

Do you see your future here?

Candidate Briefing Pack



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Hello and welcome

Thank you for your interest in the Newcastle University Futures (NU Futures) initiative. We are eager for you to join us as we take the next steps in realising our vision for a world-class university of the 21st Century, working together to unlock solutions to the most pressing challenges in our region and around the globe.

At Newcastle, we pride ourselves on delivering exceptional education and research fuelled by creativity and innovation. As a result, we are placed 15th in the world and fifth in Europe in the Times Higher Education Impact 2021 rankings for our impact on society and leadership towards achieving the United Nation's Sustainable Development Goals (SDGs). Our strong reputation globally positions us in the top 150 for both the Times Higher Education World University and QS World University rankings 2022. This is a testament to the hard work of our academics, professional service colleagues and students, who contribute to our research and teaching.

We have no intention of slowing down; in 2018, we launched a Vision & Strategy that sets ambitious goals for growth of people and resources to maintain our status as a research-intensive institution that provides world-class, research-led education.

A multidisciplinary approach is vital for our success, alongside agility and innovation, which were apparent across the sector during the COVID-19 pandemic.

We entered the pandemic in a stronger financial position than many UK universities, and our ambition is undimmed as we grow our academic community.

Alongside the continued recruitment of individuals to specific roles in our Schools and Institutes, we are recruiting more than 100 future academic faculty members through the sector-leading **Newcastle University Academic Track Fellowship (NUAcT)** initiative. More than fifty NUAcT fellows across a wide range of disciplines will have joined us since the initiative launched.

The Newcastle University Futures (NU Futures) initiative is our next step in realising the University's Vision. This is a unique opportunity for individuals at a variety of career stages, with fresh perspectives and diversity of thought, to develop exciting research and education initiatives contributing to the University's ambition to be a world-leading research centre.

Opportunities are available in Newcastle and across our global campuses, from Senior Lecturer to Professor grades, as appropriate to individuals. We expect NU Futures appointees to join, and in some cases lead, research groups and centres of international significance, including our portfolio of **Newcastle University Centres of Research Excellence (NUCoREs)**. NU Futures appointees will also join and/or lead groups developing innovative interdisciplinary educational programmes.

We need people who can showcase their passion for finding innovative solutions to the world's greatest problems, and seizing new opportunities to make a better world through education, research, and innovation. We encourage applications from individuals who can complement our existing teams. We believe that to successfully tackle significant societal challenges, we need collaborative teams whose backgrounds and personal experiences reflect the diversity of the world we live in. Newcastle University is ideally placed to develop and support world-leading teams.

If you share our vision to enhance our diversity and creativity, and work together towards a fully inclusive and collaborative culture where everyone's ideas thrive, we are excited to hear from you.



Professor Chris Day
Vice-Chancellor and President



Professor Nigel Harkness
Pro-Vice-Chancellor for the Faculty of
Humanities and Social Sciences



Professor Stephanie Glendinning
Pro-Vice-Chancellor for the Faculty of
Science, Agriculture and Engineering



Professor David Burn
Pro-Vice-Chancellor for the Faculty of
Medical Sciences

Our vision and strategy

Newcastle University is a world-renowned community of 6,400 talented and ambitious colleagues and approximately 29,000 students from 140 different countries.

Ranked amongst the world's top universities, we are recognised primarily for our teaching excellence and the impact of our research. Our focus on people enables us to benefit individuals, organisations, and society by harnessing academic excellence and creativity.

If you're looking for an exciting and vibrant workplace, Newcastle University is a perfect choice. Based in the modern and compact city of Newcastle upon Tyne – recently named the best city in the UK to bring up a family – and with easy access to some of the most beautiful countryside in the UK, we can offer a working and living experience to rival any other. In addition, we have an impressive network of external partnerships, notably with outstanding regional NHS Hospital Trusts, local government, cultural, charity, and commercial partners.

