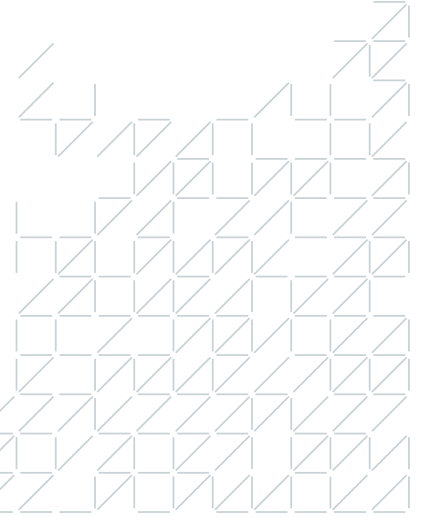


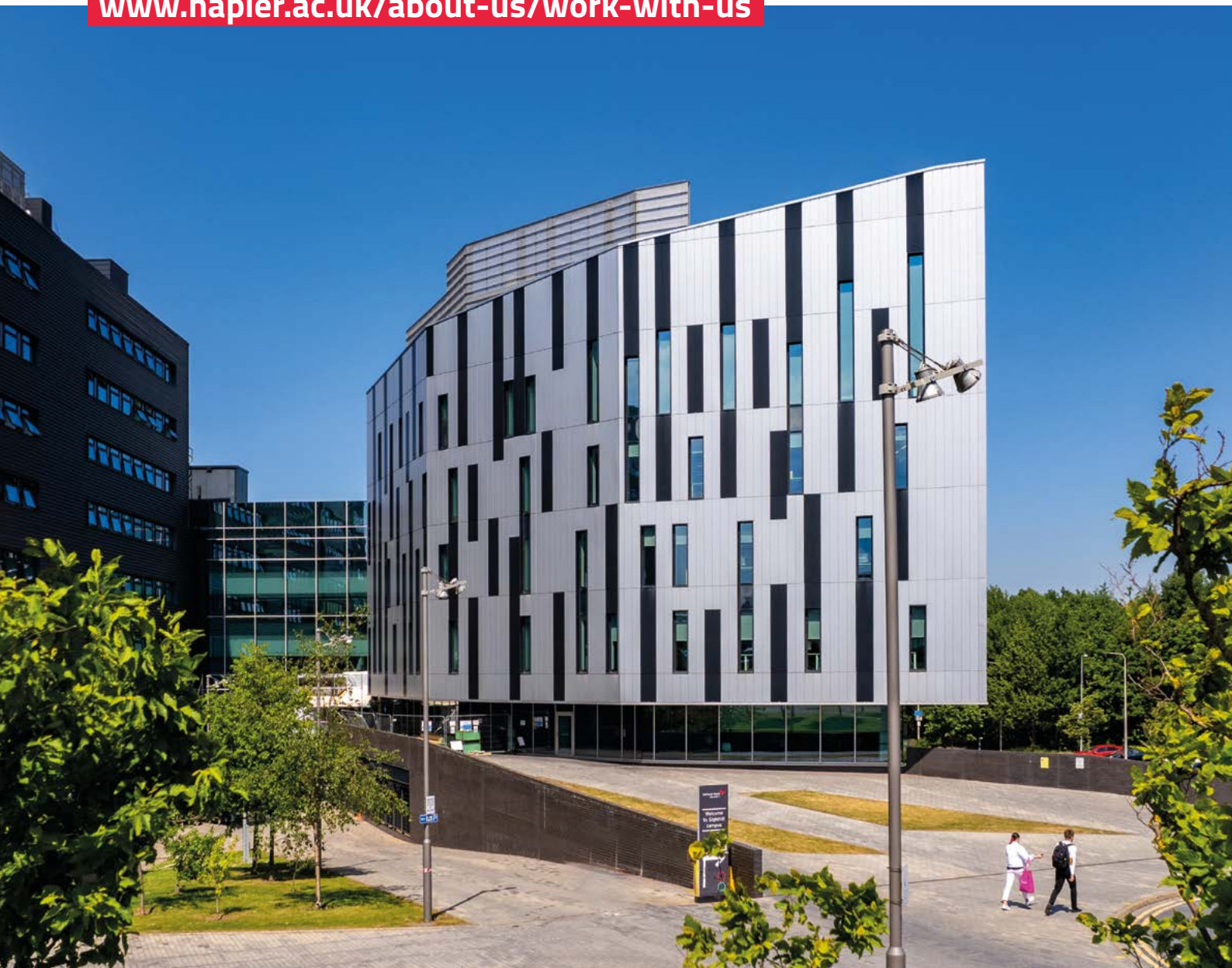


# Dean of the School of Health & Social Care

Recruitment information pack



[www.napier.ac.uk/about-us/work-with-us](http://www.napier.ac.uk/about-us/work-with-us)



