

# HEAD OF THE SCHOOL OF ACCOUNTING AND FINANCE

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## Introduction

The University of Bristol is seeking to appoint an outstanding academic leader as Head of its newly-formed School of Accounting and Finance.

**Sitting within Bristol's renowned Faculty of Social Sciences and Law, the School** undertakes world-class research and is committed to the highest international standards of teaching and the student experience.

As Head of School, you will occupy a key academic leadership position within the University. You will lead and manage the academic business of the School in relation both to strategy and to operations, fostering its academic strengths and promoting research and research-led teaching at the forefront of accounting and finance.

The Head will provide inspirational leadership to the School and its staff, students and partners, enabling the School to develop further its excellent education and research. The appointee will have a strategic vision for **the School, as well as for the School's role** within the University, the city region, the UK and internationally. The Head will have a deep commitment to equality, diversity and inclusion, and understand and be ready to champion the benefits of diversifying the current and future pipeline of talent across the School.

Outstanding leadership and academic credentials, an open and inclusive approach, and a track record of excellent partnership working - both internally, with academic and professional services staff, and externally - are key requirements of the role.

## The University of Bristol

For over a century, the [University of Bristol](#) has inspired generations of students, pushed back the frontiers of human understanding, and served its city, region and nation with distinction. It is one of the most popular and successful universities in the **UK and one of the world's top research-intensive universities** - 5<sup>th</sup> in the UK in the 2014 Research Excellence Framework and 51<sup>st</sup> in the 2019 QS World Rankings. Today, the University has 18,005 undergraduate and 6,043 postgraduate students. It is a world-renowned institution, which employs internationally-respected academics and recruits some of the brightest students from across the globe: no fewer than twelve Bristol graduates and members of staff have been awarded Nobel Prizes. With income of some £658million and 6,943 staff, the University continues to provide high-quality, research-led education, and to invest in new technology and services to offer the best student experience. It has highly successful programmes of student enterprise and engagement, and interacts ever more closely and productively with the outstanding city-region in which it is located.

**The University's research is world-renowned** across a broad spectrum of disciplines. Its **researchers tackle some of the world's most urgent issues in the areas of health and disease**, climate change, food security, energy and social justice. The University actively encourages the cross-fertilisation of ideas made possible by interdisciplinary collaboration, and its excellence in research underpins an intellectually demanding education. It nurtures creativity and independence of mind, in stimulating its students **to achieve their personal goals and to serve society's needs during and long after their time here.**

The arrival of [Professor Hugh Brady](#) as Vice-Chancellor and President of the University in 2015 **prompted a fundamental review of the University's strategy to define the changes necessary for the next phase in the University's development.** More information on the University's strategy is [here](#).

## The City of Bristol

The University is located in the heart of the city of Bristol, and is a major force in the economic, social, and cultural life of one of the most beautiful and liveable cities in Europe.

Bristol is an extraordinary global city with a powerful tradition of enterprise, exploration, and non-conformism. It is a Social **Enterprise City and the UK's first European Green Capital. It was recently voted one of the UK's five Centres of Cultural Excellence**, and is repeatedly voted the most liveable city in the UK. It boasts the most educated workforce in the country and some exceptional cultural institutions – including the [Watershed](#), [St George's Bristol](#), [Spike Island](#), [Bristol Old Vic](#), and the [Colston Hall](#) – deliver a world-class programme in the arts.

The city is home to world class high-tech and creative companies such as Airbus, Toshiba, Aardman, BBC Natural History, Oracle, Cray, Amazon, IBM and Sony, and to a rich proliferation of SMEs and early-stage enterprises.

The University of Bristol is constantly using research collaboration, educational partnerships, placements and productive knowledge exchange to build more effective links with the external community and regional industries.

It has a strong record in creation and support of new companies and enterprises and the licensing of intellectual property. In 2013, the University collaborated with Bristol City Council to create [Engine Shed](#) - already world-renowned as an exemplar in University/business/local authority collaboration.

## Bristol Temple Quarter Enterprise Campus

The University of Bristol is working with the City Council, local communities, and industry to develop a new £300million campus in the Enterprise Zone at Temple Quarter. This initiative will bring immense benefits to the city of Bristol and beyond and will bring together engineers, social scientists, and industry partners. The University is committed to using the Temple Quarter Enterprise Campus (TOEC) to reimagine what it means to be a civic university for the next century, by ensuring the new campus delivers life changing opportunities to communities, organisations and individuals across the city of Bristol.

