

Keele University

An Employer of Choice


INVISIBLE THREADS
FORM THE STRONGEST BONDS

INTRODUCTION FROM THE VICE-CHANCELLOR

Thank you for your interest in one of our vacancies. We hope you will explore the variety of opportunities open to you both on a personal and professional level at Keele University through this guide and also our web site.

Keele University is one of the 'hidden gems' in the UK's higher education landscape. Keele is a research led institution with outstanding teaching and student satisfaction. We have also significantly increased the number of international students on campus to c. 17% of our total taught on-campus student population.

Our ambitions for the future are clear. Keele offers a 'premium' brand experience for staff and students alike. We cannot claim that our experience is unique, but it is distinctive, from the scholarly community resident on campus – we have over 3,200 students living on campus, along with over 170 of the staff and their families – to the innovative Distinctive Keele Curriculum (DKC) which combines curriculum, co-curriculum and extra-curricular activities into a unique 'offer' that can lead to accreditation by the Institute of Leadership and Management (ILM). We have a strong research culture too, with a good research profile in all our academic areas, and world-leading research in a number of focused fields. These range from inter alia Primary Health Care to Astrophysics, Insect-borne disease in the Tropics, Sustainability and Green Technology, Ageing, Music, History and English literature.

We continually attract high calibre applicants to all our posts across the University and pride ourselves on the rigour of the selection process. We hope you will take the time to apply for one of our vacancies and join our diverse group of staff that deliver a high quality student experience.

I wish you the best of luck with your application.



Professor Nick Foskett
Vice-Chancellor



BACKGROUND

Keele University is a world class campus-based university committed to providing the highest quality learning and living environment in which our students and researchers can flourish. The University makes a unique contribution to higher education in its continued commitment to encouraging interdisciplinary and multidisciplinary education and research.

Keele offers distinctive educational programmes and a learning environment that enables our students to make the most of their time at university, and develops graduates who can thrive in whatever sphere of life they choose. As a result, Keele students are among the most satisfied in the country. The University is consistently in the top ten UK universities for student satisfaction and Keele graduates are highly prized for their flexibility of thought and the maturity of their social skills. The University has one of the best graduate employment rates in the UK, clearly evidencing that our students achieve their potential. Keele remains in the UK top ten for student employability, with 94.5% of students who graduated in 2011 finding full-time employment or further study within a year.

Keele was the first new post-war UK university of the 20th century and exemplified the innovation and idealism of the post-war generations, offering a bold, alternative vision for Higher Education. The University College of North Staffordshire was founded in 1949 and received its Charter as the University of Keele in 1962. There was a deliberate aim to break away from the pattern of the specialised honours degree, avoiding as far as possible the divisions between different branches of study. While there have been changes, the coherence of Keele's academic vision remains. Half of our undergraduate students still study two subjects to honours level.

Keele research also helps shape the world – whether it is battling malaria or discovering new planets. The most recent RAE classified 85% of the University's research as world-leading and of international importance. The innovations and discoveries of Keele academics are key contributors to wider social and global issues.

A key strategic aim of the University is to promote a campus environment that embraces and promotes sustainability, and to become a sustainable community. Keele campus has a range of energy sources that provide a unique test-bed for research, which can make important contributions to the development of knowledge and new technologies in this area. The new Sustainability Hub, located in a restored 19th Century farm to the north of the campus, is a flagship building for teaching and learning. The Hub brings together universities, researchers, local communities, schools, national and international experts, and those wishing to learn about sustainability.

As a world class university Keele has connections across the globe. The University is in contact with more than 43,000 of its alumni in 139 countries. This global network includes senior diplomats and politicians, leading business people and officials in international NGOs, such as the UN. Our research is also increasingly international in its partnerships, with strong links in every continent.

On campus there is the opportunity to experience a truly international flavour, as the diversification of our student population now sees more than 120 countries represented at Keele, while nearly all undergraduate students get the opportunity to spend a semester abroad as part of their studies at one of the University's 50 plus partner universities worldwide.



