.

We work in close partnership with leading healthcare organisations, including University College London Hospitals NHS Foundation Trust, the National Hospital for Neurology and Neurosurgery, the Royal National ENT Hospital, Moorfields Eye Hospital NHS Foundation Trust, and Anna Freud.

We are home to Nobel Prize winner James Rothman, and Brain Prize recipients Professors John Hardy and Bart De Strooper, recognised for their groundbreaking research into the genetic and molecular basis of Alzheimer's disease. 22 of our faculty professors feature among the world's most influential academics (Clarivate Web of Science's Highly Cited Researchers 2024). We are ranked 5th globally for Neuroscience and Behaviour by US News Best Global Universities Rankings 2025–2026.

Our mission is to ensure that our innovative research translates into real-world impact. From improving therapies for neurological and psychiatric conditions, to developing AI tools for diagnosing eye disease and understanding how early life experiences shape the human brain. Our research leaders and academic clinicians provide students with an exceptional education and training experience, which is highly interdisciplinary. Through research-embedded education, we aim to prepare our students not only to succeed, but to become the next generation of experts in brain sciences.



3. About UCL Faculty of Brain Sciences (continued)

We champion innovation, creativity, and cross-disciplinary collaboration in both teaching and research. Our students are viewed as partners in discovery, and we foster an inclusive and supportive academic environment where pioneering thinking can thrive.

Our extensive collaboration with industry and clinical partners enables us to share knowledge and apply cutting-edge research to clinical studies and innovative technologies. By pushing the boundaries of current research and clinical practice, we aim to lead the way in transforming the lives of future generations.

Two major infrastructure programmes are helping to realise this ambition:

- A new [Centre of Excellence for Neuroscience](#) at 256 Gray's Inn Road will accelerate treatment for neurological diseases. It will bring together research, clinical care and public engagement, housing over 500 researchers, advanced labs, MRI scanners and outpatient services - transforming discovery into therapies through collaboration, innovation and translational science.
- [Oriel](#) is a joint initiative between Moorfields Eye Hospital NHS Foundation Trust, the UCL Institute of Ophthalmology and Moorfields Eye Charity. It will create a globally leading centre for advancing eye health, combining research, education and clinical care in a purpose-built facility at St Pancras.



Artist's impression of the new Centre of Excellence for Neuroscience at 256 Grays Inn Road



4. Our Divisions and Institutes

The Faculty of Brain Sciences is home to a vibrant, interdisciplinary community of institutes and divisions, each a centre of excellence in its field. Together, they span a wide range of research and education expertise across psychology, psychiatry, neuroscience, ophthalmology, hearing, and language sciences. Each contributes to our mission to understand the mind and brain, improve health and wellbeing, and transform lives through research and education.

Our institutes and divisions offer innovative research and taught courses at undergraduate, postgraduate, and doctoral levels, and are closely integrated with clinical and industry partners to ensure real-world impact.

Division of Psychiatry

A world-leading interdisciplinary centre for mental health research and teaching, the Division of Psychiatry is one of the largest departments specialising in mental health in the UK. It delivers innovative, clinically relevant education to improve mental health outcomes across society.

Division of Psychology and Language Sciences

Ranked 6th globally for Psychology (QS World University Rankings 2025), this is one of the largest psychology departments in the UK. The division brings together a diverse community of academics, clinicians, and students focused on understanding mind, behaviour, and language. Its research spans behavioural and cognitive neuroscience, language and cognition, learning and memory, and therapeutic interventions, with a strong emphasis on interdisciplinary collaboration and societal impact, as exemplified by hosting the [Institute of Cognitive Neuroscience](#).

Ear Institute

As Europe's largest hearing and deafness research centre, the Ear Institute offers an unparalleled multidisciplinary environment for teaching and research in hearing, balance, and ENT care. In partnership with the Royal National ENT and Eastman Dental Hospital.

Queen Square Institute of Neurology

Home to one of the world's largest basic and clinical neuroscience communities, the Queen Square is at the forefront of translating neuroscience discoveries into diagnostics and treatments for neurological diseases.

Closely linked to the UCLH National Hospital for Neurology and Neurosurgery, it leads research in epilepsy, stroke, dementia, and neurodegeneration, delivering truly patient-centred science.

Institute of Ophthalmology

A global centre for eye research, the Institute of Ophthalmology develops advanced therapies, diagnostics, and understanding of vision and eye care. In partnership with Moorfields Eye Hospital, it forms the largest co-located site for eye research, education, and care in the world. It is ranked the best place in the world to study ophthalmology (CWUR 2025 Rankings by Subject).

