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1841

YORK
ST JOHN
UNIVERSITY

APPOINTMENT OF

HEAD OF SCHOOL
OF EDUCATION,
LANGUAGE AND
PSYCHOLOGY





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INTRODUCTION FROM PROFESSOR KAREN BRYAN OBE VICE CHANCELLOR

Welcome and thank you for your interest in the role of Head of School of Education, Language and Psychology at York St John University.

This post provides an opportunity to lead a thriving and research active School that makes a real impact at a time of challenge and opportunity for our University, our sector and indeed the whole world.

For over 180 years, our institution has responded positively and proactively to the emerging needs of the communities we serve. Since our founding in 1841, our social justice mission has ensured students from every background are supported and inspired to reach their full potential.

Originally a teacher training college for young people from local working families, today we welcome over 13,500 students and 1,100 staff from all over the world to our award-winning campuses in York and London. Our Head of School of Education, Language and Psychology will make their mark on shaping a new chapter in our story. Several years of growth, diversification and partnership development underpin a financially stable institution with people still firmly at its heart. Students and their outcomes are at the centre of everything we do – a commitment recognised by our The Times and Sunday Times accolade of University of the Year for Social Inclusion for 2025.

The efforts of the whole team have placed us on a positive trajectory – we are 36th in the country for overall satisfaction in the latest National

Student Survey (NSS). We are exceptionally proud to be TEF Gold for student experience, and Silver overall. Our focus on excellence has supported our upward trajectory on key quality parameters, including entry standards, continuation, outcomes, and progression. Applications to study at York St John from undergraduate and international students have grown year-on-year and we are building our research capacity after our best-ever REF outcome in 2022.

Underpinning these achievements, this is a place with an incredible sense of community, where people really do work together. This helps students, staff and visitors alike feel they are welcomed, valued and belong.

Our University for Social Impact Strategy guides our future journey. It articulates who we are and what we do as an institution, reflecting our long history of creating positive social change. Most importantly, it is inspired by the work of our staff community to create positive social impact.

Underpinned by a series of strategic frameworks, School Roadmaps and Enabling Plans, the Strategy guides the work we do and sets out the type of University we want to be in a rapidly changing world. We hope you will join us to achieve the aims and direction that hold true to all the things we care about and can be proud of at York St John.

Working alongside me and the Executive Board, our Heads of School ensure our Strategy remains relevant and fit for purpose as we respond to

the challenges of an ever-changing higher education landscape. You will bring our Strategy to life, making it real and relevant for our academic and student community. Your drive, insight and ideas will maintain the momentum we have established.

We have a London campus and five academic Schools at our York site, reflecting a diverse breadth of undergraduate and postgraduate courses. A huge amount has been achieved by the University in recent years, particularly against the backdrop of the complex political and regulatory environment. There is great strength here and a real passion to do work that makes a difference and promotes social justice. We continue to build a team that shares that passion.

I look forward to welcoming a new Head of School of Education, Language and Psychology who, through their experience, leadership and academic credibility, will support the School to drive forward our ambitions, champion our community spirit, and ensure York St John University moves to the next stage of its development.

I hope the information provided in the following pages gives you a greater understanding of who we are, what we have achieved, and our aspirations for the future.

**Professor Karen Bryan OBE
Vice Chancellor**



WELCOME FROM THE STUDENTS' UNION

York St John Students' Union (YSJSU) is a charity that is run by students, for students. YSJSU is led by a Presidential Team who are elected by students each year to represent the student body in all aspects of university life. Our mission is to 'empower students at York St John to challenge and change the world around us', which compliments the University's commitment to social inclusion and justice.

YSJSU is at the heart of the student experience at York St John University. We are the main representative body for all students at YSJ, representing and advocating for students at course level, on university committees, to

the Governing Body, and regionally and nationally. YSJSU is the home of societies and student sport – boasting over 2,500 members and over 60 different activities for students to get involved in. We operate a student advice service, and multiple commercial services which are student focused and create part-time job opportunities for students as they study. Currently, around 65% of the student body are actively engaged with YSJSU, and this is growing every year.

YSJSU and the University have a great relationship and are very much 'critical friends'. YSJSU contributes to many University key strategic projects such

as, the Race Equality Charter, Access and Participation Plan (APP), University Mental Health Charter and many, many more. We feel that the SU, University and ultimately students benefit from our unique relationship, and we look forward to meeting with you to discuss how we can continue to develop the student experience at YSJ.