FACTS & FIGURES

FACTS AND FIGURES



- Keele was 3rd in England for employability of graduates 2011 in the Higher Education Statistics Agency (HESA) graduate employment table (excluding the small specialist institutions).
- We came 5th in the National Student Survey of UK universities for overall student satisfaction with an exceptionally high score of 91%, exceeding the national overall satisfaction rate of 85%.
- In the most recent national Research Assessment Exercise, 85% of our research was classified as world leading or of international importance.
- We were voted in the top 10 of Britain's most intellectually stimulating universities by the Telegraph (October 2012).
- Our Students' Union is ranked the 4th top Student Union in the UK for nightlife ('Which?' University).
- We were ranked 61st in the Times Higher Education '100 Under 50' league table of the world's best young universities in 2012.
- Keele has moved up three places to 29th in the prestigious Sunday Times University League Table 2013 for UK universities.
- Keele has been placed, for the second consecutive year, amongst the world's top universities in the Times Higher Education World University Rankings, positioned in the top 3%. (based on approximately 10,000 institutions recognised by UNESCO).
- We are the UK's largest, and one of its most attractive, university campuses, with 617 acres of landscaped parkland, fields, woodlands and lakes.
- We are ranked 6th place in The Daily Telegraph's, 'Britain's most beautiful universities' guide.
- We are the safest campus in the West Midlands in the BBC news league tables for crime rates.
- In the last 10 years alone we have invested £115 million in our campus and infrastructure.
- There are 3,200 bedrooms on campus and we have one of the highest proportions of student rooms owned and managed by a university.
- We are in contact with more than 43,000 alumni living in 139 countries.

KEELE AT THE HEART OF THE UK



Located at the heart of the UK, Keele is easily accessible from anywhere in the country. Set in over 600 acres of woodland, parkland and formal gardens, the University is within an hour's drive of Manchester and Birmingham, and just one and a half hours by train from London. Close to the edge of the urban centres of North Staffordshire (Newcastle-under-Lyme and Stoke-on-Trent) Keele combines a semi-rural campus with easy access to urban services and facilities. It is also within easy reach of the outstanding landscape of the Staffordshire Moorlands, the Peak District, Shropshire and Cheshire. The campus itself offers a safe and friendly community atmosphere, with some 3,200 students living on campus, along with over 170 staff families.

AN EDUCATION THAT INSPIRES

Students are inspired and encouraged by enthusiastic lecturers who are passionate about their subjects. Keele offers educational programmes and experiences within a learning environment that enables our students to make the most of their time at the University. We develop distinctive graduates who can thrive in whatever sphere of life they choose. The University is justly proud of its students and alumni, who as Keelites, set themselves ambitious goals as they seek to make a positive impact on the world around them. Keele graduates help shape the world in which we live with integrity, academic rigour and humanity. Keele students are among the most satisfied in the country. The University is in the top five UK universities for student satisfaction and achieved the highest student satisfaction score of all universities in the Midlands, North West, Yorkshire and Humberside regions.

Keele is committed to providing opportunities for all those who can demonstrate commitment and determination to succeed at the University irrespective of their family circumstances or background. We also offer extensive financial support for our students through generous bursaries and scholarships. Our Widening Participation team – short-listed for a Times Higher Education Widening Participation Initiative of the Year Award 2011 – works with thousands of school-aged students, their parents and teachers, giving guidance on higher education choices and delivering aspiration-raising activities both on and off the campus.

Keele also has a strong postgraduate community, and has a clear strategy to grow both Postgraduate Taught and Postgraduate Research student numbers. PGR numbers are particularly strong and have grown very significantly in the last three years, partly through an innovative funding scheme developed by the University in partnership with external organisations.