The development will transform a seven-acre site next to Bristol Temple Meads railway station into an open campus that will be part of the community, help to regenerate the area and benefit the whole city. It will provide a mix of flexible research and teaching facilities, accommodation for up to 1,500 students and a range of commercial outlets.

The Faculty of Social Sciences and Law will provide leadership for two of the new University research institutes at Temple Quarter: The Institute of Digital Futures and the Civic Futures Institute. Once complete, the new School of Management will be fully located at the new Campus.

The campus will initially cater for up to 3,500 students, and approximately 800 members of staff will be based there. Facilities will also be opened up for public use, including a training and skills centre and resources which can be used by community groups. The new campus aims to be an attractive destination for all citizens and will include informal seating areas by the waterfront and a public art programme. Environmental sustainability is another key priority: the campus will be car-free and aims to be carbon-neutral by 2030.

You can find out more about plans for Temple Quarter Enterprise Campus [here](#).

## The Faculty of Social Sciences and Law

The [Faculty of Social Sciences and Law](#) is a vibrant community of world-class expertise in accounting and finance, education, economics, human geography, international studies, law, management, politics, social policy, social work and sociology, attracting talented staff and students from around the world. The Faculty has over 600 academic and professional services staff and a current annual income of £106million.

The Faculty offers outstanding research-led teaching at undergraduate and postgraduate levels to talented students from all backgrounds in a friendly and inclusive environment. The Faculty delivers over 40 single and joint honours undergraduate degree programmes and more than 70 postgraduate programmes with

a high percentage linked to professional and research-informed practice. The Faculty attracts significant numbers of high-quality home and overseas applicants for its programmes, registering approximately 8000 students each year across all cohorts, representing **30% of all of the University of Bristol's students. Overseas recruitment remains strong within the Faculty, with the Faculty registering circa 3000 international students annually, which represents approximately 54% of the University's total international student population. In respect of PGT programmes, the Faculty has over 65% of all the University's taught postgraduate students.**

The Faculty leads national innovations in educational provision. It hosts a HEFCE/Nuffield-funded [Q-step](#) programme to enhance undergraduate teaching in quantitative methods and it is the lead institution for the ESRC-funded [South West Doctoral Training Partnership](#) (SWDTP) with the University of Bath, the University of Exeter, the University of Plymouth, and the University of the West of England. The SWDTP has 17 subject pathways and an allocation of 45 studentships - the highest allocation in the UK. As well as developing tailored training programmes for its students and staff, the SWDTP also supports a wide variety of collaborative activities, including events and student placements, in public, private and civic society organisations.

**The Faculty's** academics are internationally recognised leaders in their fields producing world-class research and scholarship across the social sciences and law – the 2015 Nobel Prize Winner Angus Deaton, was formerly Professor of Econometrics at Bristol, with Faculty counting KCMG and OBE recipients among its academic staff. **The Faculty's innovative and collaborative research addresses the most pressing social concerns of our globalised society, contributing to significant policy change in many areas. The Faculty aspires to conceptual innovation in addition to methodological and empirical excellence, thereby ensuring it leads the development of new intellectual agendas. Its reputation is founded on strengths in many areas, including: poverty and social exclusion; human rights; global insecurity; health and wellbeing; educational quality; and, quantitative social science. The Faculty leads two of the University's Specialist Research Institutes - [The Bristol Institute for Migration and Mobility Studies](#), and [The Bristol Poverty Institute](#). Members of the Faculty are also actively involved in the University's four Research Institutes: [Cabot](#); [Jean Golding](#); [Brigstow](#); and, [Elizabeth Blackwell](#).**

The excellence of Bristol's social science and legal research was confirmed by the [results of the Research Excellence Framework \(REF\) 2014](#). The Faculty adopted a highly inclusionary submissions policy, entering the work of over 90 per cent of academic staff for assessment. Seven of its nine submissions to Main Panel C were ranked in the top ten on raw Grade Point Average (GPA) by Times Higher Education: of these, two were ranked first. When research intensity (the proportion of staff submitted) was taken into account, five of the nine submissions were ranked in the top five by Times

Higher Education, two others were in the top ten, and one ranked eleventh. Overall, when intensity is taken into account, the Faculty now ranks second in the country.

