

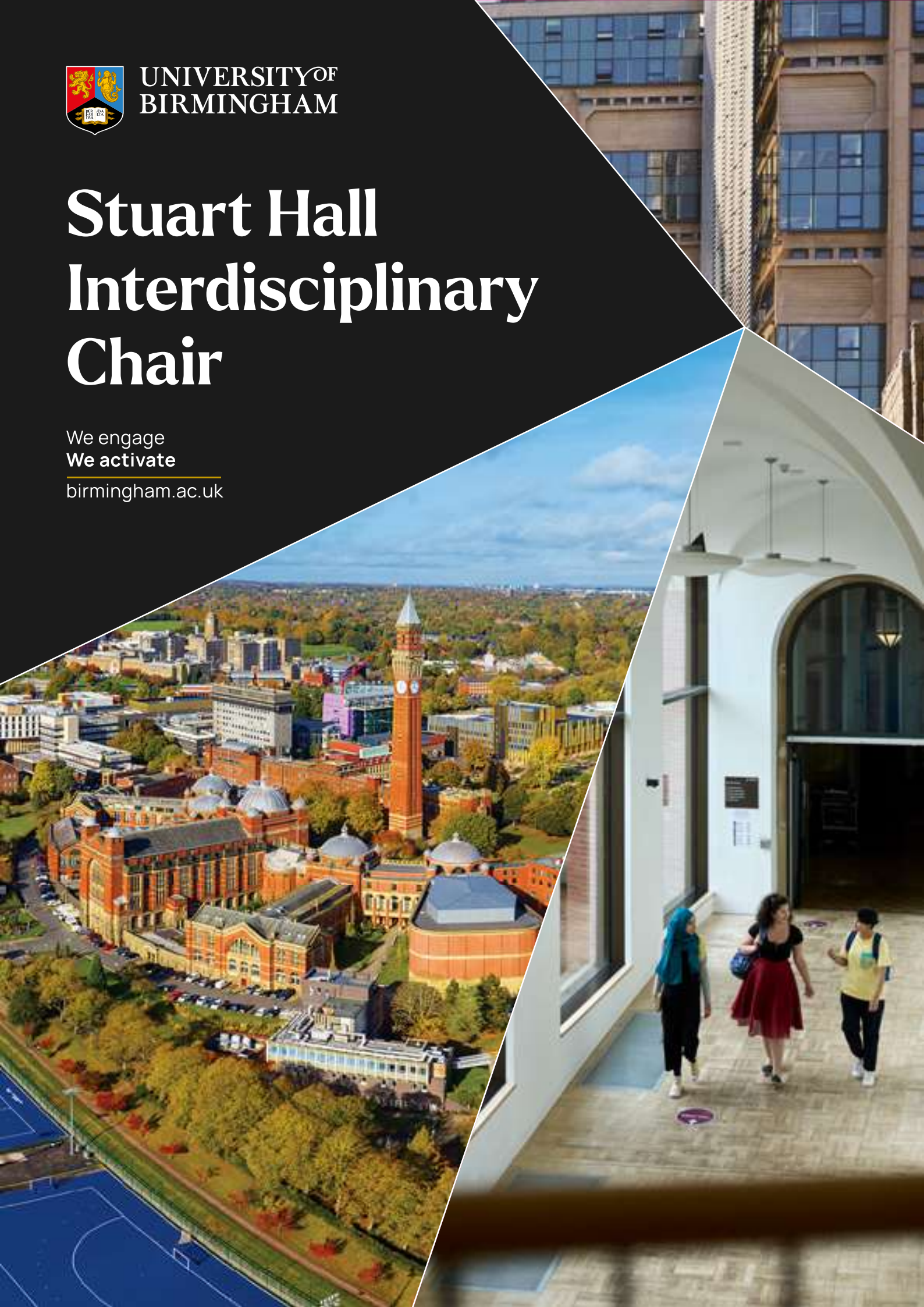


UNIVERSITY OF  
BIRMINGHAM

# Stuart Hall Interdisciplinary Chair

We engage  
**We activate**

[birmingham.ac.uk](http://birmingham.ac.uk)



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# Role Summary

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The School of Social Policy and Society is seeking to appoint the inaugural Stuart Hall Interdisciplinary Chair. While the substantive field and disciplinary background of the post holder is open, it is anticipated that you will be inspired by the work of Professor Stuart Hall and the Centre for Contemporary Cultural Studies (CCCS) and have a clear and inspiring vision of how the legacy of that work can be enhanced and developed for the future. Areas that might be relevant here include race and racism, ethnicity, gender, migration, media, representation, history, visual culture, and/or other contemporary cultural issues.

