



**Deputy Director
(Student Engagement and Outcomes)**

Job ref: NU5424

Salary Scale: £49,794 - £56,021

Vice-Chancellor
Professor Jackie Dunne



Birmingham Newman University is located on Genners Lane, Bartley Green, Birmingham, West Midlands, B32 3NT.

Birmingham Newman University

The university is named after the 19th century cardinal St John Henry Newman who wrote 'The idea of a university' in 1852, and we are still guided by the vision of a community of scholars. The university is built around community, and the belief that education enables students to develop new ways of understanding the world, to help make a positive impact within it. This is delivered through smaller class sizes and an interactive learning style. The Catholic ethos has been retained and our students are from all faiths and none. The university is proud of its diverse, friendly and inclusive environment, where students are welcomed and receive transformational learning opportunities together with support in preparing for employment.

The modern single campus, eight miles southwest of Birmingham city centre has had a recent £20M investment into the campus facilities, building Halls for 200 students, and improving the teaching, learning and social spaces for students. A new law court, a careers and employability hub together with a computer science lab, and accessible student helpdesk are some of the additional facilities and improvements made for our students. The university continues to build its environmental sustainability, already generating 20% 193000kW, of our energy used via on site of solar energy.

In addition, the building of a new School of Nursing and Allied Health has been established to broaden the curriculum including new courses in Adult Nursing, Mental Health Nursing and Physiotherapy to start in September 2023. The university will be providing qualified practitioners from diverse backgrounds, for the local West Midlands Health sector, and beyond.

We are proud to be ranked as a Top 10 University for social inclusion in the Sunday Times Good University Guide 2023, as well as 1st in Birmingham for student satisfaction in the 2022 National Student Survey. Enrolments from non-selective state schools are one of the highest in the country (99%) and Newman has the biggest proportion of students who are first in their family to experience higher education (72.2%), with more than 45% of students coming from Black, Asian or ethnic minority backgrounds. The university runs outreach programmes and has many partnerships with schools and further education colleges in the region offering support and opportunity to pupils.

The university is 'teaching-led' and does not employ staff for research alone but ensures that students have regular contact with active researchers. With our distinctive commitment to transformational impact, we maintain our mission to make a positive difference to individuals and communities through our excellent. In the latest Research Excellence Framework (REF 2001) Newman doubled our number of academic teams submitting work, and also doubled research of world-leading status. Research is undertaken across a wide range of academic and professional disciplines and attracts external funding.

Our mission

To serve our diverse communities by making high-quality, globally connected education accessible to all those who are able to benefit from it, as well as engaging

in research, scholarship and professional practice that informs our learning and teaching and has a positive impact on society.

Our values:

- We champion and give voice to the catholic traditions of education, equality, and social justice
- We respect and value all contributions, recognising that we are a single community, inspired and united by our shared vision and mission.
- We place student learning and welfare at the centre of all we do and we offer a nurturing environment for all students.
- We are ethical, honest and humane. In difficult situations, we will seek to work with understanding, kindness and compassion.
- We recognise and embrace the power of community and build respectful relationships that help us excel.
- A mission of service motivates us, seeking the common good with care and love.

Our strategic objectives:

- To transform students' lives
- To work in partnership with our students
- To grow our institution
- To nurture our staff
- Add to knowledge and cultivate wisdom
- Serve our diverse community and the wider world

The 2020 – 25 strategic plans focus on the success of our students, and the growth of student numbers. Our growth will be responsible and sustainable aligned to our mission and values enabling students to gain an outstanding experience and to succeed in their chosen careers. The university offers opportunities for lifelong learning for those returning to learning or seeking a career change irrespective of age, background, or previous educational experience.

Providing a personalised student experience is a hallmark of the Birmingham Newman University offer, we listen to our students to continually shape the university experience, to ensure that our students are at the heart of all that we do.

Job Description

Job Title:	Deputy Director (Student Engagement and Outcomes)
Grade:	Grade 8a
Salary:	£49,794 - £56,021 per annum
Hours:	Full Time, 37 hours per week
Department:	Directorate of Student Success
Reporting to:	Director of Student Success

Context:

The Deputy Director (Student Engagement and Outcomes) is a critical post at Birmingham Newman University, and forms part of the leadership team in the newly created Directorate of Student Success.

We are seeking an ambitious, driven and values-led professional with substantial experience of delivering interventions and projects associated with student engagement and outcomes. With the opportunity to lead cross-institutional projects associated with any and all aspects of student success, this is a great opportunity to join a growing, ambitious and inclusive university.