The Faculty continues to achieve considerable success with research grants and fellowships. Recent awards include substantial funding from:

- [UKRI](#) (including [ESRC](#), [AHRC](#), [MRC](#), [UKRI Global Challenges Research Fund](#))
- International funders (including [European Research Council](#) awards, [Horizon 2020](#) consortia grants, [NORFACE](#), [Bill and Melinda Gates Foundation](#))
- Learned societies (including [The British Academy](#))
- Charities (including [The Leverhulme Trust](#), [Esmée Fairbairn Foundation](#), [Nuffield Foundation](#), the [Education Endowment Foundation](#))
- Health funders (e.g. Department of Health, NIHR - including membership of [NIHR's School for Social Care Research, SSCR](#))

The Faculty has also established twelve interdisciplinary research groups: Ageing and the Life Course; Cultural Work; Digital Futures; Education and Pedagogy; Families and Parenting; Gender; Global Political Economy; Health, Science and Technology; International Development; Perspectives on Work; Smart Networks for Sustainable Futures; Urban Research Cluster.

**Interdisciplinarity is at the heart of the research vision for the University's new Temple Quarter Enterprise Campus**, and as noted above, the Faculty is providing leadership for two of the three new Research Institutes that will be based there: The Institute of Digital Futures and the Civic Futures Institute. The location will provide unique opportunities for innovative, engaged learning, research and impact activities.

**This builds on the Faculty's strong record in knowledge** exchange, engagement and impact, reflected in the award of a second ESRC Impact Acceleration Account. Recent awards to support impact activity include:

- Shared space: promoting community cohesion in diverse school classrooms
- Childcare in nationality proceedings: well-being and best interests
- Aiding poverty data and analysis capacity development in the Pacific
- The UK Parliament: a gender sensitive institution; and,
- Somali First: promoting Somali-led development.

Public engagement of our research includes the annual [‘Thinking Futures’ Festival of Social Science](#), jointly funded by the Faculty and the ESRC. In recent years there have been sell out events on: Bristol after Brexit; tales of migration; gender, violence and **justice; Shakespeare ‘live’ and tackling disabling practices.**

We have an ambitious strategy to further develop our profile based upon three core priorities:

- Internationally-recognised research excellence
- Globally relevant and research informed teaching
- Financial sustainability

Above all the Faculty of Social Sciences and Law aims to respond effectively to the rapidly changing external environment by supporting existing disciplinary research excellence, cultivating new interdisciplinary ambitions and engaging successfully with **the ‘impact’ agenda, while also offering high quality**, well resourced, research informed teaching to a diverse body of students.

## The School of Accounting and Finance

### The context

The Accounting and Finance group currently sits, as a Department, within the [School of Economics, Finance and Management](#) (EFM). Against the background of very substantial growth in recent years, EFM is in the process of being de-merged to form three separate Schools in their own right: Economics, Accounting and Finance, and Management. Detailed project plans, backed by substantial operational support, are in place to cover the transition.

The granting of School status to Accounting and Finance provides an opportunity for increased visibility and recognition inside the University and an even stronger identity for Bristol Accounting and Finance externally. It allows the School to develop its own strategy and to achieve a clearer alignment between its objectives and activities as a School of Accounting and Finance.

The creation of the new School reflects the increasing importance of the Accounting and Finance discipline at the University of Bristol. Recent years has seen growth in both student and staff numbers such that there are currently more than fifty members of academic staff engaged in research and teaching. Details of all staff members can be found [here](#).



## The formation of the new School

On 1 August 2018, the Department of Accounting and Finance started the transition to a fully-functioning School of Accounting and Finance, which will be officially launched on 1 August 2020.

There are two distinct phases to the re-structure of EFM into three Schools. The period 2018-19 sees some splitting of activity into the three Schools with delegation of some Head of School responsibility to the three interim Heads of School. The period 2019-20 will allow further disaggregation of activity down to the three Schools, independent planning for their future in the Integrated Planning Process, and the professional services re-structure coming in to full effect over the course of the year. (In this period, a formal EFM will not be required in terms of leadership and delivery, but there is a continued need to have a nominated individual from within the Faculty of Social Sciences and Law who has ultimate accountability for any cross-cutting EFM issues that may arise).

For the year 2019-20, designate Heads of School will take increased levels of accountability and full responsibility for delivery and for developing sound School ambitions and plans to deliver against all targets. They will lead and shape the final stage of their School in readiness for them to take on full accountability from August 2020.

**The final 'go-live' for the three new Schools** is 5 August, 2020. At this point, the Schools will become stand-alone Schools, led by a Head of School with their own full supporting structures, governance, and responsibilities.

## Research

The Accounting and Finance group produces world-class research across a range of topics including banking, corporate finance, financial markets, management accounting, financial reporting and accountability.