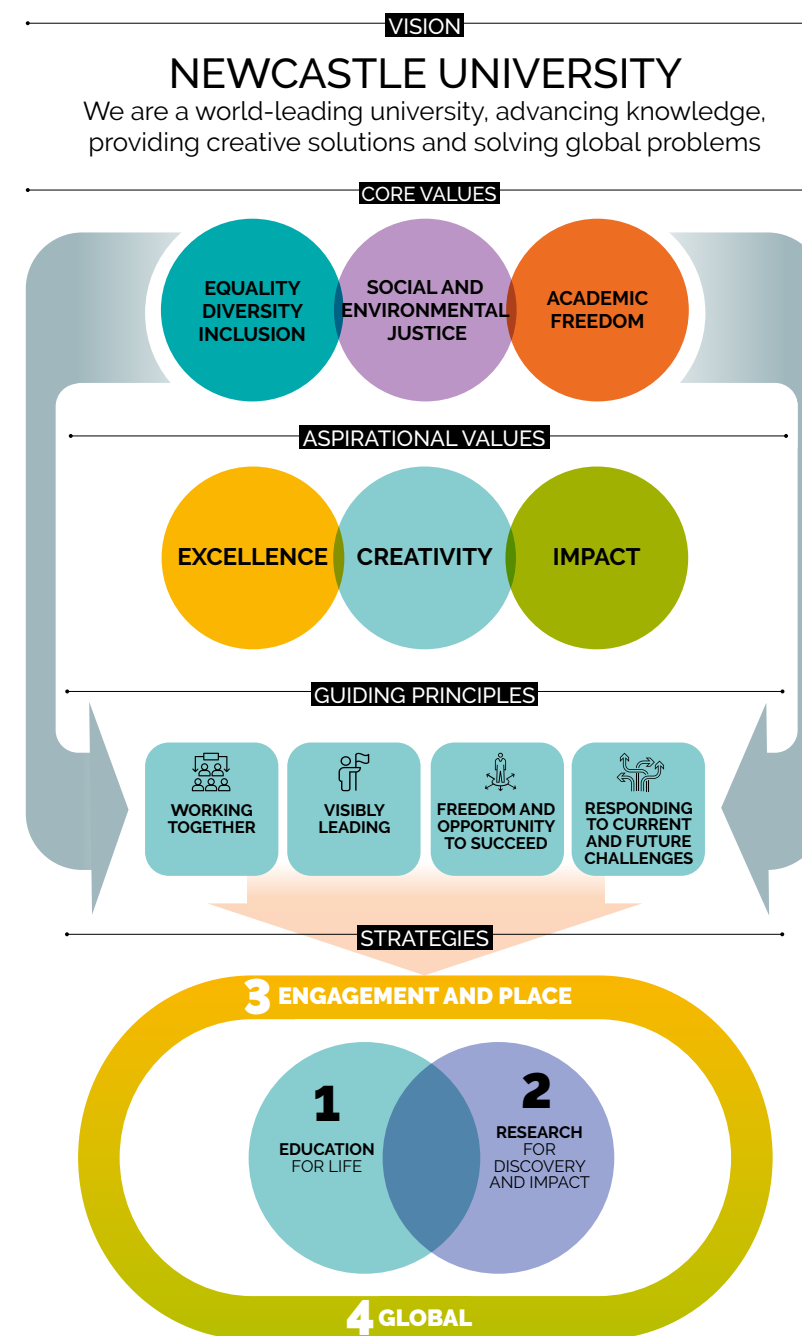
In 2018, we launched a **'Vision & Strategy'** that incorporates Research for Discovery & Impact, Education for Life, Engagement & Place, and Global strategies. This strategy recognises our pedigree of education and research relevant to our city, region, and the globe. Our culture of openness and transparency and longstanding commitments to equality, diversity, inclusivity, social and environmental justice, and academic freedom are the foundations of this strategy. In addition, our international connections are fostered through physical bases in Singapore and Malaysia.

The 2018 Strategy sets out Newcastle University's ambition to grow research power (i.e. capacity) and intensivity (i.e. resources) to 2025. It emphasises the further alignment of our attributes with UK imperatives; these include multidisciplinary, diversity, capacity-building, economic leverage, and internationalisation.

