



Swansea University  
Prifysgol Abertawe

# SWANSEA UNIVERSITY SCHOOL OF MANAGEMENT

Candidate pack



**ABOUT SWANSEA UNIVERISTY**  
*AMBITION, VISION AND PURPOSE*



# SWANSEA UNIVERSITY

## Making Waves Since 1920



### The Abbey

A stunning historical building, rich in wildlife, at the heart of Singleton Campus; one of our two award-winning beachfront campuses

Swansea University is a research-led institution that thrives on exploration and discovery. We offer a compelling balance of excellent teaching and research, matched by an enviable quality of life on our two beachfront campuses.

Having celebrated our centenary year in 2020, we are extremely proud of our contribution to the transformation of Swansea as a city of distinction.

We have enjoyed a period of tremendous growth, which has been matched by the highest standards of student experience, whilst being resilient in adapting to changing landscapes. We are innovative in approach to our teaching delivery and operations, and proud of our collaborative staffing community.

We are ranked Top University in Wales and 26th UK University, in the Guardian University Guide 2023. We are also ranked 15<sup>th</sup> in the UK for course satisfaction.

Students are at the heart of what we do, evidenced by our University of the Year award, in the 2019 What Uni Student Choice Awards. We also took the top spot in the International category. In the 2021 awards, we were awarded Silver (2<sup>nd</sup> place) for Diversity and Inclusion, and in the 2022 StudentCrowd Awards we featured in the Top 20 Best UK Universities.

91% of our research environment produces world-leading and internationally excellent research, as assessed in the Research Excellence Framework (REF) 2021. We've also just achieved our best ever QS World University Rankings by subject, with four subjects in the top 100 and 16 in the top 250, in the 2023 rankings.

We were ranked top 200 in the Times Higher Education Impact Rankings 2022, which captures universities' impact on society, based successes in delivering the United Nations' Sustainable Development Goals (SDGs). We achieved global top 20 for three SDGs, highlighting our strength in areas of Responsible Consumption and Production (14<sup>th</sup>), Peace, Justice and Strong Institutions (14<sup>th</sup>) and Sustainable Cities and Communities (18<sup>th</sup>).

We are committed to promoting gender equality, diversity and inclusion, and have been a member of the Athena SWAN Charter since 2008. We hold a Silver Institutional Award; the highest standard currently awarded to any UK University; and were the first university in Wales to achieve this.



# OUR STRATEGIC VISION

An integral part of our success is our ability to provide excellent teaching and research, as well as an enviable quality of life for both our colleagues and students.



We are, and will continue to be, a principled, purposeful and resilient University that balances excellent teaching with world-leading research and innovation in an open environment which enables our students and colleagues to excel. While we are valued globally as a trusted partner, we are deeply committed to our region and are proud to be a University for Wales.

**Gweddw crefft heb ei dawn / Technical skill is bereft without culture**

We are at heart an intrinsically principled, purposeful and resilient organisation, characterised by the distinct values, culture and behaviours that lie at our core and underpin the five key strategic pillars:

## 1. OUR CIVIC MISSION:

We are proud to belong to the City of Swansea and the Swansea Bay City Region. With campuses in three local authority areas, we recognise that our University is the region's university.

## 2. OUR STUDENT EXPERIENCE:

Our students are at the heart of our University and we can take pride in our consistently strong reputation for the quality of our student experience, the strength of our student support services, and our commitment to student mental health and wellbeing.

## 3. OUR LEARNING AND TEACHING:

The sharing of knowledge to nurture independent, critical thinking is fundamental to our purpose. It enables our students to be resilient in the face of global challenges and to adapt to the changing world of work. We celebrate our Welsh heritage and are proud to be part of a bilingual nation.

## 4. OUR RESEARCH:

Our research changes lives, drives innovation and regional growth, and is aligned to the UN Sustainable Development Goals. It impacts on our culture, society, health, wellbeing, economy and our planet.

## 5. OUR ENTERPRISE:

We are exceptionally collaborative and entrepreneurial. We were founded by industry, for industry, and we remain true to the ambitions of our founders, working with industrial, commercial and public sector partners for the benefit of our region and nation.

*Each of these areas is marked by our commitment to making a difference, to being socially and environmentally responsible, to striving for excellence, and to maintaining a global outlook that enables us to be a community University with international reach and reputation*



View our full [Strategic Vision and Purpose](#) online

# TEACHING EXCELLENCE

We are an ambitious institution providing an outstanding and balanced academic environment that enables students and colleagues to excel.

Our commitment to diversity, combined with our ability to take students with low entry tariffs whilst achieving sector-leading graduate employability, demonstrates the value that is added by our University's rich student experience and teaching quality. Our University is one of the UK's leading HEIs for learning gain, with graduate employment at the heart of our provision.

