



**Middlesex
University
London**

ACADEMIC DEAN — FACULTY OF BUSINESS AND LAW

Appointment Details

July 2021



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WELCOME FROM THE VICE-CHANCELLOR



At Middlesex we apply knowledge and skills to create impact through our distinctive practice-orientated education, research and engagement.

PROFESSOR NIC BEECH
VICE-CHANCELLOR

THANK YOU FOR YOUR INTEREST IN JOINING MIDDLESEX UNIVERSITY

In a challenging year for the sector Middlesex has risen to the occasion. The strengths of our culture – innovation, agility, inclusion and collaboration – are exemplified in how everyone across our global campuses responded in the face of the COVID-19 pandemic. We are at an exciting stage in the development of our new Strategy. Over the past year our community made over 4,000 contributions to its development – just one measure of everyone's passion and commitment to the change we can make in the world and the power of belonging to the Middlesex community.

We understand the importance of making high quality education accessible to all through flexibility in learning modes. Our rapid adaptation to online learning and homeworking during the pandemic demonstrates our commitment to this goal. We were still able to provide transformative experiences for our students, with online learning and teaching. We continued to offer our student support services online and – crucially – we kept an open dialogue with students to ensure their needs were addressed.

It is especially true when facing challenges such as COVID-19 that our success comes through our partnerships, and I'm immensely proud of our local and global response. In April 2020, when NHS staff were facing a dangerous shortage of Personal Protective Equipment, Middlesex quickly repurposed our staff's expertise and cutting-edge facilities so we could contribute to the local efforts against COVID-19. In five weeks, we produced over 67,200 visors and over 300 sets of scrubs for the local NHS. In recognition of our work to support Barnet

in the face of the pandemic, Middlesex University has received Barnet Council's 2021 'The COVID-19 Community Heroes Award'. Whether through supporting and partnering with students, focusing research on factors which are impacting on lives now and into the future or working with our long-established partners in the NHS, Barnet and beyond, Middlesex has made a real difference in a short timescale but with long-term impact. We redoubled our influencing and engagement with Government and other decision makers to highlight the substantial contribution students and staff made to tackle the crisis, as well as to ensure they received the support they needed to play their full role in the recovery from the pandemic in the UK and beyond.

Ever since the University first opened its doors, professionals, academics and students have worked in collaboration. We are a values based university, united by a shared purpose to change society for the better through our research, our education and our network of partners. We build global communities – formed from a unique combination of practitioners, professionals, organisations, students and academics – to create collaborative advantage and achieve sector leading quality in what we choose to do. We collaborate, for instance, with 18 partner academic institutions from 14 countries on the four-year multidisciplinary research project RECONNECT, which is aimed at understanding and providing solutions to the recent challenges faced by the European Union.

At Middlesex we apply knowledge and skills to create impact through our distinctive practice-orientated education, research and engagement. We empower our students to shape their own lives and the world around them and support them to becoming distinctive graduates who have benefitted from work centred learning. Our teaching is technologically-enhanced across all courses and is focused on influencing and impacting on local, national and global challenges.

We also believe that research should have a positive impact on the public realm, improving equality, diversity and inclusion in an authentic way and reaching disadvantaged or excluded groups. This year has seen Middlesex leading research on areas such as gender justice and security in the Middle East and South Asia, sustainability in fashion design entrepreneurship, the typography of online child sex abusers, and the real Living Wage.

We see technological innovation, creativity and entrepreneurialism as means to effect social change, and we believe that healthy lives and a sustainable environment are central to enhancing societal, organisational and personal achievements and wellbeing. For instance, we've recently developed a mobile app for Youth Offending Teams to reduce risky behaviours and re-offending and we examined the educational environment, teaching methods and support that enable university teachers to ensure the inclusivity of LGBTQ+ students. We're also working hard to build a sustainable future and to reduce our footprint on the physical environment, for example in 2019/20 we emitted 16% less carbon (TCO2) compared with 2018/19.

Despite the challenges that lie ahead, we begin our next chapter with a renewed sense of confidence and ambition. The key purpose of our Strategy 2031 is to create knowledge and put it into action to develop fairer, healthier, more prosperous and sustainable societies. Our vision is to transform outcomes for individuals, communities and organisations. The issues we and our students are concerned with, such as diversity, social justice, innovation, health, sustainability and prosperity are so important that anything less than first class work on them is not good enough.

We are proud of our global Middlesex family and our role in supporting each other's learning and shaping a better world. Our innovative collaborative culture is central to how we will deliver our ambitions and we will make an impact on the challenges which influence societal wellbeing. We will also co-lead with our students to shape the future of our University and will foster entrepreneurial skills and mindset in all students to enhance prosperity and social value.



Professor Nic Beech
Vice-Chancellor



ABOUT MIDDLESEX UNIVERSITY



ABOUT MIDDLESEX UNIVERSITY

In Middlesex we bring ambitious minds from all over the world into one community and we help them towards their own unique success. We are confident of our role in an ever-changing world.

We are proud of our history, which goes back to the specialist London colleges and institutions that became a successful polytechnic and our elite modern university of today. This heritage has laid the foundations for who we are now – a global institution with an international outlook that works to make a positive difference to the world through our practical approach to teaching, cutting-edge research, and creative innovation.

At a time of significant change, agility has become normal for all universities. The strengths of the Middlesex culture which have enabled us to react effectively to the recent challenges are also the attributes that mean we will be able to adapt for the future.

