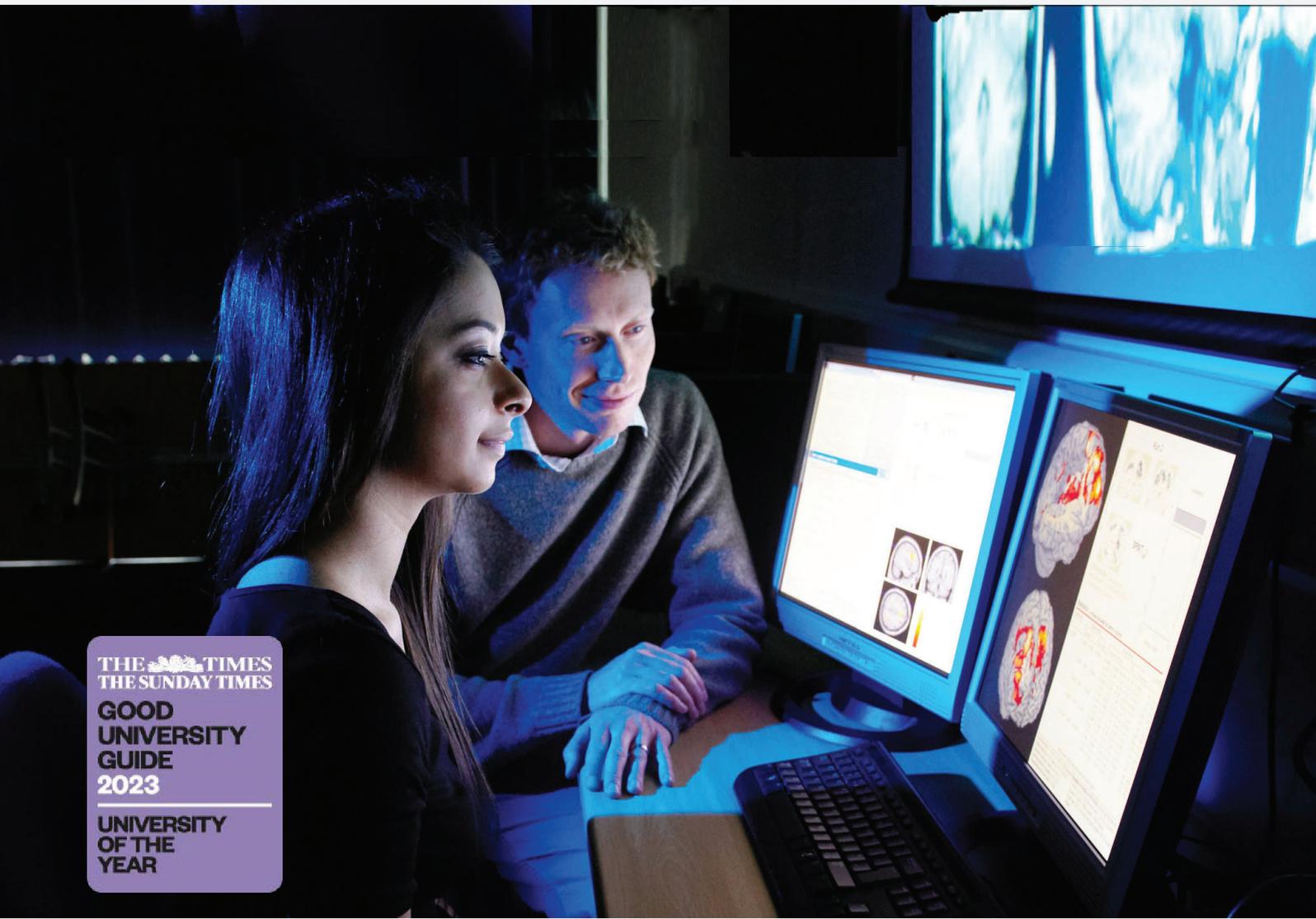


CANDIDATE INFORMATION PACK



UNIVERSITY OF  
**BATH**

# HEAD OF DEPARTMENT, PSYCHOLOGY



THE  TIMES  
THE SUNDAY TIMES  
**GOOD  
UNIVERSITY  
GUIDE  
2023**  
UNIVERSITY  
OF THE  
YEAR

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***"Career prospects for our Psychology undergraduate students are ranked as some of the highest in the UK"***



