



UNIVERSITY *of*
WORCESTER



Appointment of

Head of Institute of Arts and Humanities

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Executive summary

The University of Worcester's academic Schools are based within two Colleges, The College of Education, Culture and Society and The College of Health and Science each overseen by a Pro-Vice Chancellor. The Institute of Arts and Humanities sits within The College of Education, Culture and Society, alongside Worcester Business School and The Institute of Education.

The Institute of Arts and Humanities is newly formed (2024), bringing the former School of Arts and The School of Humanities together, to form one exciting new institute. It embraces cross-disciplinary working with a portfolio of joint honours courses as well as multi-disciplinary research groups and the growing University of Worcester's School of Law.

We are seeking to appoint an individual who will be an authentic leader who can create and grow opportunities for students and staff and work imaginatively across a breadth of disciplines including Art and Design, Film and Theatre, Law, English and Media and History and Sociology. With a demonstrable passion for widening participation and equality, diversity and inclusion they will develop the educational portfolio of the new Institute and provide strategic leadership to the Institute's Heads of Department. They will drive improvement in student outcomes and seek to expand external partnerships.



The Institute of Arts and Humanities

The Institute of Arts and Humanities at Worcester consists of approximately 1000 students studying a range of undergraduate, postgraduate and research qualifications in subject areas including Art, Design, Theatre and Film, English, Media and Culture, History, Sociology, Politics, Law and Policing.

As an academic community, we are highly ambitious reflected in our achievements across teaching, learning and research and are passionate about the impact the school makes on individuals' lives and career prospects. We place great value on the individual and creating a friendly and supportive environment in which to work and learn.

The Institute has an ambitious and lively research culture, underpinned by a community of theorists and practice-led researchers. Our academics regularly achieve national and international peer recognition, awards and funding for their work.

By sharing our academic work and building external collaborations with numerous partners, we enable our students to engage with opportunities that enhance their experience, skills and routes into employment and as a result we make a distinctive contribution to public life in the region.

The Institute's facilities include the award winning bespoke studios and workshops at The Art House, in the city of Worcester's Cultural Quarter.

The Arthouse also hosts an annual program of Internationally renowned art exhibitions, research and community events. Alongside The Arthouse we have a purpose built flexible black box Drama Studio, Digital Arts Centre and Film facilities. The Hive, our stunning library and history centre, houses extensive humanities and social sciences resources and archives. The School of Law, with its professional focus has a purpose-built Courtroom, jury room and Forensic House. The Institute also oversees the Arts Council funded interactive Infirmary Museum, based at our Charles Hastings Building, bringing history, science, art and technology together.

Job Description and Main Duties

Job Description

Head of Institute, Arts and Humanities
(including the School of Law)

Band: £75,248 to £87,234 (opportunity
to progress to £89,850)

Reporting directly to: Pro Vice Chancellor
Education, Culture and Society

Main Duties

Reporting to the Pro Vice Chancellor Education, Culture and Society, the Head of the Institute of Arts and Humanities (inc. the School of Law) will provide strong, creative and effective academic and professional leadership and management for the Institute and its staff, ensuring excellence in learning and teaching, research and scholarship, partnership working and innovation.

The successful candidate will possess a PhD (or professional equivalent), maintain an active research and/or knowledge exchange profile and demonstrate a strong track record of positively influencing key performance metrics regarding the student experience, as well as a proven track record in the management of quality and standards. The post holder will develop the course portfolio of the Institute, developing attractive courses at both undergraduate and postgraduate levels, whilst raising the Institute's profile for research and knowledge exchange internally and externally.

As a member of the University Leadership Group, Head of School Group and The College of Education, Culture and Society Executive they will also contribute to the strategic and operational leadership of the University.

The Head of Institute's duties shall include, without limitation, the following:

Leadership and management

- Provide strong, creative and effective academic and professional leadership and management for the Institute and its staff, ensuring excellence in learning and teaching, research and scholarship, partnership working and innovation.
- Ensure that the Institute and its staff work collaboratively and constructively across the whole University, encouraging and supporting interdisciplinary and cross departmental working.
- To sustain and improve the University's level of student satisfaction at undergraduate and postgraduate levels.
- Ensure that the Institute develops strong external partnerships necessary to provide high quality student and staff opportunities.
- To provide effective management of Institute staff, including effective appraisal and objective setting and performance management processes when necessary.
- To manage the financial resources of the Institute effectively and efficiently.
- Work with research and scholarly leaders in the Institute, wider University and externally to strengthen the culture of research and scholarship within the Institute, and to ensure that the Institute's performance in producing scholarly and research work develops successfully.
- To increase income from research and knowledge exchange in a sustainable and strategic manner.