Abinash Chaudhary: President of the Students' Union

Kamil Lawal: President of Education

Mario Owiriwa: President of Wellbeing and Diversity

YORK ST JOHN AT A GLANCE

1,100
staff members

Over 13,500 students
studying on our campuses in York and London

Over £1.1 million
in scholarships to UK undergraduates

82.3% 
student positivity score¹

Top 10
for University
of the Year²

University of the Year
for Social Inclusion³

80% of students from backgrounds
underrepresented in higher education

84% overall satisfaction for postgraduate research experience⁴

2,643 YSJ students
graduated in
York Minster

Bronze
Race Equality
Charter status

Overall TEF Silver – TEF Gold
for student experience and TEF
Silver for student outcomes⁵

58% of our research is
internationally excellent
or world-leading⁶

1. National Student Survey 2024

2. WhatUni 2024

3. The Times and The Sunday Times Good University Guide 2025

4. Postgraduate Research Experience Survey 2024

5. Teaching Excellence Framework 2023

6. Research Excellence Framework 2021



YORK ST JOHN UNIVERSITY

Our history

York St John University can draw on a proud history of innovating and modernising to meet contemporary needs and challenges. As the oldest higher education institution in the City, our roots go back to 1841. Originally the York Diocesan Training School for teacher education, we opened the door to the children of local working families. In 1846 the female Teacher Training School was also founded and ever since then, our mission to widen access to education has been at the heart of everything we do.

Our community

Our role in the city of York is one we take seriously. We are accredited to the Good Business Charter for our responsible business practices and are proud to work with individuals, charities, groups and schools to serve our local community. Our staff and students engage directly with the community through a range of research projects and initiatives. From prison partnerships to allotments for refugees, military rehabilitation to free creative courses for mental health service users - we fight to remove the hurdles that prevent participation in education. Our London campus is based in the Export Building at East India Dock, ideally placed for access to east London's rich and diverse amenities. Close to Canary Wharf, the campus is an integral part of London's creative, technology and business ecosystem.

Many of our students and academics are also activists, taking on the challenges of the modern world head on. Our community takes an active stand against climate change, prejudice and inequality and we will only ever increase our efforts.

A place for everyone

We work proactively to create an environment that feels friendly, inclusive and supportive for all our staff, as well as our students. As a Stonewall Diversity Champion, we were proud to have been one of the very few UK universities in its Top 20 Trans Employers list for 2020, and in their Top 100 Employers list five times. The University is committed to continually improving diversity among the student body and staff workforce and has been awarded both the Race Equality Charter and Athena SWAN Charter bronze award status. We have strong staff network groups that ensure colleagues from different backgrounds can benefit from mutual support and effect change.

A place for you

We know the importance of work-life balance and understand that the best working arrangements suit individual needs as well as the job. Our staff benefit from generous holiday allowances and flexible working. Staff wellbeing is a consistent priority at York St John. In addition to a new Wellbeing Strategy, our 'Your YSJ' staff benefits package includes policies and paid leave to support work-life balance; financial wellbeing and reward; learning and development and an inclusive and diverse workplace.

In York, employees have access to YSJActive fitness facilities and support for a healthy lifestyle. Colleagues working at our Lord Mayor's Walk or Haxby Road campuses will see the benefits of our biodiversity projects to expand our green spaces and create wildlife habitats.



UNIVERSITY FOR SOCIAL IMPACT STRATEGY

At York St John we strive for what we believe in. Our strong values remain unchanged and underpin everything we do.

We are:

- Intellectually open, rigorous and curious.
- Dedicated to promoting fairness and challenging prejudice.
- Always inspiring and supporting each other to succeed.

Our vision is that through our excellent education and research, we will be a catalyst for change that creates a fair future.

Our University for Social Impact Strategy will ensure we can meet future challenges by guiding the innovation and energy of our University community.

These ten strategic aims describe the difference we want to make. In the years to come we will:

- Celebrate our locations in York and London whilst being global in outlook.
- Enrich our research and the experience of students, staff and communities through transformational partnerships.
- Be a truly inclusive and equitable organisation.
- Collaborate with confident, authentic, resilient, enterprising and professional students and staff.
- Offer a future-focused, high-quality academic portfolio with distinctive learning and teaching.
- Provide all students with a personalised learning journey underpinned with technology.
- Produce conscientious graduates who fulfil future skills requirements both domestically and internationally.
- Be a sector leader in environmental sustainability with a whole-University approach.
- Innovate through impactful research and knowledge exchange.
- Demonstrate local, national and international social impact.