Vital to this appointment is a well-evidenced commitment to civic and community engagement, as well as an ability to bring together researchers from different disciplinary backgrounds. You will be committed to the ongoing use of and engagement with the Stuart Hall Archive inside and outside the academy.

You will be able to demonstrate a world-leading research programme evidenced through high quality and influential publications and a track record of research grant capture. You will be able to lead and support our growing team of colleagues across the University in this field to consolidate and develop the University's education offer around contemporary cultural studies.

You will share the School's values of criticality, interdisciplinarity, collaboration and engagement, and will be committed to making the School an inclusive place to work and study. You will act as a role model for academic citizenship within the School and the wider University, and be committed to engaging widely to continually improve research culture, particularly on dimensions of inclusion relevant to your substantive field of research.

Please note: We are particularly interested in receiving applications from people who are from backgrounds underrepresented in UK academia.





## Research and Impact

The successful candidate will:

- Develop, plan and lead research activities/programmes of outstanding quality;
- Lead civic and/or global engagement projects, and/or advise external organisations, based on research and reputation in the subject area;
- Publish high quality innovative, distinctive and significant outputs which are considered to be world-leading in terms of originality, significance and rigour;
- Regularly contribute to other research-related activities such as giving papers and keynote speeches at conferences;
- Maintain a sustained track record of income generation appropriate to the discipline to support own work;
- Provide leadership on the generation of research income, supporting colleagues to maximise funding opportunities, promoting collaboration with external researchers and organisations;
- Lead the development of strategies, policies and procedures which have a positive and quantifiable impact on equality, diversity and inclusion;
- Lead a major research group aligned to the values and approaches modelled by Stuart Hall, managing people and resources to deliver an ambitious research vision;
- Provide leadership around engagement and impact activities, supporting colleagues where appropriate;
- Participate actively in the development of the University's research strategy as appropriate;
- Provide outstanding supervision to research students.





## **Education**

- Develop, plan and lead high quality education activities, specifically developing our offer around contemporary cultural studies;
- Develop high quality, inclusive and academically challenging practice in research-intensive teaching, learning and assessment;
- Deliver a high quality portfolio of innovative, engaging and inspirational teaching which is accessible to all;
- Contribute to curriculum design to ensure the offer is contemporary, inclusive, engaging, international and academically challenging;
- Lead innovative approaches to digital resources/environments and support colleagues to use them in the delivery of teaching, learning and assessment;
- Provide outstanding project/dissertation supervision;
- Develop and lead collaborative working arrangements with colleagues across the Department, School and wider University to deliver outstanding teaching.

## **Leadership, Management and Citizenship**

Lead and manage major activities in the School/College/University. This may be in relation to one or more of the following:

- External partnership activities/collaborations;
- Working across the different parts of the University to undertake collaborative activities;
- Leading a Research Group, Department or undertaking School/College roles;
- Developing institutional policies and practices;
- Leading activities contributing to a positive and inclusive community spirit across the School/College/University;
- Using position and influence in order to ensure that others engage positively with the University's Strategy;
- Leading, developing and motivating colleagues using mentoring and coaching skills;
- Proactively supporting activities that contribute to Equity, Diversity and Belonging.

## Person specification

The post holder will have an outstanding and sustained profile of achievement evidenced by the following:

- PhD or equivalent qualification or an equivalent body of work;
- A substantial record of internationally excellent and world-leading academic outputs;
- An excellent and widely recognised reputation amongst peers internationally;
- Proven ability to plan and lead the delivery of research;
- A sustained record of attracting significant funding, as appropriate to the discipline;
- A track record in translating research into impact upon other scholars and on the wider community through publication, engagement with policy and practice, consultancy and advisory work;
- A track record of attracting and successfully supervising high quality doctoral students;
- A proven ability to develop and lead the delivery of innovative research-led teaching, learning and assessment;
- A proven ability to lead curriculum design and implementation;
- Evidence of high level leadership and management contributions;
- Evidence of high level successful collaborations (whether research, teaching or other);
- Evidence of proactively engaging in academic citizenship activities;
- Evidence of working with others for the greater good of the academic discipline and institution.