Vision, strategy and business planning

- Work closely with the Pro Vice Chancellor, Heads of Schools, and other senior leaders in the University, to lead and develop outstanding academic staff.
- To develop, build and maintain excellent relationships with external partners.
- Contribute to the implementation of the University's strategic plan, ensuring that the Institute meets its strategic objectives in order to realise the University's aspirations.
- Increase the number of high calibre students studying successfully in the Institute by developing new attractive academic courses at undergraduate and postgraduate levels, and continuing professional development, working closely with employers, organisations and relevant external bodies.
- Provide a high-quality learning environment and experience for students as measured through student satisfaction indicators, progression, retention and achievement outcomes
- To contribute effectively to the leadership, governance and management of the University by taking an active role in committees and working groups: to deputise when necessary for the Pro Vice Chancellor Education, Culture and Society and to act at all times as an ambassador for the University.
- Ensure that the Institute's preparations for the Research Excellence Framework progress efficiently.
- To participate in external networks within the sector, drawing on good practice from other HEI's to inform business planning where appropriate.

Other duties

- Maintain personal and professional development to meet the changing demands of the job; participate in appropriate training activities and encourage and support staff in their development and training.
- Take steps to ensure and enhance personal health, safety, and well-being and that of other staff and students.

Carry out these duties in a manner that promotes equality of opportunity and supports diversity and inclusion and takes into account the University's commitment to environmentally sustainable ways of working.



Person Specification

- Educated to Postgraduate level, ideally at PhD level or professional equivalent (statement/CV).
- Successful track record of the leadership and management of learning and teaching, research and student experience in the Higher Education sector (statement/CV).
- Successful track record of positively influencing key performance metrics including retention, progression, achievement, employability, and student satisfaction (statement/interview).
- Strong ability to establish new partnerships and collaborate with existing ones (statement/interview).
- Successful track record in the continuous review of the academic portfolio to ensure that provision is market led and attractive to students (statement/interview).
- Excellent listening, influencing and advocacy skills (interview).
- Strong interpersonal and communication skills, an ability to inspire trust and build strong working relationships with internal and external stakeholders (interview).
- Experience of building strong teams and achieving targets (statement/CV/interview).
- Research active with evidence of the ability to make an impactful contribution to research and/or knowledge exchange activities (statement/CV/interview).
- A proven track record in the management of quality and standards within an academic area (statement/CV).
- A proven track record in effective change management with an Inspirational and creative leadership approach (statement/interview).
- Ability to develop and manage budgets and monitor performance against these (statement/interview).
- Ability to manage competing priorities, analyse complex information, think strategically and identify business opportunities (interview).



The University of Worcester

Originally founded as a symbol of hope in the aftermath of the Second World War, the University of Worcester was established with a clear vision and noble aim: to help win the peace through education.

The founding principles of 1946 continue to shape much of our work today, harnessing the power of education to enrich lives and make a positive contribution to society.

We are now a community of 10,000 students and 1,000 staff members, drawn from over 60 countries and a wide variety of disciplines, including nursing and health, teacher training and education, biological science, business, arts, humanities, psychology, law, sports science, management and more. We welcomed our first cohort of Medical students into the Three Counties Medical School in 2023.

We strive to be an outstanding university at which to be both a student and a member of staff. We concentrate on working together as a whole University, to create an environment in which people thrive, placing great importance on combining enduring human values with professionalism.

We have a national reputation as a very friendly community, where both staff and students feel genuinely valued and empowered to make a meaningful contribution.



The Hive

By opening our facilities in imaginative ways for the public benefit, we encourage cohesion and contribute to our community becoming even safer, stronger and more engaged. The opportunity to study at The Hive, Europe's first integrated university and public library, is a day-to-day encouragement to active citizenship and learning.



The Art House

The Art House is a fantastic, flexible space right in the city centre. It provides an open student, workshop and exhibition space for our students and the community.



The University is ranked number one in the UK for sustained employment and/or further study five years after graduation according to the Government's official Longitudinal Education Outcomes 2024 (excluding specialist institutions).

