



Director, Division of Surgery & Interventional Science

Candidate Pack

March 2026

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1. Welcome from the Executive Dean

Dear Applicant,

Thank you for your interest in joining University College London (UCL) as the next Director of the Division of Surgery & Interventional Science within the Faculty of Medical Sciences. This is an exciting opportunity to lead a large, multi-site Division with significant strengths in research and both undergraduate and postgraduate education at its core.

The Division of Surgery & Interventional Science is a substantial enterprise—home to approximately 60 Principal Investigators and a community of academic and clinical colleagues working across surgical science, regenerative medicine, biomaterials, robotics, image guided therapies and interventional innovation. It has around 300 students, combining specialist, research led teaching with exposure to frontline clinical and translational environments.

The Division hosts areas of world class distinction, including prostate cancer surgery, urology, spinal surgery, and cutting edge 3D organ printing. We have made new strategic appointments that strengthen our clinical base and research ambition, and there is a clear appetite to take the Division further.

We are looking for a Director with exceptional people skills and the credibility to command respect across basic science and clinical communities—someone who is clinically aware (whether a basic scientist with established clinical collaborations or a clinical academic), and who can unite colleagues behind a shared purpose.

The ingredients for future success are here: world class programmes, brilliant clinical and academic talent, state of the art facilities, and a strong student pipeline. If you are inspired by the prospect of leading a Division with real scientific breadth and scale, I would be delighted to receive your application. Thank you for considering joining the Faculty of Medical Sciences at UCL.

With best wishes,

Professor Emma Morris
Executive Dean, Faculty of Medical Sciences
University College London



2. Introduction

UCL is a radically different university. Founded in 1826 in the heart of London, we were the first university in England to welcome students of any religion and the first to admit women on equal terms with men. That pioneering and inclusive spirit continues to shape our institution today.

With over 51,000 students and 18,000 staff from more than 150 countries, UCL is consistently ranked among the top ten universities globally. We champion innovation, creativity, and cross-disciplinary collaboration in both teaching and research, and our community is tackling some of the most pressing challenges of our time—from advancing dementia and cancer research, to shaping global policy, and ensuring the ethical development of artificial intelligence.

As one of the world's leading multidisciplinary universities, UCL is committed to excellence, global understanding, and real-world impact across research, education, enterprise, and community engagement. We foster a values-based, empowering environment where academic insight and pioneering thinking can thrive.

UCL is now seeking to appoint an exceptional Director to lead the Division of Surgery & Interventional Science, a major multi-site academic division recognised for its excellence in surgical science, regenerative medicine, and interventional innovation. The Director will provide strategic leadership and work closely with senior colleagues across the Faculty of Medical Sciences to advance the Division's academic mission, strengthen its clinical and research portfolio, and ensure alignment with UCL's strategic objectives as set out in the [UCL Strategic Plan 2022–2027](#).

We actively encourage applications from individuals who bring diverse experiences and perspectives to leadership. Our people are our greatest asset, and we are proud to foster a culture of mutual respect, collaboration, and innovation.





3. About UCL Faculty of Medical Sciences

At UCL, students benefit from pioneering research, best-in-class academics and clinicians, cutting-edge facilities, world-renowned partner hospitals and institutions, and its location in the world's most global city. This unique combination makes UCL one of the best places in the world to undertake medical education.

The FMS is the most clinically facing Faculty at UCL and is at the forefront of innovation and research in the medical sciences. Our mission is to target and address the unmet health needs which negatively impact individuals and societies worldwide.

We are dedicated to ensuring our innovative research translates into real-world solutions that improve lives, ranging from tackling the health risks linked to obesity to improving therapies for cancer patients. Our research scientists and academic clinicians provide our students with the highest quality of education and training to inspire the next generation of exceptional scientists, clinicians, and global leaders.

There are more than 4,000 students and 1,459 members of staff in the Faculty, of whom one quarter are professional services staff and three quarters are academic, teaching, and research staff.

Many of our students and staff are actively engaged in supporting local communities and school students, for example our Target Medicine scheme is committed to widening participation to ensure those with the ability, regardless of their background, will have the opportunity to apply for and succeed in higher education.

4. The Division

The Division of Surgery and Interventional Sciences (DSIS) provides a collaborative and cross-disciplinary environment where clinicians, engineers, allied health professionals, and researchers work towards innovative patient-centred treatment approaches.

