

Further information for candidates



Lead the Future of Research at UHI

The University of the Highlands and Islands (UHI) is seeking an outstanding senior academic leader to take up the role of Dean of Research and Innovation.

This is a pivotal University-wide role, with responsibility for shaping and delivering UHI's research and innovation strategy, leading institutional performance in research excellence and impact, and strengthening the University's national and international profile.

Operating within UHI's distinctive academic partnership model, the Dean will provide strategic leadership across a diverse and geographically distributed research community. The role combines institutional accountability, including leadership of the Research Excellence Framework (REF), with collaborative influence, working closely with Academic Partner Principals, Deans, Research Cluster Leads, and professional services.

UHI's research is rooted in place, people, and purpose. Our work spans environmental and marine science, health and wellbeing, culture and heritage, digital and data-driven innovation, and regionally embedded applied research. The next Dean will play a critical role in strengthening research coherence, enhancing quality and impact, and positioning UHI confidently within the UK and Scottish research and innovation landscape.

As Dean of Research and Innovation, you will:

- Provide University-wide strategic leadership for research excellence, impact, and innovation
- Lead UHI's institutional approach to the Research Excellence Framework (REF)
- Shape a positive, inclusive, and high-performing research culture across the academic partnership
- Drive innovation, knowledge exchange, and place-based collaboration with industry, public, and third-sector partners
- Represent UHI nationally and internationally, building strategic partnerships and influence

This role offers a rare opportunity to shape the future direction of research and innovation in a university that is mission-led, regionally embedded, and nationally significant.

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Help us shape the next chapter of UHI's research journey.

UHI is a university with a clear public mission and a distinctive academic model. As a distributed partnership serving the Highlands and Islands, UHI combines internationally recognised research with deep regional engagement, delivering impact in places and communities that are often under-represented in national research systems.

The Dean of Research and Innovation will join UHI at a formative point in its research journey. The University has strong foundations, committed researchers, and growing external partnerships, alongside clear ambitions to enhance research quality, coherence, and impact. This role offers the opportunity to shape institutional direction, influence national conversations, and lead a step-change in research performance.

A detailed job description and person specification for the post are provided.

Informal Enquiries:

Applicants are welcome to discuss the role informally. To arrange an informal conversation please email HR@uhi.ac.uk.

Pay and Benefits

- Salary available on enquiry (email HR@uhi.ac.uk)
- Full-time: 35 hours per week, with flexible working arrangements considered
- Membership of the Universities Superannuation Scheme (USS)
- 42 days annual leave per annum (pro rata for part-time), inclusive of the Christmas closure period

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This post is subject to Disclosure Scotland PVG Scheme membership

A relocation package is available for the successful candidate.

The workplace pension scheme we provide to workers at grade six and above is the Universities Superannuation Scheme (USS). This is a qualifying pension scheme, which means it meets or exceeds the government's standards. Full information on the scheme can be found at <http://www.uss.co.uk/Pages/default.aspx>

Recruitment Process

When completing the application form please ensure that you clearly evidence how you meet the selection criteria identified on the relevant person specification.

To ensure fairness and consistency for all candidates, supporting statements should be no more than two A4 pages in length. Statements that exceed this limit may not be considered in full during shortlisting.

**The deadline for submitting your application is 24 February 2026.
Interviews are to be held 20 March and 31 March 2026.**

UHI is committed to equality, diversity, and inclusion and are happy to discuss reasonable adjustments to support candidates through the recruitment process.

For recruitment process queries or adjustment requests, please contact the HR team (HR@uhi.ac.uk) as early as possible.

Our founding principles

Educational opportunities for all

The lack of educational offering, for those who wished to remain in the region and improve their prospects, was forcing locals to leave the region – leading to a significant and unsustainable loss of talent.

Driving economic growth

The UHI concept was formed primarily to be a catalyst of economic development. If the region was to prosper, it would need to find its own way to modernise, generate new knowledge and support businesses to grow.

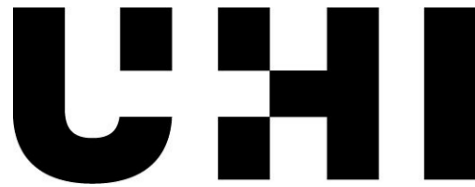
Co-created education and research

Curriculum and research were to be designed to link to the region's unique landscape, heritage and culture. To serve the economy and ensure a pipeline of talent, business needs were to be at the core of curriculum and research development.

Delivering social change

UHI was to deliver social change, supporting communities to flourish, by harnessing local knowledge, and working globally with our diaspora to build better futures for those in our region.

