



UNIVERSITY OF  
**WEST LONDON**  
The Career University



# Recruitment Pack

Director of Research and Development

July 2022





## Message from the Vice-Chancellor

Since its inception in 1860 as the Lady Byron School, the University of West London has amassed a long and distinguished history of extending the reach of education to those who have been excluded from it. Built on a mission of enablement and enrichment, the University continues to evolve driven by the pursuit of three fundamental and transformative rights: inclusion, enhancement and participation. By staying true to these founding ideals, we are now one of the leading widening participation institutions in the country where we inspire students of all ages, ethnicities and backgrounds, to become smart professionals connected to exciting and rewarding careers.

To realise this mission, our courses and curriculum combine the highest standards of academic rigour supplemented by continuous input from external professionals and industry leaders. This sits alongside a guaranteed work placement for every student which forms part of a value-for-money contract between our students, stakeholders, and external partners. It is where an outstanding learning experience meets with impactful research, relevant scholarship, and the fundamentals of professional practice.

As a result, our often courageous students join a caring and supportive educative community upheld by a fully integrated Students' Union rooted in high quality state of the art physical and digital resources.



Driven by the values of accessibility, affordability, diversity, transparency and accountability, we continue to provide life-changing opportunities to each and every student regardless of their age or background. This in turn shapes and transforms the lives of their families and those around them. It is this assemblage together with a vibrant mix of students from more than 120 different nationalities that makes the University distinctively meritocratic.

With a number of accolades that highlight our achievements towards these ends, the University's vision continues to be compelling: to be an inspiring, inclusive and impactful institution that is committed to making our country more prosperous, open and just.

**Professor Peter John CBE**  
Vice-Chancellor



## Building responsive research

In recent years The University of West London has made remarkable strides in terms of its financial sustainability, its ranking, the quality of the student experience, and the impact of its research. To build on these advances, the University is now looking to develop its research capability by appointing a Director of Research and Development (DoRD). This new and pivotal role will take a strategic lead on all the University's research and its impact as well as raising the quality and visibility of all its research related activities. The appointee will work across the University with its various research centres and institutes, as well as with the Deans and Heads of School. The post-holder will also have the job of setting up a new research support unit which will work alongside the Graduate Centre.

With an emphasis in driving cultural change, the Director will play a leading role in the development of a suite of training directed to our academic and community and will play a key role in raising the profile of the University in various national and international forums. The Director will be expected to maintain a personal research profile which will form

approximately 20% of the role. The post holder will also be expected to lead and coach colleagues on external income generation. This will involve engaging with networks across the HE Sector and staying up to date with the research and development nationally and internationally.

The recent Research Excellence Framework provides a solid base from which to launch the new research strategy. With just over 80 entries in seven Units of Assessment, the University entered the top hundred for the first time with 76% of the research work submitted being rated as world-leading (4\*) or internationally excellent (3\*). Research strengths were highlighted in Leisure and Tourism, Music, Film and Screen Studies, Allied Health, Computer Science and Informatics, and engineering. In addition, Social Work and Social Policy, and communication and cultural studies, and criminology were picked out for their quality and impact. In the recent NSS the University was also ranked 7th in the UK for overall satisfaction and 1st in the UK for the average score across all questions.



## The University of West London Group



The University Group consists of:

- The University which sits on three campuses: the Ealing sites on St Mary's Road and the Uxbridge Road; Paragon House in Brentford; and Fountain House in Reading which houses our Berkshire Institute of Health
- Ruskin College in Oxford which delivers further and higher education
- The Drama Studio London which offers high quality conservatoire training

The University itself has nine Academic Schools:

- The Claude Littner Business School
- College of Nursing, Midwifery and Healthcare
- London College of Music
- London Geller College of Hospitality and Tourism
- London School of Film, Media and Design
- School of Biomedical Sciences
- School of Computing and Engineering
- School of Human and Social Sciences
- School of Law