Colleagues at Swansea are committed to professional development, continually providing inspirational and transformative learning, working at the leading edge of teaching activities.

Our Academic community includes individuals who have received independent recognition for their achievements such as; BMA Cymru Wales/BMJ Clinical Teacher of the Year; WISE Innovation award winner; Nation's Lifesavers – top 100 individuals; Advance HE National Teaching Fellowship; and many more.

We also have a number of unique academies and services, that leverage our research credentials and industry partnerships to support our world class teaching and learning offering.

Our state-of-the-art Health and Wellbeing Academy provides opportunities for students to work alongside highly qualified practitioners, in a professional, relaxed and friendly environment.

The academy supports the health and wellbeing of people in local region. In 2018 it was recognised for its achievements; winning the Social and Community Impact category, in the Guardian University Awards.

The Swansea Employability Academy (SEA), in partnership with the Students Union, provides funding for student-led employer engagement events. SEA enables students to lead on their own initiatives, ensuring that learning and experience exists in tandem, resulting in successful graduate career opportunities.

All our academies focus on enhancing teaching and learning excellence and aim to maximise the benefits not only to our students and colleagues, but to the wider community too.

School of Management, Bay Campus

**The  
Guardian**  
RANKED TOP IN WALES  
(The Guardian University Guide 2023)

**The  
Guardian**  
15TH IN THE UK  
COURSE SATISFACTION  
(The Guardian University Guide 2023)



# RESEARCH EXCELLENCE

As a research-intensive University, Swansea University continues to excel with research that has real-world impact.

We submitted the work of a record number of researchers (578) for assessment to the Research Excellence Framework (REF) 2021, representing a 56% increase on the 370 submitted in 2014. We are therefore delighted that we have grown our overall proportion of world-leading and internationally excellent research from 80% in 2014 to 86% in 2021. This a very real endorsement of the dedication and hard work that so many colleagues across our University community have put in over the REF period.

We are committed to research with real-world benefit; whether it be in the capture of carbon dioxide to create a greener plastic, or in building houses that act like power stations; to regenerating and transforming industrial landscapes or understanding better the needs and aspirations of an ageing population.



**1090**  
INNOVATIVE  
RESEARCHERS

**91%**

RESEARCH CLASSIFIED AS  
'WORLD LEADING' OR  
'INTERNATIONALLY  
EXCELLENT'

(REF 2021)

**TOP  
400**  
GLOBAL QS  
RANKING

**578**

RESEARCHERS' WORK  
SUBMITTED FOR REF  
ASSESSMENT  
IN 2021



Through the provision of excellence in our research environment, business and management at Swansea University continues to go from strength-to-strength. This is evident in the significant gains we have made in research outputs rated as world leading, and also in the growth in our research income and PhD completions.

**Professor Paul Jones,**  
Head of School of Management

# INNOVATION & ENTERPRISE

Swansea University was founded by industry, in 1920, to deliver for industry. Over one hundred years on, we continue to have impressive links with commercial and industrial partners across a range of sectors.

We are committed to collaborations that lead to innovation. We are proud to have homegrown, award-winning enterprises actively working with our University. We currently have:

- *Over 40 companies co-located on our campuses*
- *Over 30 Bay Campus spin-out enterprises, since it opened in 2015*
- *£80m HEBCI collaborative research income - our highest ever and an increase of £6m from 2021*

We listen to business needs and develop effective strategies that are mutually beneficial, helping to:

- *Solve industry challenges and discover new opportunities*
- *Provide two-way access to talent and future-proofing Skills for industry*
- *Provide commercial opportunities such as flagship industry co-located centres.*

In recognition of our University's importance to the Swansea Bay City Region, we have pledged, alongside Swansea Council, to work closely to create more jobs, improve education and continue promoting a culture of enterprise and innovation.

We have a number of significant, long-term partnerships with industry, ranging from TATA and Rolls Royce to the DVLA and SKY.

## CITY DEAL

The £132 million Swansea Bay City Deal **Campuses project** has been approved by the UK Government and Welsh Government.

With £15m secured to develop sites in Morriston and Singleton, this project will promote innovation and business growth in the expanding Medical Technology and Sports Technology sectors.

The project is led by Swansea University, in partnership with - Swansea Council, Swansea Bay University Health Board, Hywel Dda University Health Board, A Regional Collaboration for Health (ARCH) Partnership and key private sector partners. It's planned to generate over 1,000 jobs in the Swansea area and will be worth over £150 million to the regional economy by 2033.





# THE CITY OF SWANSEA

Swansea, Wales' city by the sea, is a lively and vibrant maritime city with a diverse population of 240,000. It is both picturesque and cosmopolitan, offering an excellent quality of life.

