

UCL Population Health Sciences



**UCL**



Appointment of  
**Executive Dean,  
Faculty of Population  
Health Sciences**

**Candidate Pack**

**January 2026**

# Candidate Pack

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# 1. Welcome from the Vice-Provost (Faculties)

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Dear Applicant,

Thank you for your interest in the role of Executive Dean of the Faculty of Population Health Sciences at University College London (UCL), a significant role within academic leadership at UCL. The Dean is central to the success of a faculty. Academic leadership at UCL goes beyond effective administration: the Dean is the Faculty's greatest champion, setting the tone to inspire and enable staff and students to achieve their best. This role offers a great opportunity to lead, influence and shape this internationally recognised faculty.

The Faculty of Population Health Sciences is a global leader in public and population health, tackling urgent health challenges through world-class research and education. One of UCL's most research-intensive faculties, its work spans the lifecourse, with a strong focus on health inequalities, climate impacts and major conditions like cancer, heart disease and mental health.

Ranked 4th in the world and 2nd in Europe for Public Health (Shanghai Academic Ranking of World Universities 2025), the Faculty's cross-disciplinary approach and external partnerships across the NHS, research centres and global organisations, it delivers impactful research that translates into real-world solutions – from pioneering gene therapies for rare childhood diseases to shaping international treatment guidelines.

This is an exceptional opportunity to lead a Faculty that is recognised globally for its research power, impact in innovation and enterprise, and growing education portfolio – working together to solve some of the world's greatest public health challenges.

The role offers the opportunity to make a broad institutional impact. Our Executive Deans balance faculty leadership with university-wide priorities, contributing to UCL's strategic direction as part of the university leadership team. This is an exciting time to join UCL as we advance the development of our next academic strategy that will shape our future direction. In 2026 we celebrate our bicentennial and launch a major new philanthropic campaign – and Executive Deans will be at the heart of this activity.

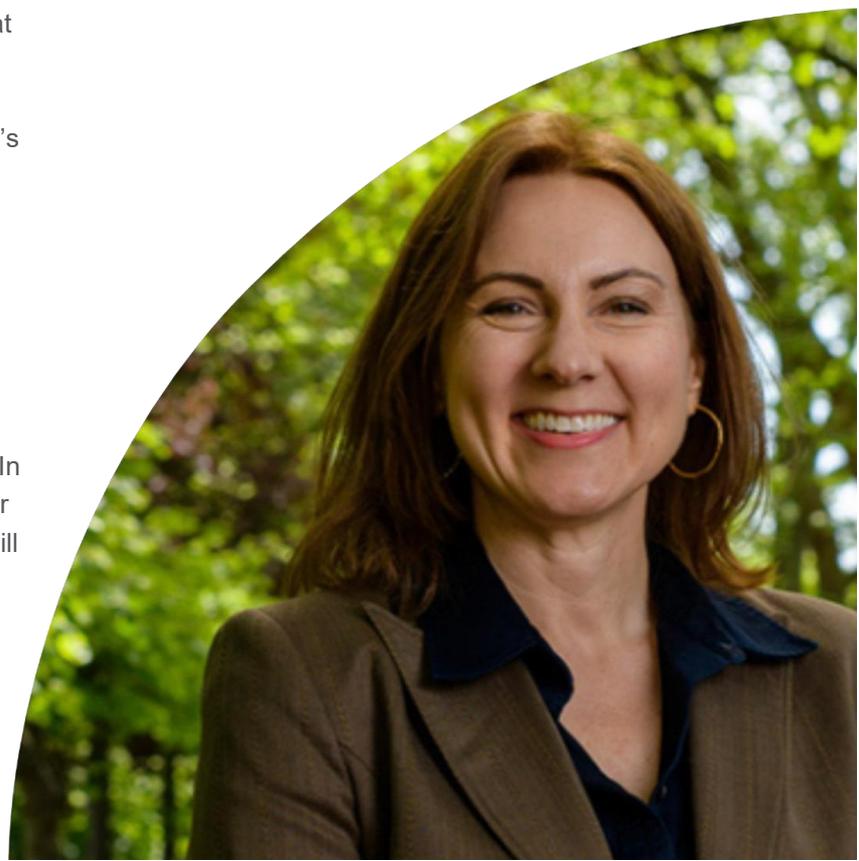
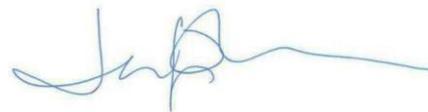
We are seeking a visionary and strategic leader with a record of delivering in complex academic environments – someone who can guide and inspire our academic community, shape the Faculty's future direction, foster collaboration, and champion excellence in research, education, innovation and impact.