To deliver against these aims, we have designed a series of University-wide Strategic Frameworks together with relevant colleagues. These will be underpinned by local School Roadmaps and Enabling Plans detailing the specific actions we will take to move us closer to meeting our aims.

Read our Strategy in full on our website: [University for Social Impact Strategy | York St John University](#)



ACADEMIC COMMUNITY

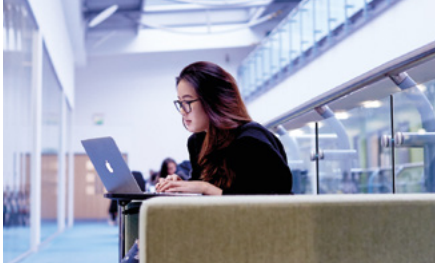
Our academic community is the intellectual heartbeat of our University. This is a community deeply committed to students, regularly going the extra mile to support those who need additional assistance, and with a strong connection to the values of widening access and promoting social justice.

As at all universities, it is also a community experiencing a changing working environment – adapting to the external regulatory framework, balancing the competing demands of teaching, research, student support and personal development, and working across multiple internal and external networks to play a part in the activities where our voice and expertise can make the biggest impact.

To position us as effectively as possible to achieve our ambitions for both inspiring teaching and impactful research, the University has five academic Schools and a London campus. Each School has a Senior Leadership Team consisting of Head of School, Associate Heads, Learning and Teaching Lead, Research and Knowledge Transfer Lead, and an Operations Manager, who provide leadership, and cultivate multi-disciplinary collaboration, and enhance the support available to academics.

The Pro Vice Chancellor: Education line manages Heads of School to ensure that all Schools achieve their full potential and contribute to delivering the University for Social Impact Strategy.





EXECUTIVE TEAM

Professor Karen Bryan OBE Vice Chancellor

Professor Bryan provides strategic leadership for the institution, setting our overall direction as the University for Social Impact. She represents York St John University as a member of Universities UK, Yorkshire Universities, and the Cathedrals Group of universities, working to realise benefits for students, staff, and the wider community.

Professor Bryan is a Speech and Language Therapist with research interests in communication difficulties in young offenders and in forensic populations. She is a Visiting Professor in the Department of Neuropsychology at the University of Warsaw and is a Fellow of the Royal College of Speech and Language Therapists.

In 2018, Professor Bryan was awarded an OBE for services to higher education.

Professor Rob Mortimer Pro Vice Chancellor: Research and International

Rob leads on four elements of the University strategy: research, innovation and business development (including apprenticeships), international, the York Business School, and the London Campus. He is a member of several local, national and international bodies taking forward the University's agendas and raising York St John's profile. Rob is an environmental geochemist who works on the cycling of nutrients and trace metals in the environment, and their impact on ecology and biodiversity. He chairs the University Research Committee and Degree Apprenticeship Oversight Committee.

Dr Rob Hickey Chief Operating Officer

Rob leads the University's Professional Services team spanning: Finance, Human Resources, Estates and Campus, IT and digital, Marketing, Student Recruitment and Admissions, Strategy and Projects, and YSJ Active.

Kathryn Kendon University Secretary and Registrar

Kathryn leads the University Secretary's Office including oversight of communications with the Governing Body. She leads Academic Registry, the Chaplaincy, the Executive Support Office and the Central Services Office. She is also sponsoring our new Student Hub. Kathryn chairs the University's Quality Standards Committee.

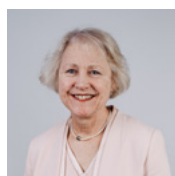
Professor Richard Bourne Pro Vice Chancellor: Education

Richard is responsible for implementing the Learning, Teaching and Student Experience Framework, the Access and Participation Plan (APP), and sponsors the University's work on the Race Equality Charter. He line manages four Heads of School, the Director of Student Success and Learning Services, and the Head of Teaching and Learning Enhancement. Richard chairs the University's Education Committee and the Strategic Portfolio Committee.

MEET OUR PEOPLE

OUR STAFF AND STRUCTURE

Our people make us who we are, so we want you to get to know us better. Our community consists of 1,100 staff of whom approximately 478 are academic staff. The charts below reflect our current structure. On the following pages a selection of key statistics and quotes provide an overview of our thriving student community.