Our legacy of innovation includes the UK's first Business degree and professional doctorate, and our sector-leading work-based learning and transnational education. 140 years on from the opening of our founding institution, St Katherine's College, we continue to take a distinctive approach to teaching with practice at the heart of everything we do. Our students experience education, research and the world of work side-by-side, and they develop the confidence and future-ready skills sought by top employers. For instance, teaching in our augmented reality midwifery, neonatal and anatomy equipment, and our cyber factory – the first in the UK – prepares our students to step into the workplace of the future. Our Apprenticeships programmes, such as the Police Constable Degree Apprenticeship, aim to increase social mobility and provide new routes into public sector professions. We are also driving technological innovation, problem-focused research and industry engagement. From contributing to United Nations' recommendations to advance the rights of indigenous peoples around the world to our innovative Software Engineering and

Artificial Intelligence techniques that are used to increase the inclusion of people with Down's Syndrome, research at Middlesex University is committed to changing lives. Crucially, we remain committed to promoting diversity among our researchers – we have the 2nd largest cohort of Research students among UK post-92 institutions and 53% of our Postgraduate Research students are classified as BAME.

With 165 nationalities on campus, studying and working here means getting to know people from different cultures and to understand different perspectives. This gives our people an edge and gives our campus a special energy.

We were the 3rd highest ranked UK university in the 2021 global Times Higher Education rankings of universities under 50 years old and are proud of our position in the top 500 World University Rankings. We welcome enterprising and mindful students, staff, professionals and businesses into our active, global network. We have three overseas campuses in Dubai, Mauritius and Malta, which use their educational and research outputs to effect personal and social change across the world, and our international reputation and global connections enhance our global community.

In our outlook, Middlesex reflects the determined and multi-cultural spirit of London. We take our commitment to our local London Borough of Barnet seriously, where we contribute £289 million annually through employment and reach into local businesses. Middlesex University had a turnover of £213.47m in 2019/20 and delivered a surplus for the ninth consecutive year. We are on track to deliver sustainable financial performances for the foreseeable future (**our Financial Statements 2019/20 can be found here**). As an institution we are seeking to improve equality, diversity and inclusion in an authentic way and reach disadvantaged or excluded groups, and our students and staff regularly volunteer their time, knowledge and skills to support community projects.

