

Post/Job Title:	Associate Dean Research, Innovation and Enterprise
Faculty/Professional Service:	Faculty-based
Group/Section:	Faculty Executive Team
Normal hours per week:	Full time, job-share, part-time and flexible working arrangements are welcomed and will be considered. Some flexibility will be required in order to ensure that key time scales and deadlines are met.
Permanency:	Established position
Grade:	11
Accountable to:	PVC Dean of Faculty, with secondary reporting to Dean Research, Innovation & Enterprise (Office of the Vice-Chancellor)
Accountable for:	As a member of the Faculty Executive the post holder may be required to line manage and/or mentor staff members as directed by the PVC Dean of Faculty
Apprenticeship academic provision and/or support) We are committed to providing a safe environment for all students and staff. As this role comes has contact with apprentices, the postholder must be familiar with our Safeguarding Policy and at all times comply with its requirements to safeguard and protect the welfare of young people and vulnerable adults. This includes attendance on relevant mandatory training.	

Job Purpose

The Associate Dean Research, Innovation and Enterprise is responsible for providing strategic leadership to the Faculty in the development and implementation of the University's research, innovation and enterprise strategies. This includes driving the research and innovation culture and growth of income opportunities, including Intellectual Property (IP) and commercialisation, and initiating and leading relationships to enhance the reputation of the Faculty and Schools.

At a Faculty level, they will foster a supportive environment for research, innovation and enterprise initiatives, driving relevant practices, whilst embedding the framework within programmes ensures the incorporation of research and entrepreneurship principles into the individual learning experience.

The post holder will serve as a key representative of the faculty in research and business forums, working closely with internal and external stakeholders to advance the institution's standing and influence. Additionally, the role ensures that Faculty research, innovation and enterprise initiatives align with the broader university strategy, contributing to academic excellence, student experience, and institutional reputation on a global scale.

As a member of the Faculty Executive Team, the Associate Dean play a vital and visible part in the leadership of all aspects of the faculty, proactively contributing to strategic development and delivery of BU2035.

Main Responsibilities

Leadership Responsibilities:

- As a member of the Faculty Executive Team, play an important role in the leadership of the faculty, proactively contributing to strategic development and delivery of BU2035.
- Provide academic and strategic leadership, ensuring innovation, academic flexibility and continuous evolution whilst also ensuring that we fully embrace leading edge technology-enhanced learning. This will include responsibility for contributing to a high-performing and successful Faculty culture and community able to deliver the strategic aspirations and related financial targets identified in BU2035.
- Within the remit of the role, take responsible for ensuring a working environment which promotes academic, professional and personal staff development in a manner that is consistent with, and gains widespread ownership of the strategic objectives of the Faculty and BU.
- As a senior member of faculty staff, undertake line management and/or mentoring responsibilities as required. This will be defined as appropriate between the post holder and PVC Dean of Faculty.
- Work with the other portfolio Associate Deans (Associate Dean Education & Student Experience and Associate Dean Global and Strategic Partnerships) within the Faculty in a coordinated and consistent way. This also includes ensuring the post holder works to their respective portfolio Dean (secondary reporting line) who operates from the Office of the Vice-Chancellor, delivering against BU2035 University objectives and driving these vertically into their faculties for effective strategic alignment.
- Within remit of role, contribute to and influence a positive student experience across the university.
- Contribute to and lead Faculty-wide activities, initiatives and/or committees. This will include leading transformational change to ensure the Faculty is positioned to maximise opportunities to build on successes.
- Lead by example, delivering education, research and professional practice within own discipline.
- Ensure compliance with regulatory requirements related to areas of responsibility.
- Live the Bournemouth University values and apply these values in the leadership of others.
- Be an ambassador for the Faculty and University, both internally and externally.
- Deputise for the PVC Dean of Faculty as required.

Portfolio Responsibilities:

- Within the Faculty, implement the university-wide research strategy aligned to BU2035 objectives.
- Contribute to the University's submission to the REF and coordinate the submission of the Faculty.
- In conjunction with the PVC Dean of Faculty, lead the engagement with external stakeholders to develop and maintain strategic partnerships and build effective and productive relationships with key influencers in government, business, and professional bodies.
- In collaboration with the PVC Dean of Faculty, lead the development of high-quality international research networks and the Faculty's international research impact, profile and reputation.
- Lead the research strategy ensuring that the Faculty plays to strengths whilst widening its academic footprint.

