



Faculty of Medical Sciences

Dean of Faculty of
Medical Sciences
University College London

Candidate Pack

Contents

1. Welcome from the Vice Provost, Faculties	2
2. Introduction	3
3. About UCL Faculty of Medical Sciences	4
4. Role Description	10
5. Person Specification	12
6. Rewards and Benefits	13
7. Equality, Diversity and Inclusion	14
8. Appointment Details and How to Apply	15

01. Welcome from the Vice Provost, Faculties

Dear Applicants,

Thank you for your interest in the role of Dean of the Faculty of Medical Sciences here at University College London (UCL).

The Faculty's research and education programmes span an incredible breadth of scientific areas. Home to six divisions, including the world-renowned UCL Cancer Institute, Medical School, and UCL Division of Infection and Immunity, the Faculty is at the forefront of research from lab to bedside.

This is a hugely exciting opportunity to join a globally pre-eminent Faculty – ranked 6th in the world for Medicine and number one in London (QS World Subject Rankings 2024) – that is leading the way in solving real-world problems.

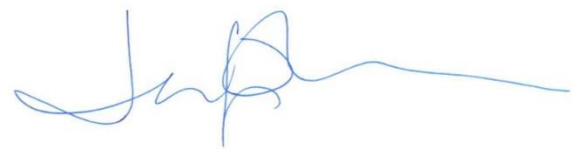
The impacts of UCL Medical Sciences research on the wider world have been recognised in the Research Excellence Framework 2021: UCL ranked second in the UK for research power, with 93 per cent of our research being classed as 'world leading' and 'internationally excellent'.

Building on our extraordinary breadth of world-leading expertise across disciplines, our researchers have developed a novel CAR T-cell therapy to target cancer cells more quickly and with fewer side effects. As a Faculty, we are dedicated to collaborating with a wide range of partners – from pharmaceutical giants to technology startups – to beat disease and advance patient care.

As UCL approaches our bicentennial year in 2026, we need leaders to inspire and seek out the scholarly opportunities that address the issues presented by the impact of today's global challenges. Talented and diverse staff are integral to the success of the Faculty as we develop and deliver our strategy. We will look forward to receiving your application and welcoming you to our world-leading and vibrant community of staff and students.

Professor Jennifer Hudson

Vice Provost, Faculties



02. Introduction

UCL is a radically different university. Founded in 1826 in the heart of London, we were the first university in England to welcome students of any religion and the first to welcome women on equal terms with men. Today, UCL has more than 50,000 students and 16,000 staff from over 150 countries, and is consistently ranked as one of the top ten higher education institutions in the world.

We champion innovation, creativity, and cross – disciplinary working in our teaching and research, and we are consistently ranked among the top ten universities in the world. From the start, we opened higher education to women and students from a wide range of backgrounds who had previously been excluded, and the commitment to expanding the diversity and inclusiveness of our student and staff body is fundamental to our work. The courageous attitude and disruptive spirit of our founders is still alive today.

UCL is looking to appoint an exceptional Dean of the Faculty of Medical Sciences, our most clinically facing faculty and at the forefront of innovation and research in medical sciences.

With responsibility for the strategic leadership and management of FMS, the Dean will work closely with the Faculty Academic Leadership Team and contribute to the delivery of UCL's strategic objectives, ensuring alignment with the UCL Strategic Plan 2022–2027. Candidates will have proven leadership capability and experience of leading a diverse team of academic, research and professional services colleagues.

UCL is an outstanding place to work. Our people are our greatest asset, and we provide an empowering, values-based environment in which to work. We foster diversity of thought, mutual respect and collaboration, and actively encourage applications that will bring diverse experiences to the leadership of UCL.





03. About UCL Faculty of Medical Sciences

At UCL, students benefit from pioneering research, best-in-class academics and clinicians, cutting-edge facilities, world-renowned partner hospitals and institutions, and its location in the world's most global city. This unique combination makes UCL one of the best places in the world to undertake medical education.

The FMS is the most clinically facing Faculty at UCL and is at the forefront of innovation and research in the medical sciences. Our mission is to target and address the unmet health needs which negatively impact individuals and societies worldwide. We are dedicated to ensuring our innovative research translates into real-world solutions that improve lives, ranging from tackling the [health risks linked to obesity](#) to [improving therapies for cancer patients](#). Our research scientists and academic clinicians provide our students with the highest quality of education and training to inspire the next generation of exceptional scientists, clinicians, and global leaders.

