



Associate Dean - Research

Job Summary

Robert Gordon University (RGU) offers staff and students alike a distinctive, professionally-focused academic environment in which our demand-led teaching helps individuals to develop and prosper. With internationally recognised strengths across a wide range of educational areas, and one of the most beautiful campuses and regions in which to live and work in the UK, we offer a unique platform on which to develop their academic careers.

The School of Pharmacy, Applied Sciences and Public Health is a vibrant academic and clinical skills community that provides a variety of science and clinical education and research in the North East of Scotland. The School is housed in a state-of-the-art building designed to provide a stimulating and enjoyable learning experience. Our research community conducts multidisciplinary laboratory and practice-based research addressing major issues for people, the environment and in bioscience. This diverse portfolio includes clinical and sports biomechanics, environmental and biomedical research, nutrition, pharmacy and public health practice based research alongside formulation sciences

You will work closely with the Dean to develop and maintain systems and a culture which support and monitor high quality research in the School and contribute to the wider University research strategy. You will also contribute to the academic leadership of the School and facilitate collaborative working with other Schools in relation to research whilst maintaining their own research activities.

We are seeking an inspiring and strategic academic leader with a strong track record of research excellence, including securing external funding and producing internationally recognised publications. You will bring substantial experience in academic leadership, interdisciplinary research, and the management and development of academic and research staff, fostering a culture of collegiality, ambition, inclusion, and high performance.

With a deep understanding of the higher education research and knowledge exchange landscape, including REF and KEF, you will be skilled in developing and implementing strategies, processes, and partnerships that align with institutional priorities and deliver measurable outcomes. The role requires a proven ability to lead complex change, achieve demanding performance targets, attract and oversee major research projects, supervise doctoral researchers, and build sustainable collaborations that enhance research and knowledge exchange activity.

As per the UKVI immigration rules, this role may be eligible for sponsorship under the Skilled Worker route. Sponsorship under this route is dependent on factors specific to the applicant and if tradeable points can be used under the rules.

This post is subject to a Disclosure Scotland check. For more information visit: <https://www.mygov.scot/basic-disclosure/>

Informal enquiries regarding this opportunity are welcome and should be addressed to: Susie Walsh, Dean, School of Pharmacy, Applied Sciences and Public Health.

Job Description

RESPONSIBLE TO: Dean of School

RESPONSIBLE FOR: Academic staff within school

PURPOSE OF POST: To work with the Dean to develop and maintain systems and a culture which support and monitor high quality research in the School and contributes to the wider University research strategy. The post holder will also contribute to the academic leadership of the School and facilitate collaborative working with other Schools in relation to research.

MAIN DUTIES: The post holder will be required to prioritise and manage a diverse workload comprising the following elements:

- Membership of the School Management Group, with responsibility for contributing to the leadership of the School;
- Convene the School Research Committee and be a member of the University Research Committee;
- Lead and manage the School's contribution to the University Research strategy and plans and ensure its successful implementation;

- Facilitation and leadership of the School Plan, specifically related to research activity;
 - Oversight of research support such as mentoring, seminars, grant proposal writing, impact case study development, conference attendance and publication support;
 - Management of research performance monitoring;
 - Maintain links with external research bodies and enable connections between the School and those bodies;
 - Contribute to the ongoing preparation for REF;
 - Be a main point of contact, internally and externally, for significant matters related to research activity in accordance with the School Plan;
 - Research related academic misconduct hearings;
 - Represent school on university committees as appropriate; • University complaint investigations;
 - Oversight and convene School specific postgraduate research related courses;
 - Work closely with the Vice-Principal Research & Community Engagement, other Associate Deans for Research and the Head of Research Strategy, Culture and Performance to enhance all aspects of research, knowledge exchange and impact;
 - Line Manage academic staff.
- Any other duties that may be relevant to the role

Person Specification

ESSENTIAL REQUIREMENTS

Qualifications and Professional Memberships:

- PhD in a relevant discipline to the school

Knowledge & Skills:

- Strong track record of innovative research including securing research funding and producing international quality publications.
- Knowledge and experience of external assessment frameworks (REF/KEF).
- Ability to effectively develop and implement strategies to achieve desired outcomes and KPI's
- Knowledge and understanding of Higher Education policy in relation to research and knowledge exchange and how to instigate and embed sustainable change.
- Excellent understanding of equality, diversity and inclusion legislation and good practice and commitment to its application.

Experience:

- Substantial experience of academic activity in subject areas relevant to the school
- Experience of engaging in interdisciplinary research
- Experience of line managing Academic/Research staff Proven ability of providing clear and effective leadership, coaching and mentoring to help promote a culture of collegiality, ambition, and productivity.
- Experience of developing/ implementing new processes/procedures and ensuring that they align with broader University strategy and so can be translated at a school level Experience of preparing and leading research projects, attracting external funding, publishing project outcomes, and supervising Doctoral Researchers.
- Developing strategic partnerships to support research and knowledge exchange related work.
- Proven track record of achieving high level performance targets and managing, directly and indirectly, others to successfully meet their performance targets against competing priorities.
- Proven ability to think and plan strategically, to manage complex change projects, and engage staff and stakeholders through this process.

- Experience of developing/ implementing new processes/procedures and ensuring that they align with broader University strategy and so can be translated at a school level.

DESIRABLE REQUIREMENTS

Qualifications and Professional Memberships:

- Senior/Principal Fellowship of the HEA

Experience:

- Leading on research strategy development and implementation.
- Engaging in national/international liaison and stakeholder networks.
- Managing change in a challenging and dynamic environment.
- Experience of contributing to strategic management decisions

Behaviours

Behaviour 1: Communication - Ability to receive, understand and convey information requiring careful explanation and information of a complex or conceptual nature, in a clear and accurate manner

Behaviour 2: Pastoral Care and Welfare - Experience of calming and reassuring those with work/study related problems who may be experiencing distress, dealing with difficult welfare situations or confidential matters and providing support for those in considerable distress or requiring long-term complex support

Behaviour 3: Team Development - Experience of providing advice or guidance to new starts, delivering training or instruction to others on specific tasks or activities and identifying the training and development needs of the team and carrying out performance appraisals

Behaviour 4: Teaching and Learning Support - Experience of providing standard information or delivering teaching or training, designing content or learning materials within existing frameworks and developing innovative approaches to learning experience and the curriculum

Behaviour 5: Service Delivery - Experience of exploring and adapting a service to meet customers' expectations and also identifying ways of improving standards

Behaviour 6: Analysis and Research - Experience of developing hypotheses and concepts to explain data, events and phenomena, and reporting findings to a wider community

Salary: 69488.00 - 71566.00 GBP per Year

Position Type: Full Time , Permanent 35.0 Hours per Week