



University of  
**Strathclyde**  
Glasgow



Royal Charter  
since 1964  
Useful Learning  
since 1796



# Head of Department & Professor

Department	Civil and Environmental Engineering ( <a href="http://www.strath.ac.uk/engineering/civilenvironmentalengineering/">www.strath.ac.uk/engineering/civilenvironmentalengineering/</a> )		
Faculty	Faculty of Engineering ( <a href="http://www.strath.ac.uk/engineering/">www.strath.ac.uk/engineering/</a> )		
Staff Category	Academic	Reference No	604628
Reports To	Executive Dean of Engineering	Grade:	Professorial
Salary Range:	The successful candidate will be appointed to the Academic Professional / Professorial scale for the substantive post. In addition, a Head of Department allowance will be payable for the duration of appointment as Head of Department	Contract Type:	Initially for 3 years as Head of Department, with the possibility of a second term in office. Running in parallel with this appointment, you will hold a substantive, open-ended, Academic Professional post.
FTE	I (35 hours/week)	Closing Date	28/04/2024

## Job Advert

As a leading international University, we pride ourselves in recruiting the best academic and professional staff to support our ground-breaking, impactful research, and our first-class student experience.

Strathclyde is home to world-class academics, from almost 100 different countries, who are offered career opportunities which are sector leading. We work together to make our University a dynamic and innovative place to work. Our research changes people's lives as we work with business, industry and government to find the solutions to the problems which face today's society. We are committed to useful learning and to being a socially inclusive institution and this guides the way we deliver our teaching, learning and research.

The University was founded as 'A Place of Useful Learning' in 1796 and this remains a mission that we deliver today as a Leading International Technological University that is socially progressive. Our Values reflect who we are and underpin our distinctive and authentic ways of working. We are:

- **People-oriented:** committed to our staff and students, providing opportunities and investing in their development.
- **Bold:** confident and challenging about what we do, and supportive of appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact, and encouraging creative thinking and new ideas.
- **Collaborative:** working together, internally and externally, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

As a socially progressive institution, we pioneer technologies not just for their own sake, but because they help improve society economically, in its health, quality of life and its creativity, enriching us in every sense. Our approach is ambitious, collaborative, and international, recognising that modern challenges are complex, and that approaches to tackling these challenges typically require technical, societal, policy and business insights, working in close participation with the communities involved. This 'people-oriented' approach to education, research and innovation, together with an unbroken 200-year commitment to 'useful learning', makes Strathclyde a distinctive voice in Higher Education.

The Department of Civil and Environmental Engineering is a dynamic, multidisciplinary environment known for its friendly and supportive research and teaching culture. We value research and teaching excellence and the willingness to support others and work as a team. Our research has global impact and we are continuing to invest significantly in cutting edge equipment to further bolster our state-of-the-art laboratories, having doubled our industry research income in the past 4 years. We are committed

to delivering an outstanding student experience and were ranked 3rd in the UK for Civil Engineering in the Guardian League Table 2024. In addition to our strong core undergraduate and postgraduate degrees, we have an innovative range of flexible learning programmes, including an excellent Graduate Apprenticeship degree, popular part time/distance learning options at MSc level and flourishing education programmes with overseas partners.

We are seeking an individual with a collaborative and collegiate approach to leadership for the role of Head of the Department of Civil and Environmental Engineering at the University of Strathclyde. You will demonstrate a track record of emotionally intelligent leadership and will be committed to supporting staff and students by ensuring they are given the opportunities and mechanisms necessary to develop and thrive. The successful candidate will have a strong track record in research and have an active commitment to equality, diversity and inclusion, thus helping to sustain our work in this area as reflected in our departmental Athena Swan Gold award for gender equality. You will have a flexible range of leadership skills to support our dynamic, multidisciplinary and friendly research environment, and to champion our innovative teaching practises that enable students from a wide range of backgrounds to flourish.

Applicants from any civil and environmental engineering aligned discipline are encouraged to apply. We particularly welcome candidates that can strengthen our research around Engineering for Net Zero, Engineering for Climatic and Non-Climatic hazards and Innovations in Structural Engineering.

