



**Kingston  
University**  
London

**Kingston  
School  
of Art**

Head of the School  
of Arts

Kingston University

## Candidate Pack

---

### Contents

01.	Introduction from Mandy Ure	2
02.	Executive Summary	3
03.	About Kingston University	4
04.	Town House Strategy	5
05.	About Kingston School of Art	6
06.	About the School of Arts	10
07.	Role Description	11
08.	Person Specification	13
09.	Appointment Details and How to Apply	14

## 01. Welcome from the Dean of Kingston School of Art

---

Welcome to Kingston University and thank you for your interest in the role of Head of the School of Arts at Kingston School of Art.

As a senior member of the Faculty, the successful candidate will be responsible for providing inspiring leadership across the Schools academic community, at the same time driving advances in teaching, research and knowledge exchange. Central to this will be integrating the University's ambitious Town House Strategy, based on our nationally recognised Future Skills campaign.

The School of Arts is one of three Schools in KSA, the other two being the School of Design and the School of Creative and Cultural Industries. There are four Departments in the School of Arts – Architecture and Landscape, Film and Photography, Fine Art and Performing Arts.

Through our Town House Strategy, Kingston University is committed to enabling our students to develop the future-proofed skills and graduate attributes to prosper in their careers. Partnerships with businesses and other external bodies remain critical in both supporting our innovative approach to education and generating and disseminating knowledge. Collaboration and innovation underpin everything we do. Held in high regard for the quality of our student experience, we are the proud holder of three Teaching Excellence Framework (TEF) Gold ratings. Our research, knowledge exchange and professional practice is focused on areas in which we can make maximum impact and drive innovation.

Kingston School of Art continues to achieve impressive results in its academic and financial performance, even in the face of sector-wide challenges relating to policy and funding. We continue to focus on sustaining and improving our performance, so we can be in the best position possible to capitalise on our strengths and invest in long term growth.

Across our campuses, drawing on our core values – inclusive, innovative, ambitious, and enterprising – we are transforming ways of working to instil a high performing culture that will allow us the capacity and creativity to thrive.

To match our ambitions, we are now seeking an aspirational Head of the School of Arts who, working with the Faculty Leadership Team, staff and students and in partnership with external stakeholders, will ensure the Schools' priorities are aligned with the Faculty and University strategy. Previous experience of driving academic excellence, implementing change, and maximising student growth are essential.

We look forward to hearing from you.

Mandy Ure,  
*Dean, Kingston School of Art*  
*Pro Vice Chancellor Inclusion and Sustainability*





## 02. Executive Summary

---

Our mission is to enhance students' life chances, support staff ambitions and strengthen Kingston University's impact on industry, policy and the professions to enable a sustainable future socially, economically and environmentally.

Kingston School of Art (KSA) has a strong heritage. From its origins in the late 19th Century until 1970, when it merged with what was then Kingston Polytechnic, KSA established an exceptional reputation, and it has become one of the UK's leading art and design educational institutions. This is reflected by the influence of its globally distributed and celebrated alumni, its subject rankings, research performance, and industry and student awards, and by the leading brands and institutions that have chosen to work with it. The University is dedicated to excellence and high impact in research and knowledge exchange through a variety of individual cutting-edge projects and the development of multi-disciplinary centres of research excellence.

KSA is currently seeking to appoint a new Head of its School of Arts. Reporting to the Dean of KSA, the postholder will be responsible for the growth and strategic leadership and management of the School and for the conduct and development of its teaching, research, business activities and external presence in the context of the Faculty, University and associated professional spheres. The Head of School will contribute directly to the strategic leadership and management of the Faculty, in line with the University's values, through effective participation in the work of the Faculty Leadership Team on strategic priorities such as the Town House Strategy.

Bring your true self, expertise, and passion to Kingston where we are continuing to strive to build a university where authentic inclusion and belonging is at its heart. Every one of our staff and students' identities, backgrounds and diverse experiences makes us who we are – so harness and embrace yours by applying today. We welcome applications from Black, Asian and Minority Ethnic backgrounds, LGBTQ+ communities and those with disabilities.

Applications should consist of a CV, accompanied by a brief covering letter addressing the criteria in the Person Specification. These can be uploaded [here](#). The deadline for receipt of applications is midday on **Monday, 06 January 2025**.



### 03. About Kingston University

We are passionate about enhancing our students' life chances by helping them make the most of their learning opportunity and equipping them with the Future Skills and knowledge needed in the 21st Century's demanding workplace.