# INTRODUCTION MESSAGE

## DEAN, FACULTY OF HUMANITIES AND SOCIAL SCIENCES



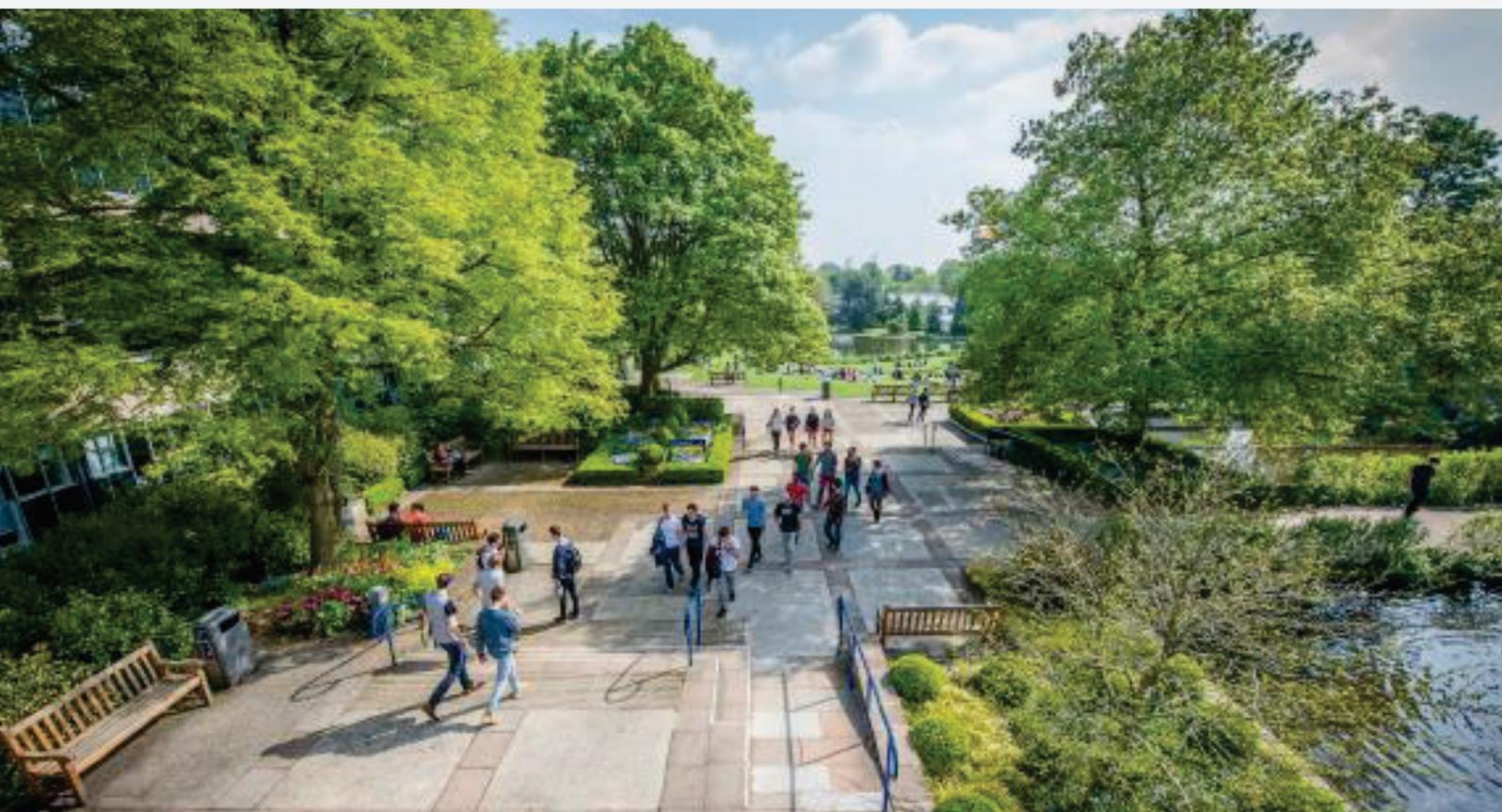
Thank you for your interest in the role of Head of Department of Psychology at the University of Bath; one of the most innovative and high performing Universities in the UK. We are consistently ranked in the Top 10 in the country with a strong local presence and a broad international profile. The university has a clear strategy and ambitious agenda for the future, and the Faculty of Humanities and Social Sciences is central to delivering on that agenda.