Vice Chancellor's Office
Professor Karen Bryan OBE



Chief Operating Officer
(Member of Executive Board)
Dr Rob Hickey



University Secretary
and Registrar
(Member of Executive Board)
Kathryn Kendon



PVC: Research and
International
(Member of Executive Board)
Professor Rob Mortimer



PVC: Education
(Member of Executive Board)
Professor Richard Bourne

Director of Estates
Management

Director of Finance

Director of Human
Resources

Chief Information
Officer (Innovation and
Technical Services)

Director of Marketing,
Student Recruitment
and Admissions

Director of Strategy and
Projects

YSJ Active

Academic Registrar

Head of Governance,
Assurance and
Compliance

Executive Support
Office

Central Services Office

University Chaplain

Associate PVC for
Innovation and Change

Dean of London
Campus

Dean of York Business
School

Head of International
Recruitment

Research Office

Heads of School

School of the Arts

School of Education
Language and
Psychology

School of Humanities

School of Science,
Technology and
Health

Director of Student
Success and Learning
Services

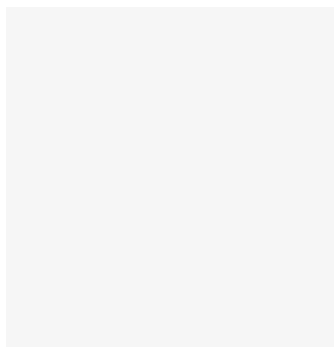
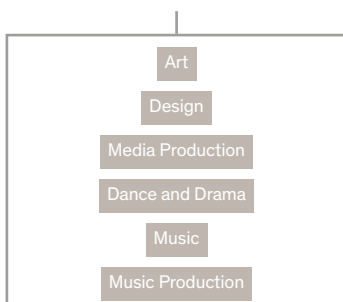
Head of Teaching and
Learning Enhancement

MEET OUR PEOPLE

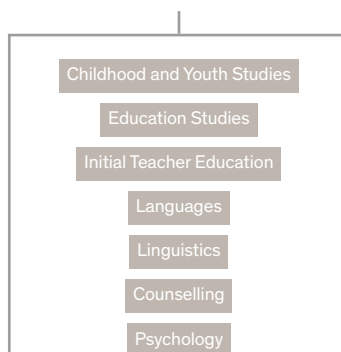
ACADEMIC SCHOOLS



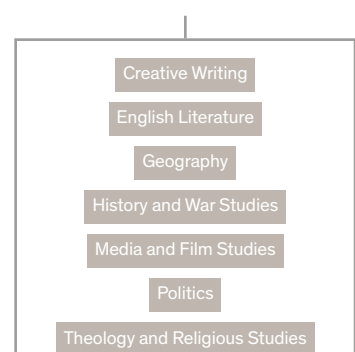
Head of School:
the Arts
Professor Helen Julia Minors



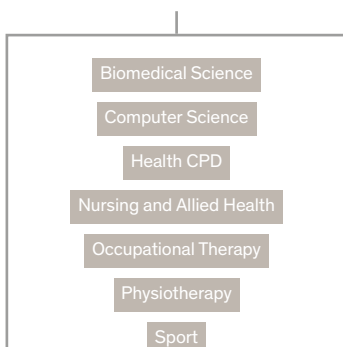
Head of School:
Education, Language
and Psychology
Vacant Post



Head of School:
Humanities
Dr Anne-Marie Evans



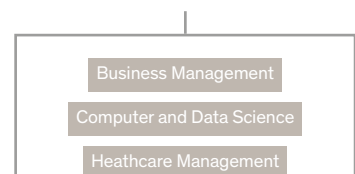
Head of School:
Science, Technology and Health
Dr Rob Sanders



Dean:
York Business School
Dr Brendan Paddison



Dean:
London Campus
Louise Donaghy



MEET OUR PEOPLE OUR STUDENTS

OVER
13,500
STUDENTS

94%
FULL TIME

55%
FEMALE

154 STUDENT NATIONALITIES

45% BAME
STUDENTS

56%

UNDERGRADUATE

40%

POSTGRADUATE TAUGHT

4%

POSTGRADUATE RESEARCH

24% WITH A KNOWN DISABILITY

59%
HOME/EU
STUDENTS

41%
INTERNATIONAL
STUDENTS

69%
STUDENTS FROM
UNDERREPRESENTED
BACKGROUNDS



"York St John University is a home away from home. YSJ is such a nice place to be, you can do so many things and have so many opportunities that I don't think you get at many other places."

Ella | Occupational Therapy,
Rutland, Leicester



"I walked into YSJ and it just felt natural to me, just so normal. You know when you just know? The first week of the course I met my best friends, even to this day they're still my best friends."