Staff and research students provide a vibrant and pro-active research environment, which provides excellent research resources and facilities both for staff and for students, including access to a wide range of databases, such as: WRDS, Datastream, Worldscope, Thomson One Banker, CRSP/Compustat, Markit Default Swap, Investext, I/B/E/S, Execucomp, Capital IQ, Bankscope and Boardex. The group has an active research seminar series, which attracts leading researchers from around the world.

In the 2014 Research Excellence Framework (REF) the research of Accounting and Finance, along with Management, colleagues was positioned in the top quartile in relation to over 100 UK management and business schools. Bristol was ranked 6<sup>th</sup> in the UK for its research impact, reflecting the significant role our research plays in shaping policy and practice in the UK, Europe and globally.

Researchers in Accounting and Finance actively engage with national and international policy makers, regulators and professional associations, including the Bank of England, Chartered Institute of Management Accountants, the European Central Bank and the Deutsche Bundesbank, the European Financial reporting Advisory Group, HM Treasury, Institute of Chartered Accountants in England and Wales, Institute of Chartered Accountants of Scotland and the NHS.

Researchers typically belong to one of five groups:

- [Banking](#)
- [Corporate Finance](#)
- [Financial Markets](#)
- [Financial Reporting and Accountability](#)
- [Management Accounting](#)

Research-led teaching

Accounting and Finance programmes attract high-quality students. As one of the UK's leading accounting and finance groups, the School produces outstanding graduates with strong quantitative skills and a global outlook. Its professionally accredited degrees are informed by both research and professional practice, combining theoretical education with an understanding of how to tackle the many challenges faced by organisations today.

The School provides a rigorous training in accounting and finance but also offers a range of optional units across accounting, finance, economics and management enabling students to tailor their degrees to reflect their career ambitions. Fully integrated degrees are offered in accounting and finance, accounting and management, and economics and accounting.

The teaching environment is friendly and supportive yet large enough to offer an international experience. As one of the UK's major centres for financial services, Bristol offers plenty of opportunities for those wanting to work in the sector. There are strong links with accounting and consultancy firms who support Bristol students with careers guidance, mentoring and professional skills development.

There is a growing group of PhD students and a range of thriving undergraduate and MSc programmes, including a new specialist programme in Banking Regulation and **Financial Stability**. **The majority of the School's full-time MSc students take courses in**

**Accounting and Finance and many of the School's programmes are jointly run with contributions from colleagues in Economics and Management.**

The School is housed in attractive accommodation adjoining the rest of the Social Sciences Faculty and close to the University's main library and administrative centre.

## Role description

The role of the Head of School within the governance structure

The Head of School is a key academic leadership position at the University of Bristol. The role is established by Ordinance and all Heads of School are ex officio members of **the University's Senate and of the Faculty Board.**

Responsible to the Dean of the Faculty, the Head will provide the overall strategic vision and ambition for the School in line with the strategy of the Faculty and the University.

The Head has formal responsibility for leading and managing the academic business of the School in relation both to strategy and to operations, and ensures that appropriate strategies, personnel, and relationships are in place for delivery on these objectives. The Head line-manages all academic staff in the School and provides leadership for strategic planning for the School, working closely with the Senior Management team.

The priorities for the Head of School

The Head will play an important role in promoting the new School internally and in taking a strategic lead in developing a focused marketing and communications strategy **to raise the School's profile internationally. Key priorities for the Head of School will be to:**

- Successfully diversify the student cohort.
- Maintain a positive and collegiate working environment, with an emphasis on recruiting, developing, and retaining staff.
- Ensure continued excellence in research-led teaching and the student experience.
- Promote research excellence and foster a positive, high-performance research culture.

In detail, the Head will:

- Work with the Dean and other Heads of School, and academic and professional services leaders across the Faculty and University, in a collegiate manner to develop an ambitious collective academic strategy.
- Lead and be accountable for the delivery of the University strategy in the School.
- Provide engaging, inspirational academic leadership and management, fostering **the University's vision** and culture within the School.
- **Lead the development of the School's strategic vision, building on its existing strengths and recognising new opportunities, and inspiring colleagues to deliver the vision.**
- Understand the nature of the disciplines in the School, and develop and deliver strategic and operational plans to address the challenges the School faces.
- Develop their own academic standing as professor in the School.
- Deliver to a high standard the managerial and administrative duties associated with the role of Head of School, working with the School senior management team (and particularly with the School Manager). This includes maintaining and developing robust staff review, mentoring and staff development processes, and risk ownership.
- **Deliver the School's overall budget and achieve value for money.**
- Provide leadership to and be accountable for the performance of the School in respect of health and safety, ethics and equality, diversity and inclusion.