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## Introduction from the Principal

I am delighted that you are interested in joining Edinburgh Napier University as Dean of the School of Health and Social Care.

I would like to take this opportunity to tell you a little about the University. We are a University with energy, passion, drive, and ambition – characteristics that attracted me to the University over ten years ago. The inclusivity and warmth of our community of students and colleagues underpins our work and our engagement with the communities we serve here in Scotland and beyond.

We want ambitious people to grow and develop, where they are challenged and supported to enjoy fulfilling careers. We value, recognise and reward colleague contributions and achievements, and most importantly we take collective pride in everyone's success. Our culture and our interactions with each other are underpinned by our values – professional, ambitious, inclusive, and innovative, and we actively live these across the University.

The Dean of School is a role that offers a great opportunity to make a real difference and to develop your career in a dynamic and supportive environment.

This candidate brief describes the knowledge, experience, and skills we are seeking as well as detail on how you can apply for the role. If you are excited and motivated by our vision, values and strategy and can bring strong leadership and direction to the work of the School and Broader University, then I would be delighted to hear from you.

**Andrea Nolan**

**Principal and Vice Chancellor**

## The opportunity

Edinburgh Napier University is a leading modern university that prides itself on being the home of difference makers. We are seeking to appoint a visionary and ambitious Dean of the School of Health and Social Care, who will be part of the Senior Leadership Team of the University and play a key role in delivering the University's ambitions.

Our School of Health and Social Care, one of five schools at Edinburgh Napier, is a vibrant academic community, committed to ensuring a world-class learning experience and to the delivery of outstanding quality and pioneering research, with a focus on practical and applied results. The School has a profile that goes well beyond borders and an impact that reaches around the world.

### The role:

This is an exciting time to consider a Senior Leadership role at Edinburgh Napier University. The Dean of the School of Health & Social Care is a role that offers a great opportunity to make a real difference. Our School is driving the health agenda, influencing everything from policy and workforce planning, to education, research, and practice.

The successful candidate will be an exceptional leader who shares our commitment to building on our current achievements; provides strategic direction for growth within our School; develops, builds, and maintains collaborative and enterprising links with industry and practice; and who proactively seeks out opportunities to champion our work.

To be appointed as Dean of the School of Health and Social Care, you will evidence an excellent record of leadership in your field, you will be well connected across healthcare and/ or related fields, with a strong academic profile.

For a detailed list of the requirements, you can read the full role profile [here](#).



## The School of Health and Social Care



The School of Health and Social Care is one of the largest providers of midwifery and nursing education in Scotland and has an international reputation for excellence in these academic disciplines. The school also offers a range of postgraduate programmes, including successful pre-registration postgraduate programmes in occupational therapy, physiotherapy, and social work.

The school is a vibrant teaching and research environment which creates and supports personalised learning and research opportunities for students, colleagues and partners that nurture talent, create knowledge and shape communities around the world. We are committed to interprofessional learning and provide opportunities for all our pre-registration students to learn with, from and about each other, to promote excellence in their collaborative practice as graduates.

Working with private organisations, public bodies, and leading charities, we've built partnerships that underpin innovative research and enterprise activities. Research in our School is multi-disciplinary, and our work aims to make a positive, real-world impact on health and social care practice for local, national, and international communities. Our School performance in REF 2021 UoA3 was excellent, confirming that we are undertaking applied health research with impact on international and world-leading standards. We have two growing research centres, the Centre for Cardiovascular Health Research and the Centre for Mental Health Policy, Practice and Law. Other areas of research excellence in the school include maternal health, public health, and health and social services.

