

Vice-Dean for Equality, Diversity and Inclusion

Workload provision: 0.4 FTE

Allowance of £4K per annum during the transition period (up to 2025)

Three-year term, renewable, and additional period of sabbatical on completion of role.



Purpose of the Post

The Vice-Dean for Equality, Diversity and Inclusion (EDI) is a senior leadership role in the School and a member of the College's Equality, Diversity and Inclusion leadership team. Reporting to the Executive Dean, the role works closely with the Senior Vice Principals (for Student and Staff Experience; and Education), and alongside other School Executive members to support the delivery of the school and college strategy. The Vice-Dean for EDI is responsible for leading the Equality, Diversity and Inclusion portfolio across the school (and where appropriate across the college) and for ensuring excellent outcomes and consistency in provision.

Leadership Development Opportunities

The University values the development of academic leadership skills and is committed to providing a variety of opportunities for colleagues.

- Vice-Dean roles provide opportunity to gain experience leading on a particular agenda.
- The Head of Department role provides opportunity to gain experience leading and managing resources.

Training and development support will be available.

Job Title: Vice-Dean for Equality, Diversity and Inclusion

	Essential	Desirable
Knowledge, Education, Qualifications and Training		
Educated to PhD level or equivalent.	X	
Fellowship of HEA or equivalent qualification in teaching & learning in HE	X	
Skills and/or Abilities		
Excellent leadership and influencing skills which demonstrate the University's leadership behaviours at a senior level	X	
Ability to work independently and as part of a wider School leadership team.	X	
Excellent planning and organisational skills	X	
Excellent budget and resource management skills	X	
Ability to communicate effectively with key staff and student communities, and with external agencies.	X	
Ability to collate data from a variety of sources and use this information to develop suitable strategies and tactics to address issues of inequality and promote inclusion.	X	
Ability to effectively implement and manage change	X	
Experience		
Successful academic track record demonstrated through promotion to a minimum of Senior Lecturer or equivalent.	X	
Experience of leadership, planning and organising of activities within an academic, or similar context, such as through management of a major grant, leadership of a teaching initiative or a role within the University or professional body.	X	
Demonstrable track record in effective management of staff to deliver key objectives	X	
Evidence of effective management of budgets and resources	X	
Proven experience in managing conflict and resolving difficult situations.	X	
Student support (both mechanisms for, and delivery of)	X	

Other requirements		
Commitment to continued professional development	X	
Excellent understanding of equality and diversity legislation and good practice and demonstrable commitment to its application	X	