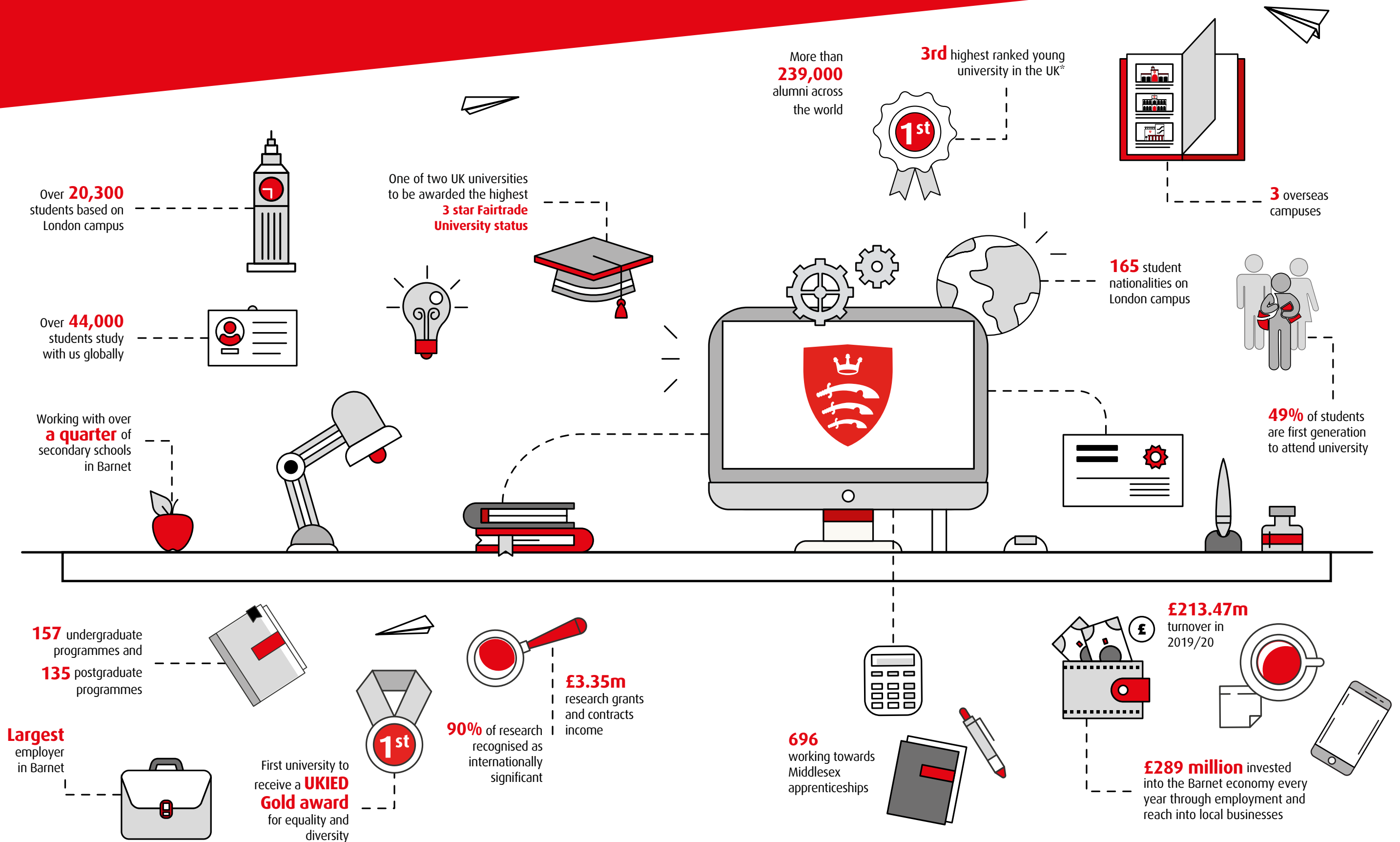
**TOP 10 UK UNIVERSITIES
PRODUCING THE
MOST CEOS**

(Hitachi Capital Invoice Finance, 2021)

**ONE IN SEVEN OF OUR
ALUMNI MANAGE OR
OWN A BUSINESS**

(Hitachi Capital Invoice Finance, 2020)

MIDDLESEX IN NUMBERS



*Times Higher Education Young Universities rankings (2021)

OUR ORGANISATIONAL STRUCTURE

THE BOARD OF GOVERNORS

The Board of Governors is collectively responsible for the strategic direction and academic character of the University, and for ensuring that the University is financially secure and well run. The Governors work closely with the Vice-Chancellor's University Executive Team.

More information on our Board of Governors can be found here:

www.mdx.ac.uk/about-us/our-people/board-of-governors

UNIVERSITY EXECUTIVE TEAM

The University Executive Team (UET) advises the Board of Governors on the strategic direction of the University and ensures delivery of the Institute's mission and values. Each member individually carries out specific responsibilities determined by the Vice-Chancellor.

More information on our Executive team can be found here:

www.mdx.ac.uk/about-us/our-people/executive-team

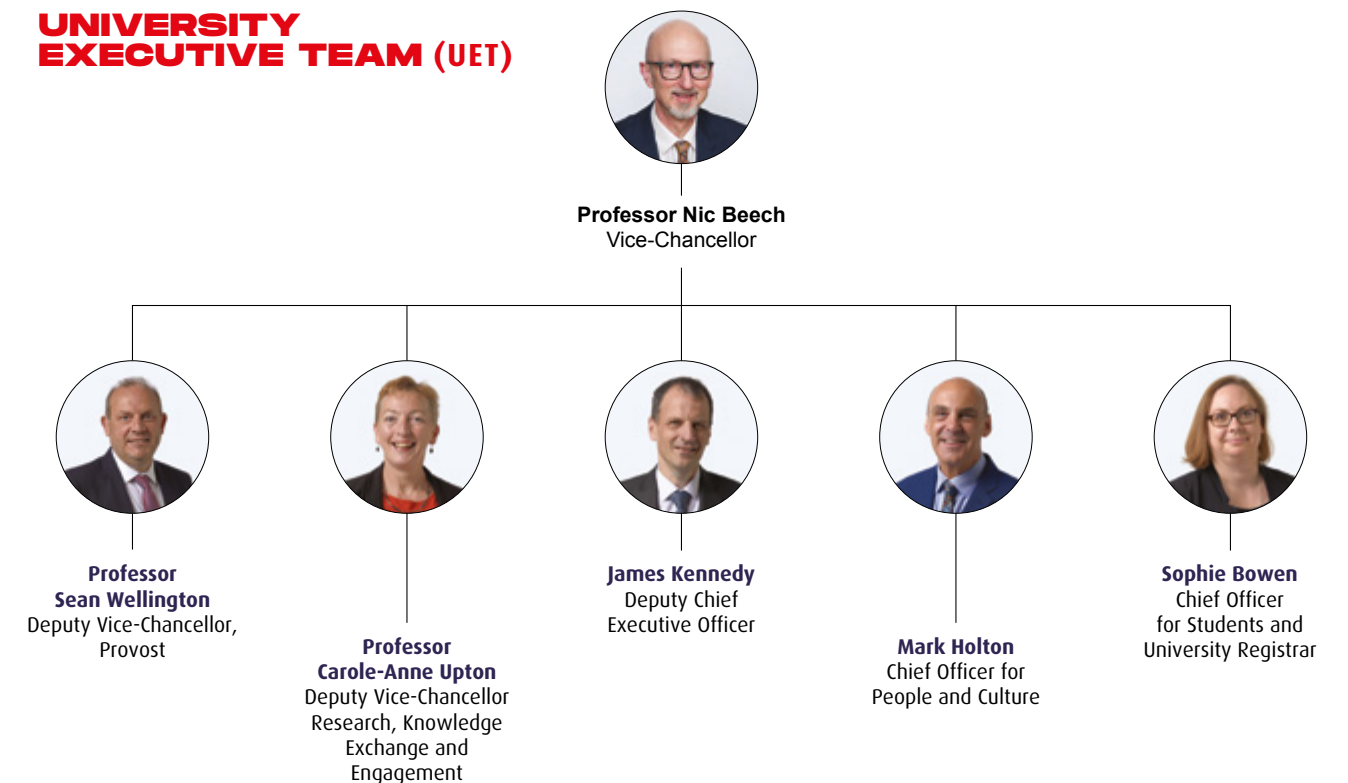
ACADEMIC STRUCTURE

The University's academic provision is delivered by its four academic faculties.