- Ensure that the Faculty is a catalyst for innovation and entrepreneurship, generating research, knowledge exchange and commercialisation income to meet our institutional KPIs.
- In conjunction with the PVC Dean of Faculty, lead civic, community and public engagement, aligning to and supporting the regions cultural offer. This includes delivering positive civic and environmental benefits to the region.
- Within remit of the role, help drive prosperity of the region through enterprise.
- Within the Faculty, ensure strategic and sustainable innovation and collaboration with industry including support for SMEs and Start Ups.
- Play a lead role in the work with partners to ensure that the Faculty is fully integrated into and shaping the development of the local skills agenda, including apprenticeships and CPD.
- Strengthen the regional network and influence of the Faculty, including employers, FE colleges and other HE providers, in order to respond to regional skills needs and new forms of educational provision and business partnerships.
- Ensure the maintenance of academic standards and lead the delivery of enhancements research governance, ethics and standards, ensuring compliance with regulatory requirements.
- Ensure the Faculty has a research active workforce that provide research led teaching, inspires students and that research is embedded into the curriculum.
- Actively pursue external funding and development opportunities, working with colleagues across BU to enhance provision and facilities for research and knowledge exchange, and to support and enable specific research and knowledge exchange projects.
- Serve as a primary faculty representative for enterprise and collaborations.
- Ensure integration of entrepreneurship in research, teaching, and professional practice.
- Help to drive innovation in the academic portfolio and curriculum utilising evidence and awareness of national and international HE trends and patterns demand.
- Represent the faculty/university at high-level meetings and conferences as required by the Dean of Faculty or Dean of Research, Innovation and Enterprise.
- Contribute to the leadership and execution of enterprise plans in line with Faculty priorities.
- Chair committees and working groups, ensuring cross-faculty and university collaboration.
- Identify funding opportunities and advocating for early career researchers.
- Ensure faculty members routinely engage with enterprise and collaborations.
- Support faculty and university leadership in managing international academic initiatives.
- Provide mentorship and training on research and enterprise competencies.
- Ensure that KPIs and income targets are met.
- Foster, engage and contribute to the development of alumni networks to expand enterprise opportunities.

Key Relationships

- Faculty Executive Team

- Portfolio Associate Deans and Deans
- Heads of School
- Research and innovation offices
- Partner universities and research institutions
- Funding and accreditation bodies
- Academic and industry networks
- Regional commercial, civic and education partnerships
- Alumni associations

Information Governance Responsibilities

Data User - comply with the associated data protection, information security, information management and information technology regulations, policies, processes and procedures.

Safeguarding and Regulated Activity

If the role involves engaging in regulated activity relevant to vulnerable groups including children and disabled adults, it is an [offence to apply for](#) and perform the role, if a person is bared from engaging in regulated activity. Further information is available in BU's [Safeguarding Policy](#) and Suitability Statement on the Recruitment and Employment of Ex-offenders.

Additional Information

Objectives are developed for post holders by the Dean of Faculty and Dean of Research, Innovation and Enterprise based on the strategic plan. The objectives will be based on delivering the strategy (and the relevant KPIs) and will contain both short (one year) and long term (multiple year) objectives.

Individuals will be assessed annually for their delivery of their objectives.

The purpose of the job description is to indicate the general level of responsibility and location of the position. The duties may vary from time to time without changing their general character or level of responsibility.

BU is an equal opportunities employer which values a diverse workforce. The post holder must at all times carry out their responsibilities with due regard to the University's Equality and Diversity Policy Statement.

Our highly skilled and creative workforce is comprised of individuals drawn from a broad cross section of the globe, and who reflect a variety of backgrounds, talents, perspectives and experiences to build our global learning community. The post holder must have an understanding of and commitment to promoting a global outlook.

All employees have an obligation to be aware of the University's Sustainability Policy, Climate and Ecological Crisis Action Plan, Travel Plan and associated documents, and to ensure that they carry out their day-to-day activities in an environmentally responsible manner and inspire students to do the same.

June 2025

Person Specification

Knowledge (including experience & qualifications)	Essential / Desirable
Expertise in subject area - a relevant PhD or equivalent is the normal expectation	E
Academic standing as a Professor in one of the disciplines offered by the Faculty	E
A strong research profile as evidenced by a substantial academic publication record, a significant and successful external funding record and clear evidence of peer review and peer esteem	E
Experience and evidence of strategy implementation, successful management of change and maximising performance as a result within Higher Education sector	E
Strong track record in fostering successful and beneficial business collaborations and partnerships	E
An established network with research institutions, and industry partners	E
Familiarity with research funding mechanisms with the ability to direct and mentor others	E
Entrepreneurial and innovative leader who is solutions focused, responsive and responsible	E
Expertise in the portfolio and confident in working at Faculty, and pan-institutional level as required, to support delivery of strategy, management of risk, driving performance and engaging internal and external stakeholders	E
Professional registration where appropriate	E
Skills	
Highly developed interpersonal and communication skills: ability to interact and influence effectively with a diverse range of stakeholders including staff at all levels, students and external organisations.	E
Excellent IT, data, and digital skills	E
Attributes	
Demonstrable ability to lead and motivate staff and teams, providing mentorship and coaching as required	E
Ability to foster collaborative working internally and externally	E
Ability to undertake overseas travel as required	E
Sensitivity to cultural diversity and cross-cultural collaboration	E
Commitment to continuous professional development in research	E
Strong commitment to a student experience of the highest standard	E
Credible advocate for the faculty	E
Ability to act as an effective ambassador for the Faculty and the University with regional, national and international businesses, universities and other organisations	E
Creative, solution-focused approach to solving complex problems	E
Adaptable and able to manage conflicting requirements whilst focussing on key priorities	E
Ability to build effective partnerships and collaborations between individuals and stakeholder groups engendering shared purpose and the opportunity and motivation to achieve objectives	E
Ability to optimise business operations in the current digital environment, and realise future digital potential	E
Strong value-based ethos and high-quality standards	E
Values diversity and difference, operates with integrity and openness, and encourages collegiality through an engaging leadership style	E