The Faculty is a vibrant and diverse community with real strength in breadth, comprising six departments: Economics, Education, Health, Politics, Languages & International Studies, Psychology, and Social & Policy Sciences. There is an extremely strong research culture across the Faculty, with disciplinary research excellence combined with interdisciplinary initiatives, responding effectively to global challenges. We have sustained success in recruiting students and provide high quality, research-informed teaching with an excellent student experience, enhanced by an exceptional placements programme.

We are now seeking an inspirational Head of Department of Psychology to build on the Department's undoubted strengths to further develop its international profile for research and education. We are looking for someone who has both an international reputation at Professorial level and the leadership capability required to ensure that the Department's objectives for high quality research and education are fulfilled. The role holder will also work with myself as Dean, the Associate Deans and other Heads of Department to develop and implement a Faculty strategy that aligns with the University strategy and maximises the opportunities for innovation and interdisciplinary collaboration.

There is real opportunity for the new Head of Department to make a significant contribution to both the Department and the Faculty and I'm hugely looking forward to working with the successful candidate.

Professor Deborah Wilson  
Dean, Faculty of Humanities and Social Sciences



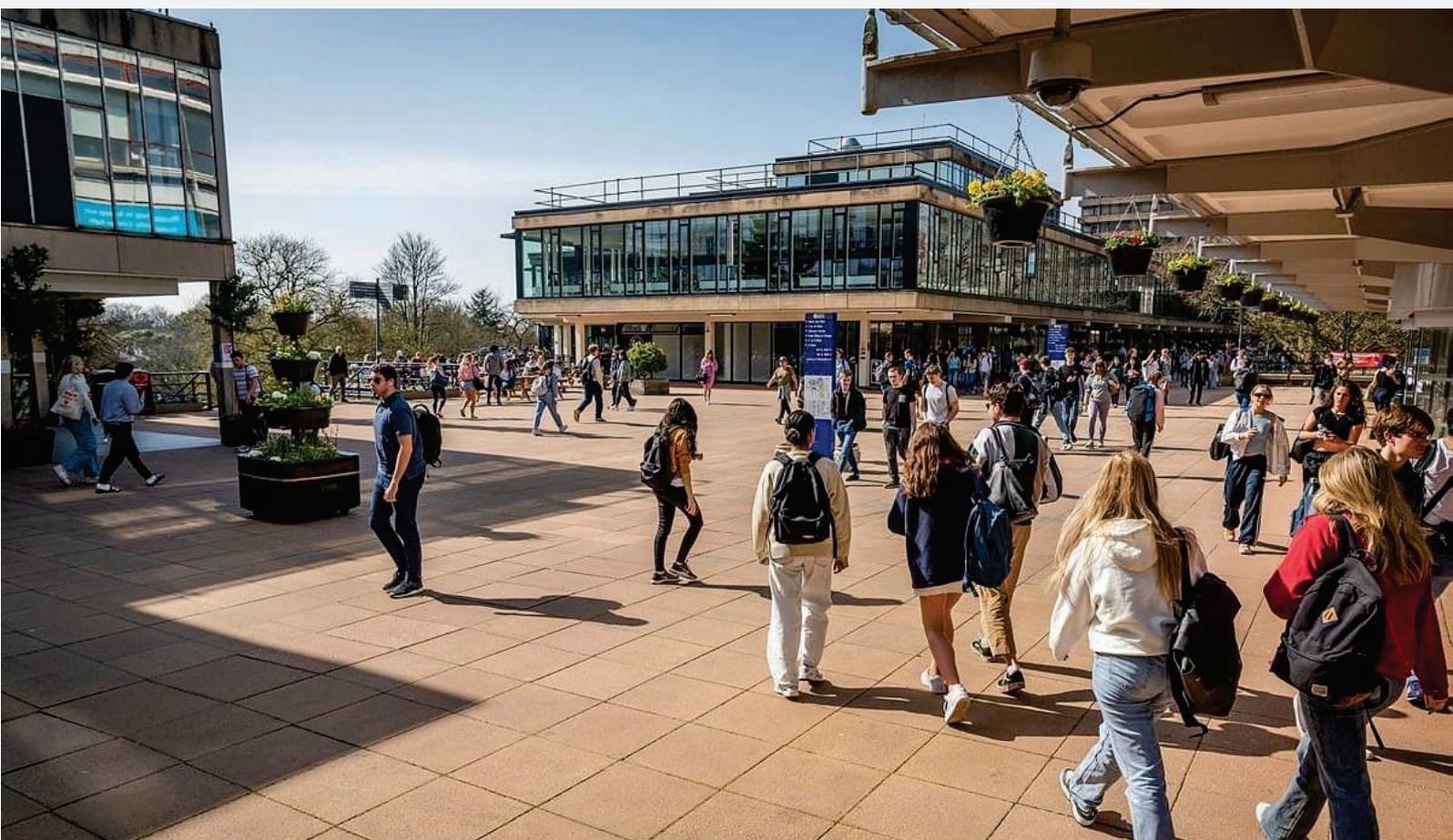
## ABOUT THE UNIVERSITY

Fifty years of achievement have seen the University of Bath grow into a globally recognised institution with over 19,000 students from 147 countries. We believe in offering our students a well-rounded education: high quality teaching from research-led academics; placements as an integral part of our undergraduate courses, in turn supporting strong employability; a substantial and growing range of options for post-graduate study; and extra-curricular activities such as our award-winning sports facilities. The result: a very engaged, high-quality student body with strong values, impressive achievements, and excellent levels of student satisfaction.

Ours is a learning community, as students and academics work closely together in education and research. While this is frequently a transformative experience for students, the reach is very much wider, contributing to local and global understanding of the world in which we find ourselves. Our academics collaborate across traditional and emerging subject areas so that our research has practical applications with social