



AMERICAS ASIA PACIFIC EMEA

Appointment of

Dean of the Faculty of Business



Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University



Role Overview

The Faculty Dean (Business) is a member of the Senior Leadership Team (SLT), reporting to the President. They have overall responsibility for the Faculty's full range of activities, including programme development, excellence in teaching and learning, research & innovation, engagement with enterprise, planning, budgeting, resource allocation and knowledge exchange.

As a member of the SLT, the successful candidate will:

- Make a strong personal contribution to a collaborative and collegial leadership approach
- Contribute to and deliver the strategic plan through collaborative working, across internal and external networks and stakeholders, including with the President, ATU Senior Leadership Team and other Faculty Deans
- Develop, manage and implement the Faculty strategic planning process aligned to the University's Strategy, and develop and report on key performance indicators for the Faculty
- Mentor and develop relevant teams, communicate effectively and strive to continuously improve the service provided for students and staff
- Uphold and role-model the values of ATU and work to positively impact the University community.

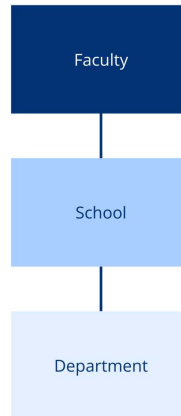


The Faculty of Business serves a community of over 7,500 students and 200 academics. It has the highest ratio of part-time students reflecting the range of backgrounds and enterprises that it serves. The Faculty has scope to significantly increase the number of post graduate research students, in support of the wider strategic agenda. Given the nature of the offerings, with natural alignment to the needs of enterprise, there is opportunity to deepen the external Faculty relationships and increase its contribution to the delivery of ATU's Strategic aims.

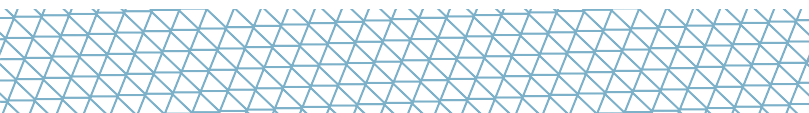
Role Overview

The Faculty comprises both schools and departments, creating a 3-tier academic model. The detailed formation of schools and departments is still to be fully evaluated, with opportunity to shape them to best deliver value and future proof. The Faculty needs to address changing demand profiles in a range of disciplines, along with varying inherited department configurations from the original IoTs.

Faculty Structure



- Faculty of Business
- Business
 - Law
 - Tourism
 - Heritage
 - Languages
 - Marketing
 - Food
 - Entrepreneurship
 - Accounting
 - Management
 - Human Resource Management
 - Executive Education



Responsibilities

- As a member of ATU SLT, provide strategic leadership across all campuses, contributing to the development and delivery of the University strategy and vision
- Drive the development and enhancement of a unified ATU culture and identity across all campuses
- Provide overall strategic and operational leadership to the Faculty to align with the University strategy and goals
- Be the senior representative of the Faculty, representing it across both internal and external communities
- Develop the academic reputation of the Faculty, provide an outstanding experience for students and enable an inspiring environment for staff to progress their careers and engage with ATU's values and aims
- Ensure Faculty programmes are financially sustainable and make sufficient contribution to the wider needs of the University
- Ensure that financial, human, IT and physical resources are deployed effectively in support of agreed objectives
- Develop key stakeholder relationships, especially with industry, growing student numbers and income through research, partnerships, global engagement and professional development
- Build and sustain excellent relationships with the community, local government, national government and Faculty alumni to ensure the interests of the Faculty are effectively promoted and supported
- Grow the research and scholarship base to ensure teaching is informed by current research and the synergy between the two aspects is visible
- Enhance the research profile of the Faculty by improving the impact of its research as well as the quality and quantity of research outputs including grants, publications and citations.
- Attract, develop and retain academic talent that is renowned in their field and will grow the capability of the Faculty, especially in the areas of research and enterprise engagement
- Ensure an entrepreneurial culture to drive business innovation and a wide network of sector relevant relationships. Gather and respond to regular feedback, ensuring focus on collaboration and student voice to continually improve the student experience
- Build on the excellent reputation for online delivery, ensuring a broad reach while also addressing the wide range of student needs
- Foster an inclusive culture to ensure that students from all backgrounds, countries and cultures feel welcome, supported and able to be themselves
- Lead development of new, modified and improved programmes in response to student demand and employer needs, both within the Faculty and collaborating with other faculties
- Ensure that the quality, standards and outcomes of all programmes are maintained and enhanced
- Contribute to the leadership of cross-university projects and initiatives, in line with the role holder's strengths and development
- Support the delivery of the ATU Strategic Plan, monitoring the Faculty performance against its strategic objectives
- Build leadership capability amongst Heads of Schools and other direct reports through regular communication and effective talent management strategies
- Foster a work environment which promotes and supports a culture of equity, diversity and inclusion for all academic and professional staff in the Faculty
- Champion all health and safety policies and procedures of the University and take all reasonable care to ensure that your actions impact positively on the health and safety of yourself or others
- Achieve the financial performance goals of the Faculty by effectively managing the Faculty's budget and financial resources
- Ensure the activities of the Faculty are undertaken in accordance with the governance, policy and regulatory frameworks of the University
- Other duties as may be reasonably required by the President
- Assuming the role of lead person on campus, where appropriate.