More than 18,000 students, including 4,755 international students from over 140 countries, are spread across Kingston University's four faculties: the Faculty of Business and Social Sciences, the Faculty of Engineering, Computing and the Environment, the Faculty of Health, Science, Social Care and Education, and the Kingston School of Art. These faculties are spread across four campuses located in and around Kingston upon Thames. For more key facts and figures about Kingston University, please visit [here](#).

#### Our values

- **Inclusive** – To value the diversity of students and staff, treating all our community with respect;
- **Innovative** – To apply new methods or ideas to drive progress;
- **Ambitious** – To pursue excellence for individuals, the University and our communities;
- **Enterprising** – To recognise and act on opportunities.

#### Our goals

- **Education:** Future Skills and Academic Portfolio – Drive a progressive new model of education, combining subject-specific knowledge with personal learning pathways for students to develop future skills and the attributes most needed by employers;
- **Industry and Policy Engagement:** Partner with industry to develop our students' skills and engage government bodies and organisations with our ideas and expertise in future skills to further debate and influence policy;
- **Research and Knowledge Exchange:** Have impact in research, knowledge exchange and professional practice;
- **People:** Provide a collaborative, innovative, and high-performing working environment for our staff.







## 04. Town House Strategy

---

Our world is becoming more interconnected through advances in technology. Society is changing at pace and employers need graduates who bring innovation, enterprise and digital and creative problem-solving skills into the workplace. Through our Town House Strategy, Kingston University will meet these challenges by delivering a progressive new model of education. We will partner with businesses and other external bodies to support innovation and advance knowledge. Collaboration and innovation will underpin everything we do.

The Town House Strategy builds on our history and identity. Our origins lay in the establishment of Science, Arts and Technical Institutes in the late 19th century, founded on the conviction that teaching and researching these technical and professional areas together would provide the skills and innovation needed at another time of extreme industrial and societal change. The belief that these different ways of understanding the world are each valuable and could benefit each other recurs periodically even if generally subsumed by a dominant model of atomised and specialised learning described above.

The core of the Town House Strategy is society's need for future skills which will be supported through the following four themes:

### Theme 1

---

Drive a progressive new model of education, combining subject-specific knowledge with the future skills and higher level attributes most needed by employers.

### Theme 2

---

Partner with industry to develop our students' sought-after skills as well as engage government bodies and organisations with our ideas and expertise in future skills to further debate and influence policy.

### Theme 3

---

Have impact in research, knowledge exchange and professional practice by concentrating our efforts where we can be credible and authoritative.

### Theme 4

---

Provide a collaborative, innovative and high-performing working environment for our staff so that we are an effective and attractive place to work.

For more information about the Town House Strategy, please visit [here](#).