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Our plans for tomorrow

UHI is a globally recognised tertiary institution and we are proud to celebrate our exceptional partnership of colleges, internationally recognised research institutions and specialist teaching centres. UHI is more than a traditional university and we pride ourselves on delivering further and higher education and world-class research to students across our campuses and learning centres in the Highland and Islands, Moray and Perthshire alongside a thriving online community.

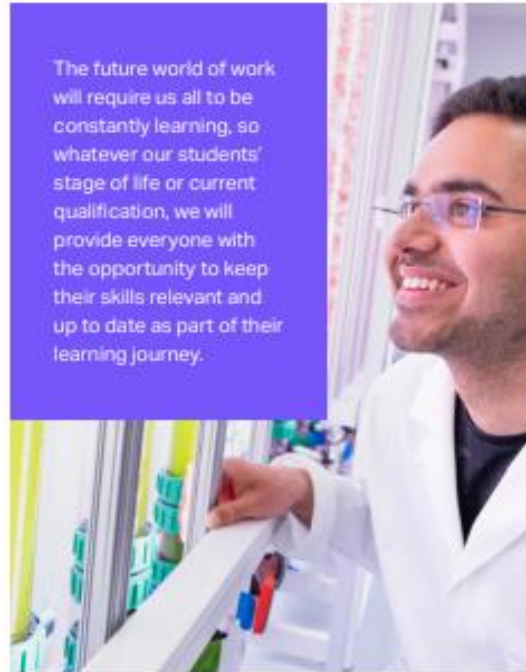
Our philosophy is based on our founding values of creating sustainable education for students of all ages and abilities. This ethos is underpinned by our mission to have a transformational impact on our people, communities and economy. We care passionately about our regions, and we demonstrate our commitment through our excellent student experience and by offering flexible and supported learning from access level to PhD, delivering direct skills and apprenticeship programmes linked to workforce demand, all within the same institution.

The fundamental part of our mission is to drive co-created education and research, enhanced by our unique landscape, heritage and cultures, ensuring that learning outcomes are second to none. We are also committed to affirming all the languages, dialects and cultures throughout our regions, including Gaelic language and culture. Across the UHI operating area we have centres of excellence and world-class thinking that are pushing the boundaries of academic and applied knowledge where staff, students, industry and communities are collaborating to drive innovation and new ways of thinking.

UHI embraces education and research across a wide range of subjects from arts and humanities, through to the sciences and business. Through our engagement with stakeholders, business and industry we are driving economic growth, using education, knowledge exchange and cutting-edge research to enable our businesses and industry to thrive. The university acts as a catalyst to both support the economy and underpin social change by ensuring a pipeline of skilled entrepreneurial talent through our innovative, future-focused curriculum.

Our 2030 strategy will build on our success to date and take our ambition forward across five key strategic themes: teaching; learning and student support; research and innovation impact; enterprise and growth; environmental sustainability; and operational excellence.

The future world of work will require us all to be constantly learning, so whatever our students' stage of life or current qualification, we will provide everyone with the opportunity to keep their skills relevant and up to date as part of their learning journey.



During the lifetime of this strategy, we will think, plan and act as one institution in delivering our mission and vision, and our strategic themes will be underpinned by significant transformation across our institution to deliver operational excellence and financial sustainability through a more streamlined, efficient and effective organisation.

In realising our ambition, this strategy will be a living document which we will adapt, flex, and change to meet the evolving needs of our students, staff and stakeholders and will be responsive to economic growth and societal change.

Our strategy takes the best of our academic reputation, world-class research, and our proud history of vocational training to join the world of learning to the world of work, integrating with business and industry and underpinned by our university values of collaboration, openness, respect and excellence.

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Our distinctive partnership of independent colleges and research institutions is locally based and rooted in communities, but with national and international reach, as part of a regional university structure.

- UHI is a tertiary institution, the only one in Scotland and one of only a few in Europe, encompassing both further and higher education.
- We offer flexible and supported learning from access level to PhD, upskilling and cross skilling.
- 10 partners across the Highlands and Islands, Moray and Perthshire.
- We are proud of our unique place and connections with our communities and industry which makes our teaching and research more connected to their needs.

