



PRIFYSGOL  
**BANGOR**  
UNIVERSITY

APPOINTMENT OF  
**HEAD OF THE  
SCHOOL OF LAW**

SEPTEMBER 2024



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# INTRODUCTION

Bangor is a distinctive University in the oldest city in Wales, with a strong reputation for its teaching and research and for playing an impactful role in the local region. Under the transformational leadership of Vice-Chancellor Professor Edmund Burke, Bangor is growing in size and scope, with the launch of the North Wales Medical School, and developments on the estate that will both enhance the sustainability of the campus and enable a coherent and integrated digital and physical environment that both responds to the needs of the community and positions the University for future success.

The University has also undertaken a strategic review to interrogate the structure of its disciplinary groupings and to identify areas with a clear business case for growth, be that within the core provision, through new curriculum development or via interdisciplinary collaboration. The disciplinary area of Law, currently situated within the School of History, Law and Social Sciences, offers many exciting programmes including a suite of dual-honour programmes that enable students to study across a broad spectrum of legal courses, as well as having the opportunity to be involved in interdisciplinary activities. The Law curriculum is also SQE facing. The area of Law has been prioritised for substantial growth over the next few years, so now is an exciting time to lead.

The new Head of Law will oversee the discipline's dynamic expansion into a standalone School of Law within the College of Arts, Humanities and Social Sciences. Research and market analysis have indicated a clear case for growth across a range of areas, and the incoming Head will benefit from the opportunity to build from the existing strengths in Law and complementary disciplines, together with clear institutional backing and scope for investment, and the planned move into auspicious buildings on the estate which are currently being renovated for this purpose. The incoming Head of Law will drive the development of the undergraduate and postgraduate portfolio; CPD offering (including STC); growth in student numbers – both domestic and international; the recruitment of new staff; expansion of current partnerships; promotion of new links with law firms and chambers, including growth of the Law Clinic. They will continue to foster a strong research culture, helping to solidify the School as a contributor to sector-leading research and teaching across the UK and internationally. In particular, they will build networks across the profession, practitioners and industry to help deliver on the School's employability strategy.

We are looking for an ambitious academic leader with a proven track record of leading and managing change and delivering growth, together with a research profile in a relevant area. Applicants should be accustomed to presenting strategic vision, engaging people and encouraging others to succeed. They will share our commitment to inclusivity, sustainable development and global citizenship.

We look forward to receiving your application.



## ABOUT BANGOR

Bangor University was founded as a direct result of a campaign in the late nineteenth century for higher education provision in Wales. Funds were raised by public subscription to establish a college of university rank in Bangor. An important feature of its foundation was the voluntary contributions made by local people, including amongst others, many farmers and quarrymen who could ill afford to donate money, but did so despite the difficulties to benefit future generations.

The University was founded as the University College of North Wales. It opened its doors on 18 October 1884 in an old coaching inn with 58 students and 10 members of staff. The students received degrees from the University of London until 1893 when the University of Wales, Bangor became one of the three original constituent colleges of the University of Wales.

Today, our achievements have been affirmed in the inaugural Daily Mail University Guide where we earned the title of Welsh University of the Year 2024, Bangor also reached the top position in the Unifresher's Alternative league table, and reached 8th in the UK in the WhatUni Student Choice Awards.

On a global scale, we also moved into the top 500 universities in the world in the QS ranking to complement our position in the top 500 in the world in the Times Higher Education world rankings.

We were placed in the Top 10 among UK universities in the People and Planet League Table in 2022-23, as well as 20th in the World for Responsible Consumption and Production and 64th in the world overall in the Times Higher Education Impact Rankings.

Bangor University was the first in Wales to achieve a Gold Award, the highest rating possible, in the national Teaching Excellence Framework (TEF) and has retained that rating during the time that the TEF was active.

With the University on a better financial footing and staff and students united behind Strategy 2030 which has research, education and cultural enrichment at its core, it is a great time to join the University and help the School of Law grow into its potential.

# ABOUT BANGOR

## MISSION

A globally engaged, research-led university rooted in North Wales, providing transformative learning experiences and nurturing a positive impact on society regionally, nationally, and globally.