There are more than 4,000 students and 1,459 members of staff in the Faculty, of whom one quarter are professional services staff and three quarters are academic, teaching, and research staff. Many of our students and staff are actively engaged in supporting local communities and school students, for example our [Target Medicine](#) scheme is committed to widening participation to ensure those with the ability, regardless of their background, will have the opportunity to apply for and succeed in higher education.

At the forefront of innovation and research in the medical sciences, our research leaders and dedicated NHS-based teachers provide our students with the highest quality education and training. We are proud to partner with outstanding training hospitals and institutes, including University College London Hospital (UCLH), The Royal Free, The Eastman Dental Hospital, and the Francis Crick Institute. These give students hands-on experience, putting their education into practice and providing valuable contact time with leading doctors and patients. By leveraging our collective strengths and working together, we are addressing the most important healthcare challenges in the UK and beyond.

We have a progressive and integrated approach to our teaching and research – championing innovation, creativity and cross-disciplinary working. We teach our students how to think, not what to think, and see them as partners, collaborators and contributors.

For almost 200 years, we are proud to have opened higher education to students from a wide range of backgrounds and to change the way we create and share knowledge.

We constantly challenge ourselves to be more innovative, from the areas we research, to the techniques we use, to the technologies that we leverage.

The excellence of research at UCL and its positive real-world impact has improved since 2014, according to the Research Excellence Framework (REF) 2021 assessment results. 93 per cent of our research was graded 4* 'world leading' and 3* 'internationally excellent'.



Our Divisions

UCL is, and always has been, a pioneer in Medical Sciences and Medical Education.

The Faculty of Medical Sciences includes **six divisions**: UCL Medical School, UCL Eastman Dental Institute, UCL Cancer Institute, UCL Division of Surgery and Interventional Sciences, UCL Division of Infection and Immunity, and UCL Division of Medicine.

Each of our divisions offers innovative **research and taught programmes**, including BSc, MSc, MRes, and PhD degrees.



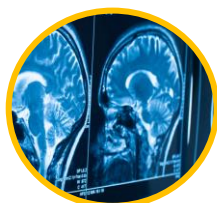
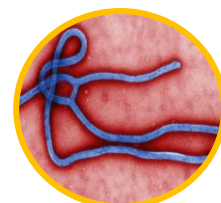
The UCL Cancer Institute is the hub for cancer research at UCL. The institute draws together over 400 talented scientists who are working together to translate research discoveries into developing kinder, more effective therapies for cancer patients. The Institute offers BSc, MSc, MRes and PhD qualifications.

The UCL Medical School is ranked 6th in the world in the QS World University Rankings Top Medical Universities (2023). Our MBBS is one of the most prestigious in the world and many UCL Medical School alumni have gone on to become globally high-profile figures and leaders of the medical profession.



The UCL Division of Surgery & Interventional Sciences is at the cutting edge of the latest medical techniques, from nano-technology to Virtual Reality. We partner with over 30 world-class research centres and three of the UK's leading Hospitals (UCLH, Royal Free and Stanmore).

The UCL Division of Infection and Immunity has a long tradition of expertise and achievement in the study of human infectious and autoimmune diseases. We link laboratory research in immunology, virology, microbiology and autoimmunity with the specialised clinical interests of UCL associated hospitals.



The UCL Division of Medicine investigates the basis of disease and develops better diagnostics and treatments for diseases with an emphasis on Experimental Medicine. This is achieved through world-leading research in Medicine and Biological Sciences. Its courses attract the world's best students.

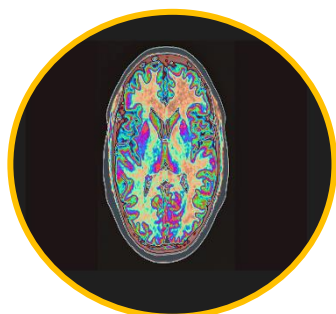
The UCL Eastman Dental Institute is an academic centre for postgraduate and translational research in Oral Health. The Institute is continually improving systemic and oral health through the development of novel treatments, therapies, diagnostics and smart materials. It offers MSc, MRes and PhD courses.



Research

UCL is 6th in the world for Medicine and No. 1 in London (QS World University Rankings by Subject 2024). Our research is leading the way when it comes to solving real problems and creating positive impact. UCL is ranked first in the UK for research power in medicine, health and life sciences (REF 2021). We have been educating doctors and scientists in London since 1834.

