



UNIVERSITY OF LEEDS



APPOINTMENT OF PROFESSOR AND HEAD OF THE SCHOOL OF MATHEMATICS



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EXECUTIVE SUMMARY



The University of Leeds is one of the UK's largest, most prestigious and diverse research-intensive universities. Ranked in the world's top 100 universities in the QS rankings, and a member of the Russell Group, it was named as the Times and Sunday Times University of the Year 2017. With an annual turnover of £635 million, more than 33,000 students and 7,800 staff, the University is making significant investments in student education, research and innovation, and extending its international reach. The campus is also being transformed to meet the needs and aspirations of students and staff.

As the largest of the four schools in the Faculty of Mathematics and Physical Sciences, the School of Mathematics is home to approximately 100 academic and academic-related staff, and 200 MSc and PhD students, making it currently one of the largest in the UK. The School comprises three departments, of applied mathematics, pure mathematics and statistics and financial mathematics, within which reside world-leading groups in astrophysical and geophysical fluids, mathematical logic and shape analysis. In the Research Excellence Framework (REF) 2014, the School was ranked in the top ten in the UK for Mathematics for the quality of its research.

The University is now seeking to appoint an experienced mathematician at professorial level as Head of School of Mathematics. The new head will have responsibility for the continuing development and delivery of the school's academic strategy whilst also contributing, as a member of the management team of the Faculty of Mathematical and Physical Sciences, to the development and implementation of the faculty strategy.

Candidates for the post will have a track record of leadership and management in a relevant context, a proven ability to drive and to implement change successfully, and a demonstrable record of collaborative working. The successful candidate will bring to the school an ability to think strategically and creatively, a proven record in leading world-class research in mathematical sciences, and a commitment to the highest quality mathematics education.

UNIVERSITY OF LEEDS – FURTHER INFORMATION



The University of Leeds, a member of the prestigious Russell Group, is home to over 33,000 students from 151 countries and is the third largest employer in Leeds, with over 7,800 staff. A cosmopolitan campus, the University has an international student population of 1,277 from EU countries, 5,697 from other international countries and staff of 99 different nationalities.

The University is also a founder member of the World Universities Network (WUN) a global alliance of major international higher-education institutions gathered from the UK, North America, Asia, Africa and Australia.

CAMPUS DEVELOPMENTS

In recent years the University has undertaken an ambitious capital-investment programme of £520 million, to further strengthen the University's positioning as a top higher education institution in the UK. The developments include state-of-the art undergraduate provision in the recently completed £26 million Laidlaw Library and the construction of a £96 million Integrated Campus for Engineering and Physical Sciences.

For further details, please visit:

<http://campusdevelopments.leeds.ac.uk/projects/>

VALUES

The University's core values, which shape key elements of the University's Strategic Plan 2015–2020, are as follows:

- academic excellence: knowledge, academic freedom, critical independence, creativity, innovation and world-class performance;
- community: public service and citizenship; collegiality, teamwork and mutual respect;
- integrity: openness, transparency and honesty;
- inclusiveness: diversity, equal opportunity and access; and
- Professionalism: provision of effective and efficient customer focused services in all aspects of our work (internally and externally).

To download the University's strategic plan 2015–2020 visit:

www.leeds.ac.uk/downloads/download/72/corporate_publications

UNIVERSITY STRUCTURE



The University comprises eight academic faculties, each further broken down into a combination of schools, institutes and centres:

- Faculty of Arts, Humanities and Cultures
- Faculty of Biological Sciences
- Faculty of Business
- Faculty of Education, Social Sciences and Law
- Faculty of Engineering (including the School of Computing)
- Faculty of Environment
- Faculty of Mathematics and Physical Sciences
- Faculty of Medicine and Health.