UCL offers a unique environment in which to work and lead and make a difference. Our people are our greatest asset, and as a values-led and inclusive institution, we are committed to building a culture that promotes innovation and mutual respect, and diversity of thought. We welcome applications from individuals who bring fresh perspectives and a strong commitment to driving the Faculty's ambitions.

We look forward to receiving your application and to the opportunity to welcome you to our vibrant community.

**Professor Jennifer Hudson**

**Vice-Provost (Faculties)**





## 2. Introduction

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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 Executive Dean to lead the Faculty of Population Health Sciences - one of our most research-intensive and globally recognised faculties. The Dean will provide strategic leadership and work closely with the Faculty Academic Leadership Team to deliver UCL's strategic objectives in alignment with 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 Population Health Sciences

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Established in 2011, the Faculty of Population Health Sciences brings together eight institutes and schools to advance research and education in public and population health. Our work addresses health challenges across the life course and diverse communities, with particular emphasis on health inequalities, climate impacts, and major conditions such as cancer, cardiovascular disease, and mental health.

Our mission is to be the world's leading centre for population health research and education, improving health and reducing inequalities through a life course approach and global collaboration.

The Faculty comprises:

- Institute of Cardiovascular Science
- Institute of Clinical Trials and Methodology
- Institute of Epidemiology and Health Care
- Global Business School for Health
- Institute for Global Health
- Great Ormond Street Institute of Child Health
- Institute of Health Informatics
- EGA Institute for Women's Health

With over 1,800 staff, 3,000 students and an annual turnover exceeding £240 million, we are one of UCL's most research-intensive faculties. Our academic community includes 291 FTE academic staff, more than 1203 researchers, and 1429 doctoral students, supported by a research portfolio worth over £130 million.

We are consistently ranked among the world's leading institutions for public health, currently 4th globally and 2nd in Europe (ShanghaiRanking 2025). Researchers from the Faculty feature prominently in Clarivate's Highly Cited Researchers List 2024, reflecting our international influence in epidemiology, health policy, and population health sciences.

Our partnerships span UCL and a wide network of hospital trusts, research centres, and global organisations, including Great Ormond Street Hospital, University College London Hospitals NHS Foundation Trust, Royal Free London NHS Foundation Trust, NIHR Biomedical Research Centres, Department of Health and Social Care, the Francis Crick Institute, UNICEF, and the World Health Organization.

Research underpins our teaching, ensuring students receive an outstanding education across undergraduate, postgraduate taught, and doctoral programmes. Drawing on the breadth of our expertise, we offer an interdisciplinary learning experience that equips graduates to address the complexity of real-world health challenges.



## 4. Our Institutes and School

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Our Institutes and School are centres of excellence for our wide-ranging research and teaching expertise.

### [Institute of Cardiovascular Science](#)

The Institute is a world-leading centre for cardiovascular research, recognised for its breadth and impact across discovery-based laboratory science, clinical translation, experimental medicine, and healthcare evaluation, implementation and policy. In 2025, it established a British Heart Foundation Centre of Research Excellence to develop a diverse, multidisciplinary workforce dedicated to advancing therapeutics and targeted prevention. In 2024, a landmark collaboration with the European Synchrotron Radiation Facility produced the first [3D atlas of two adult human hearts](#), offering unprecedented insights into heart disease and the potential to transform cardiovascular medicine.

### [Institute of Clinical Trials and Methodology](#)

Established in 2013, the Institute brings together world-leading expertise in design to deliver high-impact studies that advance medical knowledge and improve health outcomes. It addresses globally important questions in the treatment of major conditions including cancer, HIV, tuberculosis, and neurological disorders. Its research has shaped international guidelines, notably through the START (Strategic Timing of AntiRetroviral Treatment) trial, which transformed global HIV treatment policy, and continues to lead innovative studies that influence practice and policy worldwide.