and economic benefit. We continue to invest in new facilities and people to grow the impact of our research. We make a positive contribution to our community and the vigour of our local economy, accounting for around £380 million Gross Value Added (GVA) in Bath and North East Somerset and £1.2 billion to the UK. We work closely with globally recognised as well as small and specialised industrial partners and our Innovation Centre grows new businesses.

We are a vibrant, close-knit, intellectual, cultural, sporting, and social community who are proud of what we do and who we are, committed to using our skills and expertise to discover and solve real-world problems. From the beginning, the University was designed to be different, innovative, and inclusive.

Our compact campus provides a sense of community which underpins our commitment to collegiality. A lively, international, and impactful alumni community helps us reach out into the world. Linking with partners who are both national and international, industrial, and social, this is a place where social sciences, humanities, the arts, engineering, and the broader sciences, come together to benefit wider global society.



The University of Bath is known as an **innovative leader** in all areas of student experience, teaching and learning, research, and international profile:

- Named the University of the Year by The Times and The Sunday Times Good University Guide 2023
- Ranked 8th best university in the UK by The Times and The Sunday Times Good University Guide 2023
- Ranked 7th best university in the UK, and 5th for career prospects after 15 months, by the Guardian University Guide 2023
- Ranked 8th best university in the UK in the Complete University Guide 2023
- Ranked 9th in The Times Higher Education 'Table of Tables' 2022
- Placed in the Top 100 of the international QS Graduate Employability Rankings 2022
- 86% for overall student satisfaction in the National Student Survey 2022. This means we're ranked 1st in England and 3rd in the UK when comparing institutions listed in the Guardian University Guide.
- Ranked 4th in the UK in The Times Higher Education Student Experience Survey 2018

**A snapshot of areas of innovation across the University includes:**

Based at the Bristol Bath Science Park, the [Institute for Advanced Automotive Propulsion Systems](#) (IAAPS) will be industry focused and compete on a global scale to support the UK in delivering transformational research in the years to come. Combining the world's best engineers with industry, underpinned by a track record in expertise and delivery from the University of Bath, IAAPS can help deliver the vehicles of the future, securing jobs and investment.