Research and Impact Spotlight



[Perimenopausal physical activity and the risk of dementia](#)



[New trial to find the best way to screen men for prostate cancer](#)



[Injury risks varies in menstrual cycle](#)



[Chronic kidney disease progresses faster in hot countries](#)

Further information on research by division can be accessed by clicking on the links below.

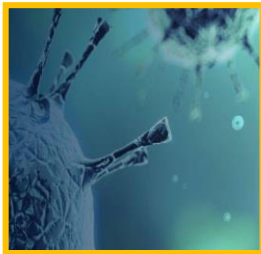
- [UCL Cancer Institute](#)
- [Division of Infection & Immunity Model](#)
- [Division of Medicine](#)
- [Division of Surgery](#)
- [Eastman Dental Institute](#)
- [UCL Medical School](#)

Innovation and Enterprise

At UCL FMS, we've been at the forefront of international research for nearly 200 years. Our academics have played critical roles in the discovery of hormones, the immune system and the structure of DNA. We work with commercial and industry partners to make major breakthroughs and help organisations to innovate.

Entrepreneurship

Potential cures for cancer? Novel ways of detecting dementia? Technology to prevent the spread of coronavirus? We have an entrepreneurial culture throughout our staff and students, promoted by our startup incubator, the training we offer, and our entrepreneurship hub, BaseKX.



The UCL spinout revolutionising cancer treatment



Gene therapy spinouts receive record investment



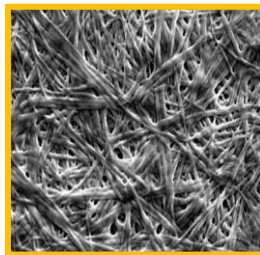
The app helping to train doctors and social care workers

Expertise and consultancy

We help organisations to innovate. We enabled L'Oreal to research ageing at the nanoscale and helped to establish a new international-calibre university. From education consultancy to innovations in the lab, we help industry, academia, charities and government break new ground.



Centre for International Medical Education Collaborations



L'Oréal and UCL: taking a closer look at skin ageing



Newgiza University and UCL collaborate to deliver academic excellence

Partnerships

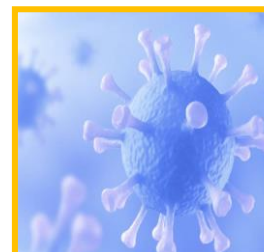
In biomedical research, we lead the field. But we believe that by working together, we have the greatest impact. From pharmaceutical giants to technology startups, we're collaborating to beat disease and advance patient care. Together with partners like AstraZeneca, our research breakthroughs bring a new understanding of disease.



Servier and UCL: pursuing breakthroughs in immune-inflammatory disease



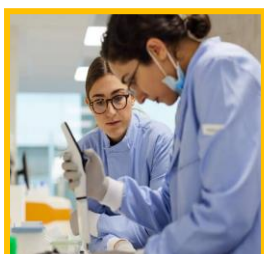
Cerveau Technologies and UCL collaborate to fight Alzheimer's Disease



AstraZeneca and UCL: discovering why age affects our immune system

Technology and licensing

Innovation happens when medicine meets engineering, such as magnets to filter disease from the blood, or artificial intelligence to detect cancer. We are developing truly revolutionary technology. We also license our research to industry to accelerate clinical trials, bringing the benefits to patients sooner.



T-cell research offering new hope for people with difficult-to-treat cancers



Using space technology to beat bowel cancer



Blood filtration device to change treatment of diseases

04. Role Description

The Dean of FMS is a member of the University Management Committee and in keeping with all Faculty Deans, reports to the Vice Provost, Faculties in a key leadership role within UCL. They are accountable to UCL's Council for all of the activities of the Faculty during their tenure.

The postholder will be responsible for the strategic leadership and management of the Faculty and will contribute to the delivery of strategic objectives as an internationally renowned academic leader in their discipline. They will work closely with the other Faculty Deans, the Faculty Director of Operations, Faculty Vice Deans, School Finance Director, School Estates Strategy Manager, Academic Directors, Departmental Managers, Head of Human Resources, and other Professional Services Business Partners.

The Dean will lead the strategic direction and management of the Faculty and will contribute to the delivery of UCL's strategic objectives, ensuring alignment with the [UCL Strategic Plan 2022-2027](#). They will develop and implement a robust Equality, Diversity and Inclusion strategy and cultural change programme, including curriculum design, research strategy and organisational development. The role is offered for a **fixed term** of five years in the first instance, with the potential for renewal of a further term. The successful candidate will also be appointed to a continuing professorial position which is a continuing position within UCL.