Zak | Drama and Theatre,
Doncaster



"I've had the best time. I'm very happy to be at this University with the support system I've had. I wouldn't change it at all."

Nicole | Human Geography,
Wimbledon, London



OUR PRESENCE IN YORK AND LONDON

York St John University is located in the centre of the beautiful city of York. You will know York as a top tourist destination, thanks to its rich history, culture and year-round entertainment. What you may not know is that it is also regularly highlighted as one of the best places to live in the UK, with excellent schools, a safe environment and community spirit.

The University is easy to access on foot, by bike or on public transport. There are regular bus routes around the city, including Park and Ride services. York Train station is less than a mile away. This makes longer commutes manageable, with over 70 trains per day during the week to London (journey just over 2 hours). Regular trains to Leeds (25 minutes), Leeds Bradford airport (1 hour), Manchester and Manchester Airport (80 and 105 minutes respectively) and Edinburgh are also available. For staff moving to the city, relocation support is available to certain roles. Parking is also available near to our campus. York is the largest city in the UK's largest county, North Yorkshire. The county boasts the picturesque towns and villages of the North York Moors National Park and Yorkshire coast.

The University has strong links and partnerships across the region, including a leading role in widening participation in higher education. Our regional footprint is expanding, establishing York St John as a major influence on North Yorkshire's social, economic and cultural evolution. Achieving a positive work-life balance, alongside ease of travel and a fantastic environment in which to work and thrive, is an important aspect of belonging to the York St John community.

Our campus in London is a postgraduate learning community with a commitment to educate, motivate and inspire a new generation of innovators, entrepreneurs and business leaders.

Our Master's courses are shaped by our expert staff, directed by the latest research and informed by industry leaders.

Set in the Export building at East India Dock, our campus is based in the rich and diverse east part of London. Close to Canary Wharf, we are part of a vibrant, dynamic and innovative hub of creative, technology, and startup businesses.



SCHOOL OF EDUCATION, LANGUAGE AND PSYCHOLOGY

Established in 2019, the School of Education, Language and Psychology comprises of an engaging and complementary range of academic disciplines: languages, linguistics, TESOL, counselling, psychology, primary and secondary teacher education, early years education, and children, young people and education. Colleagues work hard to connect across these disciplines and have built a strong culture of collaboration and collectiveness.

The School is organised into five broad areas: Languages and Linguistics; Initial Teacher Education; Psychology; Counselling; and Children, Young People and Education. Each disciplinary area is led by an Associate Head of School. At School level, working alongside the Associate Heads and Head of School, there is an Operations Manager, a Learning and Teaching Lead, Research and Knowledge Transfer Lead and EDI Lead, all of whom form the School's Senior Leadership Team.

116 members of staff are employed within the School of which many are part-time. Qualified casual staff are also engaged, including many who support the Initial Teacher Education programmes as external General Mentors and Lead Mentors. The School offers a variety of undergraduate degrees and there is also a vibrant postgraduate community at MA and PhD levels. The School's student numbers have seen steady growth and stand at 2,331 comprising of; 1,856 undergraduate students, 337 taught and research postgraduate students, and 95 Doctorate (PhD and Professional Doctorate) students. The student community reflects the University's

widening participation ethos and encompasses mature learners, first in family, those with a declared disability and international students amongst others. Despite its relatively large size, the School maintains a strong sense of togetherness. As an illustration of this, there are a number of cross-School groups, including the AI Working Group, the Student Engagement Group, and the QR Funding Group.

The School includes accredited professional courses which require strong collaborative work with our communities, including our teacher education programmes, which were the founding discipline of the University when it was established in 1841. Partnership is at the heart of these programmes and take account of PSRB criteria including the British Psychological Society, Ofsted, the DfE, and the British Association for Counselling and Psychotherapy. Our most recent full Ofsted inspection resulted in an overall grade of Good with Outstanding for primary leadership and management.

The School has a strong commitment to public engagement, evidenced by the work of the York St John Communities Centre, which offers high quality, accessible counselling, mental health and support services to the York community, the Community Language School which maintains heritage languages for multilingual children, and a Creative Literacies Hub which helps parents support children's reading skills. The Communities Centre also offers student training placements for the PG dip Humanistic Counselling and the Doctorate in Counselling Psychology.