You will be an internationally recognised academic leader with a relevant first degree and a PhD (or equivalent professional qualification), together with a substantial track record in research, teaching and knowledge exchange, including management and leadership roles. You will be an excellent communicator, capable of inspiring staff and students and driving forward the Department's ambitions and strategic aims across its full range of activities.

Appointment as Head of Department will be for a fixed-term period of 3 years initially and you will also be appointed to an open-ended substantive post in the Department at a senior level, in accordance with your qualifications, standing and experience. An indication of what can be expected at the various levels of our Academic Professional staff categories of our Academic Professional staff categories can be found here: [Career Pathways](#).

For appointment at Professorial level: Subject to the Charter and Statutes and Ordinances and Regulations of the University, as Professor you will be responsible to the Court of the University through the Principal for providing leadership in your academic area and will report annually on this. This is in addition to the responsibility, which each Professor owes to his or her Head of Department.

## Job Description

The role outlined below relates to that of a Professorial-level substantive appointment and may be recalibrated to reflect the skills and experience of the successful applicant. Further details of what can be expected at the various levels of our Academic Professional staff categories can be found here: [Career Pathways](#).

## Head of Department

### Brief Outline of Job:

To provide leadership and strategic direction to maximise the Department's performance in research, teaching and knowledge exchange; to ensure that the Department's objectives align with the Faculty and wider strategic direction of the University and to ensure the effective and efficient use of departmental resources.

### Main Activities/Responsibilities:

Strategic Leadership	<ul style="list-style-type: none"> <li>• Lead the Departmental strategic planning process, ensuring that it aligns with Faculty/University strategic objectives and ensure delivery of agreed Departmental objectives.</li> <li>• Lead, support and effectively manage department staff, ensuring that all individuals contribute effectively to the overall success of the Department, Faculty and University.</li> <li>• Contribute to the strategic management of the Faculty and the wider University</li> <li>• Promote the interests of the Department both within and out with the University.</li> <li>• To lead and manage change effectively within the Department.</li> <li>• To provide leadership which fully supports our department's commitment to equality, diversity and inclusion.</li> </ul>
People and Resource Management	<ul style="list-style-type: none"> <li>• Responsible for staff planning activity including, succession planning, recruitment and selection, workload allocation and ensuring effective implementation of supportive working practices, including agile working.</li> <li>• Manage departmental resources and finances (including staffing, running costs, equipment, and accommodation), ensuring that fair and transparent mechanisms are in place for allocation of resources.</li> </ul>

	<ul style="list-style-type: none"> <li>Responsible for ensuring effective mentoring, development and, where required, performance management of staff within the Department. Oversee the annual Accountability and Development Review process to ensure effective objective setting is aligned to departmental/faculty plans and that appropriate development plans are in place to support staff career ambitions.</li> <li>Ensure that contract research staff and all probationary staff receive effective induction, development and mentoring.</li> <li>Ensure a positive, inclusive and people-oriented environment within which staff feel supported, appropriately challenged and encouraged to innovate.</li> <li>Recognise excellent performance through relevant feedback mechanisms and, where appropriate, make appropriate recommendations to the Executive Dean.</li> </ul>
Academic Leadership	<ul style="list-style-type: none"> <li>Deliver excellence in research, knowledge exchange, teaching, and internationalisation in line with Departmental objectives and Faculty/University strategy.</li> <li>Lead the implementation of effective mechanisms for maintaining and enhancing research and knowledge exchange activities, with the support of the Departmental Director of Research Director of Knowledge Exchange, and Director of post-graduate research</li> <li>Lead the implementation of effective mechanisms for home and overseas student recruitment, delivery of courses, assessment and feedback with the support of the Departmental Director of Internationalisation, Departmental Head of Articulation Programs, the Departmental Director of Teaching and Department Operations Manager.</li> <li>Engage with and where appropriate set the agenda in, national and international academic debates and within professional institutes, learned/practitioner societies and governmental committees.</li> </ul>
Governance	<ul style="list-style-type: none"> <li>Meet appropriate environmental and social responsibility objectives for the Department.</li> <li>Ensure compliance with statutory requirements (e.g. Health and Safety) and with University Policies and Procedures.</li> <li>Ensure effective management and control of departmental resources and finances in compliance with relevant University Financial Regulations, Policies and Procedures.</li> </ul>

## Professor

### Brief Outline of Job:

As an acknowledged expert and leader in a field relevant to the Department of Civil and Environmental Engineering: to direct an internationally acclaimed research programme; to oversee and deliver educational curricula and set appropriate academic standards; to lead the development of knowledge exchange activities; to provide academic leadership and contribute at a strategic level to the work of the Department, Faculty and University.