Main Duties and Responsibilities:

Strategic, Financial and Resource Management

- Lead the development and implementation of the strategic vision for the Faculty, working closely with the Faculty Director of Operations, Vice-Deans and Heads of Departments. The Dean will provide inspirational leadership and be accountable for the direction, execution and championing of the Faculty's academic mission and values, through the constituent Departments.
- Advise and lead on all academic matters, including submissions for national evaluation exercises, such as REF, TEF and KEF.
- Working with the Faculty Director of Operations, School Finance Director and Heads of Departments, the Dean is responsible for the overall planning and implementation of the Faculty's budget and the achievement of agreed budgetary plans. The Dean is also responsible for ensuring the Faculty meets its financial targets and contributes to the financial sustainability of UCL.
- The Dean is responsible for the health and safety of all persons within the Faculty and the safe use of all Faculty resources.
- Ensure that all resources, including space, funding, and staffing, are deployed to maximise effectiveness and efficiency and contribute to the Faculty's operational commitment to Climate Action.
- Work with the Faculty Director of Operations and Director of Education, Student Experience on undergraduate and graduate taught admissions, and with the Faculty Graduate Tutor (Research Students) for doctoral student matters.
- Work with the Head of FMS MarComms and VPEE leadership team on external reputation management and mitigation of reputational risk for the Faculty.
- Work with the Faculty Vice Deans of Research, Innovation & Enterprise, and International, and with RIGE staff on Research and Innovation & Enterprise matters, as well as Vice Dean Education, Director of Education Administration and Student Experience and SRS staff on Education and Student Experience matters.

Leadership

- Participate in the strategic management of UCL as a part of the University Management Committee, attending its weekly meetings.
- Working with the Director of Operations and the Head of Human Resources, the Dean is responsible for the wellbeing of all staff within the Faculty and for ensuring a positive culture of inclusion and respect is fostered.
- Take a leading role in developing the strategic direction of the Life and Medical Sciences (LMS) group of Faculties at the LMS level meetings (e.g. Estates Strategy Board).
- Promote and foster excellence in teaching, research, enabling and knowledge transfer, and administration across the Faculty.
- Responsible for the effective line management, performance and appraisal of staff within the Faculty as applicable in accordance with UCL's values.
- Proactively identify academic talent, both internally and externally, in pursuit of the Faculty's academic vision.
- Advise on cases for senior promotions from the Faculty, presenting cases to the Senior Promotions committee.
- Working with the Vice Dean-EDI to implement the Faculty's Equality, Diversity and Inclusion agenda and accountable for implementation of associated action plans.
- Actively lead and support an inclusive culture where equality, equity, diversity and inclusion are front and centre across all activities of the Faculty.
- Prioritise equality, diversity and inclusion policies and practices to ensure alignment with the Faculty's and UCL's EDI strategy and goals.
- Actively lead and support the Faculty's actions in support of UCL's Net Zero and the faculty climate action plan.
- Participate in appointments to Chairs and be responsible for the follow-up with the preferred candidate.
- Ensure that the Faculty achieves its financial goals and creating opportunities to invest in its academic programme.
- Oversight of the constituent Departments, facilitating their success and performance managing their achievements as a portfolio.
- Engage with the Office of the Vice President Advancement on corporate and Faculty fundraising projects, as well as identify and pursue fundraising opportunities.
- Act as an ambassador for the Faculty, both within the Institution and with funders and other external stakeholders, seeking opportunities to enhance the academic standing and financial sustainability of the Faculty.

05. Person Specification

Qualifications, Experience and Knowledge

- An outstanding international research and academic profile with substantial seminal contributions to the advancement of their discipline.
- Experience of leading and managing a diverse team of academic, research and professional services staff effectively; creating a culture of high performance, collaboration and continuous improvement, and managing underperformance effectively.
- Demonstrable experience of managing resources and risk effectively, including budgets, staff and estates, within the statutory and regulatory policies of the organisation.
- Significant leadership experience with proven ability to lead, develop and motivate colleagues to achieve departmental, Faculty and corporate goals.
- Experience of effectively participating in the administration of a large, complex organisation.
- Evidence of developing and delivering medium to long term financial and strategic plans.
- Experience of leading and contributing to committees and working parties.
- Experience of promoting cross-disciplinary activities.
- An understanding of the opportunities and challenges faced by the Higher Education sector and how they impact on the strategy, policy and practice of the Faculty.