Overview

The Division currently has an annual turnover of approximately £25 million, around half of which is derived from competitively awarded research grants from UK Research Councils, government bodies, charities, and commercial organisations. We are home to 175 staff members, including 26 professors and over 60 principal investigators and around 350 honorary staff. Many staff members hold joint appointments with University College London Hospitals NHS Foundation Trust (UCLH), the Royal Free London NHS Trust and the Royal National Orthopaedic Hospital (RNOH).

Based across our Bloomsbury, Hampstead and Stanmore campuses in London, the Division works closely with UCLH NHS Foundation Trust and Royal Free London NHS Foundation Trust, as well as the RNOH and the NIHR University College London Hospitals Biomedical Research Centre, to develop an interface between laboratory science and clinical practice. We collaborate with the Institute of Sport, Exercise and Health (ISEH) and the Griffin Institute for surgical training and research.

The Division comprises three main research departments (Targeted Intervention, Surgical Biotechnology, and Orthopaedics and Musculoskeletal Science), covering a broad spectrum of areas, including surgical innovation and planning, bioengineering and surgical technology, biomaterials and regenerative medicine, precision nano-systems, human-machine interaction, perioperative medicine, surgical oncology, sports, exercise and health.

We offer a portfolio of undergraduate, postgraduate and professional programmes designed to meet emerging patient and industry needs. Our innovative Medical Innovation and Enterprise BSc offers a specialised combination of medical science and business skills. At Master's level, we provide both theoretical and practice-based programmes in areas including aesthetics, burns, perioperative medicine and regenerative medicine. The Division supervises approximately 90 PhD students each year.



Research Excellence

Our major strengths are in surgical oncology, from basic bench side research to surgical pathway's including perioperative medicine and human machine interfaces, this has impact in orthopaedic and sports injury related applications. We have a major research focus on translational biomaterials and in vivo 3D models of health and disease which has a pioneering future in personalized medicine.

Our Research Departments consist of a collection of Academic Centres of Excellence each of which run a themed research programme, these encompass the basic sciences underpinning the specific clinical discipline in addition to patient based clinical studies. Opportunities for research students are offered across the research expertise. Our philosophy is to apply rigorous scientific methodologies to find solutions, which are relevant to a wide range of human diseases.

Half of the Division's annual turnover of £25m is funding from research grants including Research Councils, The UK Government, charities, and commercial organisations.

Teaching Excellence

The Division offers Bachelor, Master's, PhD and CPD courses that are dedicated to meeting new patient and industry needs. We are home to world-leading experts with research experience. Our innovative bachelor degrees align medicine and surgical practice with disciplines such as business, enterprise, and sports and exercise science.

At Master's level, we offer a selection of theoretical and practice-based programmes in areas such as aesthetics, burns, perioperative and regenerative medicine.

Continuous Professional Development (CPD) is a priority area for our Division. We also enrol approximately 30 PhD students each year in our research programmes.

Equality, Diversity & Inclusion

The Division is proud to be an advocate for gender equality, diversity, and inclusion in STEMM (Science, Technology, Engineering, Mathematics, and Medicine). As part of this commitment, we have been actively engaged with the Athena Swan Charter, which supports and recognises our efforts to create a fair, inclusive, and supportive environment for all staff and students.

Following our previous Athena Swan Bronze award in 2019, our Division was awarded the Athena Swan Silver Award in 2022, acknowledging our progress beyond institutional policies to address gender-specific challenges. This recognition reflects our continuous efforts in pursuing a fair, balanced, and diverse academic and clinical environment. For more information on current initiatives to support EDI in the Division see <https://www.ucl.ac.uk/medical-sciences/divisions/surgery/athena-swan>.

The Division is also active in supporting wellbeing initiatives through the work of our wellbeing champions.

Environmental Sustainability

The Division is committed to operating within an environmentally sustainable environment, through the implementation of the UCL Sustainability policy at Departmental level.