Person Specification

ATU is seeking to appoint a dynamic individual to the role of Faculty Dean (Business). This role provides a unique opportunity for an individual to make a major impact on higher education within and beyond the region.

The successful candidate should combine vision, energy and collegiality, along with a drive for academic and research excellence. The Dean will ensure an effective transition to the new organisation design and embed the University's commitment to creating equitable and inclusive cultures, in line with the Athena Swan principles.

The role requires a person who exhibits leadership over management and is comfortable driving the development of team culture. They should have a strong desire to deliver a positive social impact and improve the experience for both students and staff.



Essential Skills and Experience

Qualification

- A Masters degree in a relevant discipline.

Leadership

- A background in a senior academic leadership role, ideally at a faculty / school management level, encompassing aspects such as chairing of committees, project management, policy development and academic compliance
- Experience of developing and implementing strategy within large and complex organisations
- An understanding of the complexities of the relationships between the university sector and industry with a track record of effective interaction between HE and industry
- Excellent understanding of best practice within HE teaching and learning
- Demonstrable understanding of national and international trends within the higher education sector
- Demonstrable experience in actively promoting equality, diversity and inclusion
- A demonstrable track record of successful internal engagement across university stakeholders including academic colleagues, professional services and students
- A demonstrated capacity to represent the University effectively in a variety of external settings through networking, partnership building and influencing skills
- Ability to foster a positive working environment and unified culture in a large and complex environment.

Person Specification

Operational Management

- Proven experience of managing financial and physical resources and analysing financial reports including profitability, resource utilisation and forecasting
- Demonstrable line management experience in a large and complex organisation
- Experience managing or contributing to change in a complex operating environment
- Experience of embedding or enhancing policies and procedures to support effective and efficient operations within an academic environment
- Experience driving continuous improvement initiatives including programmatic review and development, and successful deployment of emerging teaching & learning methodologies
- Outstanding communication skills with the ability to develop and deliver effective communications including the analysis and presentation of complex data
- Strong knowledge of the full student lifecycle, from recruitment to graduation and into post-graduate.

Research, Innovation & Engagement

- Experience of conducting research or scholarship in a relevant discipline
- Experience of delivering growth and developing capability and capacity in research, innovation and engagement
- Experience of building and maintaining partnerships with external stakeholders, regionally, nationally and globally
- Experience of driving innovative initiatives across programme development, industry collaboration or internal process enhancement
- Demonstrable understanding of national and international trends within the higher education sector as related to research and innovation.

Personal Attributes

- Ability to handle demanding and competing workloads
- Ability to face challenging situations and consensus build during times of change
- Strong judgement and decision-making skills both independently and in a collaborative setting
- Commitment to ATU values.

