**MPLS Associate Head (People): role description**

Lead transformative change to create a more inclusive, supportive, and dynamic workplace.

**About the Role**

As a key member of the senior academic leadership team within the Mathematical, Physical, and Life Sciences (MPLS) Division, you will shape the future of our workplace by driving initiatives that prioritise equality, diversity and inclusion (EDI), research culture and staff development. Supported by a newly appointed senior divisional team leader for people planning, and collaborating with colleagues across the Division and the wider University, you’ll play a pivotal role in delivering our five-year strategic plan, with a particular focus on our people-centred goals.

This is your opportunity to lead impactful changes that enhance workplace practices, promote inclusivity, and strengthen recruitment and development, making a tangible difference to the experiences of staff and students alike.

**Our Key Priorities**

In this role, you will:

* Influence the shaping of University-wide initiatives, such as academic career pathways and reward schemes.
* Advocate for MPLS perspectives in central University strategic projects while mitigating staff overload risks.
* Drive improvements to MPLS research culture and enhance the experiences of research staff.
* Address challenges linked to heavy workloads, especially in light of MPLS’s current financial pressures.
* Support the delivery of divisional services for effective workforce planning, recruitment, induction and development, swift resolution of staff conflicts and improved HR casework management.
* Implement the Division’s EDI action plan, addressing issues such as bullying, harassment, mental health, stress, and disability.

**Your Key Responsibilities**

**1. Strategic Leadership of People**

* Develop and implement MPLS People plans to align with the Division’s strategic goals.
* Provide expert advice on people-related matters to the Divisional Board and General Purposes Committee.
* Collaborate with University colleagues on the delivery of significant people policies, including the Vice-Chancellor’s Pay and Conditions review.

**2. Champion Equality, Diversity, and Inclusion (EDI)**

* Lead the Divisional EDI Steering Group to guide and shape inclusivity initiatives, offering guidance to departments on best practices.
* Support bids for EDI-related funding opportunities and act as a voice for departmental concerns.

**3. Drive Research Staff Development**

* Partner with Associate Heads of Research and Innovation and Research Degrees to implement the University’s Research Staff Development Strategy.
* Strengthen the Division’s commitment to research staff training, career progression, and fostering a positive research culture.

**Why Join Us?**

* This is a unique opportunity to lead transformative change at the heart of one of the University’s most dynamic divisions. Your work will directly influence the experiences of our staff and students, fostering a culture where everyone can thrive.

**Who we’re looking for**

We’re seeking an individual with:

* A passion for creating an inclusive, supportive and equitable work environment. Strong collaboration skills and an ability to engage with colleagues within the Division and across diverse disciplines and departments in pursuit of shared and common agendas.
* A desire to develop leadership experience in strategic planning and delivering impactful initiatives.
* A deep commitment to EDI and an understanding of its importance in academia.
* An ambition to be a catalyst for change. Join us as the Associate Head (People) and take the lead in shaping a workplace culture that values well-being, inclusivity, and excellence.