### [Institute of Epidemiology and Health Care](#)

The Institute's vision is to understand the determinants of health and disease in both populations and clinical settings, evaluate strategies for prevention and treatment, and build capacity through excellence in teaching and training. Its research addresses major 21st century health challenges, including health equity, obesity, tobacco and alcohol use, ageing and health system organisation. Working with international agencies, the Institute hosts two WHO Collaborating Centres and leads initiatives such as the Marmot Places programme, which partners with cities and regions across the UK to [reduce inequalities in health](#).

### [Global Business School for Health](#)

Established in 2021, it is the world's first business school dedicated to health. It was created in response to the increasing need for global health systems to evolve rapidly and its significant education portfolio address these issues head-on by training the next generation of senior leaders to transform health globally. In just four years, it has grown to welcome more than 1,100 undergraduate, postgraduate and Executive Education students. It is also a catalyst and global leader of business research for health including health economics, finance and operations; health systems and policy; people and organisation management in healthcare; and technology innovation and data-informed healthcare.

### [Institute for Global Health](#)

The Institute delivers evidence-based solutions for health challenges facing communities worldwide. Its research and teaching address the broad determinants of health and the major causes of death and ill-health. The Institute has recently expanded in global mental health, climate change and epidemiological methods, with a continued focus on delivering innovative, high-quality research and education that addresses major global health challenges. It hosts the Lancet Countdown on Health and Climate Change, an international collaboration providing evidence to guide global policy on climate-related health impacts.



### Great Ormond Street Institute of Child Health

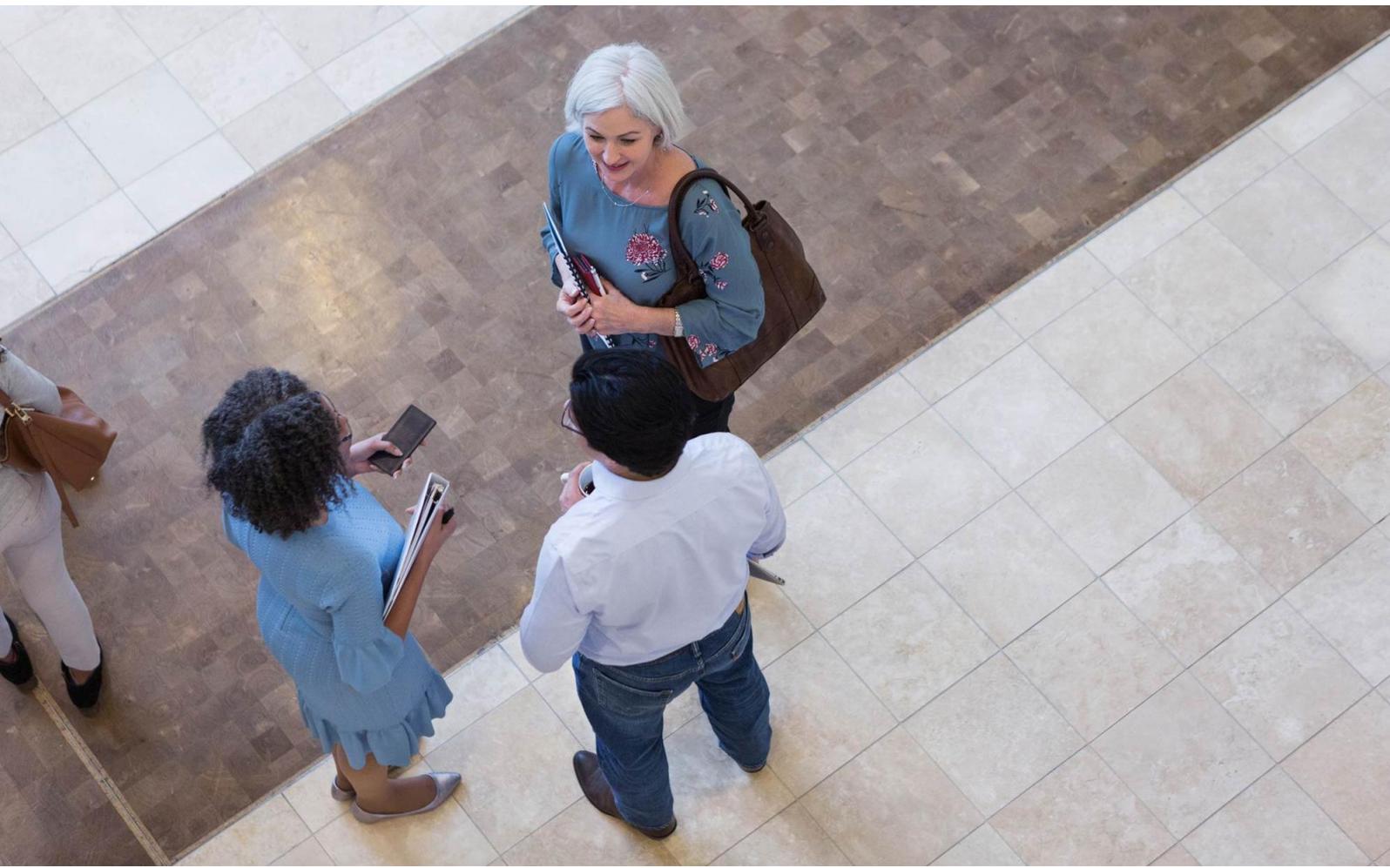
In partnership with Great Ormond Street Hospital, the Institute is Europe's largest centre for children's health research, leading global efforts to improve child health through pioneering research, education, and collaboration. Its work shapes policy, clinical guidelines, and health services worldwide, with strengths in developmental biology and cancer, developmental neurosciences, genetics and genomic medicine, infection, inflammation and immunology, and population, policy and practice. The Institute has delivered groundbreaking advances in cancer and gene therapy, including T-cell therapies for childhood leukaemia and the successful treatment of a boy with Hunter Syndrome, a rare genetic condition.

