



We're looking for leaders who:

Inspire learning

Advance knowledge

Enrich society

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The Fusion Building, Talbot Campus

Welcome from the Vice-Chancellor

Thanks for your interest in the role of Head of Department in the Faculty of Management at Bournemouth University (BU).

BU is a successful modern institution, with ambitious plans based on our powerful concept of Fusion. This brings together research, education and practice, creating a unique staff and student experience where the sum is greater than the component parts.

Through Fusion, we support our staff to think differently and find solutions – whether it is a way of enhancing the degrees we offer, developing an exciting new direction for research or engaging with the local community to develop their passion and knowledge for a particular subject.

Our Fusion approach underpins what we do – but more importantly, it also defines who we are, and the experiences we offer.

With our increasingly strong academic profile and focus on the student experience, BU is building an excellent reputation in the sector and is now ranked in the top 200 young universities in the world, according to the *Times Higher Education* (2018).

Strong links to the professions have always been a core part of the BU experience. All BU students have the opportunity to undertake a work placement as part of their studies, with 92.3% in work or further study within six months of graduating.

Our Business School (part of the Faculty of Management) recently achieved accreditation from the Association to Advance Collegiate Schools of Business (AACSB) – something that fewer than 5% of business schools in the world have achieved.

To help us progress even further, our exciting estates programme is changing the face of the university. We are investing £250 million in estates and facilities up to 2020, including our two new 'Gateway' buildings in Lansdowne and Talbot, which will provide modern teaching resources and social collaborative learning spaces for students and staff.

As part of our successful journey, we are now looking for Heads of Department within our four faculties, to drive our future vision of BU and create an environment that enables the success of high performing teams. You will be instrumental in setting the direction of the department, by working collaboratively with key practice partners and ensuring the highest possible standards of excellence are achieved. If this sounds like you, and if you're excited about BU, our aspirations and vision, then we would very much like you to apply.

Professor John Vinney



BU2025 is our strategic plan for Bournemouth University, which will take us through from August 2018 to July 2025. Our purpose is to inspire learning, advance knowledge and enrich society based around the Fusion of education, research and practice, which we have been developing at BU since 2012. Our values are excellence, inclusivity, creativity and responsibility.

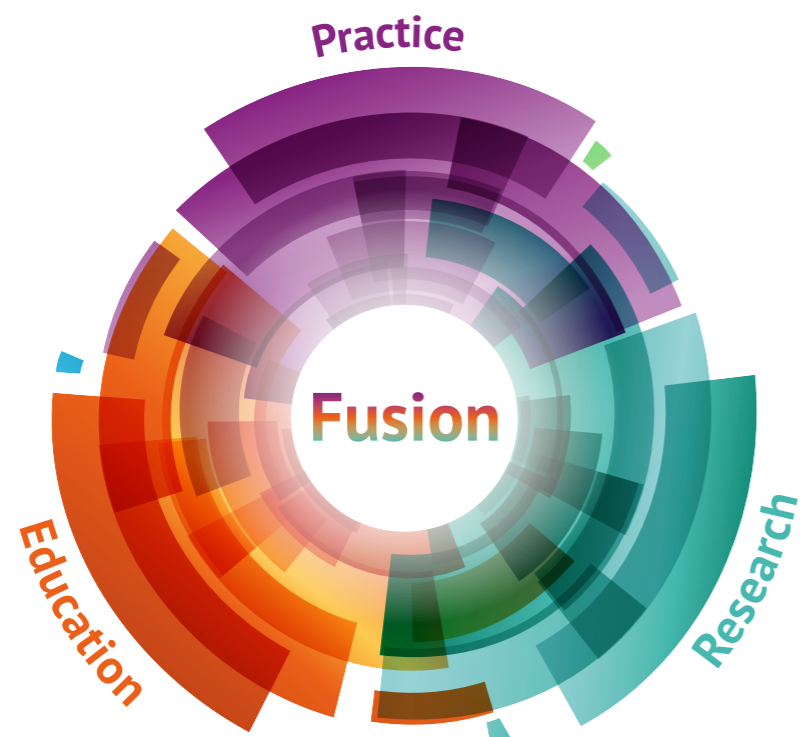
Inspiring learning: We will continue to establish our distinctive Fusion culture and communities and build a worldwide reputation for our Fusion approach to learning. Key features of our approach include co-creation, collaboration and inclusivity. By developing our learning communities we will ensure that the BU learning experience, for staff as well as students, is personalised, inter-disciplinary and consistently excellent. We will continue to build our diverse and inclusive environment so that it enables achievement for all.