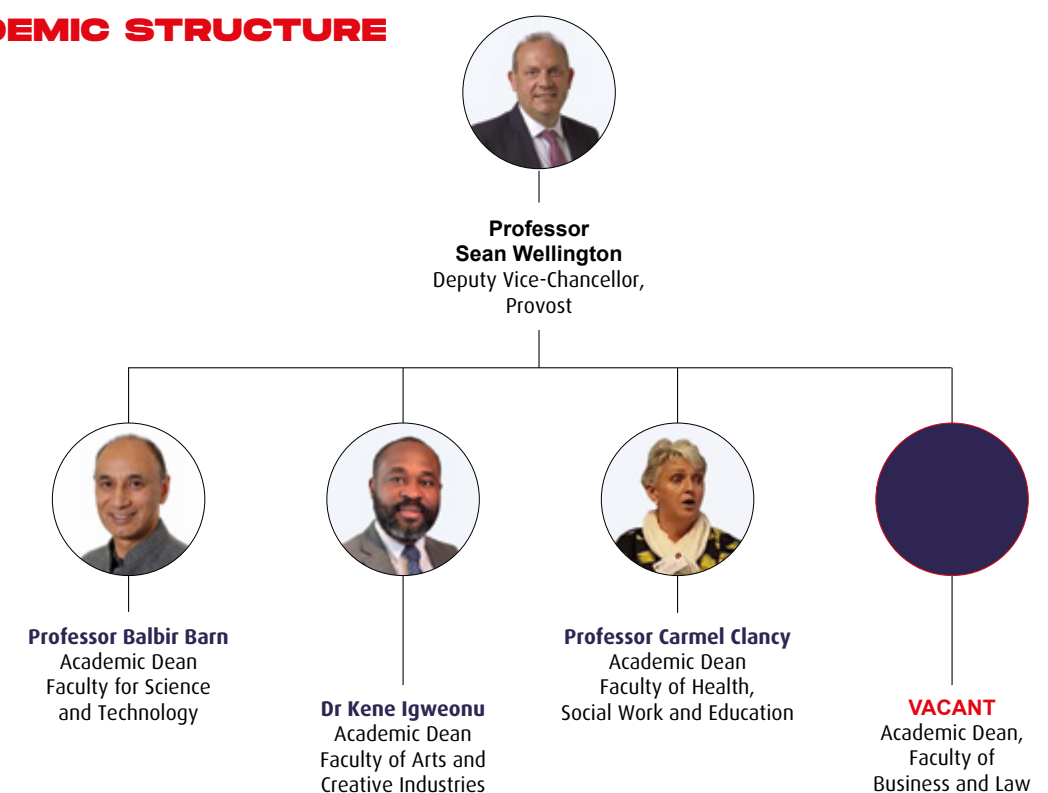
Further details of our Faculties can be found here:

www.mdx.ac.uk/about-us/our-faculties

UNIVERSITY EXECUTIVE TEAM (UET)



ACADEMIC STRUCTURE



FACULTIES

FACULTY OF ARTS AND CREATIVE INDUSTRIES

The Faculty comprises our Media, Performing Arts, Design, and Visual Arts courses.

Find out more:

www.mdx.ac.uk/about-us/what-we-do/faculty-of-arts-and-creative-industries.

FACULTY OF HEALTH, SOCIAL WORK AND EDUCATION

The Faculty comprises our Nursing, Midwifery, Education, Social Work, and Mental Health courses.

Find out more:

www.mdx.ac.uk/about-us/what-we-do/school-of-health-and-education

FACULTY OF SCIENCE AND TECHNOLOGY

The Faculty comprises our Natural Sciences, Computer Science, Design Engineering, Mathematics, Psychology, and Sports courses.

Find out more:

www.mdx.ac.uk/about-us/what-we-do/faculty-of-science-and-technology

FACULTY OF BUSINESS AND LAW

The Faculty of Business and Law was established in April 2021 and comprises the following academic Departments:

- Accounting and Finance
- Criminology and Sociology
- Economics
- Law and Politics
- Management, Leadership and Organisation
- Marketing, Branding and Tourism

With some 315 staff and 4,700 students based at our Hendon campus, the Faculty is a diverse and inclusive community. In 2020/21 59% of Faculty staff are BAME, while 68% of our undergraduate UK and EU students are classified by HESA as BAME and 89% fall within at least one Office for Students (OfS) widening participation category. Many of our students are commuters, with 68% of UK students managing commutes of more than 40 minutes and around half commuting for more than an hour.

In addition to the Academic Dean, the Faculty Leadership Team comprises two Deputy Deans covering Education and Research and Knowledge Exchange, Heads of Department and the Faculty Office Manager.

The Faculty is ambitious to be recognised for the high quality of its education, research, knowledge exchange and engagement. Offering a range of innovative on-campus and distance education programmes, the Faculty has a growing degree apprenticeship portfolio and is lead partner in the Police Education Consortium, which delivers the Police Constable Degree Apprenticeship programme with three forces. The Faculty works closely with the University's international campuses and has academic partnership activity in the UK and internationally.

Building on a strong performance in REF2014, much of the research activity in the Faculty is centred on Unit of Assessment (UoA) 17 Business and Management Studies, UoA 18 Law and UoA 20 Social Work and Social Policy. Our impactful research and knowledge exchange consistently address issues of social justice, equality, diversity and inclusion, law and society, sustainability, and prosperity through active engagement with business and a range of private, public and voluntary organisations.

OUR INTERNATIONAL CAMPUSES

MIDDLESEX UNIVERSITY DUBAI

Our Dubai campus has been open for 15 years. The student populations is 4,110.