### Institute of Health Informatics

Harnessing the power of data, the Institute of Health Informatics aims to prevent disease and improve patient outcomes through an interdisciplinary approach that combines data science, bioinformatics, epidemiology, psychology, computer science, and information governance. Its research has delivered transformative impact, such as developing AI models using de-identified NHS data from millions of patients to predict hospital admissions and cardiovascular risk, and [creating CogStack](#), a natural language processing platform that improves patient safety, accelerates clinical trial recruitment, and has generated millions in additional revenue for NHS trusts through enhanced clinical coding.

### Elizabeth Garret Anderson Institute for Women's Health

The institute is dedicated to advancing women's and babies' health through multidisciplinary research and clinical collaboration. Its work spans maternal and fetal medicine, reproductive health, cancer, and global health, driving improvements in care and outcomes worldwide. A landmark achievement came in 2019 when a collaboration between UCL and KU Leuven University Hospitals led to the successful birth of a baby following pioneering in-womb surgery to treat spina bifida.





## 5. Research

Our research is delivering discoveries that improve health, reduce inequalities, and shape policy and practice worldwide. The Faculty’s work ranges from fundamental discovery science and experimental medicine to disease prevention, clinical trials, epidemiology, and health systems research. Our research portfolio is worth over £130 million and underpins projects that drive innovation and real-world impact.

We are ranked 4th in the world and 2nd in Europe for Public Health (Shanghai Academic Ranking of World Universities 2025), reflecting our leadership in tackling health challenges worldwide. We contributed 17 high-impact case studies to REF 2021, showcasing breakthroughs in genetic diagnosis, communicable and non-communicable disease research, and innovations

that have shaped policy and practice nationally and globally.

We have established strategic priorities on health inequalities, climate and health security, alongside cross-cutting strengths in cancer, cardiovascular disease, infection, obesity, and mental health. Our methodological expertise spans data science, clinical trials, longitudinal cohorts, multi-omics, and implementation science, all embedded in a life course perspective.

Our research is deeply collaborative, working across disciplines and in partnership with the NHS, charities, industry, and government. Through this, we ensure discoveries translate into real-world impact – improving health outcomes and informing national and global strategies.

### Research Impact Spotlight



**Boy given world-first gene therapy made by UCL scientists ‘thriving’**



**Promising new drug for people with stubborn blood pressure**



**Climate change inaction costing a life a minute from excessive heat globally**



**New ovarian cancer test offered for women at high risk**



## 6. Education

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UCL is consistently ranked a global top 10 university (QS World University Rankings 2025) and its founding principles of academic excellence, inclusivity and addressing real-world problems continues to shape its education today.

The Faculty of Population Health Sciences has a robust and rapidly expanding education portfolio spanning undergraduate, postgraduate taught and postgraduate research across UCL's Bloomsbury and East campuses. In 2025 we welcomed more than 3,000 students to our courses.