As Wales's first 'Human Rights City', it is a thriving city of celebration. Over the years, it has become an increasingly diverse and inclusive place to live and work in. It boasts of people and culture from around and culture from around the world at the heart of the city centre, embraced through its food, festivities, cultural and community life.

Swansea, and surrounding regions in South Wales, has a strong sense of place, making people feel at home, whilst having direct links to London and Manchester and Cardiff. It succeeds in offering children a flying start in life through its educational establishments as well as recreational provisions. It encourages people to learn successfully, providing opportunities for everyone to benefit from a good place to live and work.

The city is set to continue evolving at pace with The Swansea Bay City Deal; a £1.3bn investment secured by the Swansea Bay City Region for 11 major projects across Pembrokeshire, Carmarthenshire, Swansea and Neath Port Talbot; being a key factor.

Only a stone's throw away, the Victorian resort of Mumbles, also known as the 'Gateway to Gower', offers a fantastic array of attractions, including a pier, traditional boutiques, craft shops and ice-cream parlours. The Gower Peninsula – designated Britain's first 'Area of Outstanding Natural Beauty' – extends west of Mumbles in a succession of stunning coastal and rural sceneries.

To the east, the 'Waterfall Country' at Afan and the Vale of Neath is a haven for walkers and bikers alike. A journey west, takes you to Britain's only coastal national park: Pembrokeshire. Swansea is also privileged to be less than an hour's drive from the Brecon Beacons National Park.





**THE FACULTY OF HUMANITIES AND SOCIAL SCIENCES**  
*AND THE SCHOOL OF MANAGEMENT*



# THE FACULTY OF HUMANITIES AND SOCIAL SCIENCES



Bay Campus

Our faculty is home to a welcoming and inclusive community that pursues scholarship, research and innovation that benefits society, and which promotes a student experience that enables our students to become highly skilled, socially aware global citizens.

We make a significant contribution to the University's cultural and civic mission work, and are committed to promoting our Welsh language and culture.

## SCHOOLS

### **SCHOOL OF CULTURE AND COMMUNICATION**

Contributes to our university's cultural and civic mission work, and offers a diverse range of programmes, designed to enable our students to become accomplished, socially aware, global citizens. The School supports students gain practical experience in their field of study.

### **SCHOOL OF MANAGEMENT**

A UK top provider of management, and accounting and finance education. The School's vision is to make a difference to society and the economy locally and globally through excellence in research-led teaching.

### **HILLARY RODHAM CLINTON SCHOOL OF LAW**

Enjoys an international reputation and prepares students for a range of careers that make a difference to society. Specialist centres include Children's Human Rights to Cyberterrorism and LegalTech.

### **SCHOOL OF SOCIAL SCIENCES**

Covering criminology, sociology and social policy, economics, education and childhood studies, and politics, philosophy and international relations, the School provides education through exploring theory and engaging in practical opportunities in the working world.



# THE SCHOOL OF MANAGEMENT

The School of Management at Swansea University is one of the UK's leading providers of management, economics, accounting, finance, marketing and tourism education. An excellent track record of producing some of the country's most successful graduates, teamed with world-leading, forward-thinking staff, modern facilities and close links with industry, makes it a truly special place to work and study.

## ENVIRONMENT

Sitting within our impressive Bay Campus, a £450 million beachfront development, just half a mile from the M4; the School is home to over 100 staff and more than 2,600 students. Boasting world-class facilities with an impressive communal Atrium, teaching rooms, meeting rooms and PC Labs, has meant that students have access to an outstanding learning environment. We aim to provide an inclusive workplace and are proud to hold a Bronze Athena SWAN Charter **award**, for our commitment to promoting gender equality.

## AMBITION

We aim to deliver world-class education through collaboration, innovation and fresh thinking, and pride ourselves on the outstanding student experience on offer here. Through our enterprise and innovation activities, our business links are strong and not only enhance the learning experience for our students but they also have an impact on the local and global economy.

## OPPORTUNITY

The School of Management aspires to be known globally as a centre for educational excellence and we strive to address some of the most significant local and global challenges, in the areas of health and well-being, digital society and sustainable economies. We work in partnership with other schools and faculties, and external organisations to create programmes that reflect the skillsets required by an evolving workplace; enabling us to create workplace-ready graduates.