Keele is a special place to live and to study. With 10,000 students and 2,000 staff living and working on its Staffordshire campus, it is the size of a small town. The Students' Union is the focal point for student social life and attracts top bands, organises club nights and social events all year round. There are clubs and societies, ranging from the students' own radio station to drama and music. We also have successful sports teams, everything from fencing and football to lacrosse and squash.

KEELE SCIENCE PARK AND BUSINESS ENGAGEMENT

Keele University Science and Business Park is the leading development of its kind in the West Midlands, providing a superb environment for innovative companies, such as biotechnology, medical technology, IT, environmental and service industries.

The Science and Business Park houses about 50 companies, employing in excess of 700 staff, and is strongly integrated into the academic life of the University, providing space and facilities to nurture new University spin-off companies, with many of its tenants contributing to Keele's teaching and research activities. The new Nova Centre is a dedicated business incubator unit open to recent Keele graduates and start-up companies from the local community.

The University also works closely with the local and regional business communities. It has strong partnerships with both large businesses and SMEs, and works closely with the Local Enterprise Partnership, the local Chamber of Commerce, the CBI, and with all of its local authorities.

BUILDING A HEALTHIER SOCIETY



Health is an area of major growth and investment at Keele. The Schools of Medicine and Pharmacy started taking undergraduates in 2002 and 2006 respectively and with existing programmes in Nursing, Midwifery, Physiotherapy and other health-related disciplines, the total number of full-time clinical students at Keele is now about 2,000.

The Faculty of Health is a key part of the Keele profile, and engages strongly with the health economy of the local region. The Faculty offers the broadest range of clinical undergraduate courses amongst the universities in the West Midlands. Postgraduate education and training in these disciplines is complemented by research activity that is focused on clinical and community healthcare within the Research Institute for Science & Technology in Medicine, and includes laboratory research and clinical trials within the University and NHS partner hospitals, and the Research Institute for Primary Care & Health Sciences, which includes the Arthritis Research UK Primary Care Centre.

Keele's School of Medicine offers an outstanding combination of a new distinctive curriculum and excellent educational and clinical resources. The Keele experience is different from most UK medical schools. We aim to train excellent clinicians, well prepared for future practice and the increasing globalisation of healthcare.

FINANCE



The University has a turnover of some £120 million. Over the past 3 years the University has achieved healthy surpluses of £3.7, £4.1 and £5.7 million with an anticipated surplus in 2012/13 of some £6 million. A strong cash flow position has enabled the University to invest significantly in its estate.

Full accounts for the year 2011/12 can be found at:
http://www.keele.ac.uk/finance/accounts



EQUALITY & DIVERSITY

As a leading example of an open and integrated community Keele University strives to be a place where learning, living and working is a positive experience for all. Equality and Diversity is a core value underpinning the University's mission. Our equality and diversity vision is for a University and community that strive for;

- Equality of educational opportunity
- Valuing the rights, responsibilities and dignity of individuals through our commitment to equality and diversity and
- Valuing probity and ethical behaviour

Our vision is supported in practice by:

- Our Equality and Diversity Strategy which sets out core principles and priorities for Keele University in support of this commitment.
- Our equality objectives, developed in collaboration with our staff, students, and Trade Unions.
- Our Keele Unity programme of events which run throughout the academic year aimed at promoting equality, diversity, and inclusion, throughout the Keele community.
- Our staff networks which provide a safe and supportive network working towards realising and developing equality for staff identifying as BME, Disabled or LGBT.
- Our Dignity & Respect Framework.

Dignity & Respect Framework:

Dignity and respect are at the heart of the core values of the University. The purpose of our Dignity and Respect Framework is to translate these strategic commitments into everyday working practice at Keele. The Framework aims to promote positive relationships by helping to focus and interpret these mutual expectations within a complex and diverse organisation, and has been developed staff, students, and Trade Unions.

For further information on the University's approach to equality and diversity, our staff networks, our Dignity & Respect Framework or any of the Keele Unity events please see our dedicated equality and diversity webpages.

