

MANCHESTER
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The University of Manchester



Appointment of

Professor and Head of the Division of Dentistry and Deputy Head of School of Medical Sciences

**Candidate Briefing Pack
July 2025**

Table of Contents

<u>About the University of Manchester</u>	<u>3</u>
<u>Equality, Diversity and Inclusion</u>	<u>4</u>
<u>Faculty of Biology, Medicine and Health</u>	<u>5</u>
<u>Manchester NHS Foundation Trust</u>	<u>6</u>
<u>Job Description</u>	<u>7</u>
<u>Person Specification</u>	<u>11</u>
<u>Terms of Appointment</u>	<u>13</u>
<u>Recruitment Process</u>	<u>14</u>



The University of Manchester

The University of Manchester is recognised globally for its pioneering research, outstanding teaching and learning, and commitment to social responsibility.

Part of the Russell Group, we are ranked 35th in the QS World University Rankings, 2026 (7th in the UK) and 52nd in the Academic Ranking of World Universities, 2024.

The power of our social and environmental impact has been recognised on a global scale as the only university in the top ten in both the QS World University Sustainability Rankings and Times Higher Education Impact Rankings, for our contribution towards the United Nations' Sustainable Development Goals (SDGs).

Our university is a powerhouse of research and discovery; 26 Nobel laureates are among our former staff and students, and we were ranked fifth for research power – the quality and scale of research and impact – in the Research Excellence Framework (REF), 2021.

Ranked 20th most international university in the world according to Times Higher Education (2025), our community includes more than 46,000 students, 12,800 staff and 580,000 alumni from 190 countries, working together to tackle the world's biggest challenges.

We're one of the most popular institutions in the UK for undergraduate applications, according to UCAS, and were the most targeted university by the UK's leading employers in 2024 (The Graduate Market).

[Our Future](#), the University's vision and strategic plan, builds on the rich heritage of discovery, social change and pioneering spirit that is at the heart of the University and the city region. Our vision is to be recognised globally for the excellence of our people, research, learning and innovation, and for the benefits we bring to society and the environment.

To achieve our ambitious vision, we will continue to attract and retain the very best people to work across a range of academic disciplines and support functions, who bring our shared values to life.





Equality, Diversity and Inclusion

From our beginnings nearly 200 years ago as England's first civic university, we've sought to break down barriers and improve lives. At the University of Manchester, we celebrate our diversity and the diversity of the communities we serve.

Our ambition is to be an inclusive place to work and study, one that is characterised by equity, diversity, and a sense of belonging to our community.

Our vision is to be recognised by staff, students, alumni, and our partners as an inclusive organisation. We will do this by creating an outstandingly inclusive place to work and study that is characterised by equality, seeing the value of diversity and where all have a sense of belonging.

We are committed to meeting and exceeding our obligations under current legislation and by doing more, we build on Manchester's existing reputation for its rich diversity and ensure we equip all our staff and students with the knowledge to sustain and enjoy a fully inclusive study and work environment.

We are proud to employ a workforce that reflects the diverse community we serve and a student community from more than 170 countries, see our [Equality Information Report for 2025](#).

Further information on Equality, Diversity and Inclusion at the University of Manchester can be found here: [Equality, Diversity and Inclusion](#)



The Faculty of Biology, Medicine and Health

The Faculty of Biology, Medicine and Health (FBMH) has an integrated structure that enables us to develop and deliver the highest quality education and training for health professionals and life scientists in partnership with the NHS and industry. We contribute to the University's tradition of innovation and improvements in the health of people around the world.

With 11,000 students, 3,200 staff, over 30 undergraduate courses and around 90 postgraduate taught courses, the Faculty integrates discovery biology, clinical application and patient care. We are the largest supplier of healthcare graduates to the NHS in the north-west of England and produce highly trained and skilled professionals who are increasingly sought-after by employers across the health industry.

This is supported by a programme of continuing professional development in teaching and learning for the academic staff and health professionals who teach our students. We take our social responsibility to contribute to the 'greater good' seriously.

The Faculty's matrix structure facilitates interdisciplinary working and enables us to learn from each other and share best practice; our [vision and strategy](#) is supported by a Faculty teaching and learning strategy.

The University's Silver award [2023 Teaching Excellence Framework](#) demonstrates commitment to continuously improving our students' experience and we are especially proud of our Gold award for student outcomes.

Manchester University NHS Foundation Trust

Manchester University NHS Foundation Trust (MFT), a large acute trust, was formed on 1 October 2017 following the merger of Central Manchester University Hospitals NHS Foundation Trust (CMFT) and University Hospital of South Manchester NHS Foundation Trust (UHSM). The Trust's Chief Executive is Mark Cubbon, who is supported by an Executive Director Team.