## Purpose of the role

- To drive the research strategy of the University with the focus on impact, the research environment, leadership, and support.
- To advance the research culture of the institution so it develops breadth and depth in all areas of activity.
- To develop new dynamic approaches to interdisciplinarity and collaborative approaches with internal and external stakeholders.
- To maximise external and commercial income while ensuring academic property is optimised and commercialised.
- To build on the excellent foundations provided by REF 2022 and ensure current strengths and future development is optimised.
- To identify and support the promotion of the areas of research excellence at UWL and ensure their further development and reputational growth both nationally and internationally.
- To maintain constructive and influential relationships with government policy makers, research councils and other research funders to shape thinking and identify opportunities to grow research investment and support.
- To maximise opportunities to grow the postgraduate research student base and provide world class training that will enhance their experience, career prospects and the UWL academic talent pipeline.
- Provide targeted support for the next generation of researchers and lead on the provision of expert advice.
- To improve the visibility of our research internally and externally through outputs, media channels, conference, exhibitions and other appropriate means.
- To support the development of research projects and help generate external income through the standard funding bodies, contracts, and consultancy etc.
- Develop a vibrant and connected community by working collaboratively with the Deans of College and Heads of School to determine local research and enterprise strategies.
- To grow research leadership and oversee investment in priorities, including attracting national and international academics to further enhance the University's research community.
- To ensure there is sustainable growth of the University's strategy including mentoring and coaching of new doctoral supervisees and early career researchers.



## Personal attributes

- Have a thorough understanding of the higher education sector, the research funding environment and national and international trends relating to university research and innovation.
- Possess a doctorate and a demonstrable track record of outstanding research and associated leadership at a senior level.
- To maintain an on-going personal portfolio of research and scholarship as an independent/collaborative researcher of international quality
- Have significant experience of successful collaborative working internally and externally with clear success in building close partnerships with key influencers and partners.
- Exhibit a broad understanding of the differing needs and modes of research and business engagement across different disciplines contained within a modern university.
- Be able to demonstrate a high level of strategic thinking that aligns with the University's future strategy
- Have the ability to develop networks, influencing and persuading people from a very wide range of backgrounds to create affiliation, advocacy, and action.
- Have a collegiate and inclusive style of leadership that builds strong relationships while being a decisive decision maker.

## How to apply

Applications should consist of a covering letter, full CV detailing academic and professional qualifications, employment history, latest remuneration and relevant achievements. Candidates who have particular requirements, if invited to interview, should make them clear in their applications.

Applications can be uploaded via our job pages at : [Jobs at the University of West London](https://www.uwl.ac.uk/jobs) (www.uwl.ac.uk)

For an informal discussion with the Deputy Vice-Chancellor and Provost for Health , Professor Anthony Woodman, please contact Jackie Halvey, Executive Assistant to the Vice-Chancellor and Deputy Vice-Chancellor on 020 8231 2204 or at [Jackie.halvey@uwl.ac.uk](mailto:Jackie.halvey@uwl.ac.uk)

The closing date for applications is Wednesday 31<sup>st</sup> August 2022.





# Research and study

**Our research centres concentrate on socio-economic and creative issues.** Each of our research centres is staffed by experts with an enviable record of publications, conferences, media and public engagement work in their chosen fields.



## Centre for Inequality and Levelling Up (CEILUP)

Established in 2021, CEILUP produces policy relevant research to help shape approaches to addressing inequality in the UK. The centre focuses on developing practical solutions to the challenges that face the UK today related to inequality in social inclusion, employment, education and opportunity.”



## The Cybersecurity and Criminology Centre

The Cybersecurity and Criminology Centre (CCC) was established to examine, analyse and assess current and future criminal threats to individuals, organisations and national security. The CCC is a hub for interdisciplinary research and public engagement in cybersecurity, crime and their intersections.



## European Institute for Person-Centred Health and Social Care

The last decade has brought with it an increasing recognition that chronically ill patients need more comprehensive forms of assistance. This mandates a need to move away from our current approaches to the management of these conditions and towards newer models of care that are personalised, integrated and contextualised.