RESEARCH AT KEELE

Keele is a research-led institution which places an emphasis on excellence in both education and research, its mission being to provide a high quality educational experience for students shaped by outstanding research, contributing positively to social, environmental and economic agendas locally, nationally and internationally. This is reflected in the first aim in its strategic plan of being a broad-based University recognised internationally for excellence in education and research, delivering international excellence and impact in focused areas of research. In the 2008 RAE Keele submitted its research to 14 Units of Assessment, with 85% of its research being rated as 2* or better, and 46% 3* or better.

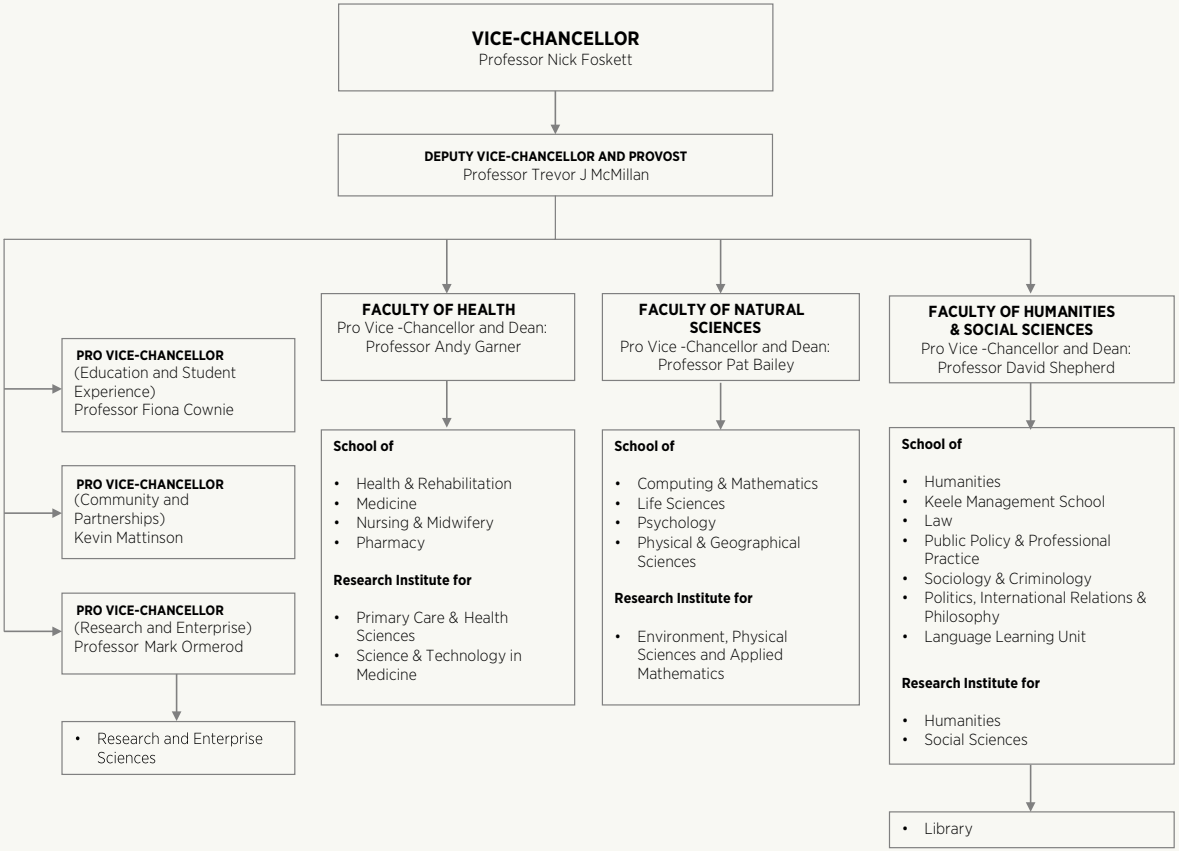
A key strategic objective following the 2008 RAE was to increase research income and postgraduate research student numbers. Annual research income has increased by 55% over the REF census period, and by more than 75% per academic staff FTE, one of the biggest increases in research income across the sector, while postgraduate research student numbers have increased by 53% over the last four years, and by 74% per member of academic staff. A key additional focus has been to increase international activity through the growth of international partnerships and increased funding from international funding sources. International research student numbers have grown significantly, with further growth anticipated through strong engagement with overseas government scholarship schemes, development of academic partnerships and through increased reputation and profile.