After the term of office as Head of School, the post-holder will remain in post as a professor. Further details about the professorial role profiles are [here](#).

## Contacts

Line managed by:

- Dean of the Faculty of Social Sciences and Law, [Professor Paddy Ireland](#)

Line manager to:

- Academic staff members in the School

Internal contacts:

- School, Faculty and Senior University staff
- School undergraduate and postgraduate students
- Staff and students in the wider university

External contacts:

- Research collaborators
- Alumni and donor
- Government bodies
- Funding agencies

## Person specification

As a leading global institution, the University of Bristol is keen to attract highly talented individuals from a diverse range of backgrounds. The School of Accounting and Finance is planning to make a submission for an Athena Swan award in due course and **the Head of School is a vital element of the leadership in delivering on the University's equality, diversity and inclusion strategy.**

**Further information on the University's commitment** to equality, diversity and inclusion can be found [here](#).

The essential requirements for the position of Head of School are:

- An outstanding track record of strategic and operational leadership at School or Faculty level, driven by a commitment to excellence in research and research-led teaching.
- The ability to lead a team of senior colleagues, inspiring respect and engendering confidence, and to promote a culture of mentoring and motivation that enables colleagues to become excellent researchers, teachers, and citizens of the University.
- A demonstrable commitment to promoting equality, diversity and inclusion.
- International academic standing commensurate with senior professorial status in an area related to one or more of the disciplines within the School.

- Success in promoting a high-quality and innovative education and student experience and in developing a postgraduate researcher community, alongside the ability to maintain and diversify markets in overseas and postgraduate student numbers.
- The ability to build external networks and promote knowledge exchange.
- The ability to demonstrate and encourage excellent partnership working between academic and professional services staff.

The full role profile for a Professor is available [here](#) and it is expected the role will follow Pathway 1 of the [academic staff pathways](#).

## Terms and conditions

- The post is offered on an open (permanent) basis. The intention is that the role holder will act as Head of School for an initial term of four years, with the possibility of extension for a further period. After that time, the role holder will become a member of the professoriate within the School and carry out the responsibilities of the full [Professor Role profile](#).
- Competitive salary, plus benefits
- This appointment is at Grade M and will be subject to the terms and conditions for staff on [grade J and above](#).
- Further information about Grade M appointment procedures can be found [here](#).
- Subject to the rules of the scheme, the post holder may participate in the [Universities' Superannuation Scheme](#) (USS). Unless newly-appointed staff members declare in writing a wish not to participate in the USS, they will be deemed to be members from the start of employment, and contributions will be deducted accordingly. As a consequence of participating in this Scheme, University staff will be contracted out of the earnings-related part of the State Pension Scheme.
- A [Pension Salary Exchange scheme](#) is in operation in order to increase take-home pay and save costs
- Details of the University Relocation Expenses policy for staff relocating to take up post are [here](#).

## Timetable

The closing date for applications is 10am GMT on Monday, 6 May 2019.

The Selection Committee, which will be chaired by the Vice-Chancellor or his nominee, will assess all applications on merit according to the evidence presented and in line with the principle of free and fair competition. At all stages of the recruitment process, candidates will be offered the chance of feedback on their applications.

Applicants will be contacted by Monday, 20 May to let them know if they have been short-listed for the Head of School position.

The selection process will take place over two days, on Wednesday, 5 June and Thursday, 6 June and short-listed candidates will be expected to be in Bristol for both days.

## How to apply

The University of Bristol is committed to diversity and inclusion and welcomes applications from all sections of the academic community.

To apply to be Head of School, please submit:

- A covering letter of no more than 2000 words setting out your interest in the role and details of how you match the criteria. The Selection Committee will find it particularly helpful if you can cite examples of your achievements and skills, making clear the difference you personally made to the events you describe.
- A comprehensive CV, including current salary details and the names and addresses of three referees. Referees will not be approached until the University has drawn up a short-list, and only with the prior permission of candidates.

Applications should be emailed to [recruitment@sylogism.co.uk](mailto:recruitment@sylogism.co.uk) by the closing date of 10am GMT on Monday, 6 May.

## Who to contact

For an informal discussion about the role and how to apply please contact Christopher Lake or Joan Jones of our advisors Sylogism at [recruitment@sylogism.co.uk](mailto:recruitment@sylogism.co.uk) or telephone +44 (0) 20 3417 6076. All communications will be by email, so please check your inbox regularly.