<b>Enquiries</b>	Professor Nicola Gale, Head of School, <a href="mailto:N.Gale@bham.ac.uk"><b>N.Gale@bham.ac.uk</b></a>
<b>Full/part time</b>	Full time
<b>Duration of post</b>	Permanent
<b>Post is open to</b>	External candidates
<b>Grade</b>	Professorial
<b>Salary</b>	Competitive for an outstanding candidate

Closing date for applications is 1 September 2024. Interviews will be held on 28 October 2024.

# The School of Social Policy and Society

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The School of Social Policy and Society is a diverse community of scholars whose mission is to understand the world and to work collaboratively to change it for the better. We pursue this via our education, research and engagement and impact activities. All elements of our work are underpinned by critical thinking, methodological diversity, interdisciplinary collaboration, and engagement of stakeholders. We deliver a suite of undergraduate, postgraduate and executive education programmes to a diverse student population. We undertake research to make a difference, collaborating with our research partners from the private, public and third sectors.

We are recognised as a leading centre of expertise: academics from across the social science and applied social science disciplines represented in the School were entered together into the Social Policy and Social Work panel of the UK's 2021 UK Research Excellence Framework (REF), ranking 8th nationally. We are in the top 50 QS World University rankings for Social Policy and Administration.

The School comprises three Departments: the Department of Social Policy, Sociology & Criminology (SPSC), a leading site of research and education across its three core disciplines; the Health Services Management Centre (HSMC), one of the UK's foremost centres for research, evaluation, teaching and professional development for health and social care organisations, which partners with NHS Leadership Academy programmes; and the Department of Social Work and Social Care (SWSC), which delivers the UK's longest-running university social work qualifying programme.

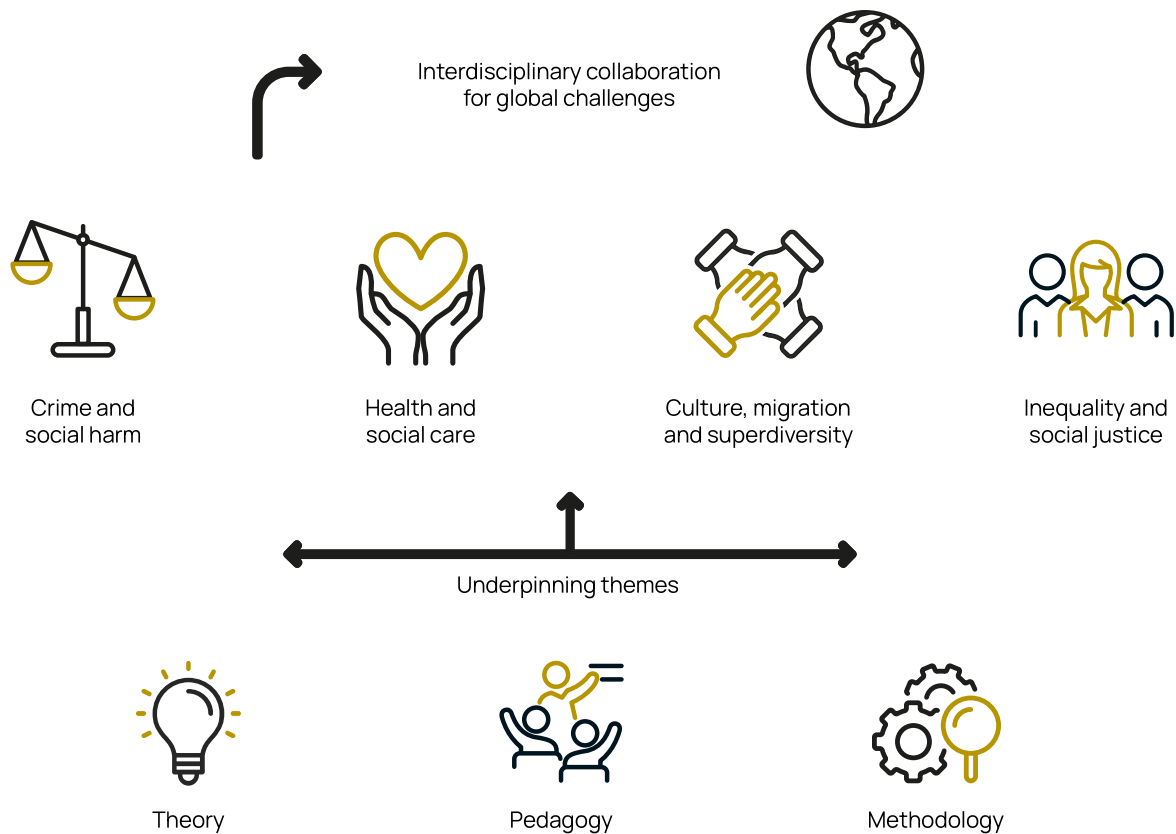
In addition to our core UG offer, we house an exciting cross-College programme in Policy, Politics and Economics. In 2020, we launched a new suite of highly successful postgraduate taught programmes, including MA Global Public Policy and MA Sociology – with an MA Criminology and an MSc Global Health Systems Leadership forthcoming – as we grow our PGT student numbers and further diversify and internationalise our student cohorts.