Research is currently carried out through five research institutes: Primary Care and Health Sciences, Science and Technology in Medicine, Environment, Physical Sciences and Applied Mathematics, Humanities and Social Sciences. There is a dedicated Faculty/RI research support infrastructure supported by the central Research and Enterprise Services which provide specialist support for research and enterprise, including European funding, governance, ethics, contracts, as well as enterprise, business and employer engagement, and technology transfer.

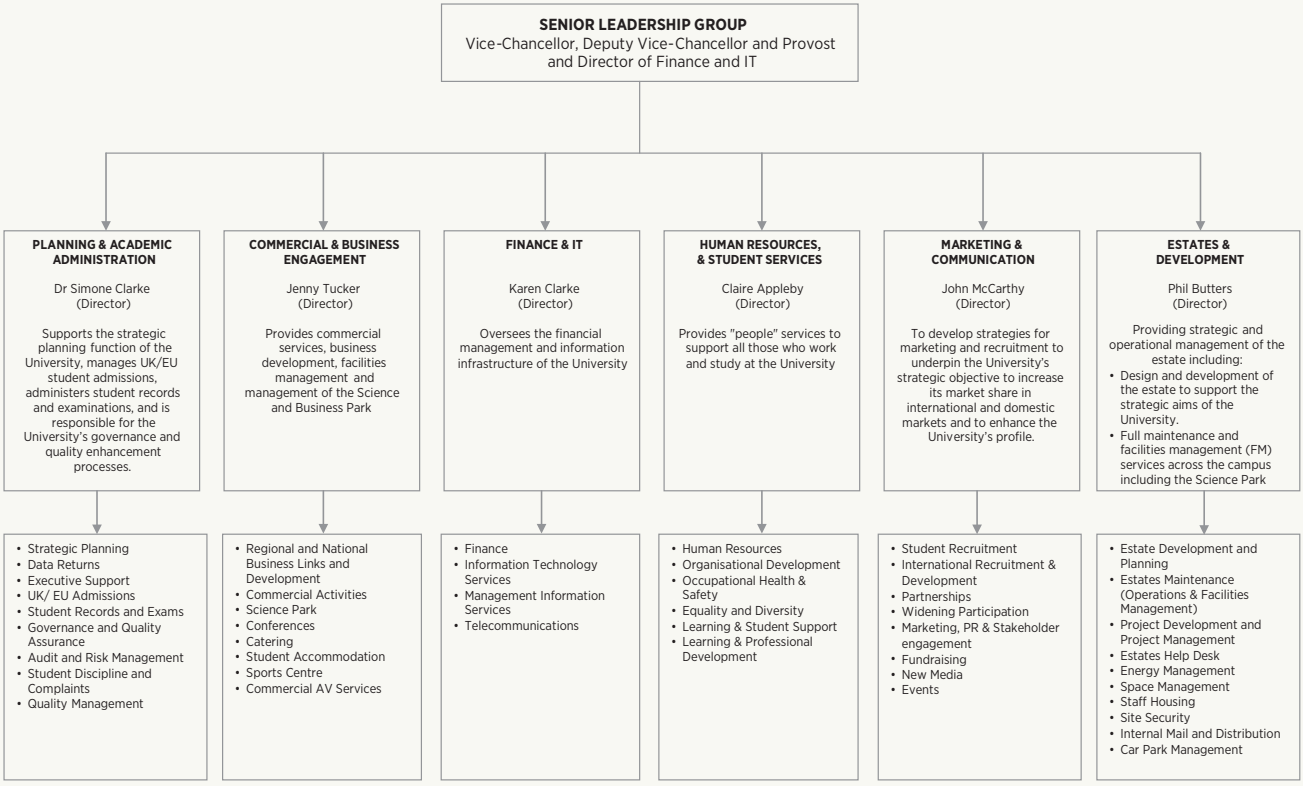
Within the Health Faculty there is internationally leading research in muscular-skeletal and primary care research, regenerative medicine and cell and tissue engineering. In Natural Sciences there is research in insect-borne diseases, astrophysics, applied mathematics, materials chemistry, applied geophysics and environment and sustainability, and in environmental policy. In Social Sciences there is social policy, law, psychology, and in Humanities, we have research in history, music and English. In addition significant investment has recently been made to grow research in Keele Management School and Pharmacy.