As a university, Newcastle is big enough to tackle the most pressing challenges and opportunities facing humanity and the natural world across our disciplines, but small enough to work cohesively across the University and with partners.

Our future priorities are driven by this 'one University, without walls' philosophy, and captured in four guiding principles: 'visibly leading'; 'working together'; 'freedom & opportunity to succeed'; and 'responding to challenges'.

“Our future priorities are driven by this 'one University, without walls' philosophy.”



The 2018 Vision & Strategy introduced several 'transformative initiatives' that will accelerate the University's evolution, including consolidating our research in multi-disciplinary Centres of Research Excellence (NUCoREs). The University also aims to further develop its technology-enhanced learning capability, which evolved significantly during the COVID-19 pandemic; and extend our Academies cluster to support working with policymakers, businesses, and Low-to-Middle Income Countries (LMICs).

We also seek to expand academic appointments through the Academic Track (NUAct) initiative. By 2025, NUAct will have appointed more than 100 researchers to transition to independence and progress to faculty posts, and fulfilled about half of our ambition for growth in research power. The NU Futures initiative is the next step on our journey for the development and transformation of both our research and education portfolios.

Newcastle University Futures initiative

NU Futures initiative offers a range of academic posts at a range of seniority - from Senior Lectureships to Professorships - to academics who are committed to contributing to the University's vision and achieving our collective ambition.

Recruitment is open for an array of 'opportunity areas' where Newcastle aspires to grow multidisciplinary excellence in education and research. Many of these map on to our strategic strengths as represented in our portfolio of NUCoREs (Newcastle University Centres of Research Excellence), National Innovation Centres, Academic Health Science Centre (linked with our two local Care Quality Commission rated "Outstanding" NHS Trusts), and other nationally significant assets.

We aim to build a cohort of NU Futures appointees who have a balance across the cohort of excellence in research and education. Some individual members of the cohort will have stronger credentials in research and some in education. Candidates with experience from non-academic sectors will be especially welcome.

Selection will place an emphasis upon the attributes of the person and their potential contribution to collaborate and work across disciplines. We aim to appoint candidates who bring innovative ideas in research and interdisciplinary education in these

'opportunity areas', and give them the freedom and opportunity to bring those ideas to life.

Clinical academic positions at consultant level are possible within the NU Futures initiative, subject to a joint appointment process with the relevant NHS employer, facilitated by the University.

NU Futures may also facilitate multiple appointments at different levels of seniority to an area of strength and encourage joint appointments across our 3 Faculties and 22 academic Units. Opportunities may be based in Newcastle or across our Global Campuses.

There is potential for appointment to influential leadership positions in several 'opportunity areas', including nationally significant research and innovation centres in Newcastle. These opportunities will sometimes be advertised in isolation but may also be taken up by appropriate NU Futures appointees.

We are looking for people committed to shaping

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We believe
that this scheme is
perfect for creative and
collaborative individuals

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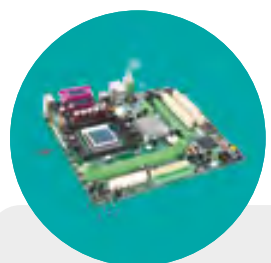
the University's collaborative culture that enables working together in a dynamic and supportive academic environment with colleagues across different disciplines, career stages, job families, and sectors.

We will help you connect with other members of the NU Futures cohort and additional cohorts and networks at the University, including NUAcT.

As a NU Futures academic, you will be a role model for Equality, Diversity and Inclusion (EDI), helping make Newcastle University a dynamic, modern and inclusive place to work and study. We have a longstanding commitment to EDI and are committed to academic excellence and ensuring equal opportunities to succeed. We value individual differences and the benefits that diversity brings to the pursuit of academic excellence and welcome applications from all backgrounds.