Skills and Abilities

- Excellent organisational skills, the ability to prioritise in the face of competing demands and proven success in delivering work personally and through others to tight deadlines and within budget.
- Proven capacity to spot, create and seize opportunities for development and the ability to realise them through workable solutions.

- Decisive and results oriented, allied with an ability to encourage participation, responsibility and accountability.
- Ability to delegate and evidence of working in successful teams.
- A collegial and inclusive approach to management and a commitment to good internal and external communications.
- Good planning skills allied to well-developed analytical and problem-solving skills.
- Ability to be persuasive, promoting a positive image of the Faculty and enhancing its reputation.

Personal Attributes

- Commitment to the discipline and ethos of Faculty of Medical Sciences as defined by the component departments of the Faculty.
- Commitment to academic ideals in teaching, research, knowledge transfer and pastoral care, and to UCL's institutional ethos.
- Commitment to high quality teaching and fostering a positive learning environment for students, and a desire to make an impact in these areas.
- Leading by example and displaying a high level of personal integrity.
- Commitment to UCL's policy of equal opportunity and the ability to work harmoniously with colleagues and students from all cultures and backgrounds.
- Ability to build an inclusive, transparent, and professional site culture.
- Resilient, energetic and able to maintain a positive outlook throughout the transformation lifecycle.

UCL Ways of Working

- Empowering others through promoting a culture of trust.
- Presenting a powerful, strategic vision that aligns with the long term aims of **UCL**.
- Having a clear commitment to leadership and people, setting a positive and emotionally intelligent example that motivates others to follow.

06. Rewards and Benefits

In addition to a competitive salary, commensurate with the seniority of the appointment, we also offer a comprehensive benefits package, including generous annual leave, enhanced maternity, paternity and adoption pay, a relocation scheme, season ticket loans, and an Employee Assistance Programme.

Highlights:

- A generous leave entitlement, including 27 days annual leave, six closure days plus statutory holidays;
- Carers' leave and unpaid leave are also available, as well as the opportunity to carry five days over each year;
- From day one: enhanced maternity, adoption and shared parental leave and four weeks paid paternity/partners leave;
- A one-term gender equality sabbatical for academics returning from maternity leave – to catch up on their research without teaching load;
- An excellent pension scheme;
- A free programme of training courses and development opportunities run at UCL, a study assistance scheme to help fund external professional development and free library access for all staff. Discounts on evening language courses are also offered;
- Health and wellbeing benefits including an Employee Assistance Programme and discounted medical insurance;
- Season ticket loans, a cycle scheme and electrical vehicle car salary sacrifice scheme.