### Main Activities/Responsibilities:

Research	<ul style="list-style-type: none"> <li>Provide research leadership within the Department, Faculty and University through identifying, developing and leading significant research directions and projects.</li> <li>Manage significant activities and resources and provide leadership, support and direction to academic/professional staff.</li> <li>Lead an internationally acclaimed programme of research, disseminating results through regular and sustained publications in high impact journals, books and conference proceedings.</li> <li>Mentor junior colleagues to help them meet their annual objectives and achieve their career aspirations including leadership and supervisory skills.</li> </ul>
Knowledge Exchange	<ul style="list-style-type: none"> <li>Lead the development of knowledge exchange activities and promote public engagement by, for example, establishing research and/or educational links with industry, and influencing public policy and the professions at national and international level.</li> <li>Secure substantial research grant funding and attract income through knowledge exchange activities.</li> <li>Engage in, and where appropriate set the agenda in, national and international academic debates and within professional institutes, learned/practitioner societies and governmental committees.</li> </ul>
Teaching	<ul style="list-style-type: none"> <li>Oversee the design and delivery of educational degree curricula and playing a lead role in the development of educational strategy and operational standards.*</li> </ul>
Administration	<ul style="list-style-type: none"> <li>When no longer Head of Department: Contribute, at a strategic level, to the work of the Department, Faculty and University, for example by playing a lead role on University committees.</li> <li>Engage in continuous professional development.</li> </ul>

## Person Specification

### Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 A good honours degree plus a PhD (or equivalent professional experience) in a relevant subject

### Experience

E2 An outstanding and inspiring record of achievement in research evidenced through a sustained portfolio of peer-reviewed publications recognised internationally in a relevant field.

E3 Proven ability to attract substantial research funding over a sustained period.

E4 Track record of previous management experience, with proven ability to lead, support and manage a varied team.

E5 Research and teaching interests consistent with the strategic direction of the Department, Faculty and University.

E6 Extensive experience of delivering high quality teaching to undergraduate and postgraduate students and supervision of research students.

E7 Experience of developing and implementing strategic plans incorporating financial and resource management.

### Job Related Skills and Achievements

E8 An established international reputation as an expert and leader within specialist field.

E9 Track record of multi/inter-disciplinary research collaborations and developing external partnerships.

D1 A proven track record of achievement in internationalisation.

### Personal Attributes

E10 Able to think/act strategically and provide purpose and direction to the Department and contribute at a senior level to the Faculty and University.

E11 Excellent interpersonal skills with the ability to listen, engage and persuade.

E12 Able to build capability and credibility of Department.

E13 Resilient under pressure and aware of own personal impact, strengths and weaknesses.

E14 A leadership approach which is consistent with the University's Values and which inspires others to deliver.

### Other Relevant Factors

E15 Awareness of the key issues for the Department during the period of appointment.

E16 Ability to combine the appointment of Head of Department with maintaining research excellence.

D2 Established links with industry, government, learned societies or professional bodies.

D3 Membership of relevant Chartered/professional bodies (including the Higher Education Academy).

## Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job as well as a Research Plan outlining your research strategy for the next 5 years. Applicants should also complete the Equal Opportunities Monitoring Form.

## Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Professor Stephen McArthur, Executive Dean of Engineering ([s.mcarthur@strath.ac.uk](mailto:s.mcarthur@strath.ac.uk)).

### Conditions of Employment

Conditions of employment relating to the Academic staff category can be found at: [Conditions of Employment](#).

## Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

## Basic Disclosure

This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

## Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

## Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

## Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

## Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

## Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

## University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