There are over 500 consultants in the Trust, with over 35 consultants working within the Dental Division.

The Group comprises the following hospitals:

- Manchester Royal Infirmary
- Saint Mary's Hospital
- Manchester Royal Eye Hospital
- Royal Manchester Children's Hospital
- The University Dental Hospital of Manchester
- North Manchester General Hospital
- Wythenshawe, Trafford, Withington and Altrincham Hospitals

The Trust also provides adults and children's community services for Manchester and Trafford, within the Local Care Organisations.

We aim to position the Trust as:

- The leading provider of tertiary and specialist services in the Northwest
- A prestigious internationally renowned centre for research and innovation
- An excellent district general hospital for the residents of Manchester
- At the heart of the regeneration of Manchester
- The best place to train and work.

We are committed to:

- Treating our customers safely, courteously and with dignity and respect
- Providing care and treatments for patients within state-of-the-art facilities that are clean and free from infection.
- Delivering care, treatment and advice that combines clinical excellence with the highest standards of patient safety, is based upon the best research and employs the latest clinical technologies
- Offering a unique range of services to the Northwest treating and managing the simplest to the most complex conditions and diseases.

University Dental Hospital of Manchester / Managed Clinical Service

The Dental Division is largely centred on the University Dental Hospital and also leads Community Dental Services for Manchester Local Care Organisation. Further clinical activity is delivered on the main Trust site (Manchester Royal Infirmary and Royal Manchester Children's Hospital).

Oral Surgery service is delivered as outpatient care at the Dental Hospital and Manchester Royal Infirmary and Day Case Surgery and In-Patient Surgery at Manchester Royal Infirmary, Royal Manchester Children's Hospital, and the Manchester Royal Eye Hospital.

As part of a Managed Clinical Service the hospital also provides clinical services at the Trafford, Wythenshawe and North Manchester hospital sites.

All dental specialties are represented within the Hospital by Consultant clinics and University teaching departments. There are excellent clinical facilities, and a comprehensive range of investigative and reporting services are available, including digital radiography.

Job Description

Main Purpose of the Role

The University of Manchester is seeking to appoint an outstanding individual to the position of Professor and Head of the Division of Dentistry and Deputy Head of the School of Medical Sciences in the Faculty of Biology, Medicine and Health.

This is a critical role within the School of Medical Sciences. The successful candidate will lead the Division of Dentistry, be a senior member of the School leadership team as deputy head and provide broader leadership as a member of the Faculty's extended leadership. With overall responsibility and accountability for ensuring that the University attracts and trains the highest calibre of future dentists and dental practitioners, this is a role which requires exceptional partnership skills.

Working together with our students, the General Dental Council, our NHS and placement partners, and the community themselves, this role sets and ensures the delivery of a clear vision to deliver an exceptional student experience and to contribute through education and research to the improved health outcomes of our local and global communities.

This role holder is expected to develop longstanding and effective partnerships with our regulator, the Dental Schools Council, and national bodies as appropriate to position the University of Manchester as a recognised partner of choice for dental education and research and to capitalise on emerging opportunities for national and international collaboration.

As a member of the Faculty's extended leadership team, the role holder will be expected to collaborate and develop networks across the breadth of the University to deliver on the ambitions of the University's Manchester 2035 Strategy, identifying and realising opportunities for interdisciplinary education and research.

This requires an exceptional leader who can set the academic vision for the division and contribute to that of the wider school, ensuring that the University of Manchester is positioned as a global leader in dental education as defined by cutting edge research-informed pedagogy and curriculum, and an outstanding student experience. The post holder will be able to lead with compassion and credibility, with the ability to set the highest standards for colleagues and to develop a strategic vision around which staff, our partners, and our researchers can cohere. Critically, the post holder will be committed to the development of others, establishing the next cadre of leaders for the Division of Dentistry within education and research.

The post holder will cultivate and manage a high performing divisional Leadership team and will work collaboratively with the school and faculty leadership to ensure that the Division is realising its full potential, and that its priorities are aligned to the faculty's priorities and the university's overall strategic ambition.