The School has six professorial staff and is actively engaged in delivering the University Research Plan with a series of research groups supporting staff. These groups cover a range of interests such as; ecological justice; inclusion, society and education; child development; counselling and therapy; and participatory enquiry. We have excellent national and international collaborators and have hosted a wide range of seminars, conferences and other events. Our growing PGR population includes a range of subjects at Masters and Doctoral level including researching the relationship between bilingualism and the theory of mind; researching the Black deaf community who use British Sign Language in the UK; critical mathematics education and the involvement of community and democratic accountability in multi-academy trusts in the UK. The School covers four REF Units of Assessment (3; 4; 23 and 26) all of which had several 4* outputs in the last REF cycle.

Staff and students in the School continually create new knowledge about the development, education and life experiences of people in a wide variety of settings. They are all invested, from diverse disciplinary perspectives, in how to help people to achieve their potential and, importantly, how to change society to make their potential more achievable.

JOB DESCRIPTION

HEAD OF SCHOOL

SCHOOL OF EDUCATION, LANGUAGE AND PSYCHOLOGY

POST: Head of School

SCHOOL: School of Education, Language and Psychology

HOURS: Full-time

REPORTING TO: Pro Vice Chancellor: Education

MANAGEMENT RESPONSIBILITY:

Associate Heads of School

Learning and Teaching Lead

Research and Knowledge Transfer Lead

Operations Manager

Leadership of York St John University:

As a member of the University's Senior Leadership Team:

- Provide strategic leadership and accountability for the School and inspire the team to support the delivery of YSJ Strategy, taking personal responsibility wherever possible.
- Create an environment in which the York St John ethos and values are celebrated and brought to life in a way in which people inspire others, embrace new thinking and push the boundaries of their potential, excelling in their endeavours.
- Work collaboratively with colleagues, with a genuine spirit of collective endeavour, and relentless focus on the sustainability of York St John as a unique, values-driven, sustainable University.

As a leader of people, ensure excellent management of finances and people across all direct reports with clear focus on cost control; strategic delivery; personal wellbeing; equality, diversity and inclusion. Ensure the delivery of key objectives and instil a culture of robust yet supportive performance management in which organisational values are the bedrock of how people behave. Ensure communications across the management team and the broader University community improve levels of employee engagement and connection to the core purpose of York St John University; raising the profile of academic reputation and student experience.

Job Purpose:

The Head of School is accountable to the Pro Vice Chancellor: Education for the performance outcomes of the School.

- Leadership of the curriculum and delivery of teaching, learning and assessment in the School of Education, Language and Psychology to ensure it is relevant to all stakeholders and associated with excellent outcomes for all.
- External performance outcomes extend to the Research Excellence Framework (REF), the Teaching Excellence Framework (TEF), the Knowledge Exchange Framework (KEF) and the National Student Survey (NSS).
- Internal performance outcomes relate to student recruitment and achievement outcomes in the main with supporting measures around financial outturn and employee engagement.
- With academic leadership, rigour, significance and originality underpinning all activity, the Head of School will deliver the York St John Strategy, Frameworks and the School's Roadmap within the School of Education, Language and Psychology and influence achievement across the University.

HEAD OF SCHOOL (SCHOOL OF EDUCATION, LANGUAGE AND PSYCHOLOGY) JOB DESCRIPTION

Duties and Responsibilities:

Strategic Leadership

1. Shape and deliver the strategic Roadmap for the School to ensure the priorities and indicators of success articulated in the YSJ Strategy and its Frameworks are fully achieved.
2. Drive a culture of (1) interdisciplinary collaboration to improve University outcomes across all metrics (2) student outcomes at the heart of all that is done (3) an aspirational and ambitious School where genuine partnership with Professional and Support Services and relevant external stakeholders thrives.
3. Lead on the strategic enhancement of the School's portfolio, curriculum and pedagogical development including delivery methods and assessment strategy. Ensure attainment of outstanding quality indicators and regulatory compliance, including: external accreditation, high student satisfaction ratings, employability indicators and completion rates.
4. Enhance the international reputation of the School and its work in collaboration with the Pro Vice Chancellor Research and International.
5. Represent the School within the University, working to the interests of the broader community and University where necessary.