07. Equality, Diversity and Inclusion

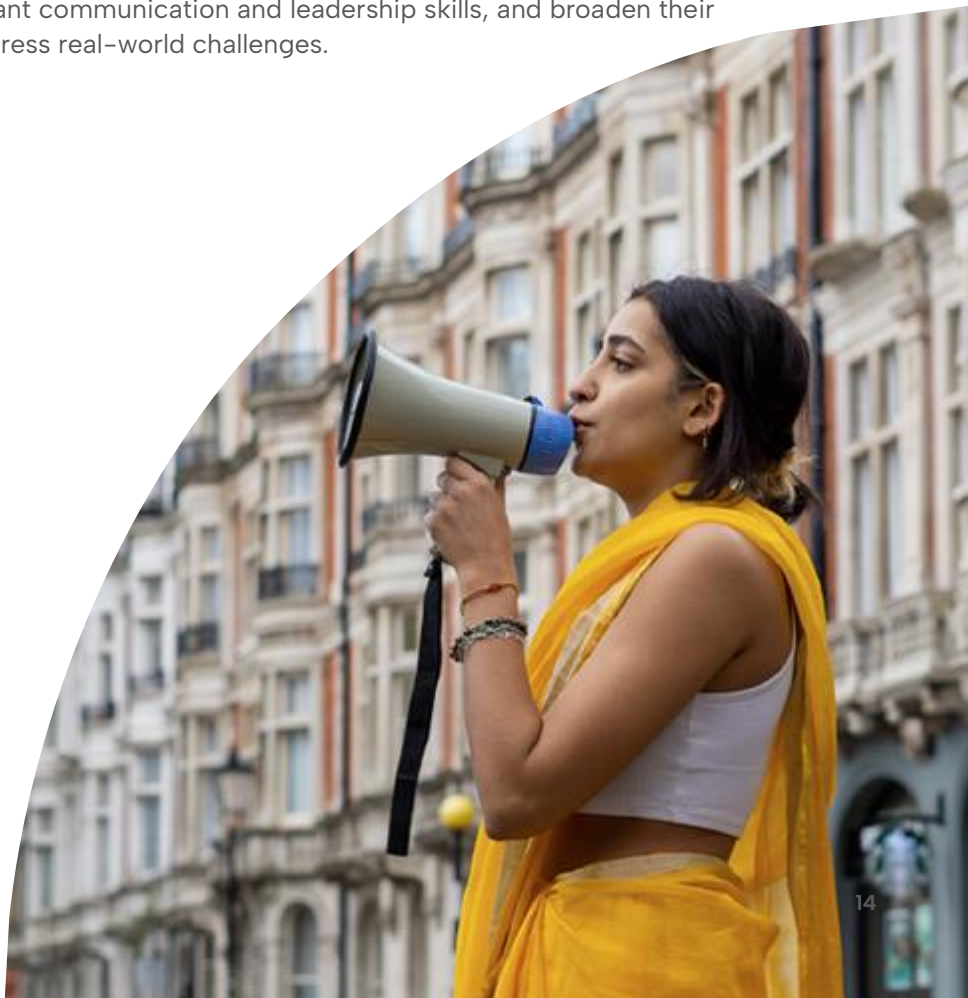
"We are proud to be a highly inclusive faculty committed to fostering an environment where diversity thrives, and everyone feels valued. Our dedication to equality and inclusion is reflected in the fact that all six of our divisions hold the prestigious Silver Athena Swan accreditation, a recognition of our efforts to advance gender equality in higher education. Furthermore, three of our divisions are currently applying for Gold Athena Swan accreditation, underscoring our continued efforts to promote inclusivity and equal opportunities at every level."

Professor Nephtali Marina-Gonzalez, Vice Dean of Equality, Diversity and Inclusion, Faculty of Medical Sciences

The Faculty of Medical Sciences is also at the forefront of decolonising the medical curriculum. It is considered essential to ensure that educational materials and practices reflect a diverse range of perspectives and experiences. In line with this, the Faculty is leading efforts to decolonise the research it conducts, ensuring that the work produced is globally relevant, culturally inclusive, and accessible to all communities.

The Faculty's commitment to widening participation in higher education is central to its mission. A comprehensive Widening Participation Scheme has been implemented, aimed at increasing the number of minoritised and disadvantaged students in undergraduate programs. This initiative includes science outreach and public engagement activities, where staff and students collaborate with local councils, community groups, and external partners to create pathways for students who have been historically underrepresented in higher education. These outreach programs provide invaluable benefits not only to the communities engaged but also to students, who gain hands-on experience, develop important communication and leadership skills, and broaden their understanding of how their studies can address real-world challenges.

Image credit: M. Gautam



08. Appointment Details and How to Apply

UCL is being assisted in this appointment process by the executive search firm Society (www.society-search.com).

Applications should consist of:

1. a concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification;
2. an up-to-date curriculum vitae;
3. names and contact details of three referees (although referees will only be approached at the final stage of the process, and only with your express permission).

General advice on how to write a [strong CV](#) and [strong covering letter](#) can be found on our website.

To upload your documents via Society's website, click [here](#).

The deadline for receipt of applications is midday on Monday, 11 November 2024.

Shortlisted candidates will be invited to interview on Wednesday, 29 January 2025. They should also be available for site visits and informal discussions a day or two beforehand, with exact dates to be confirmed.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

We are committed to ensuring that anyone can access our application processes. This includes people with hearing, sight, mobility, and cognitive impairments. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at inclusion@society-search.com. We also welcome suggestions or comments about any more general access improvements we should consider.







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Society is a global executive search firm and a certified B Corporation. 10% of our profits go to charitable causes through The Society Foundation. With colleagues in the United Kingdom, the United States, and New Zealand, we solve senior hiring challenges for responsible businesses and purpose-driven organisations around the world.

We believe that the right candidate, placed in the right organisation at the right time, can initiate a chain reaction of transformative change that will help to deliver a more inclusive and sustainable future.

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