The school has a growing portfolio of international and online education. We have a well-established partnership with the Management Development Institute of Singapore (MDIS). Colleagues from the School travel to Singapore to teach on our thriving BSc Nursing Studies top up degree, where around 200 qualified nurses graduate with our Edinburgh Napier University degree each year. We have recently established a new MSc Healthcare Management with MDIS, also involving overseas delivery. In addition to these transnational education programmes, we have a growing population of international students who come to Edinburgh to study a range of our master's degree programmes. We also have a growing portfolio of internationally accessible programmes via the University's Global Online platform. Here, students register from around the world to study our BSc Nursing Studies (top up) and our Master of Public Health programmes. Future plans include new opportunities for international students to study towards entry to our master's programmes via the newly established Edinburgh Napier University International College (ENUIC).

We aspire to continually enhance the student experience on all our professional programmes, through the delivery of intellectually stimulating, research-rich education, taught by internationally renowned, expert academics and practitioners in their field of study. From the highest standards of teaching, delivered by an exceptional academic team, to ground-breaking research, we are setting our Health & Social Care School apart as the best of its kind in the UK.

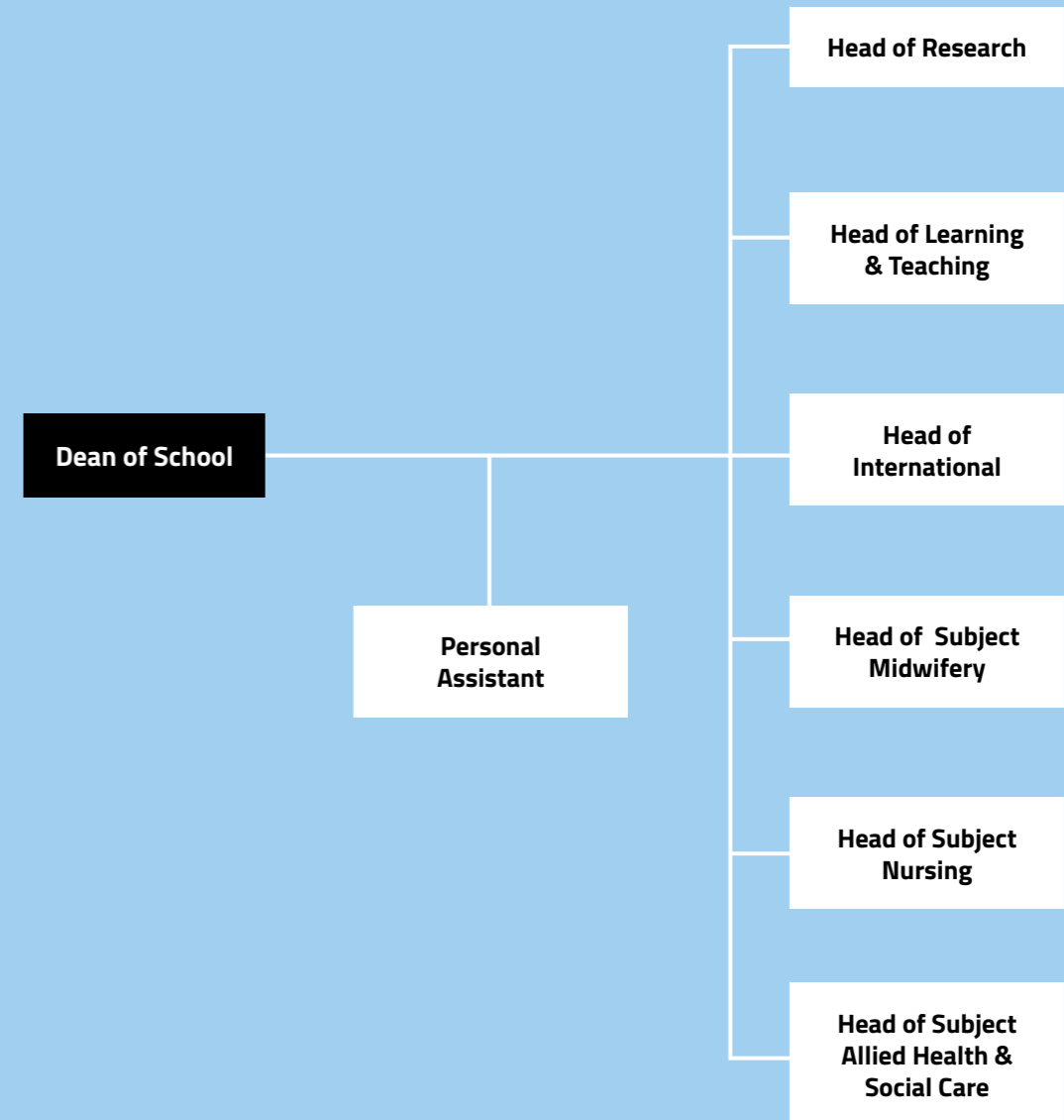
More than  
**3,500**  
students

Over  
**150**  
colleagues from a wide range of  
health and social care professional  
academic disciplines deliver  
across the following subject groups