5. Role Description

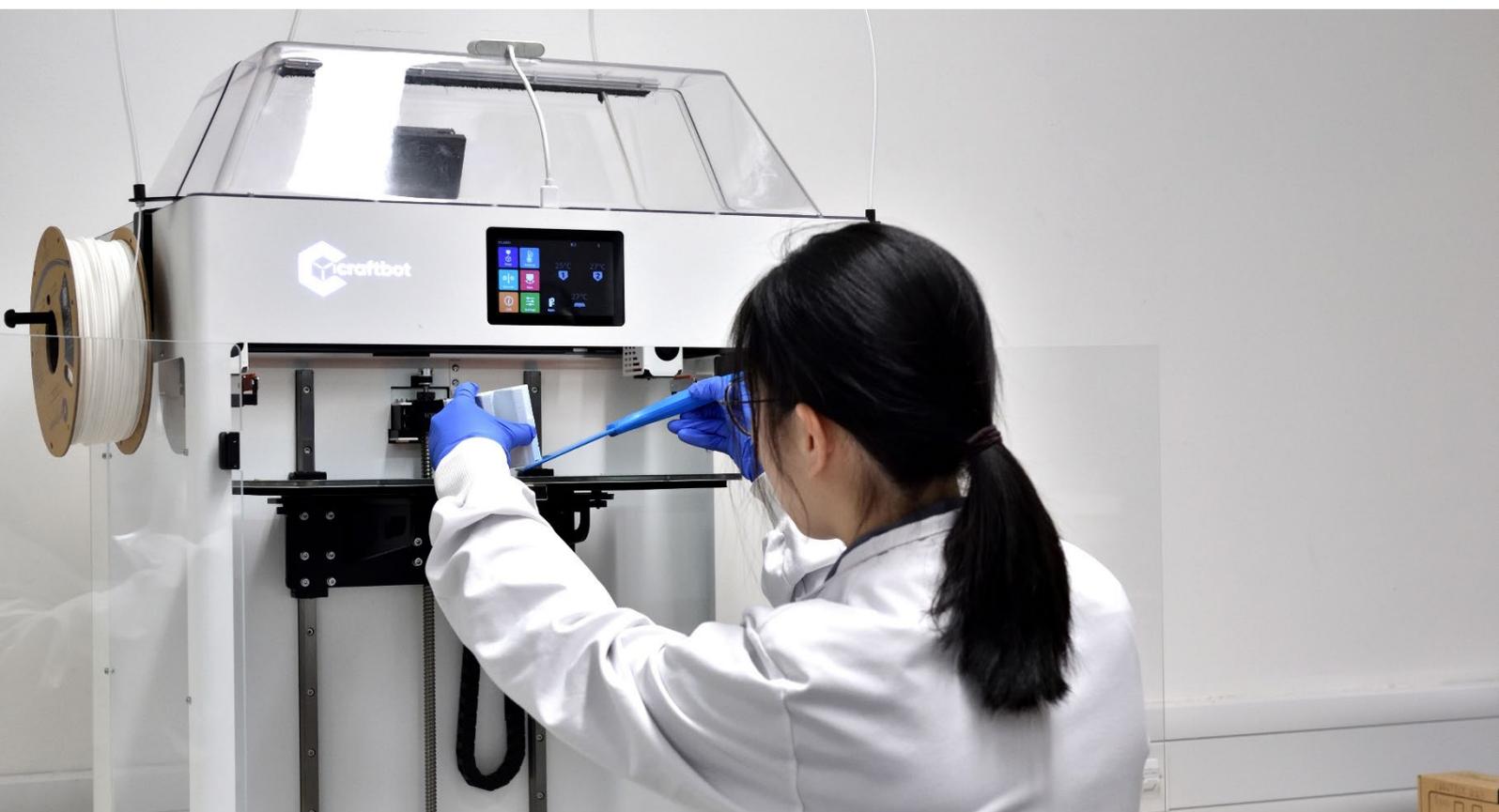
Main Purpose of the Role

The Director of Division reports directly to the Executive Dean of Faculty and is responsible for all staff and students within the department. In addition, the Director of Division is responsible to the Council of UCL, via the Executive Dean of the Faculty, and ultimately the President and Provost, for the leadership, management and organisation of the Division.

The main purpose of the role is:

- To recruit, nurture and develop academic talent, recognising and developing excellence in research, education and enterprise.
- To steward the academic mission of the Division's disciplines, developing and promoting cross-disciplinary collaboration in research, education and external engagement.
- To provide internal and external representation for the department to best represent its strengths and strategic priorities.
- To ensure a collegial, professional and inclusive workplace culture and environment in line with UCL values.
- To ensure consistent and excellent student experience and education.
- To proactively contribute to the delivery of Divisional, Faculty and UCL strategy
- To strategically manage Divisional finances, ensuring budget development, implementation, and monitoring through appropriate delegation and oversight.