Key Responsibilities:

The following are the key duties and responsibilities of Head of Dentistry and Deputy Head of School:

Leadership

- Provide the strategic vision to enable the Division of Dentistry to deliver nationally and internationally leading education and research within the field of dental sciences and collaborative oral health research.
- Proactively lead on the division's outreach planning, developing established links within the community and to progress the Faculty and University's ambitions for a comprehensive service-learning offer.
- Establish and to support a high performing leadership team within the division and, as Deputy Head of School, within the school, setting clear expectations for colleagues in pursuit of the faculty and university strategy, and to ensure that staff are supported and nurtured to deliver to the highest standards.
- To cultivate and grow strategic partnerships with key stakeholders, including our regulatory bodies, the NHS, commercial, and international partners in the delivery of joint educational, research, and workforce development objectives.
- Represent the university on national and sector-level committees, actively contributing to developments in dental education and research at national level, especially in relation to national workforce planning, promoting the interests of the School and Faculty and to capitalise on emerging opportunities.
- Provide visible leadership in cultivating a thriving research and educational environment to deliver local and global impact, and by extension to improve on our performance in 2029 REF, the TEF, and NSS.
- Lead in the recognition that fostering an inclusive and psychologically safe culture is essential to delivering on our strategic ambitions and in supporting colleagues to meet their full potential.

Leadership (continued)

- To be an active researcher and educator, leading by example in the pursuit of excellence and innovation across both fields of endeavour, and to maintain an active professional development profile.
- Work collaboratively with senior leaders across the School, Faculty and University to maximise opportunities for innovation, collaboration, and partnership working to realise our strategic ambitions and to strengthen the faculty's global reputation.
- Work in partnership School and Division Professional Services leaders to ensure that there is alignment between academic decision-making and operational implementation of policy, procedures, and processes.

Teaching and Research

- Contribute to the teaching of undergraduate and postgraduate students as appropriate, leading by example in the delivery of an outstanding student experience and pedagogical standards.
- Act as a personal tutor, providing effective support to students, including referring to specialist services as appropriate, and proactively identifying engagement issues at an early stage.
- Conduct leading and original research in a field related to Dentistry, Oral Health, or Public Health, driving new knowledge.
- Publish world leading or internationally excellent research with far-reaching impact, making major contributions to health and patient care.
- Maintain an active research profile through engagement in the research community, including on advisory boards, funding panels, and national research reviews.

- Take leadership in the development of large-scale, multi-partner, collaborative research bids.
- Recruit and supervise personally assigned PhD students and to mentor them to success.

Governance

- Ensure that high standards of governance and risk management are in place within the division, nurturing a culture that rewards escalation of risk and provides a supportive culture of learning
- Represent the division and the school at appropriate Faculty and University level committees and disseminate information through the Faculty and School.
- Prioritise the commitment to embed students as stakeholders within the division as partners in decisions directly impacting their learning and student experience, ensuring their voice is heard at all appropriate levels.
- Chair and oversee Assessment and Progression Boards for regulated programmes, ensuring that standards are consistently applied and that decisions are appropriately documented for audit and regulatory compliance purposes.
- Chair and oversee as appropriate regulator inspection visits, and to be a visible and proactive leader in engaging with all matters of governance and good practice.

Strategic Planning

- In the context of the University and Faculty Strategic Plans, to set the objectives for the Division as they relate to student numbers, research growth, international partnerships and social responsibility, with a view to enhancing the global reputation of Dentistry and the wider Faculty.
- Work in partnership with the Vice Dean for Teaching, Learning and Students to embed routine portfolio review and principles, assessing this against changing market demand and opportunities as well as sector risk.
- Co-lead in discussions with NHS partners on workforce planning for the Division and its programmes, ensuring that appropriate resourcing is embedded across the Division and in NHS settings to deliver on the highest standards of education.
- In addition, work in collaboration with the Vice Dean for Health and Care Partnerships and the Vice Dean for Teaching, Learning and Students to ensure that a comprehensive training and development offer is in place for all teaching-facing staff across workplace settings.

- As Deputy Head of School, to contribute to the wider school strategic and financial planning, ensuring that the school is meeting its objectives and KPIs.

Clinical Responsibilities

Where the successful candidate is a clinician, job planning will be undertaken in partnership with the clinical line manager at Manchester NHS Foundation Trust. Clinical duties may include:

- Supporting general outpatient clinics.
- Participating on a pro rata basis in any Consultant rota.
- Participation in audits, quality improvement, and service development activity as an engaged member of the clinical team.
- Active membership of a wider multi-disciplinary team.
- The individual must have an awareness and understanding of clinical governance issues and will be expected to participate in Clinical Governance activities, and statutory and mandatory training within the Trust.
- Joint appraisals and job planning will be held between the University and Clinical line manager.



Person Specification

The below sets out the essential and desirable requirements to be successful in the role. Candidates will be shortlisted based on the extent to which these requirements are met.

Essential: these requirements are critical to the successful delivery of the role.

Desirable: requirements which would be an additional benefit for the candidate in the successful delivery of the role.

Qualifications

Essential:

- PhD or Clinical Doctorate in a relevant and appropriate field of research aligned to the faculty's research themes.
- UK-registerable clinical qualification (for clinical staff only).
- Membership of the relevant Royal College (for clinical staff only).
- Certificate of completion of training in a relevant field and specialty (for clinical staff only).