Reporting directly to the Director of Student Success, this is a leadership position with cross-institutional remit and responsibilities as appropriate for the grade and post. We are seeking an experienced and energetic leader who has the ability to work across disciplines and service functions to deliver both targeted and universal projects associated with all aspects of student engagement and outcomes. You will be required to deputise for the Director and represent the university on professional groups and committees as appropriate.

Purpose of Post:

This is a leadership role providing both strategic and operational leadership for all aspects of student engagement and outcomes. The postholder will be expected to actively contribute to strategic and corporate planning.

Responsible for:

The Deputy Director will be responsible for the leadership and management of the following services: student success co-ordination, learning development and ASAs, student attendance and engagement, student life and student experience, transition and retention programmes, E-Learning, Careers and Employability, learning and educational development.

A strong team within the Directorate provides integrated and cohesive support to Newman students, some of whom may be experiencing complex and challenging circumstances. The team works closely with key partners within and beyond the University to build a holistic approach to the development of services and projects

associated with student engagement and outcomes. The team itself includes professional expertise that provides:

- Student Success Co-ordination
- Learning Development
- Academic Support Advice
- Careers and Employability
- Transition and Retention Programmes
- E-Learning
- Student Attendance and Engagement
- Student Life and student experience

1. Main responsibilities:

- To be responsible for the development of strategic and operational plans to embed the University's strategies in the structure, management, organisation, performance and development of activities associated with student engagement and outcomes.
- To be responsible for meeting the strategic goals of the institution with regard to student outcomes and success, in support of our widening participation agenda and our investment in access to higher education
- To be responsible (along with the Director and Executive Deans) for the performance of institutional KPIs relating to student outcomes, and develop appropriate action plans where relevant to ensure targeted interventions are resourced and monitored
- Working closely and collaboratively with Executive Deans and academic colleagues in Faculties to bring to life our learning, teaching and assessment principles, supporting their work inside and outside the curriculum as relevant
- To act as institutional lead for staff forums and communities of practice associated with the learning and teaching landscape, with a view to leading collaborative activities and innovative solutions to issues relating to the taught experiences of students
- In driving our work on inclusivity and inclusive cultures, to lead institutional projects focussed on eradicating differentials in student outcomes, particularly where there is evidence of gaps in student outcomes in relation to protected characteristics of any kind
- To deliver innovative interventions designed to improve student engagement and outcomes that reflect trends in the needs of our student population, with a focus on inclusivity and showing sensitivity to the needs and preferences of our diverse student body across all of our subject areas at all levels of study
- To lead on all aspects of student transition, aligned to our Student Futures Manifesto commitments and in partnership with Faculties and other professional services Directorates

- To provide oversight and coherence between all teams contributing to student retention and outcomes, in particular working in tandem with Associate Deans and Subject Heads to ensure we have the correct interventions as regards student attendance and engagement
- To make an active contribution to the development and effective delivery of the University's APP Agreement and undertake other duties commensurate with the post
- To lead the institutional adoption and effective use of the student app, as a key tool in student engagement and the navigation of student life at the university
- To promote a culture of strong performance and continuous improvement within the Directorate, ensuring improvement and enhancement projects and activities relating to student engagement and outcome activities
- To provide leadership, advice and guidance to other sections of the University on matters relating to student support through attendance at relevant Committees, relevant institutional policy development and the provision of training.
- To set clear and achievable individual and team goals and standards and create development opportunities aligned to appraisal objectives
- To establish and maintain clear and measurable operational plans, budgets, management reporting processes and operational procedures. To interpret management data and provide insight into resourcing and decision-making in student outcomes and success
- To have responsibility for the student engagement and outcomes budget, ensuring it is appropriately allocated and evaluated for impact

Corporate (management) role:

- As a Line Manager, the post holder has a responsibility to ensure that policies and procedures are followed and that staff receive appropriate induction, training and support, that absence is managed and recorded and that their direct reports receive an annual appraisal.
- To ensure compliance with legislative requirements, University policy, health and safety regulations and best practice across the service area.
- In accordance with the University's Information Security Policy, the post holder will be dealing with 'restricted information' and 'highly restricted information' as part of their duties.
- Please note that this role requires the role holder to work predominately on campus.