Our opportunity areas

Although we are recruiting across our Cluster Groups for Digital and Data; Ageing and Health; and Net Zero, within these Groups we are hoping to attract individuals to specific opportunity areas. For illustration, these include:



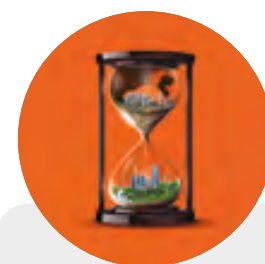
Digital and Data

- Data science
- Big data and epidemiology
- Health informatics
- Biostatistics
- Ageing and digital health
- Cancer epidemiology
- Statistical data science
- Engineering and artificial intelligence
- Software engineering
- Data security, privacy and resilience
- Digital policy and society
- Digital creativity
- Digital heritage
- Social consequences of artificial intelligence and machine learning
- Social media and public communication
- Digital architecture/manufacture
- Digital modern languages



Ageing and Health

- Spatial and regional inequalities
- Rare disease, especially neuromuscular and mitochondrial
- Behavioural science
- Ageing biology
- Paediatric cancer
- Cancer in older people
- Statistical data science
- Engineering and artificial intelligence
- Software engineering in healthcare
- Data security, privacy and resilience in healthcare



Net Zero

- Climate change mitigation and adaptation
- Renewable energy sources, systems, and networks
- Food security and sustainable agriculture
- Sustainable transport and future mobility
- Biodiversity
- Health and wellbeing
- Environmental policy, hazard, and risk reduction
- Behavioural science
- Sustainable urban futures

The offer – how we will support you

- A competitive salary, relocation and start-up package.
- Access to the facilities and resources you would expect at a world-class university.
- Leadership opportunities (e.g. Directorship, research theme lead, or leadership of Newcastle University Centres of Research Excellence, externally funded research and innovation centres, and significant campus developments).
- Membership of a unique academic cohort that are all making the transition to leadership in different disciplines.
- Mentorship from colleagues who have extensive research and teaching expertise and experience.
- The opportunity to join and participate in our world-class interdisciplinary research centres.
- Extensive training opportunities, including a bespoke personal development plan to support your leadership transition.

The opportunity – what you could achieve

- To build upon and accelerate your academic trajectory with support for obtaining competitive external funding, presenting and publishing your work, catalysing its impact, and developing a diverse group of researchers who share your passion.
- To contribute to enhancing education/scholarship in the University and beyond.
- To collaborate with colleagues inside and outside of the University who share your research questions and education objectives.
- To generate innovative – often multidisciplinary – programmes.
- To contribute to an excellent student experience, and see those students flourish.
- To work with academic and professional service colleagues to realise a vision for research-led education relevant to your field.
- To join extensive activities across the University that support engagement and impact in our city, region, and across the globe.
- To lead research and education programmes of regional and national significance.
- To benefit from being an employee of Newcastle University, with all that entails for work, life and play.



Person specification

Our NU Futures candidates will come from various backgrounds, bringing with them a wealth of experience in research, outreach, teaching, and more.

Some have stronger credentials in teaching, others in research, and others from experience in non-academic sectors. As such, there is no 'typical' NU Futures candidate.

All candidates will have a passion for research and teaching. They will also strive to develop a cohesive and positive research environment that extends to education and engagement activities.

You will also have an appetite for exploring ways of working across boundaries both within and outside of the university and the motivation and talent to carry out world-class innovation that can have a real and meaningful impact on a global platform. Your track record and proposals for the future will provide the evidence for these attributes.

KNOWLEDGE, SKILLS AND EXPERIENCE

Essential

- A clear vision for leading research networks and/or programmes, including plans to attract ambitious external research funding in a priority area.
- A successful track record of developing and delivering research commensurate with career stage.
- Able to demonstrate the ability to develop and deliver high quality, research-led teaching programmes.
- Commitment to values of Equality, Diversity and Inclusion and understanding how individuals' behaviours can contribute to positive research and education culture.
- Ability to lead and inspire a diverse team across teaching and/or research.
- Ability and skill to develop sustained relationships, including with internal and external colleagues, international partners and external organisations.

Desirable

- Experience of cross-disciplinary research projects and/or educational programmes in relevant research themes.
- A track record of developing colleagues across career stages and job families.