## TEACHING AND LEARNING

Bangor has had a long tradition of academic excellence and a strong focus on the student experience. Around 11,000 students study at the University, and approximately 2,000 staff are based in ten Academic Schools within three Colleges, and supported by a number of Professional Services. In addition, we have 600 students studying at Bangor College China and around 2400 students studying validated programmes in the UK and overseas. We have more than 150 Students' Union Clubs and Societies and our Students' Union reached the top ten in the UK at the WhatUni Student Choice Awards 2023.

## RESEARCH

Across the University, research and teaching are closely inter-linked: our teaching is inspired by our research and almost all our research academics teach, ensuring that our students benefit from the knowledge that we create by our research.

We are dedicated to creating a positive impact through our diverse and excellent research portfolio. Our commitment to enhancing the well-being of individuals has impact both locally and globally.



We also recognise the urgency of addressing pressing global challenges, such as climate change, environmental degradation, and social inequalities.

Our research was ranked 30th in the U.K. for its impact on society in the government's most recent Research Excellence Framework (REF with 85% judged to be world-leading (4\*) or internationally excellent (3\*).

We actively seek solutions to some of the world's most challenging problems, including improving health and well-being, protecting the environment, advancing the global 5G economy, contributing to low-carbon energy solutions, and participating in world-leading research on communicable viruses and other pathogens.

At Bangor University, we strongly emphasise interdisciplinary research, understanding that complex sustainability challenges require multi-faceted approaches. By promoting collaboration across different disciplines, we can develop comprehensive solutions that consider social, economic, and environmental dimensions.

# ABOUT BANGOR

## OUR CAMPUSES

Bangor's location - close to the mountains and the sea - has been described as the best university setting in the UK. The University's recent investments in facilities and services include the Pontio Arts and Innovation centre, the opening of 600 new rooms at St Mary's Student Village and the redevelopment of the University's sports facilities at Canolfan Brailsford. Bangor University's accommodation has been rated 3rd in the UK at the What Uni Student Choice Awards 2023.

## LANGUAGE & CULTURE

Since its inception in 1884, the University has a tradition of integral links with its local community. Our identity is inextricably associated with our location, and we play a leading role in Welsh culture and economy and in fostering the Welsh language. We are the leading provider of higher education through the medium of Welsh, in terms of volume, breadth of courses and expertise, and we are the sector's standard-bearer for Welsh Language services and support.

The University actively supports staff to learn Welsh and in using it at all levels of university work. This support will be made available to the successful candidate, if required.

## EQUALITY, DIVERSITY AND INCLUSION

As an institution, we remain deeply committed to building an inclusive environment that provides equality of opportunity to a diverse community of staff and students. We currently hold the Athena Swan Silver Award and have established Inclusive Bangor Scholarships to support students who are continuing our studies at Bangor to ensure the student voice and experience is embedded in the EDI and Athena Swan agendas. Our Strategic Equality Plan (2020-2024) is a statement of our ongoing commitment to EDI which identifies strategic objectives by which we will improve the experience of stakeholders across our community. In support of our determination to provide a unique multicultural, inclusive experience for our staff and students we have also recently appointed a dedicated Associate Pro Vice-Chancellor to focus on EDI across the University. Our new Strategic Equality Plan was published at the end of March 2024 [STRATEGIC EQUALITY PLAN 2024-2028\\_final.pdf \(bangor.ac.uk\)](#) and we aim to build on what we have achieved in the last four years, continuing the progress we have made in this area.



# COLLEGE OF ARTS, HUMANITIES AND SOCIAL SCIENCES

The College of Arts, Humanities and Social Sciences brings together a range of related academic disciplines in four Academic Schools to deliver courses and research of the highest quality. The college is currently led by Professor Enlli Thomas.

The College is comprised of the following Schools:

- School of Arts, Culture and Language
- Bangor Business School
- School of History, Law and Social Sciences
- School of Education.

The College brings together substantial capacity and expertise across the disciplines in research and learning and teaching, enabling interdisciplinary and interprofessional working across the Arts, Humanities and Social Sciences.