## The Faringdon Centre for Non-Destructive Testing

The Faringdon Centre for Non-Destructive Testing explores new avenues of research into the development and enhancement of the capabilities of non-destructive testing equipment. The Centre utilises both hardware and software technology in their research and consultancy projects.

The centre specialises in applying ground penetrating radar (GPR) and InSAR Satellite imaging, 3D Laser scanner and airborne radar sensors technology widely recognised as the most advanced in the UK and beyond. Current projects include, health monitoring of ancient trees and woodlands, highways infrastructure (bridges, tunnels, highway pavements), railway foundations and runways and taxiways.



## The Richard Wells Research Centre

The Richard Wells Research Centre conducts primary research focusing on patient safety and fundamental care. In addition, it undertakes systematic and realist synthesis and collaborates in national and international guideline development through its work as an internationally accredited centre for evidence-based practice.



**GELLER INSTITUTE OF AGEING AND MEMORY**  
Leading Research in Dementia Care

## Geller Institute of Ageing and Memory

As the population increases its longevity, the incidence of those living with dementia will increase exponentially. The Geller Institute of Ageing and Memory recognises the pressing need to develop effective psychosocial care to help people live well with the condition.

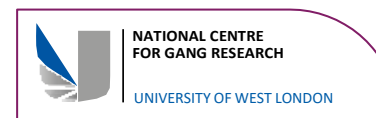
The Institute will concentrate on a number of inter-connected research strands. Current research in the Institute focuses on: Multi-sensory approaches in dementia care, new technologies and dementia care, ageing and memory, community and home-based approaches, the arts and dementia therapies, person-centred care in complex cases, early onset and location problems and epidemiology of ageing.

Emerging research will be used to inform practice in dementia care at all levels and use for professional staff who work across the sector.



## The International Centre for Hospitality and Aviation Resilience Management (ICHARM)

This centre provides an inclusive platform for interdisciplinary impactful research within the context of hospitality, tourism and aviation, focusing primarily at the management of reputation, risk and resilience in these industry sectors. The Centre’s goal is to address the most important and pressing issues in hospitality, tourism and aviation.



## National Centre for Gang Research

The National Centre for Gang Research has been established to study youth violence and its causes so we can inform and contribute to the wider responses around the issue. Supporting communities and developing interventions that work with and for young people affected by gangs.



## Policy and Practice Research Institute for Screen and Music (PRISM)

The Institute focuses on impacting research in the music and screen industries and draws on the University’s long history of expertise in film and performing arts.



## Institute for Policing Studies

Taking a lead to address a shortage of detectives and ensuring full provision of police education, the Institute for Policing Studies supports training and educating forces across London. The institute oversees Policing degree courses at the University and advances education and research in all areas of crime and policing.

# Highlights and Achievements

The academic year 2021-22 saw a number of achievements as we continue to realise the vision and outcomes of our strategic plan: *Achievement 2023*. Improvement continued even during the pandemic, demonstrating our ability to pivot quickly between in person and online education while continuing our excellent delivery. Of particular significance was the growth in income and surplus as well as continued external recognition.

## Rankings



- No 1 in the UK for Student Satisfaction\*
- No 1 in the UK for Academic Support\*\*
- No 1 in the UK for Student Voice



**35th** University in the UK

**5th** modern<sup>1</sup> university in the UK

**1st** in England for Teaching Satisfaction

**10th** for Social Inclusion



**Top 100** universities in the UK for overall quality of our research.



- Ranked No 77
- The best modern\*\*\* university in London

<sup>1</sup> A modern university is a university created in or after 1992.