For more information about the University's faculties please visit:

www.leeds.ac.uk/info/130500/faculties

FACULTY OF MATHEMATICS AND PHYSICAL SCIENCES



The Faculty of Mathematics and Physical Sciences brings together experts in chemistry, food science, mathematics, nutrition, physics and astronomy, to deliver teaching and research through the following four schools:

- Chemistry
- Food science and nutrition
- Mathematics
- Physics and astronomy.

The faculty is committed to maintaining the highest standards of research, innovation and student education. Research feeds directly into teaching, ensuring that courses are at the forefront of thinking in their respective fields.

RESEARCH

In the 2014 Research Excellence Framework (REF), the impact of research carried out in all schools within the Faculty of Mathematics and Physical Sciences was rated as either 'world-leading' or 'internationally excellent'. The Faculty was particularly highly rated for research impact and the research environment.

The Faculty is particularly supportive of interdisciplinary activity and contributes to many of the University's areas of excellence.

FACULTY OF MATHEMATICS AND PHYSICAL SCIENCES

EQUALITY AND INCLUSION

As part of our continued commitment to equality and inclusion, we strive to create an environment where everyone can reach their full potential and have a real opportunity to participate in and contribute to our activities.

ATHENA SWAN CHARTER

The Faculty of Mathematics and Physical Sciences has received a prestigious Athena SWAN Bronze Award from the Equality Challenge Unit, the national body that promotes equality in the higher education sector.

This award represents the combined efforts of all four schools in the Faculty and shows the positive actions we have taken to ensure that policies, processes and ethos all promote an equal and inclusive environment for work and study.

More information about the Faculty of Mathematics and Physical Sciences may be found [here](#).



SCHOOL OF MATHEMATICS



As the largest of the four schools in the Faculty of Mathematics and Physical Sciences, Mathematics is home to approximately 100 academic and academic-related staff, 100 PhD students, 100 MSc students and 1000 undergraduates from 15 countries, making it currently one of the largest in the UK.

The School offers 11 (with variants) single- and joint-honours undergraduate degree programmes and 7 postgraduate taught programmes, as well as being involved with a further four undergraduate joint-honours programmes that together emphasise opportunity and choice, such as options for a year in industry, a year abroad and employability skills. At post-graduate level, the MSc in Data Science and Analytics is burgeoning rapidly.

RESEARCH AND INNOVATION

In the Research Excellence Framework (REF) 2014, the School was ranked in the top ten in the UK for Mathematics for the quality of its research. The unitary school comprises three departments, of applied mathematics, pure mathematics and statistics and financial mathematics, within which reside world-leading groups in astrophysical and geophysical fluids, mathematical logic and shape analysis. The School's reputation was further enhanced in recent months by two of its members winning highly competitive fellowships totalling £2.5 million. School staff are actively involved in conducting and extending scope for interdisciplinary research on a number of fronts: with the Leeds Institute for Data Analytics, which brings together over 200 researchers and data scientists in the University of Leeds; through its collaboration with engineers and environmentalists in a number of successful CDT programmes; and, through ongoing plans to harness the School's expertise in a Leeds Institute for Fluid Dynamics (LIFD) for raising the levels of both research income and institutional reputation.

SCHOOL OF MATHEMATICS

Strategic investment in research is conducted on a number of fronts focussing on career development within the School. For example: the School regularly extends postdoctoral positions via a programme of academic development fellowships (11 in the last three years); its research committee regularly invites academics to apply for funding to facilitate meetings at, and visits of national and international collaborators to, its dedicated **Research Visitors' Centre**; the School has a policy of freeing up time for all researchers and grant applicants by having its Senior Teaching Fellows taking on the most significant governing roles in student education, and by appointing Tutorial Assistants.

The School operates with a strong spirit of collegiality, transparency and accountability, and has a firm commitment to equality, diversity and internationalism. The majority of recent appointments have been non-UK academics, and approximately 55 per cent of our permanent staff were recruited from non-UK institutions. Moreover, the School has in recent years developed an atmosphere of inclusion that has not only significantly improved its female-to-male staff ratio but has also resulted in the implementation of additional supportive measures. For example: candidates for academic positions in the school are now asked to present their views on equality, inclusion and diversity; in 2019 the School will host a Daphne Jackson Fellowship (these help **STEM** academics return to a research career after a break); and, the School regularly hosts workshops, and will in future offer short-term (1-2 weeks) fellowships to enable early-career mathematicians from developing countries to come to Leeds.