Research Groups and Centres are a central part of the College of Arts, Humanities and Social Sciences, providing a framework for promoting and facilitating research, collaboration and postgraduate teaching initiatives. Example Centres include:

- Centre for Contemporary Poetry
- Centre for Film, Television and Screen Studies
- Institute for the Study of Welsh Estates
- Research Centre Wales
- Places of Climate Change.

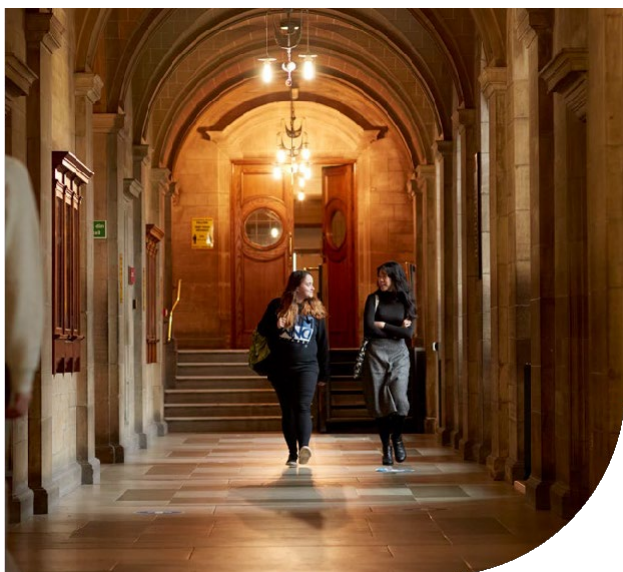


# SCHOOL OF HISTORY, LAW AND SOCIAL SCIENCES

The School of History, Law and Social Sciences offers many exciting programmes, including Modern History, Early Modern and Medieval History, Archaeology, Heritage, Philosophy and Religion, Law (with an SQE facing curriculum), Criminology, Policing, Sociology and Social Policy as well as Politics. It is home to 1,440 students and 45 members of staff.

Although the School covers a wide range of subjects, it has strengths across all disciplines in teaching and research based on sustainable communities, which is reflected in many of the exciting programmes offered.

We are pleased to highlight that the School is at the forefront of the University's mission to establish a world-leading bilingual ethos and working environment and is proud of its bilingual provision, supporting teaching and learning, as well as research, through the medium of Welsh. All subject areas offer modules and seminars in Welsh and students are able to submit all of their work in Welsh and have pastoral support from Welsh speaking academics.



The School is comprised of vibrant academic subject areas:

- Law
- Criminology and Policing
- Sociology and Social Policy
- Philosophy, Ethics and Religion
- Politics
- Archaeology and Heritage
- History.

Our research centres include:

- Welsh Institute of Social and Economic Research Data
- The Institute for the Study of Welsh Estates.

Newly proposed centres include:

- The Evidence Hub (initially for policing and Criminology)
- The Centre for Humanity and Emerging Technologies.

In addition to boasting an excellent research and teaching environment, the School makes a significant contribution to the University's civic and public engagement agenda at local, regional, national and international levels.

Since September 2022, our Law curriculum has been SQE facing, part of a series of reforms that are designed to grow our recognition as the key provider of legal education in North Wales.





# THE ROLE

## REPORTING TO

Initially to the Head, School of History, Law and Social Sciences; with dotted line to the Pro Vice-Chancellor & Head, College of Arts, Humanities and Social Sciences.

## ROLE OUTLINE

The Head is responsible for the academic and strategic leadership and management of what will become the School of Law. There is a clear business case for growth in Law provision, and the ambition is to see a standalone School of Law established within two years, as soon as the critical mass has been established within discipline.

Proactively working with the PVC/Head of College and the School of History, Law and Social Sciences Executive, along with the School staff, College and wider University colleagues, the Head of Law will establish a clear vision for the future direction of the School with a focus on growth, external reputation and visibility, research, and digital teaching provision.

The successful applicant will bring broad academic exposure across the domains of education, research and leadership, as well as in-depth specialist experience in one or more of those domains. The ability to communicate through the medium of Welsh is desirable for this role. If applicants are not able to speak/write in Welsh at present, there are many opportunities to learn if the successful candidate wishes to do so.