## 05. About Kingston School of Art

---

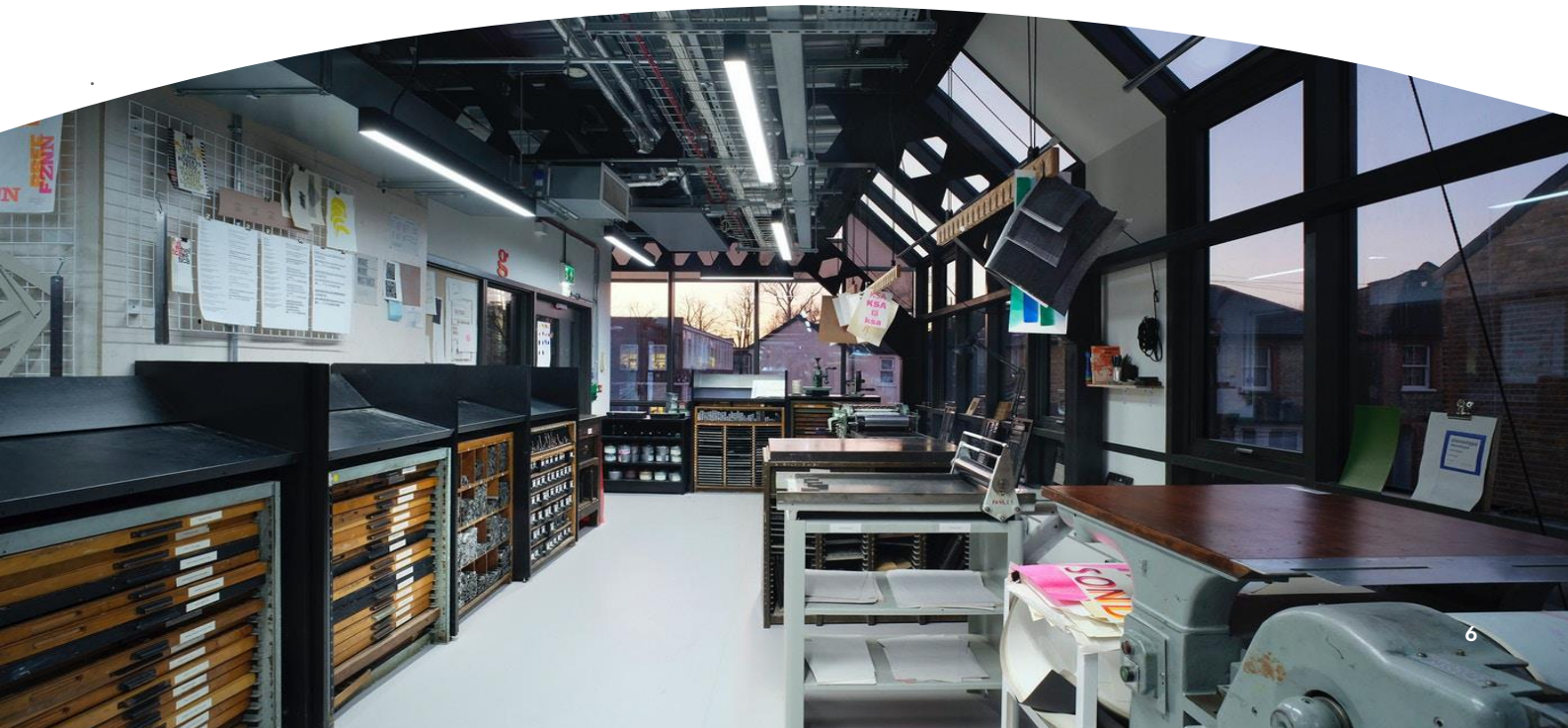
Kingston School of Art has long been recognised as one of the best creative schools in the UK across subject rankings, research, performance, industry and student awards. Top brands and institutions choose to work with us as we prepare our students to be innovative and inspirational leaders.

We are an art school where our workshops and studios are open for creative exploration and allow opportunities for students and staff to work together and to share ideas whether they are studying or researching architecture, art, design or the creative industries. Our riverside site is home to events, to the Stanley Picker Gallery and brings together an active and creative community that is lively and always changing.

All our courses at Kingston School of Art have practice at their heart, whether that is the practice of making, of thinking and making together or of making through innovative and creative thinking. We encourage and enable experimentation; skills development and dialogue as to the critical role of our past, of what it is to be human and how we expand our collective and creative potential through combining innovative and academic ideas and practices.

We work closely with businesses, with communities and with the creative and cultural industries internationally. All our students have opportunities to work on live industry briefs for a wide range of clients and communities. Our staff are a rich mix of practising professionals and academics and our students have opportunities to experience work placements and artistic residencies that encourage discussion and debate with industry, designed to develop their expertise and stimulate entrepreneurial careers and creative business networks. Our community makes and learns together. We encourage our students and staff to be brave, experimental and entrepreneurial and to pursue careers internationally, working with and for leading brands and cultural organisations and we support them to establish and develop innovative businesses as creative leaders.

The result is: our students pursue careers across the world, working for leading brands and cultural institutions. They set up innovative businesses, they take leadership roles in the creative industries, and in turn they build the knowledge-base of practice-based art, design and architecture.





## Facilities at Kingston School of Art

The Design Museum called our studios and workshops "a world class design facility". They provide the perfect space in which to experience practice-based learning, and explore thinking through making.

We have invested heavily in the facilities to date and completed a £32m refurbishment and extension at the Knights Park campus in 2020. Our award-winning Town House, recognised with the prestigious EU Prize for Contemporary Architecture – Mies van der Rohe Award and the RIBA Stirling Prize, holds our professional dance and drama studios as well as performance and event spaces.

