

Dean of Research and Innovation

Person specification

Criteria	Essential	Desirable
Education & Qualifications	A PhD or equivalent Professorial Title	Relevant leadership and management training and/or qualification. Teaching Qualification or Higher Education Academy accreditation at senior or principal fellow level
Experience	<p>Understanding of and experience in delivering excellent outcomes for the Research Excellence Framework (REF).</p> <p>Significant senior-level experience of leadership in research and innovation within a higher education setting or equivalent complex organisation.</p> <p>Significant senior-level experience of leadership in research, innovation and knowledge exchange within a higher education setting or equivalent.</p> <p>Significant experience of grant capture and producing high quality research outputs in a discipline relevant to the University sufficient to provide academic credibility.</p> <p>Experience of research collaboration with a range of stakeholders at regional, national and ideally international level.</p> <p>Significant experience of budgetary control and monitoring.</p>	<p>Experience of working within a partnership, or multi-campus university model.</p> <p>Experience as institutional REF lead, REF Steering Group Chair, or equivalent senior REF role.</p> <p>Evidence of national and/or international academic esteem.</p> <p>Experience of post-REF funding stewardship and research sustainability planning.</p> <p>Experience of leading interdisciplinary research communities or initiatives.</p> <p>Experience of strategic allocation of innovation or knowledge exchange funding.</p> <p>Experience of Knowledge Transfer Partnerships or equivalent activity.</p> <p>Resolving complex, often competing demands with stakeholders.</p>

	<p>Experience of developing and implementing research and innovation strategy within a research environment.</p>	<p>Embedding equality, diversity, and inclusion considerations into organisational strategy</p> <p>Experience of research commercialisation and/or knowledge exchange activity.</p> <p>Experience of managing and promoting Health & Safety, Safeguarding and Equal opportunities</p>
Knowledge and Skills	<p>Excellent leadership skills, embodying the university's values in developing and leading highly motivated and high performing research teams.</p> <p>Ability and aptitude to work in close collaboration with other Deans and relevant staff to embed research and knowledge exchange as a key element of the University's academic culture,</p> <p>Extensive knowledge of the UK and Scottish Research and Innovation landscape, including REF and the national research and innovation landscape and current issues relating to this.</p> <p>Extensive knowledge of research and innovation funding arrangements in Scotland, the wider UK and internationally.</p> <p>Ability to utilise external best practice to benchmark and continually enhance University performance in research and innovation.</p> <p>Highly developed oral, written, and interpersonal communication skills, showing ability to communicate complex information in a readily accessible format with a wide variety of stakeholders.</p>	<p>Ability to present confidently to audiences of all sizes</p> <p>Awareness of strategic, policy and financial issues facing the Higher/Further education sector in Scotland</p> <p>Innovative thinker, capable of securing effective and balanced solutions which consider the longer term</p> <p>Well-developed understanding and experience of pathways to ensure the commercialisation of research outputs.</p> <p>Knowledge of European and international funding programmes.</p> <p>Experience of chairing senior research governance or ethic committees.</p>

	<p>High level of negotiation, influencing and enabling skills to ensure the research, knowledge exchange key performance objectives of the University are met.</p> <p>Strong understanding of research governance, ethics integrity and assurance requirements.</p>	
Professional qualities	<p>Credible, open approach welcomes feedback and able to demonstrate high levels of integrity and professional values</p> <p>A flexible approach with the ability to lead, as well as work effectively in a team.</p> <p>Forward thinking with the ability to constructively challenge and suggest innovative solutions</p> <p>Self-assured and resilient, able to handle conflict and lead difficult conversations with the resourcefulness to achieve end results.</p> <p>Collaborative approach to professional practice which enables colleagues to contribute, and which promotes a culture of accountability and empowerment.</p>	<p>Appetite for transformation and the resilience to drive through change at pace</p> <p>Ability to engage and support organisational development initiatives aligned with the university's culture and values, management of change, employee engagement and wellbeing, talent management, and leadership development capability</p>
Other	<p>Committed to equality and diversity</p> <p>Committed to Health and Safety policies and procedures</p> <p>Flexible approach in hours worked and willing and able to travel locally, nationally, and internationally as required.</p> <p>Full UK driving licence</p>	<p>Proficiency in Gaelic language and knowledge of, or interest in, Gaelic culture</p>

Date: 29/01/2026