The appointed candidate will be a Member of the College Executive Committee.

# THE ROLE

## STRATEGY, PROFILE AND GOVERNANCE

- Work closely with the College to develop and deliver an appropriate strategy for growth for the subject area of Law, so that it develops into a stand-alone School over time, in line with the overall University strategy.
- Maintain a strong leadership structure for key responsibilities across the Executive team and other structures within the School of Law.
- Play an active role on the College Executive Board and Chair the School Executive Committee and participate in the University's governance where applicable.
- Lead initiatives to attain national and international visibility and recognition for the School of Law, in the future.
- Take responsibility for legal compliance and assessment and management of corporate risk in the subject area.

## MANAGEMENT AND DEVELOPMENT OF RESOURCES

- Ensure the effective management for all the School of Law's resources including finance, staff, buildings, equipment and, where appropriate, intellectual property.
- Exercise effective line management of all members of the School of Law, including a focus on professional development.
- Ensure that staff are aware of the School of Law's Strategic Plans, and the University's Strategy 2030, and understand their own individual responsibilities, and how the School fits into these fiscally and in terms of reputation and key metrics.



- Foster a working environment that supports staff wellbeing (this includes health and safety compliance and ensuring the wellbeing of staff) and raising awareness of the sustainability agenda in the University.
- Expand the third mission activities of the School of Law, identify ways of diversifying the income stream of the School with the aim of attaining greater sustainability, including new taught postgraduate programmes of interest outside current commissioned provision.
- Represent the School of Law to external stakeholders and the local, national and international community and encourage other staff within the School to develop external links.
- Ensure that teaching and support staff are trained in effective and supportive engagement to improve the student experience, and aware of the need to improve league table ranking.



# JOB DESCRIPTION

## TEACHING AND LEARNING

- Drive an ongoing process of enhancement of the quality and standards of all teaching and learning activities within the School of Law.
- Collaborate with the School of History, Law and Politics and College Deans of Teaching and Learning to ensure the provision of necessary resources and infrastructure to support all academic programmes within the remit of the School.
- Lead on strategic portfolio development in areas where there is evidence of market demand.
- Work with the College Dean and SHiLSS Director of Teaching & Learning to rationalise teaching across the School of Law to avoid duplication and to increase efficiency.
- Support and encourage staff to build and engage with teaching and learning networks across the HE sector to ensure delivery of best practice, and to develop Bangor University's profile as an institution of teaching excellence.
- Further develop interprofessional teaching and learning that effectively prepares students for the modern team-based approach, with emphasis on inculcating professional values and professional behaviour (professionalism).
- Encourage the development of strategic initiatives in teaching and learning and widening participation.
- Encourage and grow Welsh medium teaching provision and participation.

# JOB DESCRIPTION

## STUDENTS

- Contribute to the development of national and international student recruitment initiatives to attract the highest quality students and grow the size of cohorts.
- Work within University-wide structures to establish, manage and enhance academic, welfare and pastoral support for students.
- Establish programmes to facilitate and encourage the international mobility of students both outward and inward.
- Implement University policies on equality and widening participation at the School level.
- Lead initiatives across the School to enhance the experience of students and alumni.

## RESEARCH, IMPACT AND ENGAGEMENT

- Provide leadership to the School Executive to develop and implement a School Research, Impact & Engagement Strategy that is consistent with the College and University vision.
- Foster collaboration within the School and encourage School staff to collaborate with colleagues within the College, across Colleges and between institutions, particularly with regard to multidisciplinary activity.
- Engage with external stakeholders to promote knowledge exchange, commercialisation, and social and economic impact.
- Facilitate management of professional responsibilities aligned with School programmes including liaising with regulatory bodies and partners.



- Ensure the provision of necessary resources and infrastructure to facilitate successful initiatives within the School.
- Encourage the development and exploitation of Bangor University intellectual property in collaboration with the College Dean of Research.