- Nursing
- Midwifery
- Allied Health and Social Care Science

**98%**  
of our pre-registration Nursing  
& Midwifery students go  
straight into work or further  
study and we provide best  
practice learning placement  
opportunities with NHS and  
third sector health and social  
care providers for our students.

### School structure



Edinburgh Napier has more than

**19,000**  
students

Our students come from more than

**130**  
countries

**95%+**

of our graduates are in work or further study 15 months after graduation

HESA 2019/20

**Top university in Edinburgh for student satisfaction**

four years in a row

NSS 2023

**Top modern university in Scotland**

for research power and research impact

REF 2021

## Edinburgh Napier University

We trace our origins to the opening of Napier Technical College in 1964, built around John Napier's 16th Century tower house (which celebrated its 500th birthday in 2014). Following the 1992 Higher Education (Scotland) Act, Napier Polytechnic became Edinburgh Napier University in 2009 to associate itself more clearly with the city.

Today, Edinburgh Napier is a University with a reputation and impact that stretches far beyond our shores. Our transnational education programmes (TNE) make us the largest UK higher education provider in Hong Kong, with successful programmes in Singapore, China, Sri Lanka, and Myanmar. With strong industry links and an outstanding body of research – more than half of which is rated as world-leading or internationally excellent – we are an increasingly prominent member of the global community.

The University has five schools:

- The Business School
- School of Applied Sciences
- School of Arts & Creative Industries
- School of Computing, Engineering & the Built Environment
- School of Health & Social Care

We create and support personalised learning and research opportunities for students, colleagues and partners that nurture talent, create knowledge and shape communities around the world.

For the academic year 23/24, we have more than 19,000 students from over 130 nationalities. We have been voted best University in Edinburgh for overall student satisfaction for four years in a row (NSS 2020, 2021, 2022 & 2023) and were also voted the top Scottish modern university for research power and research impact (REF 2021) and a top 5 UK modern university for career prospects (Guardian University Guide 2024).

We have bold ambitions to grow our academic reputation, deliver an excellent personalised student experience and build innovation, enterprise, and citizenship, to internationalise our work. We aim to attract colleagues, students, researchers and partners with the skills, knowledge, expertise and potential to deliver high quality education, advice, and research. In short, we aim to make a positive impact on society and the economy.

Join us and you'll find that we support ambition, recognise achievement, and encourage innovation in every one of our people. Working at Edinburgh Napier University is beyond a job, it's a future full of progression and reward.

**Find out why you should join Edinburgh Napier in the video below.**



## Our Purpose Strategy and Values



Our purpose is to deliver high quality education and research to add value to the social, cultural, and economic capital of our communities and shape their development.

We want to be recognised as a university that acts with respect and integrity and creates an environment where everyone involved feels proud, confident, challenged, and supported.

Building on the success of Strategy 2020 we recently launched our new strategy, shaping our Future: Driving Distinctiveness, incorporating three new strategic objectives along with a commitment to growing sustainably:

### **Build Careers - Create Opportunities.**

Our culture of personal growth, coupled with our flexible, innovative, and holistic learning, will enable students and colleagues to shape their development and flourish in their careers.

**Grow Networks - Connect Communities.** Creative collaborations, locally, nationally & internationally will provide an educational portfolio that both shapes & responds to the needs of business and society.

### **Advance Knowledge - Deliver Impact.**

Our research & knowledge exchange will address 'live' challenges, underpin our teaching, and influence professional practice and policy, driving key societal, economic, and environmental impacts.

**Grow Sustainably.** Grow & diversify our income and take progressive action to achieve net zero carbon in our operations by 2030. We will also seek to minimise both our wider & legacy carbon footprint & influence sustainable practices within & beyond our campuses.