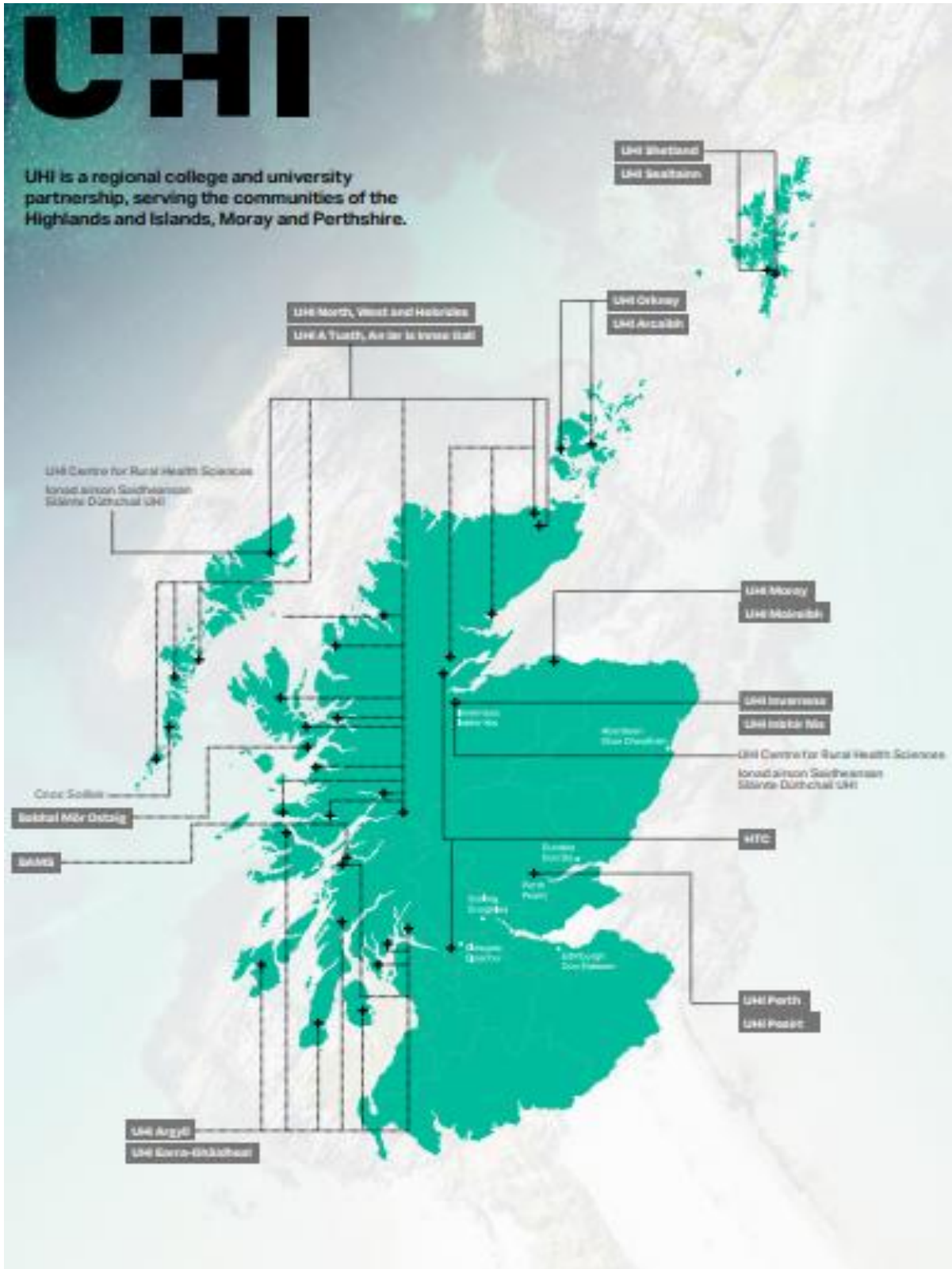


UHI historic timeline

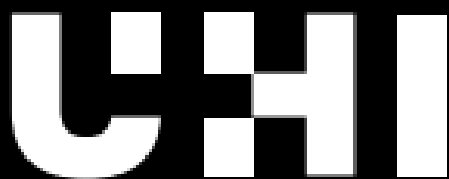


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UHI partnership

UHI Earra-Ghàidheal

UHI Inbhir Nis

UHI Mòrreilbh

UHI a Tuath, an Iar is Innse Gall

UHI Arcaibh

UHI Peairt

UHI Sealtainn

HTC

Sabhal Mòr Ostaig

Comann Sàidheans Mara na h-Alba

UHI Argyll

UHI Inverness

UHI Moray

UHI North, West and Hebrides

UHI Orkney

UHI Perth

UHI Shetland

HTC

Sabhal Mòr Ostaig

Scottish Association for Marine Science

Far a bheil ionnsachadh
a' ciallachadh barrachd

Where learning
means more

Tagh UHI, Seann Rathad Phairt, Inbhir Nis, Alba Nò 3,4H
UHI House, Old Perth Road, Inverness, Scotland IV2 3,4H

Companaidh eòrpaiche obrachaidh an Alba No. 148203 | An t-òran
Chàrteasan Alleanachd Chlàsailte SC 148203 | Ofa obrachaidh Tagh
UHI, Seann Rathad Phairt, Inbhir Nis, Alba Nò 3,4H

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Scotland IV2 3,4H