



BUCKINGHAMSHIRE
NEW UNIVERSITY
EST. 1891



HEAD OF SCHOOL NURSING AND MIDWIFERY

CANDIDATE PACK | 2024



Candidate Pack

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01. Executive Welcome

Thank you for your interest in the role of Head of School, Nursing and Midwifery at Buckinghamshire New University.

Buckinghamshire New University, a modern institution with a 130-year legacy, transforms lives through a diverse student community. We prioritise social capital alongside skills, enabling students to excel in their careers. Offering top-quality education and strong partnerships, our adept staff use interactive research-backed teaching. Achieving Silver in the Teaching Excellence Framework, high student satisfaction, and improved rankings underscore our success.

The University is now seeking to appoint a new Head of School to spearhead the continued growth and development of our School of Nursing and Midwifery.

The appointed individual will provide exceptional academic leadership, focusing on developing research culture and further building close partnerships with local clinical and professional organisations to ensure an unparalleled learning experience for students. Fostering a thriving academic culture, expansion of the School in terms of staff and students, and upholding the highest standards of education, research, enterprise, and professional practice will also be pivotal.

We are seeking an ambitious and energetic leader with a dynamic approach, who has managed relevant academic portfolios ensuring contributions to student growth. Expertise in aligning with the University's strategic goals and delivering on key performance indicators is crucial, as is exceptional leadership to drive performance in research and deliver an excellent student experience.

As we embark on the [Thrive 28 Strategy](#), this moment presents an exciting chance to join our University and make a significant impact. If you possess the necessary qualifications and are invigorated by this opportunity, we eagerly await your application.



Professor Nick Braisby
BA (Cantab) PhD (Edin) CPsychol AFBPsS PFHEA
Vice-Chancellor



OUR VISION

For Buckinghamshire New University to become a University that is highly connected, permeable, student and customer-focused, business-oriented, strategically aligned, impactful and aligned to strategic partners.

OUR MISSION

To transform lives through inspiring, employment and profession focused education, enabling people positively to impact society and their future.

It calls for us to assess the value of our work through the University's impact on students, staff, stakeholders, communities and strategic partners.

02. About Buckinghamshire New University

Tracing its origins back to 1891, Buckinghamshire New University (BNU) is a beacon of educational excellence, dedicated to empowering students to forge their paths and excel in their chosen domains. With contemporary campuses, accomplished faculty, and robust industry ties, the University stands out for its cutting-edge facilities, industry fusion, and inclusivity.

BNU is a modern University, with a proud 130-year heritage of transforming our students' lives. Our richly diverse student body has a high proportion of students drawn from ethnic minorities and from areas with low rates of participation in higher education. We build social capital as well as skills and competences, to help our students reach their full potential and succeed in their chosen careers and professions. We offer a distinctive, high-quality education coupled with well-developed regional, national, and international partnerships. Our staff are adept in using employment-focused and skills-based teaching in a learning community which features small class sizes with highly interactive research-informed teaching and employment-related practice.

Buckinghamshire New University's [exciting estate development](#), saw the High Wycombe Campus become a modern and vibrant hub for students and staff in September 2023. The multi-million investment has been designed with a robust thread of accessibility, community and student wellbeing spun throughout.

Throughout its history, BNU has nurtured a strong relationship with industries, ensuring its programmes align with real-world demands. This industry integration is further bolstered by guest lectures, workshops, and placement opportunities that bridge the gap between academia and professional practice.

The Institution's dedication to research and innovation has led to significant contributions across various disciplines, providing students with opportunities to engage in cutting-edge projects and be part of groundbreaking advancements.

BNU remains committed to providing an inclusive and supportive community for students from all backgrounds. It continues to thrive as a centre of educational excellence, preparing graduates to excel in their careers and contribute positively to society.

For more information, visit www.bucks.ac.uk





The University has a current award of **[Silver in the Teaching Excellence Framework](#)** and excellent rankings in league tables. BNU was ranked Number 1 in England for Student Satisfaction, and the Number 1 Students' Union in the UK in the National Student Survey (NSS) 2023 results. The University was ranked 11th for teaching quality in the Times and Sunday Times Good University Guide 2024, and 21st for student experience. Reflecting our mission and diverse student body, the University ranks 15th for social inclusion and we are proud to have the 4th smallest Black achievement gap among all UK providers.