Advancing knowledge: The Fusion of education, research and practice enables us to advance knowledge through research and education that is informed by industry and practice and to contribute to the development of professional practice through our relationships. We will be a catalyst for impact by advancing knowledge, creativity and innovation. Our students and staff will thrive as life-long learners. We will continue to develop staff who will lead in their disciplines and professions.

Enriching society: We will have an impact on challenges facing society, at home and worldwide, building partnerships and connectivity. Our students, graduates and staff will continue to be active citizens in their communities within and outside BU. Our education, research and practice will drive social and economic growth and development. Managing our own impact on the environment, and contributing to thought leadership in this area, is one way that we will make a difference.

BU2025 sets out the actions that we will take to achieve our vision and the outcomes that will define our success.

[See how far we have come since the launch of our previous strategy BU2012-2018.](#)



A TEF silver award

for the quality of our undergraduate teaching, recognising that BU delivers 'high-quality teaching, learning and outcomes for its students'.



96%

of our research is internationally recognised or higher, with 72% deemed to have an outstanding or very considerable impact on society.

(Research Excellence Framework 2014)



Athena SWAN bronze award

In 2015, we were awarded an Athena SWAN bronze award in recognition of our commitment to tackling gender inequality in higher education.



In the top 60

BU is in the top 15% of Universities Impact Rankings (we have been ranked 55th out of over 450 universities from across the globe in the first THE University Impact Rankings).



An EcoCampus platinum award

was awarded to us in 2016, building on the Gold award we have held since 2011.



5%

AACSB accreditation

is an achievement held by fewer than 5% of the world's business schools.



In the top 200

young universities in the world according to the Times Higher Education Young University rankings 2018.



The faculty

The Faculty of Management is a vibrant and innovative environment containing four academic departments: People & Organisations, Marketing, Strategy & Innovation, Accounting, Finance & Economics, and Sport & Event Management, a number of research centres (including Disaster Management, the Sport and Physical Activity Research Centre, and the International Centre for Tourism & Hospitality Research), and the AACSB-accredited Business School. We are investing in some exciting new positions to further align our teaching and research portfolio toward BU's 2025 strategic plan, the UN Sustainable Development Goals, and AACSB's future vision, to position the faculty as a driver of social and economic change.

Accounting, Finance & Economics

The Department of Accounting, Finance & Economics brings together academic leadership and strengths that provide for interdisciplinary teams and capacity in focussed areas of work. There exist strong research leadership and concentrations in: economic modelling, capital and emergent markets, energy and environmental economics, economic governance, taxation, corporate governance, and the resilience of financial systems. The Department is home to a dynamic portfolio of undergraduate and postgraduate academic programmes in Accounting, International Finance & Economics, Sustainable Economic Development & Emerging Markets and Corporate Governance.



The role

Reporting to the Executive Dean, you will play an instrumental role in setting the direction of the department, implementing strategic policy, working collaboratively with key practice partners and ensuring the highest possible standards of excellence are achieved.

Specifically, you will lead the department by providing strong academic, strategic, planning and operational direction to deliver an excellent student experience through the Fusion of education, research and practice. You will ensure a high performing academic culture and community, able to deliver the strategic aspirations of the department and the faculty. You will be supported in your role by Deputy Heads of Department.

A bespoke and comprehensive programme of development and support will be available for successful appointees. The programme will be framed in the context of the university's strategic plan, BU2025.