Institute of Prion Diseases

One of the world's leading research centres for prion diseases and other neurodegenerative disorders, the Institute of Prion Diseases was established in 2017 and incorporates the MRC Prion Unit. It conducts pioneering research into conditions such as Creutzfeldt-Jakob disease, with a strong focus on molecular biology and translational science.

UK Dementia Research Institute at UCL

UCL is the hub of the UK Dementia Research Institute (UK DRI), the country's largest investment in dementia research. Selected in 2016 for its strength in clinical and basic neuroscience, the UK DRI at UCL leads efforts to understand, diagnose, and treat dementia. It plays a central role in developing cross-disciplinary teams, identifying novel therapeutic targets, and translating research into clinical practice.



5. Research

Our research is delivering transformative discoveries that improve lives and shape policy, practice, and innovation. The faculty's research spans the full spectrum - from fundamental discovery science and experimental medicine to disease prevention and the development of new treatments and therapies. Our portfolio of research grants and contracts is worth over £720 million and comprises of 1,071 awards from 227 funders.

We are ranked first in the UK for research power in Psychology, Psychiatry and Neuroscience by the UK's Research Excellence Framework (REF 2021), with more than two thirds of our research rated as world-leading (4*). We are also ranked 1st in Europe and 2nd in the world for Neuroscience and Behaviour, as well as 2nd in Europe and 3rd in the world for Psychiatry and Psychology, based on citation data from Clarivate's Essential Science Indicators (ESI)".

Our researchers are tackling some of the most pressing challenges of our time, including:

- Understanding and treating neurodegenerative diseases such as dementia and Parkinson's.
- Advancing mental health care through policy reform and clinical innovation.
- Developing AI-driven diagnostics for vision and hearing disorders.
- Exploring how early life experiences shape brain development and behaviour.
- UCL has established a new [Grand Challenge on Mental Health and Wellbeing](#), reflecting our commitment to addressing one of society's most pressing issues through cross-faculty collaboration, interdisciplinary research, and targeted pump-priming investment.

Our research is deeply collaborative working across disciplines and in partnership with the NHS, charities, industry, and government. Through this, we ensure our discoveries translate into real-world impact, improving health outcomes and informing national and global strategies.

Research Impact Spotlight



[Gene Therapy Slows Huntington's Disease Progression](#)



[UK Trial Launches to Revolutionise Alzheimer's Diagnosis with Simple Blood Test](#)



[Life-changing gene therapy for children born blind](#)



[World's Largest Parkinson's Disease Trial Launches Across the UK](#)



6. Role Description

Main Purpose of the Role

The Dean of the faculty is responsible for leading on the creation of an academic vision for Brain Sciences at UCL, encompassing research excellence, education and student experience, and innovation. They are responsible to UCL's Council, via the Vice Provost Faculties and the Provost, for the organisation and outputs of the faculty. Together with the Vice Provost, Vice Presidents and Heads of Professional Services, Deans contribute to the leadership of UCL as members of the University Management Committee.

The Dean will be an internationally renowned academic leader in their discipline and will be responsible for setting and achieving strategic objectives in their area. They will also contribute to the delivery of UCL's strategic objectives, ensuring alignment with the [UCL Strategic Plan 2022-2027](#). They will work closely with their colleague Deans, across UCL's 11 Faculties, and with their Faculty Director of Operations, and other key professional services colleagues.

The Dean will champion a constructive and inclusive academic community, shaping culture, curriculum and research strategy in ways that reflect the UCL values and enable staff and students to succeed.

Duties and Responsibilities

Leadership

- Lead the development and implementation of an ambitious and progressive strategic vision for the faculty.
- Participate in strategic management of UCL as a part of the University Management Committee, representing the faculty on relevant boards and committees.
- Promote and foster a culture of collaboration and excellence in education, research, innovation, and engagement within the faculty, across UCL, and with external stakeholders.
- Provide leadership and oversight of HR matters across the faculty, ensuring timely and effective resolution of issues related to performance, conduct, and capability, in line with UCL policies and values.
- Oversee a comprehensive performance and talent management strategy to ensure we continue to attract, retain, and develop the best talent and drive exceptional outcomes.
- Promote a culture of inclusion, wellbeing, and high performance through strong leadership and effective people management.
- Provide strategic oversight of senior academic promotions and appointments, ensuring robust processes and effective engagement with successful candidates.
- Lead the faculty's equality, diversity, and inclusion (EDI) agenda, working with the Vice-Dean EDI to foster a positive, inclusive and supportive faculty culture, contributing to the development and delivery of related institutional and faculty-wide priorities.
- Ensure that the faculty achieves its financial goals while creating opportunities to invest in its academic programme.
- Oversee of the constituent Departments, facilitating their success and performance, and managing their achievements as a collective portfolio.
- Lead the management of stakeholder relationships for key faculty partnerships with NHS Trusts, collaborators and funders.
- Engage with the Office of the Vice President Advancement on corporate and faculty fundraising initiatives and identify and pursue new 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.
- Actively lead and support the faculty's actions in support of UCL's Net Zero and the faculty climate action plan.