The Director of Division will have a number of key working relationships including staff and students within the Division; Executive Dean, Faculty Director of Operations; Departmental Manager; Finance and HR Business Partners; Director of Education & Student Experience; Faculty Vice-Deans; Professional Services (e.g. Research Innovation Services, Innovation & Enterprise, Registry); peers across the Departments of the Faculty and UCL (e.g. Academic Leadership Group), external funding agencies, industrial, and institutional partners.



Duties and Responsibilities

Key Responsibilities and Accountabilities

- To create and lead an inspiring team environment that champions UCL's values and creates a positive staff and student experience.
- To enable the Division to achieve its academic mission, with academic freedom as a foundation for meaningful and high-quality academic research and teaching.
- To act as a champion, ambassador, and advocate for the Division and the Faculty, both within the institution and with other external stakeholders.
- To develop and maintain effective strategic alliances with relevant organisations and working relationships with key senior internal and external partners.
- To lead the implementation of the UCL Strategic Plan, alongside Faculty and Divisional strategic priorities.
- To actively work in partnership with the Executive Dean and other faculty heads of department in the strategic management of the faculty.
- To proactively engage and contribute to the strategic management of UCL as a member of the Provost's Academic Leadership Group.
- To champion and lead institutional change initiatives within the Division, ensuring positive impact on teaching, research, student life, and professional service staff engagement.
- To be accountable for academic matters, including strategic developments, research initiatives and research funding bids, REF, KEF and TEF submissions, and NSS performance.

Management

- To be responsible for the effective management and performance of staff within the Division.
- Together with the Departmental Manager, devise and maintain the department's organisational and operational structures.
- To work with academic and professional services managers, and delegate where necessary, to ensure that all staff within the department are well managed and motivated and have opportunities for development and progression.
- To pro-actively identify academic talent in relation to research and teaching, and ensure the retention of high performing staff.
- In consultation with the Executive Dean of Faculty, to lead on the development of business cases, for example the development of new degree programmes and acquisition of new space.
- To participate in appointments to all academic positions within the Division and advise the Dean on academic senior promotions.
- Working with the Dean of Faculty, to take responsibility for the overall planning and implementation of the Division's budget.
- To lead on the development of the integrated planning activity for the department and contribute to the development of the Faculty Strategic Plan.

Duties and Responsibilities (continued)

Education and Student Experience

- To ensure that the Division continues to deliver a suite of academically excellent, viable, and competitive degree programmes at all levels.
- In liaison with the Vice-Dean, to ensure a consistently excellent student experience.
- To ensure that the Division provides a supportive and positive student experience, in which students are supported in their learning and development and have a positive experience studying at UCL.
- To ensure that the Division engages with students in the design and review of its curriculum and student experience offer.

Equality and Inclusion

- Develop a Divisional culture that values our staff and delivers equality and diversity outcomes.
- To act day-to-day as a role model, visible champion and advocate for UCL's strategic objectives in equality and diversity.
- To be a visible champion for the department's local activities, using data to improve equality, diversity and inclusion.

Research, Innovation, Enterprise, Knowledge Exchange and Advancement

- To champion research and innovation in the Division, fostering cross-disciplinary research across the Division, Faculty and UCL.
- Alongside the Vice-Dean, to ensure that the Division's academic vision is in line with the Faculty's research and innovation strategy.
- In liaison with the Vice-Dean, to ensure provision of and support for Continuous Professional Development, Knowledge Exchange, and Enterprise activities.
- To engage with the Office of the Vice-President (Advancement) to identify and pursue fundraising and alumni engagement opportunities, for the benefit of the Division, Faculty, and wider UCL community.

Communication

- To establish appropriate channels of communication within the Department, promoting a common sense of purpose and collegiality.
- To create a culture of open and transparent communication, ensuring mechanisms for the cascade of information within the department as appropriate.