ATTRIBUTES AND BEHAVIOURS

Essential

- Willingness and commitment to lead, enthuse and nurture colleagues in developing a values-based and inclusive culture where individuals can thrive.
- Desire to be a leader of a positive research and education culture aligned to the University's four Guiding Principles and its Equality, Diversity and Inclusion Strategy.
- Willingness to contribute to broader activities that fall within the typical remit of an academic colleague, such as membership of committees, involvement in working groups, EDI activity, outreach, etc.
- Willingness to develop others, for example, through teaching, mentoring, and supervision.
- Personal resilience, able to work well in a changing environment, sometimes managing conflicting priorities.

QUALIFICATIONS

Essential

- PhD (or equivalent) in a relevant area of research
- For clinical academic candidates, to be within 3 months of completion of specialist training, or equivalent, and be eligible for full GMC specialist registration and appointment as a consultant in the UK.

Employee benefits



The University is committed to providing a great range of benefits and discounts for our colleagues, this includes:

- Excellent defined benefit pension schemes (e.g. USS, NHS).
- Excellent salary sacrifice schemes for cycle to work scheme and pensions.
- Generous annual leave of up to six weeks per year in addition to a Christmas closure period. You also have the opportunity to purchase a further two weeks additional leave per year.
- Family-friendly leave policies, a career break scheme.
- NCL Rewards which offers nearly 6,000 discounts at national retailers, holiday providers, cinemas, leisure attractions and much more.
- Webstore – offering discounts on local sports tickets, theatre shows and other attractions.
- Discounted regional travel scheme including bus, metro, and rail.
- On-site Sports Centre, cultural venues and Library..

Fostering equality, diversity and inclusion (EDI)

We value individual differences and the diversity that this brings. We aim to create a supportive and inclusive culture for everyone to reach their full potential.

The fostering and promotion of good relations and understanding between colleagues and students of all identities or backgrounds, is expected of everyone who works or studies at the University. By fully embracing equality, diversity and inclusion and embedding these principles in all that we do, we can provide better support for all our colleagues and students, and address new and evolving challenges.

We embrace our longstanding commitment to equality, diversity and inclusion, social and environmental justice, and respect for academic freedom. We continue to uphold these values as we create innovative and compelling opportunities to attract and support the most talented people from around the globe. Our ED&I strategy can be found [here](#).

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The fostering and promotion of good relations and understanding among colleagues and students, irrespective of identity or background, is expected of everyone who works or studies at the University.

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The University holds a Silver **Athena SWAN** award recognising our achievements in promoting gender equality and the career progression of women. We are also members of the **Stonewall** Global Diversity Champion programme, the **Business Disability Forum**, and the **Race Equality Charter**. Our NU Futures academics will be welcome to engage with the events and activities of our many colleague networks within the University including: **NU Women**, **NU Parents**, **Rainbow@NCL** (our LGBTQ+ Network), **NU Carers**, the **NU Race Equality Network** (NU-REN) and the **Disability Interest Group** (DIG).

For more information about EDI at Newcastle, and our current priorities and projects, see: ncl.ac.uk/who-we-are/equality

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Our origins

We aspire to be a people-focused institution that harnesses academic excellence and creativity to benefit individuals, organisations, and society as a whole.

As a founding member of the Russell Group, the UK's world-class research-intensive universities, we are leaders in research and research-led education.

The University traces its origins to 1834 and the need to address an industrial city's economic, health, and social challenges. We are an integral part of our host city of Newcastle upon Tyne, a diverse and vibrant community noted for its intellectual life, history, and thriving innovation climate. The region's tradition of invention and innovation spans more than 200 years, from the opening of the first permanent public railway line in 1825, through the birth of Pop Art in the 1940s to obtaining, in 2017, the world's first licence for a pioneering technique to eradicate inherited mitochondrial disease.