Our interdisciplinary research approach is embedded within our teaching, ensuring an exceptional student experience and helping us to prepare tomorrow's leaders, researchers, innovators and entrepreneurs to tackle the most pressing public health challenges.

Our strong links with industry, NHS partners and UCLB (UCL's commercialisation company) also foster an entrepreneurial culture and many of our students go on to develop groundbreaking technologies and innovations that enhance people's lives.

### Education spotlight:

- **Population Health Sciences BSc/MSci:** Exploring the social, environmental, and genetic factors shaping health worldwide.
- **Global Mental Health MSc:** New postgraduate course tackling global mental health inequalities.
- **Health MBA:** The flagship MBA programme delivered by the Global Business School for Health.





## 7. Role Description

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### Main Purpose of the Role

The Executive Dean of the Faculty is responsible for leading on the creation of an academic vision for Population Health Sciences at UCL, encompassing research excellence, education and student experience, and innovation. They are responsible to UCL's Council, via the Vice-Provost (Faculties) and the Provost, for the organisation and outputs of the Faculty. Together with the Vice Provosts, Vice Presidents and Heads of Professional Services, Executive Deans contribute to the leadership of UCL as members of the University Management Committee.

The Dean will be an internationally renowned academic leader in their discipline and will be responsible for setting and achieving strategic objectives in their area, They will also contribute to the delivery of UCL's strategic objectives, ensuring alignment with the [UCL Strategic Plan 2022-2027](#). They will work closely with their colleague Executive Deans, across UCL's 11 Faculties, and with their Faculty Director of Operations, and other key professional services colleagues.

The Dean will champion a constructive and inclusive academic community, shaping culture, curriculum and research strategy in ways that reflect the UCL values and enable staff and students to succeed.





## 7. Role Description (continued)

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### Duties and Responsibilities

#### Leadership

- Participate in the strategic management of UCL as a part of the University Management Committee, attending its weekly meetings.
- Working with the Faculty Director of Operations and the Head of HR, the Dean is responsible for the wellbeing of all staff within the Faculty and for ensuring a positive culture of inclusion and respect is fostered.
- Provide proactive oversight, management, and resolution of HR issues across the Faculty, ensuring timely and effective completion of matters related to performance, conduct, and capability, in line with UCL policies and values.
- Take a leading role in developing the strategic direction of the Life and Medical Sciences (LMS) group of Faculties at the relevant meetings (e.g. Estates, Research, and Education Boards).
- Promote and foster excellence in teaching, research, enabling and knowledge transfer, and administration across the Faculty.
- Respond to rapid technological developments, anticipate major shifts, and ensure that the Faculty remains ahead of international competition particularly in relation to advancements in AI and data science leadership across Higher Education.
- Responsible for the effective line management, performance, and appraisal of staff within the Faculty as applicable in accordance with UCL's values.
- Proactively identify academic talent, both internally and externally, in pursuit of the Faculty's academic vision.
- Advise on cases for senior promotions from the Faculty, presenting cases to the Senior Promotions committee.
- Working with the Vice-Dean (EDI) to help foster a positive, inclusive and supportive faculty culture, contribution to the development and delivery of related institutional and Faculty-wide priorities.
- Actively lead and support the climate action plan.
- Responsible for Chair appointments including follow up with the preferred candidate.
- Ensure the Faculty achieves its financial goals and creating opportunities to invest in its academic programme.
- Oversight of the constituent Departments, facilitating their success and performance managing their achievements as a portfolio.
- Oversight of Clinical, NHS & External Partnerships and the ability to navigate different organisational cultures across the NHS, maintain credibility with senior healthcare leaders, and strengthen the Faculty's clinical impact.
- Management of stakeholders for key Faculty partnerships with NHS Trusts, Collaborators and Funders.
- Engage with the Office of the Vice-President Advancement on philanthropic opportunities, as well as identifying and pursuing fundraising opportunities.
- Act as an ambassador for the Faculty, both within the Institution and with funders and other external stakeholders, seeking opportunities to enhance the academic standing and financial sustainability of the Faculty.
- The post holder will actively follow UCL policies including Equal Opportunities policies and be expected to give consideration within their role as to how they can actively advance equality of opportunity and good relations between people who share a relevant protected characteristic and people who do not share it.
- Engage with policymakers, anticipate policy developments relevant to education, health, and research, and ensure the Faculty's expertise contributes more visibly to national and international policy debates.