Further information on research and innovation within the School of Mathematics may be found [here](#).



ROLE DESCRIPTION



The University is seeking to appoint a Professor who will serve as a leading academic in the School of Mathematics and who will take on the key academic leadership role of the school. Reporting to the Executive Dean, the Head of School will be responsible for the continuing development and delivery of the school's academic strategy whilst also contributing, as a member of the management team of the Faculty of Mathematical and Physical Sciences, to the development and implementation of the faculty strategy.

As a Professor and Head of School, your main duties will include:

- Establishing and leading not only an effective school-management team but also management of staff within the school.
- Leadership of the academic development of the school and development and implementation of faculty strategy.
- Membership of the faculty management committee; assisting the Dean with the general management of the faculty and contributing directly to wider leadership.

- Accountability and responsibility for ensuring that the school operates in accordance with Faculty and University policies and procedures.
- Management of financial planning, monitoring and allocation of resources in alignment with School and Faculty objectives and priorities to achieve financial and academic sustainability.
- Contributing to the development and implementation of the faculty estates strategy; establishing a clear operating model for the school's resources aligned with faculty strategy.
- Ensuring effective health-and-safety management in the school; ensuring compliance with both legal and University health and safety requirements.
- Demonstrating a commitment to continuing professional development in leadership as well as to academic pursuits.

These duties provide a framework for the role and should not be regarded as a definitive list.

PERSON SPECIFICATION



Candidates for the role will be expected to demonstrate appropriate levels of experience and skill to enable them to achieve the requirements of the job description.

The following demonstrable qualifications, experience, skills and abilities will be required:

As a Professor and Head of School, you will have the following:

- Leadership and vision: clear vision: ability to secure commitment from School staff to vision; ability to initiate and to manage change, to earn credibility, to inspire colleagues, to accept responsibility; integrity and fairness.
- Strategic thinking and planning: defining and articulating student-education and research-and-innovation strategies, priorities and imperatives; understanding of strengths, weaknesses, opportunities, threats; long-term thinking; the ability to develop achievable student-education and research-and-innovation plans; the ability to take decisions on time, even in uncertain circumstances.
- A track record of integrating research with learning and teaching: to deliver an excellent student experience, and an ability to lead the development of a portfolio of modules or courses.
- An excellent track record of research and publications in mathematics or statistics: meeting international standards of academic excellence and impact, including a significant quantity of 3* and 4* REF-equivalent published research making a lasting and significant mark within the discipline.

PERSON SPECIFICATION

- Sustained levels of research funding: individually and/or in collaboration.
- Expertise and academic excellence: credibility and influence (externally and internally) through depth and breadth of expertise; the ability to give professional support and direction to others; the ability to seek, review and apply best practice from elsewhere.
- Creativity and judgement: original ideas; a creative approach; sound judgement, including self-awareness; the ability to encourage ideas, initiative and innovation in others; the ability to take account of all 'stakeholder' requirements, to influence, to network, to understand and to operate effectively within different political environments.
- Personal effectiveness/self-management: the ability to respond flexibly and with resilience to the demands of delivering a complex management role in a pressurised environment, along with a commitment to own professional development.
- Proven experience of leading and developing others: including the ability to establish and to communicate clear standards and expectations; the ability to delegate effectively and appropriately, and to give constructive feedback and respond to feedback from staff; the ability to monitor and to address performance and to build trust, good morale and teamwork; promoting a collaborative environment within the school and proactively contributing to the professional development of academic staff.
- Commitment to diversity: the ability to demonstrate an understanding of the diverse nature of the University's community and an ability to work with staff, students and visitors from a wide range of backgrounds.
- Communication and interpersonal skills: the ability to negotiate, to influence and to listen; effective oral and written communication, presentation and media skills; the ability to network across and beyond the University and to act as an advocate; to promote and to maintain effective professional relationships.