[The Milner Centre for Evolution](#) brings together our intellectual expertise in evolution research in this state-of-the-art research facility. This Centre asks the big evolutionary questions, finds new technological and clinical research applications, and takes evolutionary research into the community.

Led by the University of Bath, [The Institute of Coding](#) brings together universities, large corporates, small and medium sized enterprises, established industry groups, experts in the delivery of distance and non-traditional learning and professional bodies to develop and deliver innovative, industry-focused education across the UK.

A new high-profile [International Olympic Committee \(IOC\) Research Centre](#) to focus on injury prevention in sport will be based at the universities of Bath and Edinburgh. For over a decade, the University of Bath has been leading ground-breaking research to improve player safety in rugby. Major projects completed with England Rugby and World Rugby directly informed scrum law changes. Most recently, its development of the injury prevention programme, 'Activate', led to its global roll-out by World Rugby.



# THE DEPARTMENT OF PSYCHOLOGY

The University of Bath is known as an innovative leader in all areas of student experience, teaching and learning, research and international profile. Some of awards and accolades that the Department of Psychology have achieved:

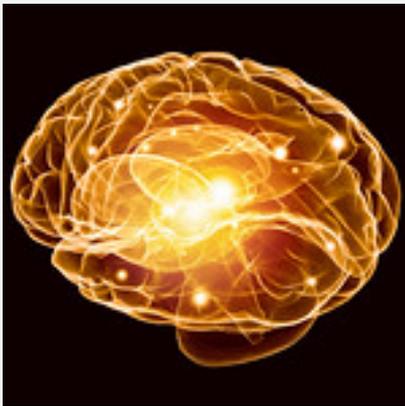
- Ranked 2nd in The Guardian Good University Guide 2023
- Ranked 4th in The Complete University Guide 2023
- Ranked 8th in The Times and The Sunday Times Good University Guide 2023

Career prospects for our Psychology undergraduate students are ranked as some of the highest in the UK:

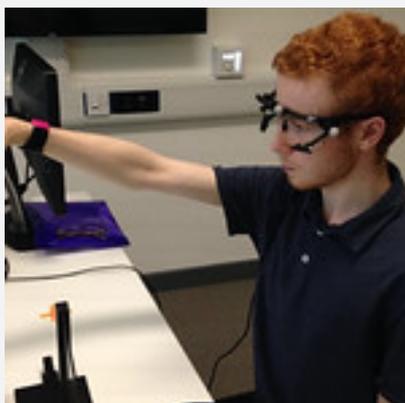
- Ranked joint 1st in The Guardian Good University Guide 2023
- Ranked 1st in The Times and The Sunday Times Good University Guide 2023
- Ranked joint 3rd in The Complete University Guide 2023

***BSc (Hons) Psychology student and winner of the 'Outstanding Contribution of the Year' placement award, Richard Lee as he talks about his experience at Gymshark, [here](#).***

**A Snapshot of innovation across the department includes:**



[A new pioneering project](#) BrainHealth will be led by a neuroscientist from the University of Bath's Department of Psychology. The project will consider the links between ageing and mental health to find better ways of supporting people to live longer, healthier, and happier lives. This project will address a key challenge facing societies around the world: how do we best support an ageing population and how can we best promote healthy ageing.



[A new study](#), co-led by a senior researcher from the Department of Psychology at the University of Bath, has highlighted a link between government inaction on climate change and psychological distress in young people. The study concludes that governments must respond to 'protect the mental health of children and young people by engaging in ethical, collective, policy-based action against climate change.'



Lorraine Whitmarsh, Director of the [Centre for Climate Change and Social Transformations \(CAST\)](#) and University of Bath environmental psychologist, was recognised in the Queen's New Year's Honours List 2022.