*Be part of the School of Management success story*

FACULTY OF HUMANITIES  
AND SOCIAL SCIENCES



**90%** OF GRADUATES ARE IN EMPLOYMENT,  
STUDY AND/OR OTHER ACTIVITIES  
SUCH AS TRAVELLING

15 MONTHS AFTER LEAVING SWANSEA UNIVERSITY

(HESA 2022)

## STAFF COMPOSITION (School)

RACE:

**25%**

ETHNIC  
MINORITY  
COLLEAGUES

GENDER:

**52%**

FEMALE

**48%**

MALE

**AACSB**

**Business  
Education  
Alliance**

Member



School of Management Atrium

# UNIVERSITY STRUCTURE

## SENIOR LEADERSHIP TEAM

Our University consists of three faculties; *Faculty of Humanities and Social Sciences*; *Faculty of Medicine, Health and Life Science*; *Faculty of Science and Engineering*, and is led by a Senior Leadership Team, consisting of:

**Vice-Chancellor**  
**Registrar & Chief Operating Officer**  
**Pro Vice-Chancellor (Education)**  
**Pro Vice-Chancellor (International)**  
**Pro Vice-Chancellor (Research & Innovation)**  
**Pro Vice-Chancellor (Faculty of Humanities and Social Sciences)**  
**Pro Vice-Chancellor (Faculty of Medicine, Health and Life Science)**  
**Interim Pro Vice-Chancellor (Faculty of Science and Engineering)**  
**Chief Financial Officer**

Professor Paul Boyle  
Mrs Niamh Lamond  
Professor Deborah Youngs  
Professor Judith Lamie  
Professor Helen Griffiths  
Professor Elwen Evans KC  
Professor Keith Lloyd  
Professor David Smith  
Mrs Sarah Jones

## PROFESSIONAL SERVICES

Our Professional Service Directorates support our University's work and are responsible for ensuring efficient and effective professional services across our University's activities:

**Academic Services**  
**Estates and Facilities**  
**Human Resources**  
**Information Services and Systems**  
**Marketing, Recruitment & International**  
**Planning and Strategic Projects Unit**

**Research, Engagement and Innovation Services**  
**Vice Chancellor's Office**

Mr Adrian Novis  
Mr Greg Ducie  
Mrs Sian Cushion  
Mr Paul Westmore  
Mrs Rebecca Lever (interim)  
Mr Andrew Jones  
/ Miss Louisa Parry  
Mr Ceri Jones  
Ms Louise Woollard





**PEOPLE, CULTURE & BENEFITS**  
*AN INCLUSIVE ORGANISATION*

# EQUALITY, DIVERSITY & INCLUSION

Our people are our most important asset and they define our University. We are a principled organisation. We understand that our daily behaviours matter; we believe in each other, we support one another, we celebrate each other's achievements, and we hold each other to account. We respect our colleagues, treating others as we expect to be treated, and we work as one university, recognising that every colleague contributes to our success. And we champion freedom of speech.

We aim to provide a supportive environment that's free from unfair discrimination and enables people to fulfil their personal potential.

We are committed to promoting equality, diversity and inclusion, for all and are proud to have been recognised by our students for this, evidence in silver award for Diversity and Inclusion in WhatUni 2021 awards.

We are proud to be:

- Accredited **Real Living Wage** employer
- **Athena SWAN** Charter member
- Employers for **Carers** member
- **Race Equality** Charter member
- **Stonewall** Top 100 Employer
- **Victim Support** Hate Crime Charter member

 [Find out more: Equality, Diversity & Inclusion web pages.](#)





# BENEFITS OF WORKING AT SWANSEA UNIVERSITY

We provide an excellent working environment, that's free from unfair discrimination and is supported by our warm and welcoming campus communities and enables people to fulfil their personal potential.

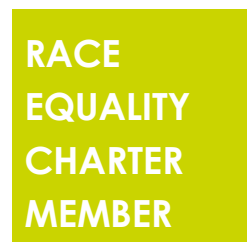
We really value our colleagues and are proud to be an accredited real living wage employer.

Our teaching colleagues, are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

Our dedicated Research, Engagement & Innovations Services (REIS) team work across both campuses, to support the entire life-cycle of research ideas, from grant capture, to project management, the commercialisation of research, and the development of business ideas.

Colleagues can also benefit from our state-of-the-art Health and Wellbeing Academy, which provides opportunities for individuals to benefit from highly qualified practitioners, in a professional, relaxed and friendly environment, whilst supporting the training of our students.

We know that people have commitments outside their job. We aim to help colleagues achieve the right work-life balance for them. We have a range of benefits – *from family friendly policies, to agile working and wellbeing initiatives, discounts and savings, and more!* - all supported by the services of our award-winning HR department and our Health and Wellbeing teams.



 Find out more: [Benefits of working at Swansea](#)

# AN EXCITING TIME TO JOIN SWANSEA UNIVERSITY

Swansea University has been making a difference since 1920. More than one hundred years on, we continue to excel and grow with purpose and integrity.

Our stunning waterfront campuses make us a desirable location for staff from around the world, and our multicultural community provides a global perspective, enabling those who join us to develop skills and knowledge, enriching their careers.

Join us, and help shape our next century of innovation and excellence