ADDITIONAL INFORMATION



The tenure of the appointment as Head of School to be agreed between the successful candidate and the Executive Dean; the Professorial appointment will be ongoing.

The role has a workload remission of 0.6FTE, as part of the full-time appointment, though we will review this on appointment: if particular circumstances dictate, we may change the percentage.

You will receive a payment of £7,770 a year, comprising a £3,885 recurrent addition to salary and a £3,885 honorarium.

You will report to the Executive Dean of the Faculty.

Research and administrative support

You will be entitled to be supported by a research fellow in their specialist research area, appointed at Grade 7 for the duration of the role, though an alternative form of research support may be agreed. A PA will support administrative aspects of the post.

Candidates with disabilities

Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our Accessibility information page or by getting in touch with us at disclosure@leeds.ac.uk.

CRIMINAL RECORD INFORMATION Rehabilitation of Offenders Act 1974

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment to this role will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our Criminal Records information page.

LIFE IN LEEDS



CONTEXT, HOUSING AND CAMPUS LIFE

Leeds City Region is the largest city region economy outside London with a population of three million people, 1.4 million employees in 109,000 businesses, and economic output of £60.5 billion.

The thriving city of Leeds is the UK's third largest and fastest growing city and the largest financial, legal and business services centre outside London. Located close to the city centre, the University plays a significant role in the economic, social and cultural development of the region.

The Yorkshire region offers a diverse range of areas to live; from a modern city centre and leafy suburbs in Leeds to lively, yet traditional, market and spa towns such as Ilkley and Harrogate; and a range of village and rural settings.

The University campus is vibrant and diverse, offering state-of-the-art facilities and hosting a wide range of academic, cultural and sports activities and events for staff, students and the public.

From small clubs to international events, sporting fixtures to theatre and music performances, there are always opportunities for people to come together.

The University has ambitious and exciting plans for its future academic development based on a commitment to support the professional aspirations of staff and the energy, enthusiasm and talent of our students. We need brilliant and inspiring people to help us build on our existing strengths and achievements and to deliver a new and exciting future.

You can find further information on why Leeds is a great place to live and work on the relocate website: <http://relocate.leeds.ac.uk/>



APPOINTMENT PROCESS



The Head of School will be appointed by a Selection Committee, chaired by the Vice-Chancellor, and advised and assisted by the University's executive search partners, Perrett Laver.

For a confidential discussion about the role, please contact Professor Steve Scott, Executive Dean via S.K.Scott@leeds.ac.uk or Yana Shevkirova at Perrett Laver via yana.shevkirova@perrettlaver.com or +44 (0)207 340 6208.

Applications should consist of your CV and full publication list, together with a covering letter that includes a statement of your research, your approach to student education, the way you might lead the development of the School, and how you could contribute to fostering a diverse and inclusive academic community.

Completed applications should be uploaded at <https://candidates.perrettlaver.com/vacancies/> quoting reference **3757** by **midday (GMT) on Monday 8th October**.

Applicants are asked to provide suitable daytime and evening contact details.

The University of Leeds is an equal opportunities employer. We welcome applications from all sections of the community regardless of gender, ethnic origin or disability.

Women and members of ethnic minorities and disabled people are under-represented in the University in posts at this level and the University would therefore particularly welcome applicants from members of such groups whilst, however, affirming that the appointment will be made entirely on merit.

In accordance with the University's commitment to equality and diversity, candidates are asked to complete the Equal Opportunities Monitoring Form enclosed with this appointment details document and submit it with the application.

Longlisted candidates will be invited for interview with Perrett Laver, following which the Selection Committee will agree a shortlist. Shortlisted candidates will be invited to attend informal sessions and formal interviews in Leeds.