**Improved Recruitment**  
8%

Apprenticeships **40%**  
Postgraduate students **10%**  
International **43%**

## External Recognition



The Claude Littner Business School Award Winner for 'Public Sector Accountancy College of the Year'



## Sustainable Campus



**£5m**

award from Public Sector Decarbonisation Scheme for investment in green energy



## Excellent Financial results

**£146m**  
group income

**15%**  
group surplus on operations

Enterprise income over  
**£42m**





# Highlights and Achievements

## Highlights include:

- An excellent financial out-turn with income of £146m.
- Enterprise income reaching over £42m.
- Substantial assurance across the board from our internal auditors, KPMG.
- Reaching 35th in The Guardian University Guide 2022. We were ranked 1st in England for teaching satisfaction, 4th in the UK for student feedback, and 11th for academic quality.
- We are in the top 10 universities in the UK for teaching quality, and the top 20 for student experience in The Times/Sunday Times Good University Guide 2022.
- We obtained 86% overall satisfaction in the National Student Survey 2020 which made us the best University in London<sup>2</sup> and among the top 30 institutions in the country.
- Overall recruitment was 12% up with a 14% increase in the undergraduate population and a 9% increase in postgraduates.
- International recruitment up by 22% with nine new TNE partners.
- Significant contribution to the REF in 7 subject areas.
- Winner of the Times Higher Education outstanding financial performance and the Business School of the year awards in 2019. Also nominated for the Outstanding Estates Strategy, the Knowledge Exchange/Transfer Initiative of the Year and the Outstanding Contribution to Equality, Diversity and Inclusion.
- Excellent staff diversity including one of the highest proportions of BAME and Black professors in the country.
- Opening a £5m sports centre and being part of the new Gunnersbury Sports Complex alliance while also completing Rami Ranger House (part funded by Lord Ranger) to improve facilities for postgraduate and international students.
- Awarded the AGCAS membership quality standard, a nationally recognised accreditation and quality mark for the delivery of careers and employability within higher education.
- Successful response to Covid-19 including UWLFlex.
- Drama Studio London and Ruskin College in Oxford join the UWL Group.
- Outstanding results in the Research Excellence Framework - for the first time ever, we are in the **top 100** universities in the UK for overall quality of our research. Almost **80 percent** of our research work has been rated as world-leading (4\*) or internationally excellent (3\*) and we have secured the **biggest percentage increase** of any university in the UK for research awarded the two highest ratings.

<sup>1</sup>A modern university, is a university created in, or after 1992.