6. Person Specification

Qualifications, Skills and Experience

- Demonstrable evidence of academic leadership and a proven ability to lead, develop and motivate colleagues to achieve Departmental and Faculty goals
- Experience of leading or contributing to committees or working groups
- Demonstrable experience of managing resources and risk effectively, including budgets, staff, or estates, within the statutory and regulatory policies of the organisation
- A successfully established international research and academic profile with an outstanding publication record, evidence of grant capture, and demonstrable excellence in education/teaching

Skills and Abilities

- Ability to demonstrate effective negotiation skills to work with and through others
- Outstanding written and oral communication, interpersonal and negotiation, influencing and relationship building skills; An ability to adapt communication style to meet the needs of the audience and message
- Ability to contribute effectively to UCL strategy and to promote UCL values and objectives both internally and externally

Leadership and Management

- The ability to lead, inspire others, and create a positive team environment
- A proven capacity to spot, create, and seize opportunities for development
- Decisiveness and a results orientation, with an ability to encourage participation, responsibility and accountability
- A collegial and inclusive approach to management and a commitment to good internal and external communication
- Good planning skills, analytical, and problem-solving skills
- The ability to build positive relationships with colleagues, students, and external organisations
- The ability to be persuasive and advocate promoting a positive image of the Department and enhancing its representation
- Good listening, influencing and advocacy skills



7. Equality, Diversity and Inclusion

EDI at the Faculty of Medical Sciences

At the UCL Faculty of Medical Sciences, equality, diversity and inclusion (EDI) are central to our ethos. We believe that everyone in our community has a role to play in fostering a culture of belonging, respect and inclusion.

Our Commitment

We are committed to acknowledging, understanding and tackling structural inequities and unjust social power imbalances that affect our students, staff and wider community. Our work is guided by a clear vision: an engaged and educated faculty, with reduced inequalities and an inclusive culture for all.

Our six pillars

Fulfilling our vision rests upon six pillars which enable effective EDI progress and ensure we reach our desired outcomes:

1. Establishing strong leadership and governance.
2. Engaging all staff and students in improving Faculty culture.
3. Being a beacon of good practice: advancing, sharing and adopting best practice in EDI.
4. Reducing existing inequalities in admissions, support and participation and awards for all students.
5. Reducing existing inequalities in recruitment, access to carer development opportunities and progression for all staff.
6. Championing a culture of belonging, accessibility and inclusion for all identities.

Learn more about our work in [Equality, Diversity and Inclusion](#).

UCL EDI Statement

As London's Global University, UCL knows that diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where we all belong. We particularly encourage applications from candidates underrepresented in UCL's workforce, including those from Black, Asian and ethnic minority backgrounds, disabled people, and – for Grade 9 and 10 roles – women.

Applicants are encouraged to familiarise themselves with UCL's policies on the [Prevention of Bullying, Harassment and Sexual Misconduct](#) and [Personal Relationships](#).



8. Rewards and Benefits

In addition to a competitive salary, commensurate with the seniority of the appointment, we also offer a comprehensive benefits package, including generous annual leave, enhanced maternity, paternity and adoption pay, a relocation scheme, season ticket loans, and an Employee Assistance Programme.

Highlights

- A generous leave entitlement, including 27 days annual leave, six closure days plus statutory holidays. Carers' leave and unpaid leave are also available, as well as the opportunity to carry five days over each year.
- From day one: enhanced maternity, adoption and shared parental leave and four weeks paid paternity/partners leave.
- A one-term gender equality sabbatical for academics returning from parental leave – to catch up on their research without teaching load.
- An excellent pension scheme (USS).
- A free programme of training courses and development opportunities run at UCL, a study assistance scheme to help fund external professional development and free library access for all staff. Discounts on evening language courses are also offered.
- Health and wellbeing benefits including an Employee Assistance Programme and discounted medical insurance.
- Season ticket loans, a cycle scheme and an [electrical vehicle car salary sacrifice scheme](#).





9. Appointment Details and How to Apply

How to Apply

UCL has appointed WittKieffer, an executive search agency, to assist with this appointment (www.wittkieffer.com)

Applications should consist of:

- An up-to-date Curriculum Vitae with key responsibilities and achievements.
- A Supporting Statement (ideally no longer than two pages) explaining how your personal skills, qualities and experience provide evidence of your suitability for the role, with reference to criteria in the Person Specification.

Applications should be sent directly to Gordon Drummond at gdrummond@wittkieffer.com

Recruitment Timeline

The deadline for receipt of applications is noon on **Friday, 10th April 2026**.

Final stage interviews will be held on **Tuesday 16th June** with candidate visits scheduled to take place in the two weeks prior.

Accessibility Statement

We are committed to ensuring that anyone can access our application processes. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us on pmcclellan@wittkieffer.com