Our [Centre for Applied Autism Research \(CAAR\)](#) carries out rigorous world-leading research for and with the autism community. CAAR have established new methods of 'participatory design' processes, involving autistic people as active collaborators in research and the design of digital technology.

A [study into Alzheimers disease](#) that received international media attention when it was released will be led by a leading neuroscientist in the department. This project aims to develop a pioneering new approach to detect Alzheimer's disease and dementia, this will investigate whether three major types of dementia can be detected by the 'Fastball EEG' technology that was developed at Bath.



# UNIVERSITY STRATEGY

Looking forward, the Department seeks to support the new five-year University Strategy, 'Our University, Our Future: Connected'. This has four pillars: fostering an outstanding and inclusive community; driving excellence in education; driving high-impact research; and enhancing strategic partnerships. The Department strategically supports each of these four pillars in the following ways:

- Our outstanding and inclusive community includes not only our current students and staff but also the entirety of our alumni. The Department is committed to strengthening and supporting that community in every way. This includes building an engaged proactive community of philanthropic stakeholders, internally and externally, locally, and internationally.
- Excellence in education is grown and supported through the generation of a sustainable and broad portfolio of income streams.
- High impact research is supported at every level from large-scale funding across institutions and departments to personal studentships and grants.
- The Department works with alumni and friends to enhance strategic partnerships, raising the profile and awareness of the University, the Bath brand, and our impactful work.

For more information, please visit [The University of Bath Strategy 2021 to 2026](#)



## THE ROLE IN DETAIL

The Department of Psychology is well renowned for excellent research and education with an enthusiastic, collegiate academic team and a lively research environment. It has been particularly successful in recent years and the incoming Head of Department has the opportunity to build on a position of strength.

The Department has a strong research culture and there is clear ambition to build on this significantly to further develop its international profile. It has had sustained success in recruiting students and providing them with an excellent student experience, enhanced by a strong placements programme. Psychology at Bath is proud to be ranked 2nd in the Guardian Good University Guide 2023.

This is an exceptional opportunity for a strategic academic leader to make a considerable contribution to the Department, Faculty and the wider University of Bath. You will bring a demonstrable track-record of successfully leading people, and have demonstrated innovation in respect of research, education and/or wider engagement.

You will have an international research reputation at Professorial level and be an excellent internal and external ambassador for the Department, capable of building relationships at all levels across both academic and professional services colleagues. You must be capable of operating at a strategic level, influencing and inspiring colleagues across the institution and be a strong advocate for Equality, Diversity, and Inclusion.

# OVERALL PURPOSE

Reporting to the Dean of the Faculty of Humanities & Social Sciences, the Head of Department for Psychology will lead and manage the department so that it realises its potential and delivers excellence in the full portfolio of academic activity, within the context of the operation and strategic development of the Faculty and University. This appointment is for a permanent Chair in the Department, plus a defined fixed period as Head of Department to be agreed on appointment (usually 3-5 years) . On completion of this fixed period you would move back into your academic role.

## PRINCIPAL RESPONSIBILITIES:

- To contribute to the formation of strategy and plans at Department and Faculty level, through engagement with the Dean, Associate Deans and Faculty colleagues.
- To ensure delivery of the Department's contribution to Faculty and University strategic plans.
- To support and develop academic leadership in the Department and wider community.
- Effective management of all Departmental staff in the Education and Research job families, plus other staff as delegated by the Dean, through the establishment and operation of an effective Departmental leadership team.
- To promote the University's equality and diversity objectives.
- Appropriate and effective management of the Departmental budgets.
- Ensuring effective representation of the Department's interests within and outside the University.
- Management of the Department's physical estate as appropriate, in collaboration with the Faculty, Department of Estates and other agencies.
- Ensuring that Health, Safety and Environmental practice in the Department complies with University policy and regulations.
- Ensuring that the activities of the Department are undertaken in accordance with the governance, policy and regulatory frameworks of the University.