The School has an excellent research base underpinned by substantial grant capture, with an annual research income of circa £10 million. Our academics publish in top social policy and social science journals, as well as in interdisciplinary and professional journals and in outlets for wider public engagement, such as blogs and magazines. Our research coalesces around four substantive themes (inequality and social justice; culture, migration and superdiversity, health and

social care policy and practice, and crime and social harm) with three underpinning research themes (theory, methodology and pedagogy). In addition, we contribute to interdisciplinary responses to national and global challenges, with civic and global partners. We believe that research and impact can be a virtuous circle, creating new questions as well as new answers thereby feeding back positively to the communities in which we work.



**Figure 1: Research themes in the School**

Our research culture rests on curiosity about our social world and so we are open to new research ideas, including innovative or risky ones, and have a growing reputation and influence in areas including mental

health; adult social care; children and family social work; global health, climate justice and sustainability; culture, race, gender and sexuality; professional practice; and technology, science and society.



We partner with the College of Life and Environmental Sciences and the College of Arts and Law to host the Stuart Hall Archive Project, a 3-year research programme (ending July 2026), directly funded by the University of Birmingham, supporting three PIs, two researchers, and an archivist, to use **Hall's papers held by the University's archive – the Cadbury Research Library**.

The project has two main aims: to explore the history of Hall's intellectual and political formation and development at specific conjunctures; and to forge a new space for dialogue between Hall's intellectual and political legacy and contemporary questions arising from present constituencies and communities. In addition to the development of forums and events for collaboration with external partners, researchers, artists, and community activists, the Project is committed to a range of outputs (exhibitions, publications, and online resources and platforms) and the identification of external funding opportunities for expansion and extension of the project. In addition, the University holds **the archive of the Centre for Contemporary Cultural Studies**.

A number of other leading research and impact centres are hosted in the School including: The Institute for Research into International Migration and Superdiversity (IRiS), the NIHR Birmingham, RAND and Cambridge Evaluation (BRACE) Centre, and the Third Sector Research Centre (TSRC). We also partner with Birmingham Business School to lead the Centre on Household Assets and Savings Management (CHASM); we partner with the College of Life and Environmental Sciences to co-lead the Institute for Mental Health (IMH), which works closely with the NHS, government, the third sector, patients and the public, with a specific focus on mental health of children and young people; we partner with the College of Arts and Law and the College of Engineering and Physical Sciences to co-lead the Institute for STEMM in Culture and Society (ISTEMMiCS).

In addition, we lead IMPACT (Improving Adult Care Together), the UK's centre for implementing evidence in adult social care. Working across the four nations and with co-production at its heart, IMPACT draws on insights from research, lived experience, and practice knowledge to make a difference to front-line services, and to people's lives.



The School is at an exciting point in its history, as it seeks to address the many urgent problems facing post-pandemic society. Our strategy is to further strengthen our areas of established expertise, which have all become still more relevant in the post-Covid and “post-truth” world. At the same time, we are building critical mass in areas including mental health, global health, quantitative methods, cultural sociology, and technology and society. We already collaborate with colleagues in other disciplines, particularly in medicine and health, to tackle global challenges and we plan to expand our leadership and involvement in larger multi- and inter-disciplinary projects, particularly with STEMM disciplines.