BNU is guided by a forward-looking vision: to cultivate an exceptional work environment for its staff, ensuring their contentment now and in the coming years. The institution understands the significance of nurturing a diverse workplace culture, recognising it as a pivotal factor in achieving overall success.

“Equality, diversity and inclusion is key to our strategy. This underpins how we respect and value others and champion an inclusive community that transforms lives.”

[Equality Strategy 2023 - 2028](#)

Championing Equality, Diversity and Inclusion

Embracing inclusivity and celebrating individuality are core principles at BNU. The University's diverse community contributes to fostering an environment that is both enriching and innovative for all those who study and work within its premises. With a history marked by a steadfast commitment to recognising the significance of inclusiveness, the institution remains dedicated to actively addressing inequalities and contributing to the creation of a more equitable society.

Annual Reports and Financial Statement

The University's financial statements are published annually following approval by Council in November, and combined with the annual report, paint a comprehensive picture of the University's performance during that financial year. To view the consolidated financial statement for year ending 31 July 2023, please click [here](#).

Pay Gaps

The pay gap reports look more broadly at average earnings and difference in pay, and we are committed to eliminating it. There are a number of reasons for the gaps, from distribution of senior roles to time in service, and structural inequalities. We have set out actions to address this and continue to welcome suggestions from anyone at any time. [Pay Gap Report 2022](#)



BUCKINGHAMSHIRE
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1909-2019



03. School of Nursing and Midwifery

Buckinghamshire New University's [School of Nursing and Midwifery](#) strives to enhance the well-being of all its students. Student satisfaction and opportunity is at the heart of everything we do. We aren't just a university; we are a community. Aspiring nurses, midwives, and other allied health professionals will discover the skills and qualifications to provide expert care within the School of Nursing and Midwifery.

The School has a good track record in training, nurturing and empowering the future leaders in health and social care. We believe in a culture of excellence and quality which is informed by the professional values of healthcare. At the heart of what we do is listening to our students and key stakeholders and working collaboratively to promote a community of healthcare professionals training by BNU who stay and work locally.

Teaching

The School is made up of three clusters: Nursing, Midwifery, and CPD. Within these areas, the School offers undergraduate and postgraduate courses, a foundation year, and [apprenticeships](#) to educate and prepare the next generation of nurses, midwives, and other allied health professionals.

BNU has a different approach to teaching and feedback. Currently, there are 1700 students in the School and the lecturer to student ratio is kept at a manageable level. This allows staff to properly deliver teaching in small groups, provide personal tutor support and different teaching methods to suit students' needs, as well as visiting the practice areas to support placement. Within the School, there are a number of non-registrants, such as biologists and graduate teaching assistants to offer a rich, diverse learning experience.

We have recently received NMC approval for Register Midwife Degree Apprenticeship commencing in September 2024.