## DIVERSITY & INCLUSION

- Provide equality of opportunity for staff and ensuring that all staff are aware of their responsibilities in the areas of equality and diversity and the Welsh Language Scheme.
- Promote and ensure action that demonstrates the University's commitment to the Athena SWAN Principles and the Concordat for the Support of the Career Development of Researchers.
- Ensure that staff workload is equitably and fairly distributed between staff and that academic staff have appropriate time and facilities.

# PERSON SPECIFICATION

## QUALIFICATIONS

- A higher degree or PhD in a relevant subject.
- Evidence of appropriate continued professional development.

## EXPERIENCE & KNOWLEDGE

- Proven track record in leadership and people management skills, encompassing team building, direction setting and change management.
- A track record of developing a strategic vision and successfully delivering it (encompassing research, teaching and external engagement).
- A track record of excellent academic achievement (reflected in metrics such as REF) in a field of Law.
- Experience of building capability in relation to scholarship and research.
- An understanding of, and delivery of, outstanding learning, teaching and assessment practice, that is reflected in metrics and rankings such as TEF and NSS.
- Experience of building strong relationships with a diverse range of stakeholders in the public, private and voluntary sectors.
- Experience of successful budget and resource management.

## SKILLS & ABILITIES

- An assured, persuasive and confident communicator who is able to achieve results by working effectively with others.
- The interpersonal skills to act as a compelling and positive ambassador for Bangor University at all times and in varied contexts.
- An aptitude and comfort in networking and building external relations, with a willingness to travel overseas on behalf of the University.
- High levels of personal motivation, resilience, diplomacy and tact.
- Evidence of seeking innovative solutions, with the imagination and creativity to envisage and inspire change.
- Sound judgement and practical problem-solving skills.
- The ability to motivate and develop trust and respect across the institution.
- The ability to motivate and persuade a range of colleagues, and particularly those whom they do not line manage.
- Committed to the principles and practice of equality and diversity.

# TERMS OF APPOINTMENT

## APPOINTMENT TERM

The Head of School is a renewable four-year term with an open-ended underlying Professorship.

## SALARY

The role attracts a competitive starting salary, which will be dependent on the successful candidate's background and experience.

## HOURS OF WORK

Because of the nature of the work, the University does not specify any terms and conditions relating to hours of work within the meaning of employment legislation. Hours shall be such as are necessary to carry out satisfactorily the duties associated with the post; and on average a normal weekly commitment will mean between 36.25 and 48 hours per week.

## PENSION

The successful candidate will be eligible to join the Universities Superannuation Scheme (U.S.S.) if you are not already in receipt of a pension from USS and satisfy the criteria. All other terms and conditions will be in accordance with the standard terms and conditions of employment at the University for academic and academic-related staff.

## ANNUAL LEAVE

The period of paid annual leave will be 27 days plus 7 University customary holidays and 8 Bank/Public Holidays (or their equivalent).

## 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.

## ELIGIBILITY REQUIREMENTS

All offers are made subject to proof of eligibility to work in the UK and receipt of satisfactory references.

All candidates must meet the requirements of UK 'right to work' requirements. If you require Home Office permission to work in the UK, or need to switch your visa status in order to take this job, please note that following the introduction by the Government of immigration limits on skilled workers we recommend you use the following link to information about the routes into employment and to check eligibility requirements: <http://www.ukba.homeoffice.gov.uk/workingintheuk/>.

## EQUALITY AND DIVERSITY

We value diversity and welcome applications from all sections of the community. Bangor University aims to provide an environment which respects and values the positive contribution of all its members so enabling them to achieve their full potential and to gain benefit and enjoyment from their involvement in the life of the University.

# HOW TO APPLY

The University has appointed global executive search firm Perrett Laver to support the appointment of the Head of the School of Law. If you would value a conversation about the position, please reach out to Tadhg Waddington on

[Tadhg.Waddington@perrettlaver.com](mailto:Tadhg.Waddington@perrettlaver.com).

Applications can be uploaded at: <https://candidates.perrettlaver.com/vacancies/>.

Please quote reference **70671**.

The closing date for applications is **Sunday 6<sup>th</sup> October 2024**. Applications should consist of a covering letter, full CV detailing academic and professional qualifications, employment history, latest remuneration and relevant achievements.





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