Students can borrow a wide range of resources for conducting practical work, such as cameras, digital camcorders and tripods, PA systems, microphones, voice recorders, laptops, etc. and can also book specialist rooms for audio recording, film editing and broadcast media. Click on the images to learn more about our world-class facilities:



**Music**



**Broadcast & media**



**3D Workshop**



**Digital Media Workshop**



**Fashion Workshop**



**hackSpace**



**Moving Image Workshop**



**Photography Workshop**



**Printmaking Studios**



## Research and Innovation

---

Our aim is to foster a dynamic and stimulating environment that realises and supports individual and collaborative enterprise projects. This is achieved through an exchange of ideas, knowledge and practices within and across disciplines and organisations, directly benefitting the wider academic community, industry, communities of practice, and the public. In 2024/25 we are launching four Knowledge Exchange and Research Institutes (KERIs) across the University

Kingston School of Art's research excellence in practice and theoretical design thinking is highly valued and a vital contribution to the broader research environment. The internationally renowned research culture encompasses the critical practices of creative professionals, all of whom have extensive industrial and commercial links.

The strength of the Faculty's research has been recognised through the award of a number of prestigious grants from the EU (Horizon 2020), national research councils including; Arts and Humanities Research Council (AHRC), Leverhulme Trust, Wellcome Trust, Henry Moore Foundation, Henkel Trust and Japan Foundation. Significant funding has also been awarded by the private and the public sector, including Arts Council England, British Academy, British Council, and Heritage Lottery Fund. These competitively won grants and contracts have enabled ambitious research projects; critical

developments in individual and collaborative practice in fine art, film, design and the built environment; and facilitated consultancy, knowledge exchange, and wider dissemination. These have impacted particularly on communities of creative practice, beneficiary clusters and regional strategy.

Key examples of our collaborators and partners include: The British Library, The Design Museum, Henry Moore Institute, Kingston Museum Art Gallery and Archive, Olympic Studios, Rose Theatre, RAF Museum, Science Museum Group, South London Gallery, Tate, V&A and the Chinese National Gallery, and the BFI, ICA, Sadler's Wells, Kyoto Arts Centre, and LABoral in Madrid. Further UK networks and partners include the NHS, The Sorrell Foundation and The Women's Institute and several schools, care homes, community centres and interfaith organisations in our local and regional community.

The KERI focussed in KSA (Design, Arts and Creative Practice – DACP) will provide a platform for greater cross-faculty collaboration and support key researchers in our faculty-based groups:

- [Centre for Practice Research in the Arts](#)
- [Centre for Research in Modern European Philosophy \(CRMEP\)](#)
- [Contemporary Art Research Group \(CARG\)](#)
- [Modern Interiors Research Centre \(MIRC\)](#)
- [Visual and Material Culture Research Centre \(VMCRC\)](#)
- [Sound/Image/Media Encounters](#)
- [Performing Arts Community Engagement \(PACE\)](#)







## 06. About the School of Arts

---

Within Kingston School of Art there are three schools that share disciplinary synergies, offering a comprehensive architecture, fine arts, humanities, and performing arts portfolio. Students across the schools are given many opportunities to work together, in studio work and on live projects. The schools also support and facilitate high-quality research which informs the teaching within Kingston University as a whole.

The longest-established disciplines from the founding of the Kingston School of Art: [Architecture & Landscape](#) and [Fine Art](#), are interestingly combined in the School of Arts, joined by the disciplines of [Film & Photography](#) and the [Performing Arts](#) (Dance, Drama and Music).

The School's structure enables students to develop subject expertise in distinct areas of study, whilst providing the opportunity to explore the intersection between the disciplinary, visual, spatial and social reach of each. The School is also home to a dynamic and growing PhD community of practice based researchers.



## 07. Role Description

---

**Job Title:** Head of School

**Faculty:** Kingston School of Art

**Reports to:** Dean/PVC

**Grade:** PSB2

**School/Section:** School of Arts

**Direct reports:** Heads of Department

The Head of School will report to the PVC/Dean of the Faculty and line manage their School's Heads of Department, as well as the School Director of Research and Enterprise and the School Director of Learning and Teaching. They will be responsible for the growth and strategic leadership and management of the School and for the conduct and development of its teaching, research, business activities and external presence in the context of the Faculty, University and associated professional spheres. The Head of School will contribute directly to the strategic leadership and management of the Faculty, in line with the University's values, through effective participation in the work of the Faculty Leadership Team on strategic priorities such as the Town House Strategy.