2. Health & Safety:

- Under the Health & Safety at Work Act 1974 the post holder must take reasonable care of their own health and safety and that of any other person who may be affected by their acts or omissions. The post holder must also co-operate with the University on all matters concerning health and safety and not interfere with, or misuse, anything provided for the purpose of health, safety or welfare. The post holder must follow Health & Safety requirements in line with their training and instruction, and report to management any unsafe acts or conditions, defects in equipment or facilities that have the potential to affect health and safety. The post holder must report to management any injuries they receive whilst at work.
- Where post holders line manage staff and services they will be responsible for the health, safety and welfare of those staff and services in accordance with the University's Health & Safety Organisational Arrangements.

3. General Terms

- Variation to Job Description

This job description summarises the main duties and accountabilities of the post and is not exclusive. The post holder may be required to undertake other duties of a similar level of responsibility. It is anticipated that this job description will change over time in accordance with the needs of the role and the post holder will be consulted on any proposed amendments. Therefore, University reserves the right to vary the duties and responsibilities of its employees within the general conditions of employment and related matters. Thus, it must be appreciated that the duties and responsibilities outlined above may be altered as required to meet the changing needs of the service.

- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that 'restricted information' or 'highly restricted information' to which they have access remains confidential during and after their employment at Birmingham Newman University. All staff must undergo appropriate data protection training as defined by the University's Data Protection Policy and comply with the University's Information Security Policy and IT User Policies including the General Conditions of use of Computing and Network Facilities, Bring Your Own Device Policy and Wireless Networking Policy.
- The University is committed to equality of opportunity. All staff are required to comply with current legislation, University policies and good practice guidance.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.

- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process, attend the mandatory training and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role.
- All absence from work must be reported in accordance with the University's Absence Management Policy and recorded on iTrent and staff are expected to be familiar with and follow the Policy.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

4. Person Specification

Criteria	Essential	Form of Assessment	Desirable	Form of Assessment
Educational Qualifications and Training	<p>Masters Level Degree (or equivalent)</p> <p>A professional qualification or equivalent work experience with evidence of continuous professional development</p>	Application	Accredited membership of a relevant professional body.	Application
Relevant work experience and/or knowledge	<p>A strong track record in the leadership of <u>strategies</u> associated with student outcomes and success</p> <p>Experience of successfully initiating and implementing <u>process, policy and procedural improvements</u> in relation to any aspect of student success</p> <p>Experience of leading a range of strategically important institutional <u>projects</u> relating to student outcomes and success, either inside or outside of the curriculum</p> <p>Excellent knowledge and understanding of HE policy and practice, domestically and internationally, as it relates to student success</p> <p>Experience in a number of settings of transformational leadership that has led to measurable results</p> <p>Experience of dynamic budgetary management including impact analysis</p> <p>Significant experience of effective management of staff and team leadership</p>	Application/ interview/test	<p>Experience of leading change in HE contexts</p> <p>Experience of collaboration with sector bodies or external partner organisations</p> <p>Experience of delivering staff training programmes and events in areas relevant to expertise and portfolio</p>	Application/ interview/test

Criteria	Essential	Form of Assessment	Desirable	Form of Assessment
Relevant and/or Specific skills required	<p>An ability to build effective relationships and to engender trust with a variety of stakeholders including colleagues, students, collaborative partners, and external representatives in the UK and overseas</p> <p>An ability to lead through influence and persuasion, with the ability to motivate and empower staff</p> <p>Excellent communication, negotiation and interpersonal skills</p> <p>The ability to plan strategically and pursue a medium to long-term vision whilst meeting short term demands</p> <p>A command of the legal and/or regulatory aspects of senior leadership in HE</p>	Application/ interview/test	<p>An open and collaborative nature, able to establish quickly good relationships with people including senior staff</p> <p>Management of multi-disciplinary teams</p> <p>A strong track record of leading high quality customer facing student services</p>	Application/ interview/test
Personal qualities and attributes	<p>Sensitivity to and passion for the quality of the student experience</p> <p>Ability to operate strategically</p> <p>The ability to self-motivate and to take initiative while also being able to work effectively as a member of a team</p>	Application/ interview/test	<p>An appreciation of the range of IT systems that can support the delivery of Directorate objectives</p> <p>The flexibility to work out of normal office hours at times and the willingness to work away for the University if required</p>	Application/ interview/test
Other	Demonstrate commitment to principles of Equality and Diversity and how these can be best applied	Application/ interview/test		Application/ interview/test

General Terms & Conditions of Employment

This post is a full time appointment, offered on a permanent basis. It will be remunerated on the single pay spine, at Grade 8A £49,794 – £56,021 per annum. The appointment is subject to meeting all pre-employment clearances and requirements of the Person Specification.