Desired Skills & Experience

- A doctoral qualification or equivalent in a relevant discipline
- Membership of appropriate representative and / or professional bodies
- Experience working across a multi-campus environment
- Demonstrable experience setting compliance standards and engaging with regulatory authorities
- Demonstrable project management and problem-solving abilities
- Demonstrable experience and awareness of sustainability principles and building these into decision making
- Demonstrable knowledge of research compliance, technology transfer and intellectual property
- Industrial relations experience
- Understanding of the role of a regional institution and experience engaging and collaborating with regional stakeholders
- Experience engaging with EU University Alliances or similar international university networks.

Salary Scale

€154,833

Hours of Work

35 hours per week.

Annual Leave

The annual leave entitlement for this post is 30 days per annum.

Pension Entitlements

The successful candidate will be admitted to the appropriate public sector pension scheme.

Nature & Duration of Contract

The appointment will be offered on a fixed term wholetime basis for a period of five years. This contract may be renewed for one further period of up to five years.

Equality, Diversity & Inclusion

ATU is committed to being a fully inclusive University which actively recruits, supports and retains staff from all sectors of society. We value diversity as well as celebrate, support and thrive on the contributions of all our employees and the community they represent.

We are proud to be an equal opportunities employer and encourage applications from everybody, regardless of race, sex, ethnicity, religion, nationality, sexual orientation, age, disability, gender identity, marital status/civil partnership, pregnancy and maternity, as well as being open to flexible working practices.

Sustainability

Through its Sustainability for the Future - Vision 2040, ATU is committed to constantly improving sustainability on campus and throughout the University. It is crucial we embed sustainability in all our disciplines, operations and engagements, to achieve a sustainable and healthy planet, both for people and for the natural systems we share our planet with and rely upon.

As a member of the senior leadership team, this role is fundamental in driving "Sustainability for the Future", one of ATU's five strategic "Guiding Lights." Our Sustainability for the Future, 2024-2028 strategic objectives are in Governance and Accountability, Climate and Environment Action, Education and Research, and Community and Social Responsibility. This role will have significant input into developing these themes and collaborating across the University community to ensure ATU is recognised as a leader in sustainability and our graduates positively contribute to a more equitable, inclusive future firmly rooted in the respect and protection of our natural world.

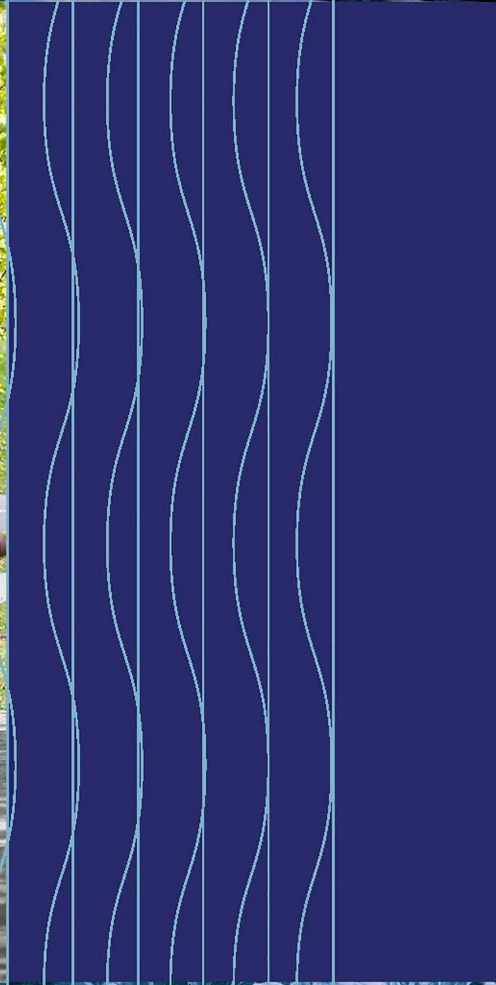
The successful candidate will be expected to embed sustainability principles throughout their decision making.





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