Academic Leadership

1. Ensure that the curriculum, learning and teaching, knowledge exchange and research conducted within the School is underpinned by an appropriate level of academic rigour.
2. Enhance the originality and significance of the research and knowledge exchange conducted by the School for the benefit of students, staff and the University.
3. Work collaboratively with the other Schools to achieve appropriate interdisciplinary provision and to achieve consistent policy delivery across the University.
4. Accountable for ensuring that all specialist learning and research facilities (for example, laboratories) within the School support academic work appropriately, working with estates and facilities.
5. Provide the academic leadership to ensure that the cognate areas within the School is clustered around an identifiable 'School of Thought' that is robust and can withstand academic scrutiny and challenge.
6. Ensure that early career academics are given appropriate academic mentorship to develop the academic rigour, significance and originality of their work.
7. Develop deep and sustained relationships with subject associations, regional, national and international stakeholders and professional bodies relevant to the School.

People Leadership

1. Provide inspirational leadership across the School to ensure strategic delivery and positive employee engagement.
2. Hold colleagues to account where performance and contribution falls short of agreed expectations.
3. Be accountable for all people-related practices conducted through the School Leadership Team.
4. Create an environment where continuous improvement on every level is the norm (personal, team, School, University) and where personal learning and professional practice is enriched.

Sustainability and Enterprise

1. Be accountable for delivering an annual budget underspend across the School and relentless financial rigour from colleagues.
2. Oversee the development of an income generation strategy to ensure the growth and diversification of School revenue, including: external research income, consultancy and other "third stream" activities.
3. Ensure that School colleagues attract and retain undergraduate, postgraduate and international students both on campus and through distance learning by offering innovative, attractive, relevant and flexible academic programmes which support an excellent and high-quality experience and student offer at the University.
4. Work with Knowledge Exchange colleagues to develop a step-change in approach to Knowledge Exchange for the benefit of students, the University and the local community.

Research and Innovation

1. Through own research, make a significant and sustained contribution to the research outputs of the University for REF and maintain a publication record that is characterised by its academic rigour, significance and originality.
2. Work with the Research Office to develop an invigorated research ethos within and across Schools, enhancing interdisciplinary and external collaborations to establish a strong stream of internationally-competitive research outputs, grow external research income, innovation and PhD registrations.

HEAD OF SCHOOL (SCHOOL OF EDUCATION, LANGUAGE AND PSYCHOLOGY) JOB DESCRIPTION

External Engagement

1. Seek opportunities to extend current and build future partnerships which support, extend and diversify the School's offer, and to further develop the School's regional, national and international profile.
2. Contribute to the community of York and the region.
3. Work with key stakeholders, including employers and professional and statutory bodies, to ensure the viability, currency, recognition and reputation of our courses and other work.

Plus

- Any other duties as may reasonably be required.
- Ensure that the highest standards of professional performance are maintained.
- Promote equal opportunities in the work of the department to include a commitment to the International Strategy of the University.
- Ensure compliance with relevant legislation and statutory codes of practice, as advised.
- Ensure that professional skills are regularly updated through participation in training and development activities.
- Ensure all University policies are implemented within the remit of this post.

Health and Safety

- Under the Health and Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. Copies of University safety policies are available on the staff intranet.

This is not a comprehensive definition of the post. Postholders are expected to undertake any work that comes with the remit of the post's main objective. This job description will be kept under review and maybe changed at any time subject to consultation with the postholder.



HEAD OF SCHOOL (SCHOOL OF EDUCATION, LANGUAGE AND PSYCHOLOGY) PERSON SPECIFICATION

| EDUCATION/TRAINING | Requirement is | Assessed by |
|--|----------------|-----------------------|
| Doctorate Degree | Essential | Application |
| Evidence of continuous professional development and professional excellence | Essential | Application |
| Senior or Principal Fellow of the HE Academy | Desirable | Application |
| Professorship | Desirable | Application |
| KNOWLEDGE AND EXPERIENCE | | |
| Outstanding academic achievement. Excellent and/or sustained track record of academic rigour and professional engagement. | Essential | Application |
| A proven track record of excellent research or creative professional practice outputs in a discipline relevant to the School. | Essential | Application |
| Current or recent experience of leading and empowering academic colleagues to deliver excellence in teaching and research. | Essential | Application/Interview |
| Experience of strategic working in higher education in a senior role, including the management and planning of human, physical and financial resources. | Essential | Application/Interview |
| A good understanding of developments underpinning creative higher education, its management and organisation, and a keen awareness of external factors and pressures. | Essential | Application/Interview |
| Excellent understanding of the needs of students in relation to the learning experience and the impact of diversity issues on curriculum development, learning, teaching and assessment, and the student offering. | Essential | Application/Interview |
| Evidence of planning and implementing innovation in curriculum design and development. | Essential | Application/Interview |
| Experience of developing partnerships and networks locally and internationally, and leading collaborative initiatives to achieve specific outcomes. | Essential | Application/Interview |
| Exposure to enterprise, innovation and income generation, with an understanding of traditional and third-stream funding mechanisms. | Desirable | Application/Interview |
| SKILLS/ATTRIBUTES | | |
| The ability to provide strong academic leadership and vision, enthuse, motivate and inspire, and promote excellence in all aspects of the School's activities. | Essential | Application/Interview |
| Student-centered with a passion for the student experience. | Essential | Interview |
| Innovative and creative approach with the ability to identify new opportunities. | Essential | Interview |
| Ability to think strategically and to formulate and communicate effective strategies for developing the School. | Essential | Interview |
| Excellent verbal and written communication, and interpersonal skills, and the ability to build and maintain effective and productive relationships both within and external to the University. | Essential | Interview |
| Commitment to openness and transparency facilitating open communication channels and genuine collaboration both within and across Schools. | Essential | Interview |
| The ability to persuade, influence and negotiate, and make difficult decisions, when needed. | Essential | Interview |
| Commitment to equality, diversity and inclusivity in higher education. | Essential | Application/Interview |
| Commitment to the University's mission, vision and values. | Essential | Application/Interview |
| Ability to promote enterprise activity leading to the growth of third-stream income. | Desirable | Interview |