The University is currently ranked first in the UK for Quality Education in the UK for Quality Education in the Times Higher Education's University Impact Rankings, which assess how universities globally are meeting the UN's Sustainable Development Goals. The University has been in the top 5 every year since the rankings' inception in 2019. The University has also been ranked in the top 5 universities in the UK for Gender Equality in all years of the rankings.

In September 2023 the official 'Silver' Teaching Excellence Framework report on the University described Worcester as: "An engine of opportunity – supporting its students to benefit from an educational experience that is personally transformative and allows them to succeed in their chosen career.

Worcester has been shortlisted three times as the Times Higher Education's University of the Year – in 2016, 2019 and 2020 - and twice for University of the Year in the UK Social Mobility Awards – in 2019 and 2020. In 2019 it was named Sustainability Institution of the Year in the Green Gown Awards 2019. Representing Britain and Ireland the University was then highly commended globally for sustainability at the United Nations in June 2020.

In May 2023 Ofsted rated our Primary and Secondary teacher training Outstanding, stating that: "Trainees benefit from an exceptional learning experience at the University of Worcester.

Our annual revenues have risen more than fourfold since 2004 and are now approaching £100m, with the University's activities generating well over a quarter of a billion pounds annually for the regional economy, which generates more than 8,000 jobs in the area.

A highly imaginative capital development programme has seen sustained investment in inclusive, innovative, award-winning facilities, including The University of Worcester Arena, the UK's first indoor sports arena purpose-designed to include the wheelchair athlete, and The Hive, Europe's first University and Public Library.

One of the distinctive features of the University is that we strive to work in purposeful partnerships with many businesses, our Local Authorities, Health Trusts, Schools, Further Education and 6th Form Colleges, Housing Associations and other natural partners for the University locally, nationally and internationally. We have recently been appointed to lead on plans to build a brand new multi-million pound 'university centre' in Dudley as part of the Council's Towns Fund plan.

Working in partnerships on a principled, sustained basis enables us to achieve much more together.

Facts About the University

Top for Quality Education

The University of Worcester is currently ranked 1st in the UK for Quality Education in the Times Higher Education's University Impact Rankings 2024 and has been in the top 5 every year since its inception in 2019. The University has also been ranked in the top 10 in the UK for Gender Equality in all years of the rankings

Top for Jobs

Worcester is 1st in the UK for sustained employment and/or further study 5 years after graduation (excluding specialist institutions) in the 2024 Government-published Longitudinal Educational Outcomes survey.

Sustainability Awards

Worcester has been awarded First Class Honours in the People and Planet Green League each and every year since 2009. The University was named Sustainability Institution of the Year in the Green Gown Awards 2019.

Ofsted Outstanding

In May 2023, the University received arguably the best Ofsted report of any teacher training provider in the 21st Century. The report opens: "Trainees benefit from an exceptional learning experience at the University of Worcester. This experience instils in them a deep-rooted commitment to making a difference to the lives of the children in the communities they serve."

A host of top 10s

In the Complete University Guide 2025, a number of Worcester's courses were given Top 10 rankings for Student Satisfaction, including Sociology (2nd), Forensic Science (4th), Health Studies (7th) and Accounting and Finance (8th). Other courses were ranked in the Top 10 for Graduate Prospects, including Marketing (1st), Social Work (1st), Health Studies (7th), and Childhood and Youth Studies (8th).

Shortlisted for University of the Year

Worcester has been shortlisted three times as the Times Higher Education's University of the Year – in 2016, 2019 and 2020 - and three times for University of the Year in the UK Social Mobility Awards – in 2019, 2020 and 2024.

High-quality postgraduate study

In the AdvanceHE Postgraduate Taught Experience Survey (PTES) 2023, Worcester is ranked 16th for overall satisfaction, while Worcester is also ranked 7th out of 94 in the AdvanceHE Postgraduate Research Experience Survey (PRES) 2021.

Top 10 at Best Reflecting Society

A report from the Higher Education Policy Institute (HEPI) in early 2018 placed the University of Worcester in the top 10 of universities which best reflect society.



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How to Apply

To make your application and to find out more about the University, visit www.worcester.ac.uk/jobs

If you have any questions about working at Worcester or the recruitment process get in touch with our Human Resources team:

Telephone: 01905 855170

Email: jobs@worc.ac.uk



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