

VEREDUS

CASE STUDY

Client: University of Manchester
Role: Professor and Head of the Division of Dentistry and Deputy Head of School of Medical Sciences

CLIENT

The University of Manchester is one of the UK's leading research-intensive universities, with a global reputation across teaching, research and innovation. Its Faculty of Biology, Medicine and Health operates across a complex academic, clinical and regulatory environment, working with major NHS, professional and research partners.

BRIEF

The University appointed Veredus to recruit a Professor and Head of the Division of Dentistry and Deputy Head of the School of Medical Sciences – a strategically important academic leadership role spanning research, professional education, clinical partnerships and organisational leadership.

The appointment came at a pivotal point for the Division, with priorities including strengthening governance and programme delivery following regulatory scrutiny, enhancing the student experience, growing research performance and income, and building greater collaboration across the Division, School and Faculty. The search therefore required an academic leader with both international standing and the leadership capability to operate effectively across a highly regulated and complex stakeholder environment.

OUR PROCESS

We began with in-depth stakeholder briefings across Faculty, School and academic leadership to establish the strategic and organisational context, define the leadership mandate and develop a detailed assessment framework. This informed both the candidate proposition and a targeted international search strategy across leading dental schools, medical schools and research-intensive universities.

Alongside direct search and market mapping, we gathered intelligence on candidate motivations, remuneration, relocation and perceptions of the opportunity, using this insight to continually refine our approach. Given the regulatory context, candidate engagement was particularly important: we worked with University leaders to provide transparent information and facilitate early stakeholder conversations, enabling prospective candidates to explore the challenges, progress made and level of institutional support before entering the formal process.

Candidates were then assessed through a structured, evidence-led process encompassing application assessment, preliminary interviews against the agreed criteria, detailed candidate reporting, senior stakeholder meetings, presentations and formal panel interviews.

OUTCOME

The search resulted in the appointment of Professor Peter Thomson, an internationally recognised academic leader and clinician-scientist with senior leadership experience across the UK, Australia and Hong Kong.

His appointment brings extensive expertise across dental education, translational research and academic leadership, supporting the University's ambitions to strengthen the Division's research, education and clinical impact.

The process delivered:

- **International executive search spanning UK and overseas academic leadership markets**
- **Multi-stage assessment against an agreed leadership and person specification**
- **1 successful appointment of an internationally recognised academic and clinical leader**