### Student Experience

---

- Maintaining, developing and growing the course portfolio of the School, in alignment with Faculty strategy, and making a leading contribution to innovation in curriculum, course design, learning and teaching and assessment;
- Working with other Schools and Faculties to maintain existing cross-disciplinary activities and promoting new cross-disciplinary developments;
- Building and maintaining effective working relationships with leading academics, practitioners, employers, and industries relevant to School activities in order to promote and enhance the work of the School in teaching, research, enterprise and knowledge exchange;
- Quality control and oversight of all module/courses of study in the School;
- Facilitating and disseminating best practice in learning and teaching;
- Being accountable for the Quality Assurance and Enhancement of all aspects of the School's academic activity, ensuring compliance with University regulations, policies, and procedures.

### Vision and Strategic Leadership for Learning and Teaching, Research and Business and Enterprise

---

- Providing academic leadership and strategic direction in the context of the Faculty and University Town House Strategy Ensuring the collective development and implementation of the School's vision and objectives, in line with the University values;

- Leading the Faculty's strategic priorities to diversify the School's academic portfolio leading to an increase in student growth;
- Key contributor to Faculty leadership initiatives and coordinating School activities with Faculty and University strategy and initiatives;
- Fostering and maintaining a collaborative and sustainable research and enterprise culture;
- Leading on parts of the annual planning process as a member of the Faculty Leadership Team;
- Contributing to and representing the Faculty on relevant University committees and working groups, and representing the University externally in professional associations, on national and international bodies, and with other stakeholders, to further the interest of the discipline and wider academic community;
- Taking responsibility for a range of cross-Faculty operational and strategic development projects.

### Leading and Managing Activity and Resources

---

- Ensuring the efficient and effective operation of School business;
- Driving student recruitment in the School, in accordance with the Faculty strategy;
- Managing staff in the School in accordance with our values, people engagement and EDI plans, through recruitment, coaching and succession planning;
- Setting targets, mentoring, and monitoring achievement;
- Managing the performance and development appraisal process;
- Overseeing staff development;
- Managing staff workloads and workforce planning;



- Managing all aspects of the School's performance and budgets, ensuring adherence to financial regulations, policies and procedures and value for money;
- Overseeing the development of School income-generating activities;
- Chairing/participating in the School Management Group, the Student Voice Committee, Assessment Boards, and other relevant meetings;
- Ensuring that all areas of the School comply with University and Faculty policies and procedures

### Personal Activity in your own Discipline Area

- Identifying and obtaining funding for research programmes and other scholarly activity;
- Maintaining your personal contributions to teaching and supervision

### General Requirements

All Kingston University Staff are expected to demonstrate and work towards developing the Values Framework:

- **Innovative:** To apply new methods or ideas to facilitate progress;
- **Inclusive:** To value the diversity of students and staff, treating them respectfully;
- **Enterprising:** To recognise and act on opportunities;
- **Ambitious:** To pursue excellence for oneself, the University, and our communities.
- The postholder must always carry their responsibilities with due regard to our policy, organisation and arrangements for Health and Safety at Work;
- It is your responsibility to carry out your duties in line with our EDI policy and strategy and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment;
- You must promote and safeguard the welfare of students/ staff that you are responsible for or come into contact with;
- Please note that job descriptions cannot be exhaustive, and the postholder may be required to undertake other duties, which are broadly in line with the above key responsibilities;
- This role involves regulated activity therefore a DBS check is required.

*We are a place-based organisation, proud of our location in Kingston and the civic role we play in our community. Our campuses inspire collaborative, innovative and creative communities. Being present on campus is important to us because it helps us to create a sense of belonging for both our staff and students. Therefore, staff are expected to be on campus for the majority of their working week.*



## 08. Person Specification

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities, and experience:

### Essential Criteria

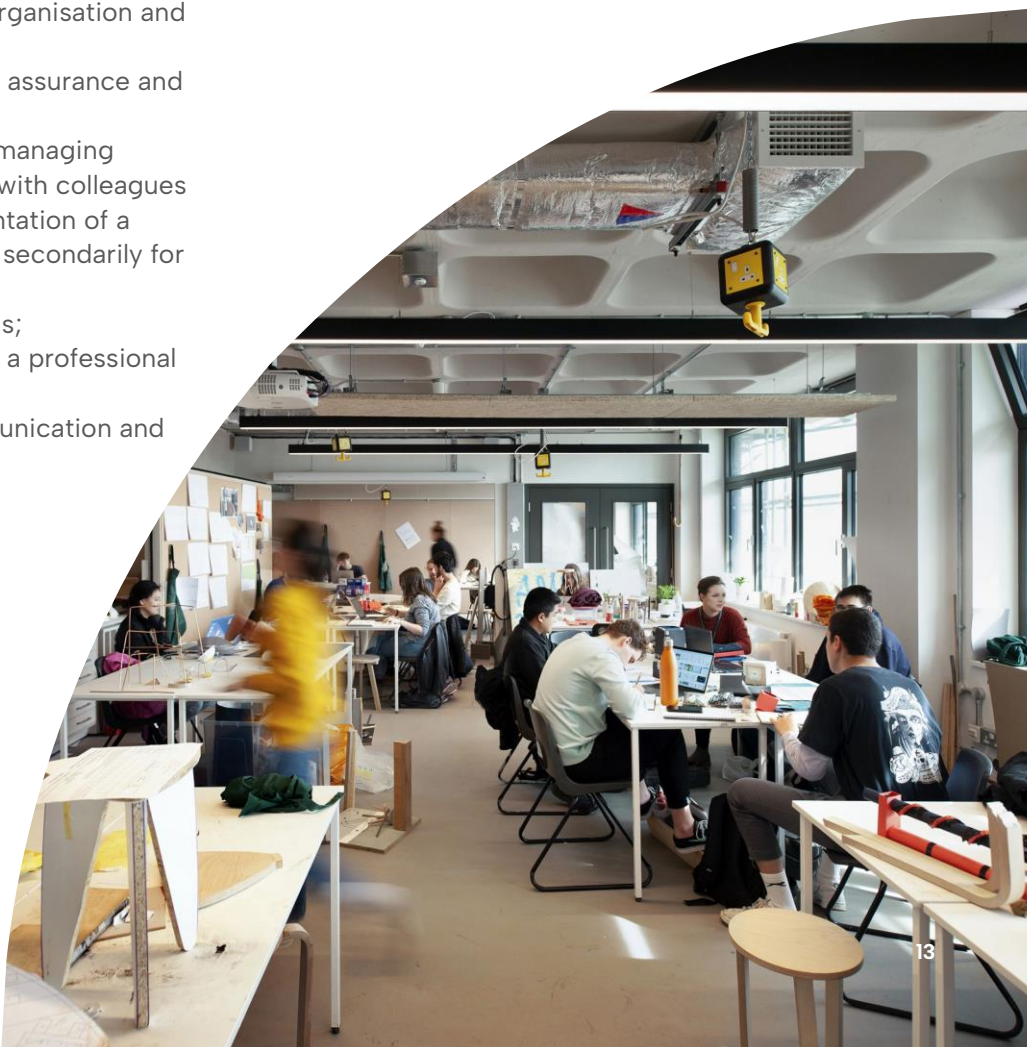
- An undergraduate and postgraduate degree in an appropriate subject;
- An appropriate PhD or evidence of equivalent professional experience;
- A recognised teaching qualification or evidence of equivalent experience with potential to achieve this (if not already obtained, the postholder will be expected to achieve UKPSF recognition by the end of their probation period);
- Significant professional experience in higher education;
- Thorough understanding of contemporary approaches to pedagogy relevant to the School's course portfolio;
- A proven ability in research and/or enterprise, including securing external funding and leading, facilitating and supporting research and enterprise;
- A proven ability in management, organisation and budgeting in higher education;
- Thorough understanding of quality assurance and enhancement in higher education;
- Proven experience in leading and managing teams and to work collaboratively with colleagues on the development and implementation of a strategic vision for the School and secondarily for the Faculty;
- Excellent people management skills;
- The ability to manage resources in a professional and educational context;
- Outstanding organisational, communication and administrative skills.

### Desirable Criteria

- Research student supervisory experience to successful completion.

### Important Internal Relationships

- Staff and Students of the School;
- The Dean of the Faculty;
- The Deputy Dean of the Faculty;
- Other Faculty Heads of School;
- Faculty Operations Manager;
- Professional services including Human Resources and Finance;
- Academic Quality Standards;
- Student Engagement and Enhancement;
- Senior Leadership Group.





## 09. Appointment Details and How to Apply

Kingston University is being assisted in this appointment process by the executive search firm Society ([www.society-search.com](http://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, 6 January 2025**.

Shortlisted candidates will be invited to interview on **week commencing Monday, 27 January 2025**.

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](mailto:inclusion@society-search.com). We also welcome suggestions or comments about any more general access improvements we should consider.





# Society

Global Executive Search

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.

Certified



Corporation