The University campus has been going from strength to strength. Last year we were awarded a Five Star rating in the 2020 Knowledge and Human Development Authority's Higher Education Classification – demonstrating the world-class standard of education on offer. We also became the first university in the United Arab Emirates to receive partner status with the Global Association of Risk Professionals (GARP), which represent the best in financial education around the world. All the University's Accounting and Finance programmes are now recognised by at least one of the key global professional bodies, and GARP will provide six students and one faculty member with a scholarship towards the Financial Risk Manager Part I exam, along with many other benefits.

Middlesex Dubai is launching a new learning space in Dubai International Academic City (DIAC). The expansion marks the first time an international higher education institution in Dubai will offer a multi-site campus experience across both of the emirate's higher educational hubs, Dubai Knowledge Park and Dubai International Academic City. All programmes taught at DIAC in September will also be taught in Dubai Knowledge Park, offering students on these courses the choice of two campus experiences. The Middlesex DIAC campus will offer innovative facilities and spaces that students can use to complement and build upon their classroom education, including a new Student Think Tank, a dedicated innovation lab and a dedicated Student Zone for recreation and relaxation.

MIDDLESEX UNIVERSITY MAURITIUS

Our Mauritius campus has been open for eleven years. The student population is 1,428.

Widely recognised as a leading local education provider on the island, staff are frequently consulted by media as thought leaders in their disciplines, and contribute to local policy development and regulations. The campus also arranges various panel discussions, masterclasses and public lectures. Last year, social media became an even more important and effective platform to showcase the campus, students and staff. Our website, YouTube videos, Facebook page, Instagram and virtual open days are considered as best practice and are often followed by local competitors. In the past year students excelled in industry competitions and staff continue to publish high-quality research outputs in academic journals.

MIDDLESEX UNIVERSITY MALTA

In September 2022, we will be closing our Malta campus. After a period of review and careful appraisal of options, it became clear that our operating model in Malta is not sustainable.

The University's assessment is that the most effective and sustainable way it can contribute to higher education in Malta is to work collaboratively with partners, rather than maintain a small campus.

We remain fully committed to our long-term relationship with Malta. All students can complete their degrees on campus for the full duration of their studies. We will ensure our students continue to receive an excellent experience and high-quality education, supported by our dedicated staff in Malta and the UK. The Middlesex spirit has remained strong, with colleagues supporting students and the local community during lockdown. This was largely due to their rapid adoption of technology, with lecturers and students making use of Kaltura, Adobe and Zoom to conduct lectures as well as one-to-one sessions.



above: Malta Campus

above: Dubai Campus

STUDENT NUMBERS



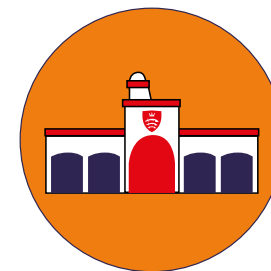
London campus – home and EU students

16,259



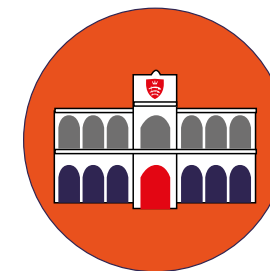
London campus – international students

3,641



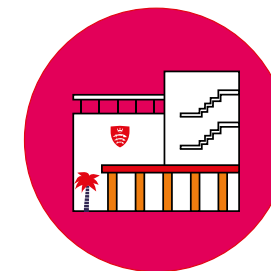
Dubai campus

4,110



Mauritius campus

1,428



Malta campus

204



Collaborative and validated

18,234

TOTAL

44,316

OUR PEOPLE AND CULTURE



above: One MDX Staff Awards Tea Party, February 2020

EQUALITY, DIVERSITY AND INCLUSION

Middlesex is a diverse and truly international institution. Over 44,000 students study with us globally and our London campus alone hosts 1,805 staff members of over 74 different nationalities. We are committed to equality, diversity and inclusion for staff and students across everything we do – and we are proud of our achievements in this area. However, as the Black Lives Matters movement recently reminded us, we all have so much more to do.

While we strive to recruit staff from all backgrounds, we recognise we are on a journey and recognise the need to increase representation from BAME communities among our staff at all levels and believe that it will encourage more BAME students to join us. This is an important part of our work to encourage young people from areas of low-participation to consider doing a degree, as these areas typically have a high proportion of BAME families.

This year we have shown our commitment to racial equality by signing up to Business in the Community's Race at Work Charter, an initiative designed to improve outcomes for black, Asian and minority ethnic employees in the UK. Over 2020/21, Middlesex has also been working to the Principles and Standards of Advance HE's Race Equality Charter to improve the representation, progression and success of BAME staff and students. The charter provides a framework through which institutions self-reflect on barriers standing in the way of BAME staff and students, and develop initiatives and solutions for action. Our aim is to seek the Bronze Institution Award in the first instance which recognises that the University has a solid foundation for eliminating race bias and developing an inclusive culture that values all staff. The submission of the application for the Award will take place in 2021/2022 and we have formed a REC Self-Assessment Team (SAT) who are providing support and challenge for University Leadership to

progress Race Equality, and who are overseeing the process for the Award submission.