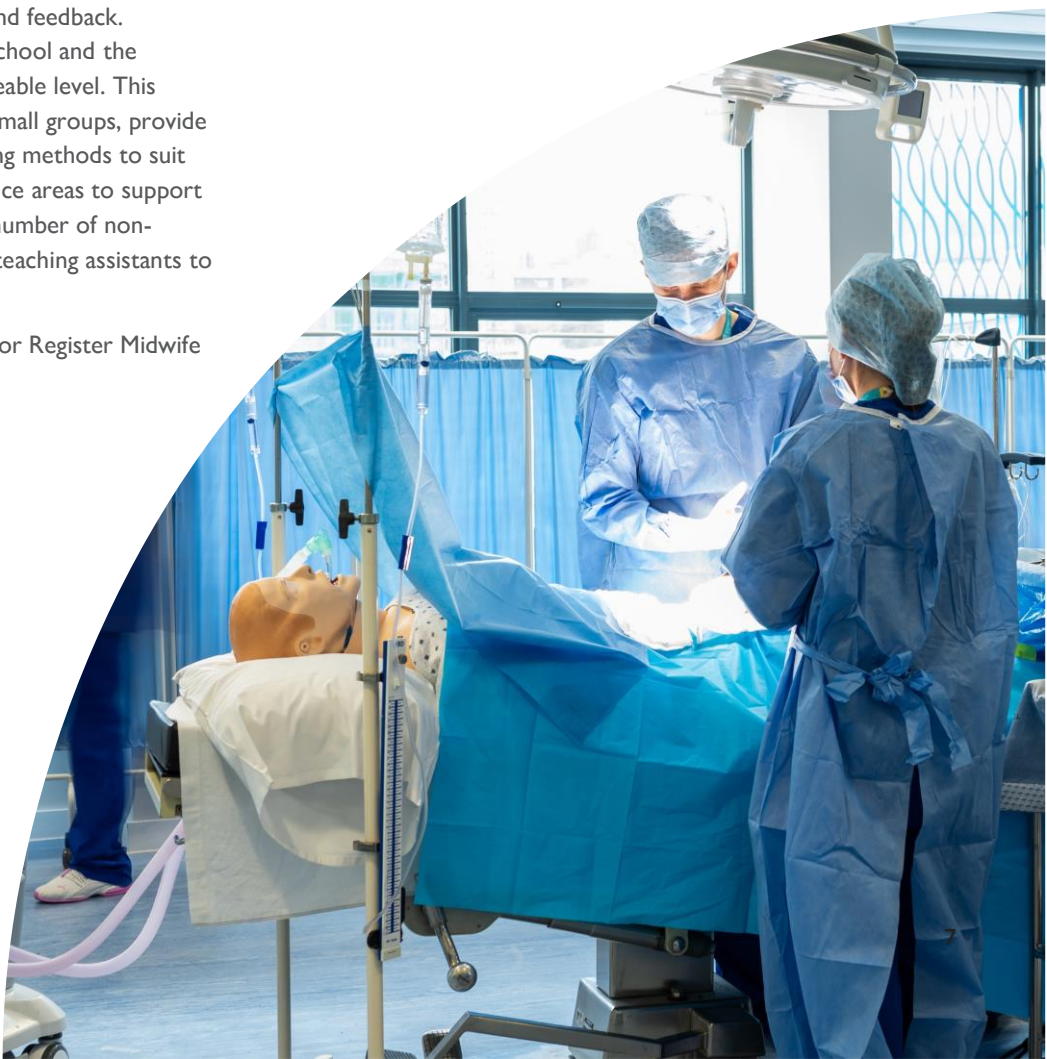
Partnerships

We have a fantastic network for [clinical placement](#) opportunities for all our students. BNU is linked with a number of local healthcare trusts, including Northwest London; Chelsea and Westminster; Imperial; Hillingdon; Central and Northwest London; Frimley and Wexham Park; and Bucks Healthcare. We develop the content of our courses with close input from employers to keep in touch with professional needs.

Explore our Facilities

The School boasts three simulation suites across the University's campuses where students can take part in real-time clinical situations to develop and test their skills. Please click the links below find out more about each of our simulation suites:

- [Aylesbury Simulation Suites;](#)
- [High Wycombe Simulation Suites;](#)
- [Uxbridge Simulation Suites.](#)



04. Role Description

Job Title: Head of School	
School/Directorate: School of Nursing and Midwifery	Grade: Competitive (spot salary)
Location: High Wycombe/Uxbridge [with travel between sites expected]	Hours: Full time
Responsible to: Deputy Vice-Chancellor	
Responsible for: Deputy Head of School, School Director of Education and other academic staff within the School	
<p>Job Purpose: The Head of School provides the highest standards of academic leadership for, and management of, the School ensuring that the School's education, research, enterprise and professional practice activities are aligned with, and are fully developed to meet, the strategic objectives of the University. They will practise an inclusive approach and support building an inclusive university community where people can be themselves.</p>	

Key responsibilities & main duties:

- Provide the highest standards of academic leadership across all areas of the School's activities;
- Ensure the academic functions of the School, including education, research, enterprise and professional practice are delivered and resourced effectively, meeting the University's strategic objectives and all relevant key performance indicators (KPIs);
- Ensure that the School operates with a high degree of commercial awareness across all its areas of activity;
- Build strong relationships with internal and external stakeholders to ensure the School's business is developed and optimised to meet the University's strategic priorities and all KPIs;
- Work with the School Director of Education to ensure that the School's education portfolio is regularly reviewed and renewed, developing new and revising existing programmes to meet all relevant recruitment targets and indicators of quality and excellence, including employer engagement;
- Lead the development of an active research and enterprise culture in the School that effectively engages academic staff and students and informs the provision of education;
- Ensure the School meets, and ideally exceeds, all income targets and operates within the constraints of the annual budget;
- Provide oversight over the student journey including graduates, professional qualifications and employability;
- Encourage the achievement of high standards of teaching and supervision through course development, training and other staff development;
- Contribute actively to the academic life of the School and the wider University, participating in strategic decision-making, or discursive fora as appropriate, developing partnerships with other Schools, Professional Services and the Students' Union;
- Assume thematic, cross-institutional responsibilities as appropriate and as determined with the Vice-Chancellor and/or Deputy Vice-Chancellor;
- Comply with relevant legislative and other requirements (e.g., the Data Protection Act 2018 and GDPR; Health and Safety; UKVI; and Equality and Diversity) in all working practices;
- Encourage and support staff development including via the PDR process, having regard for staff well-being, the University's values and Equality, Diversity and Inclusion;
- Be responsible for business continuity and risk management of School operations;
- Line management responsibilities including recruitment and selection, performance management, professional development, motivation, health and safety, and wellbeing;
- Undertake other duties as appropriate as specified by the Deputy Vice-Chancellor.

BEHAVIOURAL INDICATORS

The BNU Behaviours Framework (BFF) is a framework for all University staff that sets out the key behaviours that exemplify the DRIVE values and ethos of the University. The nine categories provide a clear steer on behavioural expectations that will help support a step change in the performance and culture of the University. **The three key behavioural indicators for this post are as follows:**

Behaviour	
Using resources effectively	Identifying and making the most productive use of resources including people, time, information, networks, and budgets.
Engaging with the wider context	Enhancing your contribution to the University through an understanding of organisational values, its students, customers and stakeholders.
Achieving results	Consistently meeting agreed objectives and success criteria. Taking personal responsibility for getting things done.



05. Person Specification

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

A = Application, I = Interview

Education, Qualifications and Training

- PhD or equivalent (A);
- Relevant teaching qualification/fellowship of the HEA (A);
- Professional registration as appropriate (A).

Knowledge and Experience

- Expert knowledge in discipline/field (A/I);
- Strong understanding of the commercial environment within which higher education operates (I);
- Awareness of the strategic external environment for School specialism(s), including the regulatory and compliance requirements, of relevant PSRBs (I);
- Engaging external stakeholders to enhance service delivery (I);
- Providing high-quality cross institutional academic leadership within higher education (A/I);
- Effectively improving the student experience and student engagement (I);
- Effectively leading and/or managing change (I);
- Successful track record in relation to education, research and/or professional practice (A/I);
- Excellent people management and building high performing teams (I);
- Successful and innovative portfolio development and renewal (A/I).

Skills

- Excellent communication and networking skills, that enable you to secure trust and engagement and establish credibility with students and staff at all levels (A/I);
- Excellent problem-solving skills and able to work on own initiative (A/I);
- Excellent ICT skills and experience of using new technologies (A/I);
- Well-developed leadership and management skills (A/I);
- Ability to meet and exceed designated targets including KPIs and income generation (A/I);
- Exceptional and proactive approach to customer service (A/I).

Other

- Ability to co-ordinate and manage complex activities (A/I);
- Willingness to travel between campuses (A/I).

06. Appointment Details and How to Apply

BNU 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 (GMT) on Friday, 5 April 2024.

Shortlisted candidates will be invited to have an individual online discussion with the Deputy Vice-Chancellor during the week commencing Monday, 22 April, followed by a panel interview on Wednesday, 1 May 2024.

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.

To book a confidential conversation or for more information, contact Holly Lithgow at holly.lithgow@society-search.com, Sabina Messent at sabina.messent@society-search.com, or call +44 (0) 20 3653 0480.

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.



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.