6. Role Description (continued)

Strategic, Financial and Resource Management

- Provide inspirational leadership and be accountable for the strategic direction, execution and championing of the faculty's academic mission and values, through the constituent Departments.
- Play a key role in developing the strategic direction of the Faculty Group, actively encouraging cross-faculty collaboration and contributing to the wider strategic agenda through relevant University committees and meetings.
- 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.
- 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.
- Ensure that all resources, including space, funding, and staffing, are deployed to maximise effectiveness and efficiency and contribute to the faculty's operational commitment to Climate Action.
- 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.

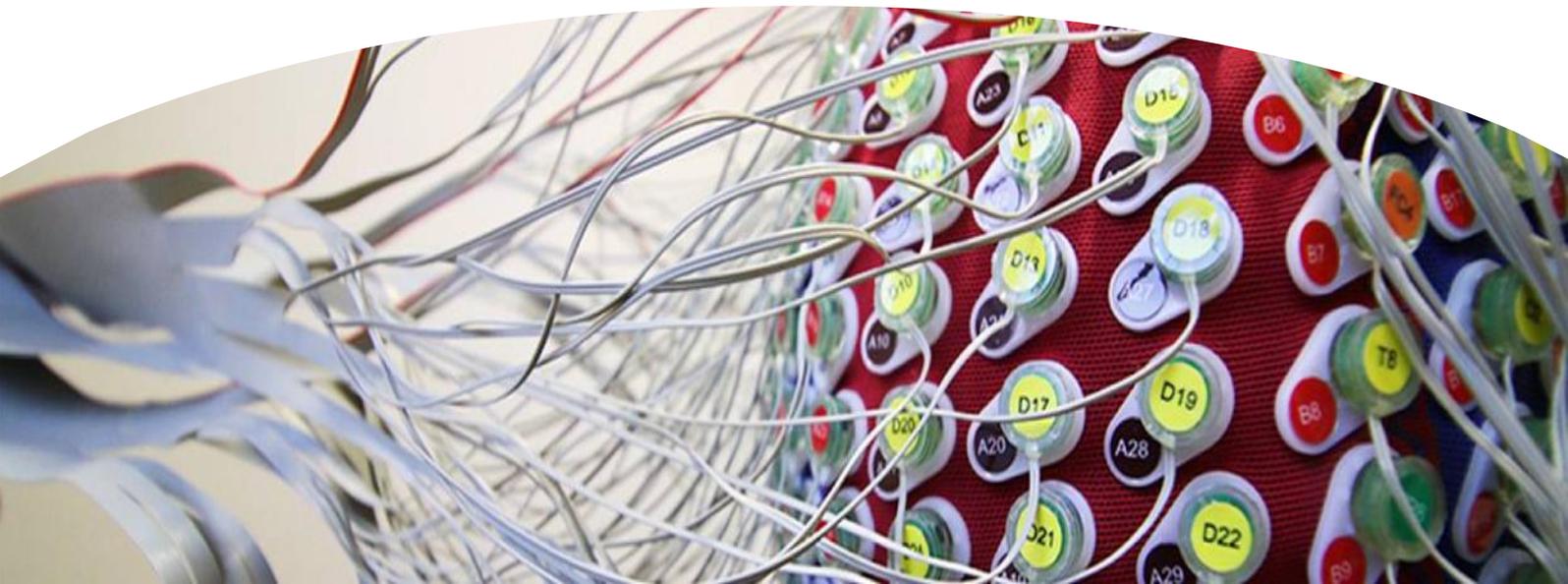
- Provide strategic oversight to the faculty's undergraduate, graduate taught and doctoral education, ensuring excellence in admissions, academic quality, and student experience.
- Lead the development and advancement of an ambitious innovation and enterprise strategy to create new impactful partnerships, diversify income and transform innovations into real-world solutions.
- Collaborate with the Vice-President External Engagement and their team to enhance the faculty's external reputation and mitigate potential reputational risks.
- Hold overall 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.
- This job description may be reviewed and be subject to amendment in consultation with the post holder.
- The role will require travel both within the UK and internationally.
- Follow and actively promote the UCL [Ways of Working](#).

Further Information

Full details on the role duties, responsibilities and experience requirements are available in the [Dean, Brain Sciences - Full Role Profile](#).