A number of Employee Networks play a vital role in creating a positive, safe and open working environment for staff to learn about each other in an inclusive and respectful way. Our LGBT+ Network, Anti-Racism Network, Disability Network, Gender Network, Interfaith Network, and Parents and Carers Network are all proactive and successful in instigating and developing new ideas, raising awareness across different issues and experiences, and holding supportive and informative events. They are also instrumental in influencing policy through the University Equality, Diversity and Inclusion Committee.

To further improve our inclusivity, we are signed up to the Athena SWAN Charter, which aims to advance gender equality in higher education and research institutions. We have

achieved Bronze accreditation, which recognises that we have a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff. Middlesex has also signed up to Women in Higher Education Network (WHEN) which helps women – which includes trans women and non-binary people who are comfortable in a female centred community – achieve their ambitions and works with institutions to remove systemic and cultural barriers.

We are also placed in the top third of employers in the 2020 Stonewall Workplace Equality Index – the definitive benchmarking tool for employers to measure their progress on lesbian, gay, bi and trans inclusion in the workplace, and have established a Self-Assessment team to take forward our ambitions. We have renewed our Disability Confident Committed status and hope to work towards Disability Confident Employer status next year.

OUR PEOPLE AND CULTURE continued

SUPPORTING THE WELLBEING AND DEVELOPMENT OF OUR PEOPLE

In developing our 2031 strategy, we have revisited our Values and have a refreshed set of Community Principles which describe the culture that we aspire to (see 'Middlesex towards 2031' for an overview of our Community Principles).

At Middlesex we collaborate to create knowledge and put it into action. Work to support strategy implementation includes development of key Communities of Practice – learning-oriented groups bringing together staff, students and partners that focus on our priorities and take action to achieve our purpose – as well as the establishment of our Coaching Professional Programme to underpin our approaches to coaching and mentoring within our leadership.

We are a global Middlesex family that is caring, action-oriented, purposeful and inclusive. Our student and staff community is our strength and our community's wellbeing is core to all that we do. Our Wellbeing and Change Programme, Invest in You, supports staff to invest in their personal wellbeing and development with a wide range of sessions, the majority of which have continued to be offered online during the coronavirus pandemic. To help us regularly measure how we are doing against our vision and goals, and to engage our people on staff and cultural agendas, we use an agile staff engagement tool called CultureAmp.

This year we have successfully launched a new, online system to support personal Development and Performance planning and review for colleagues. We also offer an MBA Senior Leadership Apprenticeship for Middlesex staff which is designed to fit within the participant's working day, taking a blended learning approach with face to face lectures, online content, action learning sets and coaching. Each year we sponsor a cohort of women colleagues to participate in AURORA, a women only programme organised by Advance HE to encourage women in academic and professional roles



to develop leadership skills and maximise their potential. We have also signed up to the Technician Commitment, a sector-wide initiative led by the Science Council to ensure visibility, recognition, career development and sustainability for technical staff working in higher education and research.

This year we achieved an excellence rating from the Mayor of London's Healthy Workplace Award. We are an active member of the Healthy Universities network. We have recently expanded the provision of our Employee Assistance Programme, moving to a new provider in May 2021. The new offering provides staff with access to a greater range of mental and physical wellbeing resources, along with an expanded counselling provision. Our 'MDX KindMind' staffline, which offers confidential support and guidance to colleagues, aims to encourage staff to engage in earlier intervention and to take a more proactive approach to managing mental health.



OUR NEW STRATEGY

MIDDLESEX TOWARDS 2031

OUR PURPOSE KNOWLEDGE INTO ACTION

Our purpose is to create knowledge and put it into action to develop fairer, healthier, more prosperous and sustainable societies.

VISION

Our vision is to transform outcomes for individuals, communities and organisations and to empower people to change their lives.

STRATEGIC PRIORITIES

To achieve our purpose by 2031 we will focus on:

TRANSFORMING
LEARNING

CREATING
IMPACT

CONSTRUCTING
A LEARNING
ORGANISATION

MDX APPROACH

We will achieve our ambitions through our distinctive Middlesex approach:

Creative,
collaborative and
agile culture

Local and global
Communities
of Practice

Focusing
through our
Integrating themes

SPECIALISING THROUGH OUR INTEGRATING THEMES

EQUITY AND
IMPROVEMENTS
IN HEALTH AND
WELLBEING

SUSTAINABILITY
OF COMMUNITIES
AND THE
ENVIRONMENT

INCLUSIVE
SOCIO ECONOMIC
DEVELOPMENT
AND ENRICHING
LIVES THROUGH
CULTURE

OUR COMMUNITY PRINCIPLES



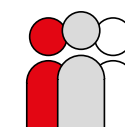
ACTION
ORIENTATED



RADICALLY
CREATIVE



RADICALLY
SIMPLE



LEADING IN
EQUALITY,
DIVERSITY
AND
INCLUSION



ACTION
ORIENTATED



ACTING WITH
CARE AND
INTEGRITY

STRATEGIC IMPLEMENTATION

EDUCATION

STUDENT
EXPERIENCE

RESEARCH &
KNOWLEDGE
EXCHANGE

ENGAGEMENT

INFRASTRUCTURE

GROWTH &
DIVERSICATION

EDUCATION, RESEARCH AND KNOWLEDGE EXCHANGE, AND ENGAGEMENT

Middlesex's future is built upon a foundation of excellence in practice-oriented education and impactful research and engagement. Home to the radically creative and curious, our global community is passionate about shaping a brighter, more inclusive and equitable world.