This appointment will be central to our internationalisation agenda, which seeks to position us as a truly global centre for research, education and impact. Engagement and impact are deeply ingrained in the culture of the School, and we are expanding our strategic partnerships locally, regionally, nationally and internationally. The University has recently invested in The Exchange, based in the historic old municipal bank located in Centenary Square in Birmingham City Centre, which is a place for communities to shape ideas and solutions together with academics, and the University has won a Gold Watermark Award for public engagement from the National Co-ordinating Centre for Public Engagement (NCCPE).





# The College

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The College of Social Sciences comprises the Schools of Social Policy, Government, Education, and the Birmingham Business School. It is a vibrant community with over 12,000 students, more than 600 academic staff, and nearly 300 Professional Services staff across a range of disciplines and interdisciplinary fields. Our work impacts all areas of society from business and politics to education, justice, health, and social care. We have a highly diverse international staff body and take pride in our inclusive ethos, and we teach programmes in Dubai, Singapore and online as well as in Birmingham, and we have over 100,000 alumni in more than 185 countries.

Through our innovative research and education, we are tackling some of the world's most pressing challenges including growing economic and social inequalities, a climate emergency, geopolitical conflict, population displacement, and declining trust in public institutions. Drawing on both quantitative and qualitative approaches and benefiting from an extensive range of external funding, we address issues such as the socioeconomic impact of the COVID-19 pandemic, equitable access to education, the challenges of integrating health and social care including in later life, the youth mental health crisis, growing attacks on democracy and accountability and the path to a net-zero future.

Embedded in the university's civic history and roots, we are strongly committed to

robust regional engagement. The quality of our work was reflected in the 2021 Research Excellence Framework (REF), with all five of our units of assessment rising significantly in the rankings, and more than half of our impact cases graded 'world leading' (4\*). We are committed to training the next generation of Social Scientists and are a founding member of the ESRC Midlands Graduate School consortium.

Our education portfolio is diverse and distinguished. Our undergraduate programmes in business, accounting, finance, economics, politics, social policy, sociology, criminology, education and international development are highly competitive and have a strong track record in helping our graduates achieve successful career paths. We were one of the first universities in the UK to provide the opportunity for those engaged in 'social and philanthropic work' to undertake a formal qualification through the social studies course, and we are the largest education provider in disability education in Europe. We also offer a range of specialised postgraduate programmes, degree apprenticeships and online programmes, including our highly ranked online MBA.

For more details about the College of Social Sciences visit:

**[birmingham.ac.uk/university/colleges/socsci](https://birmingham.ac.uk/university/colleges/socsci)**

# About the University of Birmingham

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The University of Birmingham was founded on the vision of Joseph Chamberlain in 1900 to provide a university for the people of Birmingham, 'a great school of universal instruction... taking all knowledge in its province'. This philosophy has defined and shaped us as an institution for our city ever since, founded on equality of opportunity for all.

We are proud to continue to find new expressions for these civic roots. The University is now a global institution, with our doors open, welcoming the best to Birmingham and taking the best of Birmingham to the world.

Our heritage as the original 'redbrick' is combined with an ambitious agenda to continue the transformation of the University. In recent years, we have significantly increased our recruitment of leading academics, and have undertaken a £1 billion renewal of the campus estate.

Ranked within the top 100 universities globally, Birmingham is a member of the Russell Group and a founding member of the Universitas 21 global network of research universities. Numerous staff have received the most prestigious recognition within their fields, including Nobel Prizes. The quality of our research has grown significantly, as demonstrated in the 2021 Research Excellence Framework results, where we ranked 10th, having enjoyed the biggest rise

of any institution in the Russell Group. This success is continuing, with academics at Birmingham attracting in excess of £250m in research awards in the last academic year. The University recently delivered an important strategic initiative to support a talented academic workforce with the introduction of a new Academic Career Framework (**Birmingham Academic Career Framework - University of Birmingham**). It is consistently amongst the most targeted universities by graduate employers.