ORGANISATIONAL STRUCTURE

ACADEMIC STRUCTURE



ADMINISTRATION STRUCTURE



STRATEGIC MAP

Keele Vision

Keele will continue to be one of the UK's leading campus-based University communities.

Keele Mission

Keele will provide a high quality educational experience for students shaped by outstanding research, contributing positively to social, environmental, and economic agendas locally, nationally and internationally.

Keele Values

Observing Keele's founding ethos of 'the pursuit of truth in the company of friends', the University is committed to:

- The transformative capacity of education for individuals, communities and society.
- Equality of educational opportunity.
- Advancing knowledge through independent research and academic enquiry.
- Environmental and economic sustainability.
- Delivering high quality service and experiencein all our activities.
- Valuing the rights, responsibilities and dignity of individuals through our commitment to equality and diversity.
- Valuing probity and ethical behaviour.
- Caring for the well-being of all our members.

STRATEGIC AIMS

STRATEGIC AIM 1:

To be a broad-based University of about 10,000 students, recognised internationally for excellence in education and research.

STRATEGIC AIM 2:

To provide the highest quality student experience to a diverse student body.

STRATEGIC AIM 3:

To deliver international excellence and impact in focused areas of research.

STRATEGIC AIM 4:

To contribute positively to the society, economy, culture and health of the communities we serve through our research, education and enterprise.

STRATEGIC AIM 5

To develop an environmentally aware and sustainable outward-facing campus community.

STRATEGIC AIM 6:

To manage and develop resources effectively to ensure the University's sustainability and development.

LIVING AND WORKING AT KEELE UNIVERSITY

You may wish to know that we offer the following to all staff:

- A Nursery built in 2012, recently rated as 'Good', that caters for children aged 12 weeks to school age and includes a holiday club for children up to 12 years old.
- Childcare Vouchers can be purchased to reduce your childcare costs through a salary sacrifice scheme.
- A sports centre with a range of facilities for all interests and access to a local swimming pool at reduced rates.
- A range of staff housing available through Staffordshire Housing Association.
- Access to the Cycle to Work scheme to help reduce your commuting costs and contribute to our sustainable environment.
- A range of discounts with cycling stores to support your ongoing cycling needs.
- A regular bus service between Stoke-on-Trent rail station and the campus.
- On site bank, cash machines, Post Office, grocery store, bookstore, restaurants, bars and a well-stocked library.
- An active Wellbeing agenda.
- On-site dental and medical care with expert Occupational health support.
- Should you need it, we also have access to a fully qualified Staff Counsellor.
- An understanding of compassionate needs coupled with family friendly policies.
- A programme of inaugural lectures by academic staff.
- A vibrant cultural and arts programme.
- Access to the USS pension scheme with a 16% contribution from the University.
- A Keelecard that provides a discount at many on-site outlets.



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