We have adopted a living strategy, tailored for a world that is constantly changing. Our purpose is to create knowledge and put it into action to develop fairer, healthier, more prosperous and sustainable societies. Our vision is to transform outcomes for individuals, communities and organisations and to empower people to change their lives. We work in partnership to bring disciplines, professions, sectors and cultures together to create solutions to complex problems. We work collaboratively at the leading edge of practice-oriented education and impactful research across our integrating themes (see page 27 for 'Integrating themes').

Creating knowledge and putting it into action means having practice at the heart of what we do. Our approach enables our learning community to embrace a culture of discovery and enquiry across our three interconnected activities of practice oriented education, impactful research and knowledge exchange, and engagement.

EDUCATION

Our students learn through activities and through experience, by doing, making and analysing. We foster innovation, encouraging our students to be creative and curious. They apply their advanced knowledge and skills to real-world and work-based projects that benefit society, the professions and business. We implement a flexible, blended approach, mixing digital content and high value, impactful, experiential learning and assessment, using technology to connect our global community of learners. Learning this way, our students develop the skills, behaviours and attitudes that they will use as changemakers and which employers want and need.

Our purpose in Education is to implement a creative model of high-quality global education that makes a transformative difference to learners, inspiring and equipping them to shape a better world. Middlesex provides highly accessible life-long and life-wide learning to inspire and enable learners from all backgrounds to be part of our global community. We connect learning, discovery and innovation and collaborate across the whole Middlesex family. We aim to facilitate an excellent experience for all our students by transforming the way that we provide support – working with students and our Students' Union as partners and co-leaders to develop a vibrant, global student community.

RESEARCH AND KNOWLEDGE EXCHANGE

We create new knowledge to further our University's purpose, benefiting society and the economy, the environment, enhancing health and wellbeing and enriching culture and communities. In research and knowledge exchange we foster interdisciplinary work, designing for impact.

Our purpose in Research and Knowledge Exchange is to create new knowledge which we and others put into action to create an impact on global challenges.

ENGAGEMENT

We are committed to engaging with society and excelling in collaboration. We bring together practitioners, academics and professional services with students and alumni to engage with individuals and organisations. We work with communities, businesses, policymakers and the public to tackle complex problems and create solutions.

Our purpose in Engagement is to work with others to create collaborative advantage aligned with our integrating themes, in support of education, research and knowledge exchange, and our civic agenda, whether on a local or global scale.



INTEGRATING THEMES

The integrating themes give us focus. They operate across our global network of campuses, include academics, professional services, students and alumni, and work across Education, Research and Knowledge Exchange, and Engagement.

Our community is committed to making a significant impact and contribution to the following global challenges:

- **Equity and improvements in health and wellbeing**
Taking action to make healthcare better for those who need it, we aim to reduce inequalities in people's care. Beyond healthcare, we are improving physical, mental and social health and wellbeing in all parts of society.
- **Inclusive socio-economic development and enriching lives through culture**
With a belief that entrepreneurship can be key for a fair and inclusive future, we foster skills for economic participation and success to build a more equal, caring and prosperous society. We use culture and creativity to enrich the lives of individuals and communities and we contribute to organisations of all types through impactful research and knowledge exchange.
- **Sustainability of communities and the environment**
Locally, nationally, and around the world, we support people to make their communities more sustainable and fairer and to protect the environment. Globally, our expertise influences economic, social and environmental policy and practice, enabling us to create change within communities.

SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals (SDGs) are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice. Our three integrating themes have clear links to these important goals, and each theme is relevant to a selection of the SDGs.

Middlesex is part of the SDG Accord which aims to inspire, celebrate and advance the critical role that Higher Education has in delivering the SDGs and the value it brings to governments, business and wider society. It also carries a commitment to do more to deliver the SDGs, to report annually on progress and to share learning with other educational institutions, both nationally and internationally.

INVESTING IN OUR SPACES



Our purpose in developing our infrastructure is to increase our global connectivity, flexibility and sustainability. We aim to use the appropriate blend of digital and physical resources to ensure learners have access to learning materials and processes at times and places that suit them. Our focus is on space to work creatively together and developing our global estate with blended learning and working as core drivers.

Middlesex has completed the replacement of our entire wired and wireless network infrastructure through our Network Transformation Programme and we are now starting to configure our network using Software Defined Networking (SDN) technologies, to provide improvements in network security, flexibility and manageability. As part of our ongoing systems maintenance and upgrade activities, work has been undertaken to upgrade our Finance and Student systems, we have commenced work on the retender for our Website Content Management System.

In support of our Police Apprenticeship programme, which is delivered in collaboration with three police forces and three other Universities, we have implemented a new Apprentice Management System and issued over 1,000 iPads for police apprentice use. We continue to keep our systems security arrangements under review, and strengthen these in line with our Cyber Security Strategy, this year a major development has been the rollout of Multi Factor Authentication to staff and student users of our Microsoft Infrastructure.

Our Hendon Hub development partnership with the London Borough of Barnet to provide some exciting teaching space and student accommodation has recently reached an important milestone with proposals now in the public domain.

Hendon-based Saracens Rugby Club are currently redeveloping West Stand to include a skills centre for our Sports Science and Nursing students. Construction has now commenced and we will be able to take occupation for our staff and students in summer 2022. This project will provide a state of the art healthcare facility which will replicate exactly the facilities that our healthcare students will meet in their professional careers (including two 4 bed bays, simulation suites and skills rooms for students studying for healthcare qualifications). This project will also provide a new much larger purpose built facility for our London Sport Institute where students will be given a strong foundation in the sciences around sport, exercise and health with access to cutting edge technologies, such as motion capture, force sensing plates embedded in walls and floors, full body scanning, computer analysis and analysis of blood, urine and cortisol.