## KNOWLEDGE, SKILLS & EXPERIENCE

- International research reputation in an area relevant to the Department's research strengths.
- Highly effective leadership and management skills.
- Ability to set and communicate a clear vision and expectations for departmental and individual performance.
- Highly effective interpersonal communication skills including negotiation and influencing
- Experience of effectively line-managing individual members of staff and teams.
- Experience in managing budgets and academic programmes (research and / or teaching).
- Familiarity with the administrative and management systems of a university through participation in and contribution to committees and working groups.
- Good decision-making skills.
- Ability to manage difficult situations.

## KEY ATTRIBUTES

- Ability to create a collegiate atmosphere and willingness to take account of diverse views, while accepting responsibility for decisions.
- Success in setting high academic standards and continually improving academic performance in research, education and student experience.
- Commitment to nurturing talent, recognising contributions and providing opportunities for professional development.
- Deep personal commitment to delivering values on transparency, empowerment, fairness and equality.
- Commitment to challenging poor performance and inappropriate behaviour.

## AS A PROFESSOR YOU WILL EVIDENCE:

- A good first degree together with a higher degree and a PhD in a relevant field.
- An international reputation for excellence in research and teaching demonstrated through an outstanding publications record and suitable teaching performance indicators.
- An established record of attracting external research grant funding and engagement in knowledge exchange activities.
- Extensive experience of undergraduate and postgraduate teaching and supervision to doctoral level.
- Skills in managing projects and working collaboratively with fellow academics and other stakeholders.
- Extensive experience of fostering academic collaboration across disciplinary boundaries.
- Experience of working within and leading internal and external networks.
- A record of positive working relationships within University, community, business and other partners.
- Active senior participation in the activities of relevant professional bodies;
- Relevant professional experience.
- Experience of sitting on external bodies to enhance national or international standing of the discipline.
- Experience of providing expert advice to colleagues, students and external bodies (e.g., government bodies).
- Promotion of research.
- Experience of mentoring the research activity of junior staff.

# TERMS OF APPOINTMENT

## Term of Office

This appointment is for a permanent Chair in the Department, plus a defined fixed period as Head of Department to be agreed on appointment (usually 3-5 years) . On completion of this fixed period you would move back into your academic role.

## Remuneration

Competitive package offered. You will receive an additional managerial allowance which recognises the seniority and wide-ranging responsibilities of the role.

## Hours

This is a full time post. The nature of the post is such that the postholder will be expected to work flexibly and for such reasonable hours as are necessary in order to fulfil the duties and responsibilities of the post

## Benefits

- 26 days per annum plus five University days taken in conjunction with Bank Holidays
- A very generous employer contributory pension scheme.
- An excellent [reward package](#) that recognises the talents of our diverse workforce.
- An extensive range of personal and professional development opportunities.

## Additional information:

This role is sponsorable under the Skilled Worker route.

## OUR COMMITMENT TO YOU

We have a strong commitment to the people we employ and value the contributions made by all our staff. We aim to be an inclusive university, where difference is celebrated, respected and encouraged. We truly believe that diversity of experience, perspectives, and backgrounds leads to a better environment for our employees and students, creating a culture that enhances health and wellbeing across our community.

We hold an Athena Swan Silver award, and are very proud to have recently received Ambassadors for Autism certification and are an accredited Disability Confident Leader; committed to building disability confidence and supporting disabled staff.



## HOW TO APPLY

The University operates an online application process for all roles. You are asked to apply using this system, attaching a letter explaining your vision for the role and a cv. For an informal discussion about the position, please feel free to contact:

Deborah Wilson, Dean of Humanities and Social Sciences, [ecsdw@bath.ac.uk](mailto:ecsdw@bath.ac.uk) Sarah Halligan, Deputy Head of Department [slh54@bath.ac.uk](mailto:slh54@bath.ac.uk) or Mitch Callan in the Department of Psychology [mjc213@bath.ac.uk](mailto:mjc213@bath.ac.uk)

To register your interest in this position, please submit a short application, attaching a CV and covering letter. This will need to be completed before midnight on **Monday 20th February 2023**

Apply online: [www.bath.ac.uk/jobs/CH10187](http://www.bath.ac.uk/jobs/CH10187)

Selection interviews are scheduled to take place on 27th March 2023 with the expectation that the successful candidate will take up the post in Autumn 2023