We have our own non-selective secondary school and sixth form serving the diverse communities of Birmingham, and have a major campus in Dubai. We take our role seriously as an anchor institution for the UK's diverse, youthful, and dynamic second city, and are one of the largest employers in the region. We played a central role in the success of the Birmingham 2022 Commonwealth Games, and value our partnerships with local organisations including through our Civic University Agreement signed with Birmingham City Council and the West Midlands Combined Authority. Through The Exchange we have a city centre base from which to work with partners. We are currently working with Bruntwood SciTech and NHS partners to develop the Birmingham Health Innovation Campus which will open in 2024.

# Birmingham 2030 Strategic Framework

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Through our Birmingham 2030 Strategic Framework we have set an aspiration to become a top 50 global institution. We recognise this is a genuinely challenging aim, which will require a vibrant, intellectually exciting, and diverse University community for research and education, as well as working closely with our partners in Birmingham and around the world.

With world-class research and outstanding global education as our core mission, we will strive to increase the volume and

quality of our research to make an even greater difference to the world around us. We will be the UK's exemplary civic University, remaining firmly committed to our foundations in the highly diverse communities, people, and economy of the city of Birmingham and the West Midlands. A link to the Birmingham 2030 Strategic Framework can be found here: [\*\*www.bham.ac.uk/2030\*\*](http://www.bham.ac.uk/2030)





# Our University Community

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At Birmingham, we teach and research across the full breadth of academic disciplines, creating a vibrant community with multidisciplinary opportunities for research and education. We are a truly international community, comprising more than 8,000 staff, 38,000 students, and over 350,000 alumni. Our student community is not only one of the largest of any UK university, but also highly diverse, with 86% of our home undergraduate students from state schools, 43% from black, Asian or other minority ethnic backgrounds, and 36% in the first generation of their family to attend university. We have a diverse staff community: over one-third of our academic staff are from overseas, around 22% of our staff are from black, Asian or other minority ethnic backgrounds, and 5% have a declared disability.

Our most recent staff survey indicates levels of engagement and pride which most employers would be pleased to achieve, and we are committed to building on this through the inclusion of 'people and culture' as a core pillar of the Birmingham 2030 Strategic Framework. We support academics at all

stages of their career through our recently reformed Birmingham Academic Career Framework, with the aim of supporting colleagues to develop and maintain an academic culture of intellectual stimulation and high achievement, whilst fostering a deep affinity with the institution.

We value our diversity and aim to provide a welcoming and inclusive environment for all members of the University community. We believe our diversity is a source of strength that underpins the exchange of ideas, innovation and debate at the heart of our academic mission. We hold a Bronze Race Equality Charter Award and a Bronze Athena SWAN Charter Award at institutional level, with many school-level awards at both silver and bronze. The HR Service is closely involved in supporting the range of **University ED&I activities.**



Birmingham 2030 strengthens our commitment to sustainability as one of the core pillars of our activity. This includes using our research and education to make a major global contribution to the UN Sustainable Development Goals, a headline

aim to be net zero carbon for scope 1 and 2 by 2035 and overall by 2045. We are active partners in Birmingham's Tyseley Energy Park developing new technologies to contribute to Birmingham's net zero ambitions.



# Research and Innovation

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The University is one of the UK's most successful institutions in terms of research. In the latest Research Excellence Framework, we were placed 10th in terms of GPA, with the highest rise in position of any Russell Group university, and with significant improvements across the breadth of our disciplines – a genuine University-wide achievement. Our areas of research excellence are unusually comprehensive for a UK university, with a submission to 28 of a possible 34 Units of Assessment in the REF2021. The total value of research funding won by the University has grown rapidly in recent years, and we now have a portfolio of over 2,800 live projects with an award value to the University of over £900m.



Our academic community achieves remarkable things. We have been integral to some of the greatest scientific discoveries of recent times, such as the discovery of the Higgs boson particle and the detection of gravitational waves. We enjoy world-class expertise in areas as diverse as mental health, Shakespeare studies, global maternal health, formulation engineering, quantum technology, psychology, water science, air pollution, corpus linguistics, inter-faith understanding, and character education.

Our robust industrial partnerships support enterprise and innovation across several sectors, working with companies as diverse as Siemens, AstraZeneca, and the Royal Shakespeare Company, and drawing on our innovation assets such as the Birmingham Health Innovation Campus and the Manufacturing Technology Centre in Ansty, near Coventry.