All new employees undergo a period of probation in accordance with the University Probationary Scheme and confirmation of employment is dependent on the satisfactory completion of that probationary period.

The standard hours of work are based on 37 hours per week for Professional and Support Staff and 35 hours per week for Academic Staff. Your line manager will discuss with you the required working hours. The University holiday year runs from January to December for Professional and Support Staff and from September to August for Academic Staff. The post carries an entitlement to 35 working days (for a full-time position, otherwise pro rata) of paid leave during the course of the holiday year (pro rata if the appointment is made during the holiday year), in addition to Statutory Bank Holidays. There may also be discretionary days and days when the University is closed on particular dates in the interests of efficiency.

Disclosure and Barring Service

It is a condition of employment that all relevant posts are vetted by the Disclosure & Barring Service (DBS) and if it applies to this appointment you will be required to undertake a DBS check. The University will pay the fee for this service. Any false declarations or any findings from the Disclosure could affect the suitability for employment.

Pension and Auto Enrolment

If you meet the criteria set out below and are not already an active member of any of our pension schemes, the University is required to auto-enrol you into a suitable pension scheme.

The criteria for auto-enrolment is:

- Age - if you are 22 or over but no more than State Pension Age
- Earnings - a minimum of £10,000 per year
- Working in the UK

The pension schemes supported by Birmingham Newman University are:

- <https://www.teacherspensions.co.uk> - Teachers' Pension Scheme for academic staff
- <http://aviva.co.uk> - Aviva Scheme for professional and support staff
- <http://www.nestpensions.org.uk> - National Employment Savings Trust, NEST for staff not eligible to join either of the above schemes

You will be auto-enrolled into the [National Employment Savings Trust \(NEST\)](#) unless you are an academic and eligible to contribute to TPS, or other member of professional and support staff employed on a substantive contract of employment, in which case you will be auto-enrolled into Aviva, our defined contributory scheme. You will receive a notice from the University Payroll Department telling you that you have been auto-enrolled and advising you of your options, including the right to opt out. Once you have been auto-enrolled, you will have an option to opt-out of the pension scheme and receive a refund of your first contribution. There is a time limit of one month in which to do this, and you will have to contact your pension scheme to make this happen; **the University is prohibited, by law, from helping you to opt-out.**

Staff Benefits

We offer a wide range of Staff Benefits including 35 days annual leave entitlement plus bank holidays (pro rata for part time posts), pension scheme, chaplaincy and spiritual care, library services, free on-site parking, discounted travel scheme, cycle to work scheme, employee assistance programme, occupational health and counselling services and staff development opportunities. Further details of the full range of staff benefits available can be found on our website:

<https://www.newman.ac.uk/knowledge-base/staff-benefits/> or please contact the Human Resources Department.

Procedure for Application

Applications should preferably be submitted by e-mail (as opposed to post) on the University Application Form and should be completed in typescript wherever possible. We only accept a CV as a supplementary part of the application process. Considerable emphasis is placed in the shortlisting process on how candidates demonstrate in their application that they possess the qualifications, experience, skills and qualities which are required for the post. **Application forms should therefore refer explicitly to how you meet the essential and desirable criteria for the post you are applying for.**

The University is an Equal Opportunity Employer and we operate the Disability Confident Employer Standard which amongst other things guarantees an interview to disabled applicants who meet the essential criteria of the job specification.

Two referees should be identified who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post and must include your current or most recent employer or their representative. You must disclose whether you are related to any employee of the University, or to any member of the Council. Canvassing for appointment disqualifies you from being selected for interview or being appointed to the post in question.

Should you be selected for interview please be aware that we are unable to reimburse interview expenses. If you have not heard from us within four weeks of the advertised closing date, please assume that you have not been shortlisted.

Closing date for applications: 13th August 2024

Interviews will take place in week commencing 9th September 2024

Job Applicant Privacy Notice

Birmingham Newman University collects and processes your personal data in order to take steps at your request prior to entering into a contract and so that it can meet its statutory and legal obligations. For further information about how Birmingham Newman University processes and protects personal data of job applicants please refer to the [Privacy Notice for Job Applicants](http://www.newman.ac.uk/privacy-notices/#blueprint_5) available at www.newman.ac.uk/privacy-notices/#blueprint_5