Desirable:

- Higher education teaching accreditation (e.g. Fellow or Senior Fellow of Advance HE).

Leadership

Essential:

- Significant track record of leadership at a senior level with experience of managing academic teams, including supporting development and performance management.
- Evidence of having developed a high performing team and the ability to cohere colleagues around a strategic vision.
- Evidence of strategic development aligned to overall institutional objectives.
- A clear understanding of the wider national and international context in which dental research and teaching operates.
- Evidence of using data-led insights with a solid financial understanding to inform strategic and business planning.
- Evidence of having led and managed colleagues and stakeholders through strategic change.
- Evidence of commitment to continued professional development and that of others, with experience of successfully nurturing staff in their career journeys.





Knowledge and Experience

Essential:

- Significant track-record of high-quality research or pedagogical scholarship in a field related to the faculty's research themes, with evidence of an international profile.
- Significant experience in development research proposals and securing external funding.
- Experience of managing research staff or multidisciplinary teams, including the successful supervision and management of PhD students to completion.
- Clear understanding of the research environment and opportunities in the field of dentistry, dental sciences, oral and public health, with the ability to articulate a plan for leveraging investment and delivering on impact.
- Demonstrable knowledge of clinical governance and patient safety matters (for clinical staff only)

Desirable:

- Experience of working in partnership with industry and the commercial sector to advance discovery and translation within research.

Skills and Abilities

Essential:

- Proven ability to influence and collaborate at all levels within an organisation, with the ability to motivate a diverse team or group to successfully deliver on shared priorities
- Experience of developing and maintaining excellent professional relationships with external and internal stakeholders and partners, with the ability to resolve tensions or challenges in a constructive manner.
- Evidence of leading cultural or organisational change to meet strategic objectives and in creating an inclusive and equitable working and learning environment.

Desirable:

- Evidence of workforce planning, including the strategic recruitment of outstanding academic colleagues and talent management.

Personal Qualities and Values

- Within the Faculty, *how* we lead and have elevated others is considered just as important as the outputs. To this end, we value leaders who demonstrate alignment with our organisational values and who can demonstrate the following qualities:
- A strategic thinker who can persuade and influence colleagues at all levels, and who recognises the importance of consultation and active listening.
- Honest, open, and values-led with a high level of personal integrity, able to build trust and effective partnering relationships with students and our external stakeholders.
- Strong and demonstrable commitment to equality, diversity and inclusion, fostering a working and learning environment which is inclusive, open, and transparent.
- An effective communicator who values regular engagement with staff, students, and partners
- Can cultivate a psychologically safe working environment, where staff and students feel comfortable raising issues or risks, and in which learning from errors or mistakes is constructive and welcomed.
- High levels of integrity, with a clear commitment to taking responsibility and accountability.

- A compassionate but decisive leader, who can set clear expectations and cultivate a supportive environment in which staff can meet those expectations.
- Commitment to personal growth and development as a leader, visibly role modelling the importance of continued professional development.

Terms of Appointment

- This is a full-time (1.0 FTE) substantive Professorial or Clinical Professorial appointment.
- The role of Head of Division and Deputy Head of School is offered for an initial term of five years, with the possibility of extension for a further three years by mutual agreement.
- The Head of Division role has a minimum requirement of 0.6 FTE, recognising the successful candidate may need to fulfil clinical and research and/or teaching responsibilities. This leadership role carries an honorarium in addition to the professorial salary.

Appointment Process

The University of Manchester has appointed Veredus, an executive search agency, to assist with this appointment.

To apply for this post, you will need to submit the following documentation to us by no later than **23:59 on Sunday, 14th September 2025**:

- A CV setting out your career history, with key responsibilities and achievements.
- A Supporting Statement (approximately two pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with a reference to the Person Specification.
- A completed Diversity Monitoring Form and Candidate Supporting Information Form. Forms can be downloaded from the Veredus job page.

Applications should be sent via Veredus website - www.veredus.co.uk, quoting reference number **788**.

All submissions will receive an automated response. If you do not receive confirmation of receipt when submitting your application, please contact us on education@veredus.co.uk.

Further Information

For a confidential discussion about the role, please contact our advising consultants at Veredus:

- James Griffin on 07736 491 816 or james.griffin2@veredus.co.uk
- Veronika Dergal on 07547 769 762 or veronika.dergal@veredus.co.uk

Indicative Timeline

- Closing date: 23:59 on Sunday, 14th September 2025
- Preliminary interviews: w/c 29th September 2025
- Final interviews: w/c 20th October 2025

Please note these dates are indicative and may be subject to change.

GDPR

At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: [Veredus | Privacy Policy](#)