<sup>2</sup> NSS 2020 Excluding small and specialist organisations



## Staff diversity

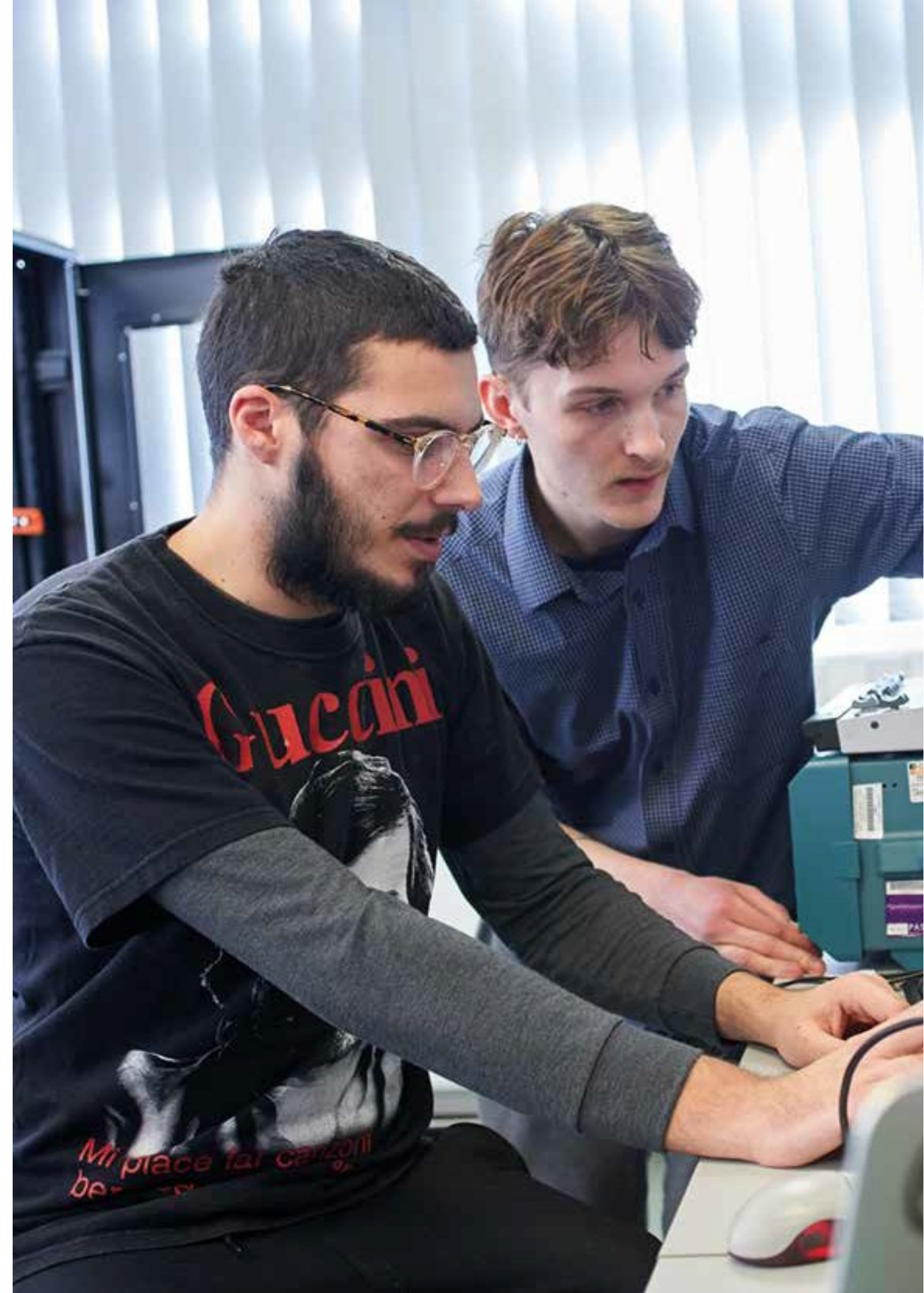
Our commitment to equality and diversity is particularly evident in our staff community. In terms of gender equality, 51% of our Academic staff are female in contrast to 46% in the sector. Women comprise 29% of our professors, which again is higher than the sector average of 27%, and 40% of the University senior management team are female.

The University also has an ethnically diverse workforce, with 34% of staff from black and minority ethnic backgrounds which is significantly more than the national average. 29% of academic staff are from BAME backgrounds in contrast to 17% across the HE sector. Staff from BAME backgrounds are able to succeed at all levels of the University: 30% of our professoriate are from BAME backgrounds compared with 10% in the sector and 8% are from Black backgrounds in comparison to 0.7% in the sector.



**Staff from BAME backgrounds are able to succeed at all levels of the University**

<sup>2</sup>HESA Higher Education Staff Statistics: UK, 2019/20





# The reward package at the University of West London

We offer a range of benefits to recognise and reward the essential contribution our staff make to our success and growth.

## Finance

- Competitive salaries and cost of living increases
- Interest free season ticket loan
- Give as you earn scheme

## Health, Well-being and Fitness

- Cycle to work scheme
- Employee assistance programme available 24/7
- Eye care vouchers
- Reduced gym membership

## Pensions

- Generous, transferable occupational pension schemes, with employer contributions in excess of individual contributions
- Life cover

## Personal and Professional Development

- Award winning professional services departments
- A fee waiver scheme for staff undertaking relevant University courses\*
- Access to a suite of online development courses
- Regular staff development opportunities
- Study leave

## Work-life Balance

The University of West London aims to be an employer of choice. Recognising the need for work-life balance, the majority of staff work a 35 hour working week. Other work- life balance benefits include:

- Generous maternity, paternity and adoption leave\*
- Generous annual leave
- Flexible working opportunities \*

## Additional Benefits

- Access to a range of musical performances and performance opportunities
- Product industry discounts for a variety of recitals, concerts and conferences
- Student union discount card\*
- Accommodation support: Contribution to the deposit and free accidental damage cover for UWL employees through Dexters Estate Agency's no deposit option
- Staff bus between campuses

\*Subject to application and completion of probationary period.





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