Newcastle University schools and institutes



Faculty of Humanities and Social Sciences

- School of Architecture, Planning and Landscape
- School of Arts and Cultures
- Newcastle University Business School
- Combined Honours and Philosophy
- School of Education, Communication and Language Sciences
- School X
- School of English Literature, Language and Linguistics
- School of Geography, Politics and Sociology
- School of History, Classics and Archaeology
- Newcastle Law School
- School of Modern Languages



Faculty of Medical Sciences

- Biosciences Institute
- Population Health Sciences Institute
- Translational and Clinical Research Institute
- School of Biomedical, Nutritional and Sports Sciences
- School of Dental Sciences
- School of Medical Education
- School of Pharmacy
- School of Psychology



Faculty of Science, Agriculture and Engineering

- School of Computing
- School of Engineering
- School of Mathematics, Statistics and Physics
- School of Natural and Environmental Sciences

Find out more about Newcastle University's Schools and Institutes [here](#).

Academic excellence

Newcastle University is highly placed in the major global rankings, and especially in those which are based on the social and economic impact and the number of citations of our work.

We have excelled in start-up and spinout company creation in recent years, most recently ranking 3rd and 4th amongst UK institutions, respectively.

Several characteristics have defined us over the years and will continue to be prominent features of our **Vision**. These include our clear focus on education and research directly relevant to our city and region, a culture of openness and transparency, and longstanding commitments to equality, diversity and inclusivity, and academic freedom.





Globally ambitious

Our global strategy supports our aim to have a strong international community, experience, reputation and impact.



We are proud of our international community, hosting students from more than 140 different countries and staff from more than 80 countries. We have excellent cross-cultural interaction from working with more than 200 overseas universities and institutions.

We have extended our reach beyond the UK by establishing a presence in Singapore and Malaysia.

In 2008, in partnership with the Singapore Institute for Technology, we opened our Newcastle University in Singapore. We now offer six degree programmes supporting more than 700 students annually and several Masters degree programmes.

With the opening of Newcastle University Medicine Malaysia (NUMed) in 2011, we became the only UK University to have a wholly owned medical campus overseas. Our purpose-built campus and world-class staff and students are the heart of the Newcastle community in Malaysia. NUMed delivers degrees in medicine and biomedical sciences to 800 students. The first doctors from NUMed graduated in June 2014.

Excellent colleagues and students

In 2015, Newcastle University won the Outstanding Leadership and Management Team category in the Times Higher Education Leadership and Management Awards for the second time in four years.

Receiving praise for our innovative programmes to develop leadership throughout the University and improve the diversity in senior positions.

In terms of colleague and student numbers, the University has recently grown more rapidly than comparable institutions, with an income of more than £550 million in 2019/2020. We are one of the largest employers in the North East of England, with approximately 6,400 colleagues.



Investing in world-class facilities

The University's financial position is firm: we have invested approximately £100 million in our city-centre campus over the past few years. We will continue to do so over the coming years.

This has enabled us to achieve significant refurbishments of our existing estate, for example, the phased refurbishment of the Armstrong Building and the development of outstanding new facilities such as our flagship, £58m Urban Sciences Building and the 1,277 bed Park View Student Village. Current projects include a new £16.2m Sports Centre, the redevelopment of the Stephenson Building, and the refurbishment of the Henry Daysh Building.

We actively invest in projects that are helping to attract new businesses and jobs to the region. For example, in partnership with Newcastle City Council, we have created Newcastle Helix, a £350m urban regeneration project, the largest in the UK. Here, we have invested £34m in the Frederick Douglass Centre, a major learning and teaching facility, and £50m in bespoke headquarters for our three National Innovation Centres for Ageing, Data and Rural Enterprise and the National Institute for Health Research Innovation Observatory. These projects create high-quality teaching, learning, social and living environments for our students and colleagues.

In 2019, the University purchased the Campus for Ageing & Vitality from the NHS, providing more than ample estate for future expansion of research facilities within the city centre and a short walk from our main campus. We also invest in cultural venues linked to our academic excellence. The Hatton Gallery is part of our world-class School of Arts and Cultures. At the same time, the Great North Museum: Hancock (GNM) is home to extensive natural history, archaeology and ethnography collections. Managed on our behalf by Tyne & Wear Archives & Museums, the GNM and Hatton Gallery hundreds of thousands of visitors each year.

Living and working in Newcastle

Newcastle is the cosmopolitan capital of the North East of England. Over the past 20 years, a cultural regeneration has changed the area beyond recognition, creating a stunning cityscape and a special place that rewards people and families who choose to visit, live, work, study and invest here.