7. Person Specification

Qualifications, Skills and Experience

- An outstanding international research and academic profile with substantial seminal contributions to the advancement of their discipline.
- Experience of leading and managing a diverse team of academic, research and professional services staff effectively; creating a culture of high performance, collaboration and continuous improvement, and managing underperformance effectively.
- Demonstrable experience of managing resources and risk effectively, including budgets, staff and estates, within the statutory and regulatory policies of the organisation.
- Significant leadership experience with proven ability to lead, develop and motivate colleagues to achieve departmental, faculty and corporate goals.
- Experience of effectively participating in the administration of a large, complex organisation.
- Evidence of developing and delivering medium to long term financial and strategic plans.
- 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 Higher Education sector and how they impact on the strategy, policy and practice of the faculty.

Skills and Abilities

- Excellent organisational skills, the ability to prioritise in the face of competing demands and proven success in delivering work personally and through others to tight deadlines and within budget.
- Proven capacity to spot, create and seize opportunities for development and the ability to realise them through workable solutions.

- Decisive and results oriented, allied with an ability to encourage participation, responsibility and accountability.
- Ability to delegate and evidence of working in successful teams.
- A collegial and inclusive approach to management and a commitment to good internal and external communications.
- Good planning skills allied to well-developed analytical and problem-solving skills.
- Ability to be persuasive, promoting a positive image of the faculty and enhancing its reputation.

Personal Attributes

- Commitment to the discipline and ethos of the Faculty of Brain Sciences as defined by the component departments of the faculty.
- Commitment to academic ideals in teaching, research, knowledge transfer and pastoral care, and to UCL's institutional ethos.
- Commitment to high quality teaching and fostering a positive learning environment for students, and a desire to make an impact in these areas.
- Leading by example and displaying a high level of personal integrity.
- Commitment to UCL's policy of equal opportunity and the ability to work harmoniously with colleagues and students from all cultures and backgrounds.
- Ability to build an inclusive, transparent, and professional site culture.
- Resilient, energetic and able to maintain a positive outlook throughout the transformation lifecycle.



8. Equality, Diversity and Inclusion

EDI at the Faculty of Brain Sciences

At the UCL Faculty of Brain Sciences, equality, diversity and inclusion (EDI) are central to our ethos. We believe that everyone in our community has a role to play in fostering a culture of belonging, respect and inclusion.

Our Commitment

We are committed to acknowledging, understanding and tackling structural inequities and unjust social power imbalances that affect our students, staff and wider community. Our work is guided by a clear vision: an engaged and educated faculty, with reduced inequalities and an inclusive culture for all.

Our six pillars

Fulfilling our vision rests upon six pillars which enable effective EDI progress and ensure we reach our desired outcomes:

1. Establishing strong leadership and governance.
2. Engaging all staff and students in improving faculty culture.
3. Being a beacon of good practice: advancing, sharing and adopting best practice in EDI.
4. Reducing existing inequalities in admissions, support and participation and awards for all students.
5. Reducing existing inequalities in recruitment, access to carer development opportunities and progression for all staff.
6. Championing a culture of belonging, accessibility and inclusion for all identities.

Our [Centre for Equality Research in Brain Sciences](#) is a pioneering initiative that explores how protected characteristics such as gender and race intersect with neuroscience and mental health research. The Centre aims to foster outstanding equality research in brain and mind sciences, establishing new global standards of knowledge generation, culture and practice.

"At the Faculty of Brain Sciences, we embed equity, diversity and inclusion into our research, teaching and leadership. From advancing inclusive research through the Centre for Equality Research in Brain Sciences, to supporting structural change via Athena Swan and the Race Equality Charter, our commitment is both principled and practical. We work collaboratively-within the Faculty and across UCL - to challenge inequities, foster belonging, and ensure that every member of our community-students, staff, and partners-can reach their potential."

Professor Leslie Morrison Gutman, Vice Dean (Equality, Diversity and Inclusion)

Learn more about our work in [Equality, Diversity and Inclusion](#).

UCL EDI Statement

As London's Global University, UCL knows that diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where we all belong. We particularly encourage applications from candidates underrepresented in UCL's workforce, including those from Black, Asian and ethnic minority backgrounds, disabled people, and – for Grade 9 and 10 roles – women.

Applicants are encouraged to familiarise themselves with UCL's policies on the [Prevention of Bullying, Harassment and Sexual Misconduct](#) and [Personal Relationships](#).





9. 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](#).





10. 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 - [/https://www.veredus.co.uk/opportunities](https://www.veredus.co.uk/opportunities), quoting reference number **898**.

All submissions will receive an on-screen acknowledgement when you apply through the Veredus website. If you do not see this confirmation, please contact us on education@veredus.co.uk.

General Data Protection Regulation (GDPR)

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

Further Information

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

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

Recruitment Timeline

The deadline for receipt of applications is **9am on Wednesday, 7th January 2026**.

Interviews will be held on **13th March 2026** with candidate visits scheduled to take place in the two weeks prior.

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.