Our Railway Engineering group, which was awarded the Queen's Anniversary Prize in 2017, has extensive collaborations with industry, including securing £92m investment through the Research Partnership Investment Fund.

Our world-leading High Temperature Research Centre is built on a £60m investment from Rolls-Royce and this collaboration won the 2023 Queen's Anniversary prize. We run one of the four

national quantum technology hubs, an £80m initiative that focuses on technology transfer from fundamental science to application. We support academics to engage with policy makers, and through the work of University of Birmingham Enterprise, manage the University's extensive technology transfer and academic consultancy business, IP protection and spinout portfolio.



# Leadership and Governance

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The University has a strong working relationship between the Council and the executive, and our recent Council effectiveness review commended the 'strong sense of there being "one team" across non-executives, executives and staff and student members'. The governing body of the University is the Council, which is chaired by the Pro-Chancellor, Mervyn Walker. Council comprises 24 lay, academic and student members, most of whom are lay members external to the University.

There are five committees, which report to Council: University Executive Board, Strategy, Planning and Resources Committee, Audit Committee, Membership Committee, and Remuneration Committee.

The University Executive Board (UEB) is the senior leadership team of the University and a Committee of Council. It is chaired by the Vice-Chancellor and its membership. **Leadership - University of Birmingham.**



The University is organised into five academic colleges, each of which consists of several schools and departments. Each College is led by a Pro-Vice-Chancellor and Head of College who is a member of the University Executive Board. The five colleges are: Arts and Law, Engineering and Physical Sciences, Life and Environmental Sciences, Medical and Dental Sciences, and Social Sciences.



To bring together the senior academic and Professional Services leadership across the University, there is a University Leadership Group (ULG) led by the Vice-Chancellor, which meets weekly and has regular strategy away days. The Director of People and Culture is a member of ULG.





# Professional Services

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The University of Birmingham has fully unified Professional Services, led by the Registrar and Secretary, who is supported by the Registrar's Leadership Group (RLG), made up of the Directors of Professional Services (Senior Officers) and the College Directors of Operations. The Registrar and Secretary is the University's Chief Operating Officer, reporting to the Vice-Chancellor and Principal. The Director of People and Culture is a member of RLG: [birmingham.ac.uk/university/colleges/professional/index.aspx](https://birmingham.ac.uk/university/colleges/professional/index.aspx)

We aim for high quality Professional Services in support of the University's academic mission. Across all of our Professional Services, we recognise that it is our people who are the heart of what we do, and so we are focussed on creating a culture for them to thrive. We have a sector-leading staff

development programme: **The Birmingham Professional**, supported by a long-standing Graduate Management Trainee programme: **Graduate Training Scheme**. Many of our senior leaders are also closely involved with professional sector networks and representative bodies.

We look to the national and international higher education sector, and beyond, to identify best practice. We compare our efficiency and effectiveness in Professional Services with other Russell Group and similar international universities in Australian, New Zealand and North America as part of the Uniforum benchmarking consortium.





These insights allow us to understand and adopt global best practice. For example, we have recently adopted a University-wide approach to the functional co-ordination of services connecting local with central support, with each Senior Officer acting as Functional Co-Ordinator for the area. We undertake an ongoing programme of service development in light of sector trends and in response to user feedback.

As a result, we have made significant improvements in recent years resulting in measurable improvements in user satisfaction and efficiency in several areas including HR operations, research support, finance, and IT services. This work is linked to an IT business system transformation programme, which included introducing Oracle Fusion as the 'Core System' for Finance, HR and Payroll.



# How to apply

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Download a full job description and submit an electronic application [online](#).

Please quote job reference 103833 in all enquiries. As part of our senior recruitment process your application may be shared in confidence with two external assessors (these will typically be professors within a related academic field, but external to the University of

Birmingham). Therefore your application may need to be sent outside the EEA. Their views may be sought on your suitability for shortlist and they may also be invited to be involved in the interview process. If you have any queries or concerns please contact Daljit Smith (College HR Business Partner) on **[d.smith.9@bham.ac.uk](mailto:d.smith.9@bham.ac.uk)** to discuss further.



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