Newcastle is a modern, compact, welcoming, and culturally vibrant European city with a strong identity. The city centre is easy to get around and offers excellent shopping, restaurants, museums, galleries and cinemas. It's renowned for its stunning architecture with many fine buildings and streets, including Grey Street, described by seminal architectural historian Nikolaus Pevsner as 'one of the finest streets in England'. Once a busy industrial and commercial dockside, Newcastle's Quayside is now packed with cafés, bars, and restaurants to enjoy views of the River Tyne and its bridges.

Neighbouring Gateshead, on the south bank of the Tyne, is now famed for its contemporary culture and iconic structures, including the BALTIC Centre for Contemporary Art, converted from a landmark industrial building in the 1990s and now a major international centre for contemporary art, the Sage Gateshead concert venue occupying a curved glass and steel building designed by Norman Foster, the Stirling Prize-winning Gateshead Millennium Bridge and Antony Gormley's Angel of the North.

Sports fans are spoilt for choice in Newcastle, with regular top-flight football, rugby and basketball fixtures in the city. In addition, Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground hosts county, one-day international, Twenty20 and Test matches.

Nearby, Close House golf resort is listed among the UK's top 100 golf courses and, every year, the

world's largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

The region is steeped in history. The Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, are only 30 minutes drive to the north. At the same time, Hadrian's Wall world heritage site lies to the west. South of the city in County Durham, where the ancient city of Durham is complemented by a heritage coastline and rural towns and villages.

Exceptional transport links connect the city and region to the rest of the UK, Europe and beyond. Newcastle International Airport is just over 20 minutes from the city centre by car or public transport, from where there are direct flights to over 80 destinations across the globe.

The East Coast mainline provides direct access to London by train in less than three hours and Edinburgh in just over an hour, with trains running approximately every 30 minutes. In addition, the A1(M) motorway links the area to London, Edinburgh and other major UK cities.

Getting around Newcastle on foot or by public transport is more straightforward than many other urban centres. This is because the modern, integrated transport system includes an extensive network of local buses and the Metro which connects the airport, city centre, coast and Sunderland. Services are reliable and good value, making commuting extremely easy.

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Our region is one of the best value places to live in the UK based on the average cost of living, and property is significantly more affordable than in many other parts of the country. From carefully restored Victorian terraces to contemporary city-centre apartments, semi-rural locations to a seafront home, the region offers a wealth of accommodation choices.

Newcastle's hospitals have an international reputation for excellence in health care. The university works in close partnership with the Newcastle Hospitals NHS Trust and Cumbria, Northumberland, Tyne and Wear Mental Health Trust. Education here also has a strong reputation, with a choice of excellent state and private schools, several Further Education colleges and of course our world-class universities.



How to apply

Please apply via our recruitment webpage: ncl.ac.uk/vacancies

Your application should consist of the following documents:

1

Cover letter (one page maximum)

Outline your motivation to apply, your fit to the application criteria and opportunity areas. Your letter must state which academic unit(s) you would see as your host – please see the table 'Newcastle University Schools and Institutes' – and how you envisage your academic interest will complement those of colleagues at Newcastle.

2

Future plans summary (one page maximum)

Outline your academic niche (in research and/or education) and how you would progress your academic aspirations through this position. Please explain your plans for funding of research proposals, and how your work would drive forward research and teaching at Newcastle.

3

Statement (250 words maximum)

Explain your approach to promotion of equality, diversity and inclusion and of a positive academic culture.

4

Full CV

- Training and qualification history
- Employment history, including dates and positions/roles held to date
- Teaching experience, qualifications and innovations
- Research funding history, and any awards or prizes received
- Research outputs (e.g. publications, talks, patents, methodologies, impact generation, etc)
- Any contributions to other academic activities, including to mentorship, supervision, outreach and promoting a positive research culture
- Any other relevant experience and achievements



All documentation must be completed in no less than **11pt font** and must not exceed the length requirements or they will not be considered. **Any incomplete applications will not be considered.**



NU Futures
ncl.ac.uk/futures