THE LEADING IN YORK ST JOHN FRAMEWORK

YSJ is my University, I choose to be here, and I show my commitment by contributing to its long-term success. This Framework is used in our Recruitment and Performance Development Reviews, please take these into consideration when making your application and in your role.

| | |
|-----------------------|---|
| Self-Assured | I take personal responsibility. If not me, then who? If not now, then when? |
| Agile | I am proactive, creative and responsive in testing solutions. I continuously adapt my Approach. |
| Socially Aware | I contribute my knowledge, skills and time to the broader University community. |
| Tenacious | I confidently and passionately contribute my ideas and support others to do the same. |
| Open-Minded | I communicate with empathy and positivity, without prejudice. |

HEAD OF SCHOOL (SCHOOL OF EDUCATION, LANGUAGE AND PSYCHOLOGY) JOB DESCRIPTION

Terms

The Head of School of the Education, Language and Psychology will be expected to devote their time to the University and the city of York. Any interests which may impact on the role must be declared at longlist interview and agreed with the Vice Chancellor.

Benefits

Work-life balance

- 11 different kinds of paid leave, including 26 weeks paid adoption, maternity and shared parental leave.
- Annual leave entitlement of 26 to 35 days plus 5 days over Christmas.
- Academic leave and career break policy.

Financial wellbeing and reward

- A generous contribution to two different pension schemes.
- Access to financial support and education.
- Visa loan scheme and relocation support for some roles.
- Low-cost car parking.
- Access to discounts.
- Assistance with relocation may be available.

Health and wellbeing

- Money reclaim from our Health Cash Plan.
- Access to Care First - our Employee Assistance Programme.
- Occupational sick pay and flexi-time schemes.
- Support from wellbeing champions.
- Sport facilities, allotments and a cycle to work scheme.

An inclusive and diverse workplace

- A commitment to race equality, gender equality, disability inclusion and LGBTQ+ equality.
- Seven staff networks.
- Equality and diversity training.
- Inclusive policies, including our new menopause policy
- Learning and development.
- Thorough induction programme to welcome you to the University.
- Mentor allocated to every new starter as part of their induction.
- Access to a range of inclusive and strategic mentoring, coaching and development programmes.

Selection Process

Shortlisting will take place in the week commencing 19 May 2025. There will be a familiarisation day on Friday 6 June 2025 with the final interview scheduled for Friday 13 June 2025. Both of these days will be hosted at our beautiful city centre campus in York.

All applications are to be submitted via our vacancy portal which is hosted on the York St John website. Referees will not be approached until the final stages and only with your prior permission.

Applications are particularly welcome from female, disabled, black and minority ethnic candidates, who are under-represented in senior positions in the University. We are committed to equality: if for any reason you have taken a career break or periods of leave that may have impacted on your career path, such as maternity, adoption or parental leave, you may wish to disclose this in your application. All applications at the University are considered on merit.

Closing date is midnight on Sunday 18 May 2025.

For an informal conversation about the role please contact Professor Richard Bourne via ESO@yorks.ac.uk

Please note that there may be amendments to the timeline but candidates will be kept fully up to date with any changes.

Est.
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YORK
ST JOHN
UNIVERSITY