Find out more about our Strategy [here](#).

Our values help us all work towards the same goals at the University. They help create our purpose, support our vision, and shape our culture. People are at the heart of all we do here at Edinburgh Napier University. We want to be recognised by colleagues, students and our external partners as a University that acts with respect and integrity. Through our values, we will create an environment where everyone involved feels proud, confident, challenged, and supported:

- **Professional** - Being passionate about working at the University and taking pride in how we are all perceived.
- **Ambitious** - Aspiring to continuously improve ourselves, the University and our student.
- **Innovative** - Proactively seeking out new, different, or more effective ways of working to make a positive difference to the University.
- **Inclusive** - Contributing to a sense of support, belonging and respect that includes everyone associated with the University equally without restriction or discrimination.

## Your Rewards

Working with Edinburgh Napier University offers much more than a salary. All colleagues are encouraged and supported in their career development, with opportunities to take on new challenges, develop new capabilities and realise their professional potential.

Senior Manager salaries are reviewed annually in line with the 'My Contribution' Performance Management Cycle.

We also offer a wide range of benefits, ensuring that your contribution and performance are well rewarded in every way possible:

### Your Future

- Highly competitive employer pension contribution
- Continued professional development support.

### Peace of Mind

- Death in service benefit for pension scheme members
- Access to Occupational Health
- Discounted optional Employee Healthcare for colleagues and their immediate family.

### Lifestyle

- Employee Assistance Programme
- Excellent holidays – 41 days
- Flexible working options
- Cycle to work scheme.
- Enhanced family friendly, caring leave and sick pay entitlements

### Savings

- Discounted gym membership
- Savings and borrowing; provided by Scottish Universities Community Bank
- Guidance, education, and support on all money matters by Salary Finance
- Discounted shopping through Vivup.

For a detailed list of benefits that each role offers, please contact the Talent Acquisition team at [recruitment@napier.ac.uk](mailto:recruitment@napier.ac.uk) or on **0131 455 5600**.

**12** Festivals over  
**12** months

A city of foodies,  
Edinburgh is home to five  
Michelin Star restaurants  
and a further two awarded  
the Bib Gourmand

Edinburgh's residents are  
some of the happiest –  
with Edinburgh topping  
recent polls as the best  
place to live in the UK

Edinburgh has  
**112**  
parks in the city, as well  
as more trees per head  
of population than any  
other city in the UK

More than  
**70km**  
of specially created  
traffic-free cycle paths  
criss-cross the city



## Living and working in Edinburgh

Edinburgh is one of the UK's most prosperous cities outside of London and is a prominent financial centre which has long held a reputation for high quality education and academic excellence. While many visit Scotland's capital during its various festivals – particularly during August – the city is one of Europe's great cultural centres, offering a rich heritage all year round. There are museums and art galleries across the city, live music venues, hidden markets, and more history than you can possibly imagine, not to mention an astonishing selection of cafes, pubs, and clubs.

Edinburgh offers the perfect balance for family life – while it may be a capital city, its various urban

villages offer a community feel. Dotted with parks and gardens large and small, the city is home to more green spaces than any other city in the UK. Beyond the city limits, a green belt of countryside gives way to some of Scotland's greatest 'great outdoors'.

As an iconic, prosperous city and the capital of an ambitious, forward-thinking country, Edinburgh is the perfect home for a university like Edinburgh Napier – and the perfect home for people like you.

[www.napier.ac.uk/about-us/our-location/about-edinburgh](http://www.napier.ac.uk/about-us/our-location/about-edinburgh)



## Application Process

The recruitment process will be overseen by our appointed advisors, Perrett Laver.

For an informal conversation about the role please contact the University's appointed advisors, by contacting Research Associate, Arshya Dayal at [Arshya.Dayal@perrettlaver.com](mailto:Arshya.Dayal@perrettlaver.com) at or **+44 (0) 20 3928 7392**.

Applications should consist of a covering letter addressing suitability against the person specification and a full curriculum vitae.

Applications can be uploaded at [candidates.perrettlaver.com/vacancies/](https://candidates.perrettlaver.com/vacancies/), quoting reference number 7111.

The closing date for applications is **Sunday 3rd March 2024**.

The appointment panel will convene following this to decide upon a shortlist. Shortlisted candidates will subsequently be invited to first stage interviews in late April.