Acting as an ambassador, you will engage collaboratively across the university and maintain a strong external profile, in order to build and promote the impact and reputation of BU, the student experience and the work of the department.



Inclusivity and sustainability at BU

BU is a diverse and inclusive place to work, study and visit. Staff satisfaction is central to our strategy and we value the contribution of all employees. We believe in promoting equality of opportunity throughout the university.

In 2015, the university secured a bronze Athena SWAN award and we have re-submitted for periodic recognition again last year, as well as submitting several individual departments for recognition. We are also preparing to apply for the bronze Race Equality Charter award in 2019.

We have held Fairtrade University status since 2006, as well as achieving an EcoCampus platinum award, which recognises our work towards addressing key issues of environmental sustainability, including carbon reduction.

About you

We're looking for people with:

Background and experience

- Doctorally qualified or equivalent.
- Academic standing as a Professor in one of the disciplines offered by the faculty is desirable or the ability to demonstrate a strong and sustained academic trajectory.

Under Fusion, candidates are required as a minimum to major in just two elements of education, research or professional practice, making only a minor contribution in the third:

Education

- Proven development of innovative, successful pathways through frameworks or major learning tools of national significance.
- Leading developments nationally for novel education and learning tools/strategies.
- Active member of national committees related to HE.
- Contribution to high quality education in appropriate subject area informed by research evidence.

Research

- Research publication record recognised nationally in terms of originality, significance and rigour.
- Experience of PhD supervision to successful completion.
- Experience of leading successful research projects as Principal Investigator.
- Mentored colleagues and PG students in developing research proposals.

Professional Practice

- Active member of professional body national committees; membership of high level policy and advisory committees (e.g. to the government).

- Portfolio of evidence to support professional practice activities such as collaborative practice development projects leading to improved practice, high quality outcomes and demonstrable links with student learning, sustained consultancy activity and securing of external funding, and/or presentations and reports to industry and other external non-academic events.
- An established network of contacts with relevant local, regional and national partners that enhances and develops professional practice.
- Demonstrable track record of development of professional practice in own subject area.

Skills

- Ability to lead and develop academic staff.
- Highly developed interpersonal and communication skills: ability to interact effectively with a range of stakeholders including staff at all levels, students and external organisations.
- Mentorship skills with ability to coach colleagues in education, professional practice, research, and the use of a range of learning and teaching techniques.

Attributes

- Willingness to identify and respond to issues with flexible, effective and, where appropriate, innovative solutions.
- Willingness to prioritise, take and implement decisions to achieve agreed objectives.
- Willingness to contribute to strategic development.
- Self-motivated.
- Commitment to promoting and achieving the University's strategic targets and objectives.

The location

Bournemouth is a thriving coastal town on the south coast of England. It boasts thriving creative, digital and cultural sectors as well as beautiful beaches and busy nightlife that attract over five million visitors a year. It's also a regional centre of business, and home to AFC Bournemouth of the Premier League – with whom BU has a strategic partnership.

Bournemouth's stunning coastline – seven miles of award-winning beaches – enjoys its own micro-climate, some of the warmest sea temperatures in the UK, and stunning views of the Isle of Wight and the Purbecks. Whether it's relaxing on a deckchair, strolling along traditional seaside piers, enjoying tasty food or just admiring miles of breath-taking coastline – Bournemouth beach is the ideal location whatever the weather or time of year.

You're well served for entertainment in Bournemouth too, with venues such as the Bournemouth International Centre regularly attracting the biggest names in music, comedy and drama, while the Lighthouse, Poole's Centre for the Arts, is the largest arts centre in the UK outside London. It hosts touring plays and exhibitions, and is also home to a cinema that shows the latest independent movies.

Bournemouth is well connected to the rest of the UK – and Europe – when it comes to travel links too. A regular rail service means we are only around two hours from London, with further destinations around the UK easily accessible via train or coach. Bournemouth Airport offers scheduled and charter services, with another international airport in Southampton offering even more destinations. Gatwick and Heathrow are also within easy travelling distance too.





Alternative formats are available on request. formats@bournemouth.ac.uk