ACADEMIC DEAN — FACULTY OF BUSINESS AND LAW



ACADEMIC DEAN OF BUSINESS AND LAW

JOB PURPOSE

The Academic Dean reports to the Deputy Vice-Chancellor (DVC), Provost and has overall responsibility for the Faculty's full range of activities including planning, budgeting and resource allocation, innovation, teaching, professional practice, research, knowledge exchange and administrative and technical support. A member of the University Management Group and University Deans Group, the Academic Dean has direct line management responsibility for senior staff in the Faculty including Deputy Deans and Heads of Department. The Academic Dean is responsible for academic excellence and delivery across the Faculty.

Working closely with the DVC, Provost, the Academic Dean will support the implementation of Strategy 2031 through collaborative working across internal and external networks and communities of practice.

WAYS OF WORKING

All members of the University Management Group will make a strong personal contribution to a collaborative leadership approach and operate as a coach for the staff that report to them. University Management Group members will be expected to uphold and role-model our values and to work for the good of the community.

MAIN DUTIES AND RESPONSIBILITIES

- Having overall responsibility for the Faculty's full range of activities including planning, budgeting and resource allocation, innovation, teaching, professional practice, research, knowledge exchange and administrative and technical support
- Managing the Faculty's activities to support the implementation of Strategy 2031 and deliver against Faculty key performance indicators
- Ensuring effective collaborative working across internal and external networks and communities of practice
- Leading and inspiring the Faculty's staff, building their engagement with the University, its values and aims
- Ensuring that financial, human, IT and physical resources are deployed effectively in support of agreed objectives for the Faculty
- Ensuring that the Faculty's programmes are financially sustainable, make sufficient contribution to the wider running costs and investment needs of the University, and offer the best possible student experience and outcomes, improving year-on-year
- Leading development of new, modified and improved programmes in response to student demand and employer needs, both within the Faculty and with other faculties
- Ensuring that the quality, standards and outcomes of all programmes, direct and collaborative, are maintained and enhanced
- Fostering a research and knowledge exchange culture which enhances Faculty outcomes and impact
- Developing and exploiting opportunities for working with business, public bodies and the community that contribute to student benefit and graduate outcomes, including research and knowledge exchange
- Creating a high-performance culture where the management of performance and professional development are appropriate at all levels
- Ensuring a structure within the Faculty that delivers its objectives effectively
- Ensuring the growth and diversification of Faculty income and contribution, delivering an end-of-year financial outturn position that equals or exceeds the budget
- Working with key stakeholders, including employers, professional and statutory bodies, schools and colleges, to ensure the viability, currency, recognition and reputation of our courses and other work
- Creating and developing strong networks and appropriate partnerships across a range of external stakeholders to promote the viability and reputation of the Faculty and University nationally and internationally
- Contributing to the leadership of cross-University projects and initiatives as required by the DVC, Provost and appropriate to the role holder's strengths and development
- Contributing as agreed with the DVC, Provost to teaching, practice and/or research
- Such other duties as may be reasonably required by the DVC, Provost.

CRITERIA

QUALIFICATIONS AND ACHIEVEMENTS

- Evidence of high personal and professional standing, normally recognised through Professorial appointment, with the required credibility to lead the Faculty and contribute to the University Management Group
- Educated to Doctorate level in a relevant discipline
- Evidence of continuous professional development.

EXPERIENCE/KNOWLEDGE

- A substantial record of academic leadership and management in a large, complex higher education provider, managing large teams and budgets to stretching performance standards
- A successful record of achieving performance improvements
- A sound understanding of the higher education landscape, and of national and international trends and opportunities
- Experience of building successful partnerships and relationships externally, including with employers and professional, statutory or regulatory bodies relevant to one or more of the subject disciplines in the Faculty
- Experience of building successful relationships and collaborations internally in a large, complex organisation, with evidence of collaborative working.

SKILLS AND ATTRIBUTES

- Strong leadership skills, including the ability to motivate and develop teams and individuals and to delegate effectively in order to achieve a high level of performance
- Excellent resource planning and management skills, including financial management and the ability to use innovation and creativity to solve complex problems
- Strong team working / collaboration skills including a commitment to ensuring that decision making is in the best interests of the University as a whole and fully aligned to University strategy
- Excellent communication skills, including the ability to use advocacy and negotiating skills to effect change
- The ability, agility and resilience necessary to deal with demanding workloads and deadlines
- Strong empathy with the mission and values of Middlesex University and a track record of action in support of equality, diversity or inclusion.



HOW TO APPLY

Applications should be submitted online through <https://jobs.mdx.ac.uk/Vacancies.aspx> by **5PM ON THE CLOSING DATE OF MONDAY 16 AUGUST 2021**

TIMETABLE AND SELECTION PROCESS:

Part 1 — online

Shortlisted candidates will lead a discussion with two stakeholder groups ‘Your Vision for the Faculty of Business and Law – implications and delivery’ on 10 September.

Part 2 — face to face (if possible)

Successful candidates will be invited to a formal interview on 17 September at Middlesex University, Hendon campus

A ten-minute presentation

‘What is your vision for the Faculty, your priorities for improving further the Faculty’s performance, and the style of leadership and approach to management that you would bring to the Faculty?’

FOR AN INFORMAL CONVERSATION PLEASE CALL:

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