## 7. Role Description (continued)

### Strategic, Financial and Resource Management

- Lead the development and implementation of the strategic vision for the Faculty, working closely with the Faculty Director of Operations (DoO), Vice-Deans and Heads of Departments. The Dean will provide inspirational leadership and be accountable for the direction, execution, and championing of the Faculty's academic mission and values, through its constituent Departments.
- Take a leading role in developing the strategic direction of the Faculty Group, actively encouraging cross-Faculty collaboration and contributing to the wider strategic agenda through relevant University committees and meetings.
- Advise and lead on all academic matters, including submissions for national evaluation exercises, such as Research Excellence Framework (REF), Knowledge Exchange Framework (KEF) and Teaching Excellence Framework (TEF).
- Working with the Faculty Director of Operations, School Finance Director and Heads of Departments, the Dean is responsible for the overall planning and implementation of the Faculty's budget and the achievement of agreed budgetary plans. The Dean is responsible for ensuring the Faculty meets its financial targets and contributes to the financial sustainability of UCL.
- The Dean is responsible for the health and safety of all persons within the Faculty and the safe use of all Faculty resources.
- Ensure that all resources, including space, funding, and staffing, are deployed to maximise effectiveness and efficiency and contribute to the Faculty's operational commitment to sustainability.
- Work with the DoO and Vice-Dean Education and Faculty Tutor on undergraduate and graduate taught admissions and on student academic matters, and with the Faculty Graduate Tutor (Research Students) for doctoral student matters.
- Work with the Head of Marketing and Communications and VPEE leadership team on external reputation management and mitigation of reputational risk for the Faculty.

- Work with the Faculty Vice-Dean Research, Vice-Dean Enterprise and with RIGE staff on Research and Innovation & Enterprise matters.
- Work with the Vice-Dean International to support the Faculty's international engagement through strategic partnerships in research, consultancy, teaching, and knowledge transfer.
- Working with the Vice-Dean Education, Head of Education and Student Experience and SRS staff on Education and Student Experience matters.

### UCL/Committee Membership

Represent the Faculty on the following UCL committees:

- University Management Committee (and subcommittees where appropriate).
- Academic Board.
- Academic Committee.
- Estates Management Committee.
- Other committees as required.

### General

- Follow and actively promote the UCL [Ways of Working](#).
- Carry out any other duties within the scope, spirit and purpose of the job as requested by the line manager.
- This job description may be reviewed and be subject to amendment in consultation with the post holder.
- UCL offers hybrid working where appropriate.
- The role will require travel both within the UK and internationally.

### Other Duties

- Undertake such other duties as the Provost or Vice-Provost (Faculties) may from time-to-time prescribe.
- The job description reflects the current requirements of the post and as duties and responsibilities change, the job description will be reviewed and amended in consultation with the post holder.



## 8. Person Specification

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### Qualifications, Skills and Experience

- An outstanding international research and academic profile with substantial seminal contributions to the advancement of their discipline.
- Experience of leading and managing a diverse team of academic, research and professional services staff effectively; creating a culture of high performance, collaboration and continuous improvement, and managing underperformance effectively.
- Demonstrable experience of managing resources and risk effectively, including budgets, staff and estates, within the statutory and regulatory policies of the organisation.
- Significant leadership experience with proven ability to lead, develop and motivate colleagues to achieve departmental, Faculty and corporate goals.
- Experience of effectively participating in the administration of a large, complex organisation.
- Evidence of developing and delivering medium to long term financial and strategic plans.
- Experience of leading and contributing to committees and working parties.
- Experience of promoting cross-disciplinary activities.
- An understanding of the opportunities and challenges faced by the Higher Education sector and how they impact on the strategy, policy and practice of the Faculty.
- Decisive and results oriented, allied with an ability to encourage participation, responsibility and accountability.
- Ability to delegate and evidence of working in successful teams.
- A collegial and inclusive approach to management and a commitment to good internal and external communications.
- Good planning skills allied to well-developed analytical and problem-solving skills.
- Ability to be persuasive, promoting a positive image of the Faculty and enhancing its reputation.

### Personal Attributes

- Commitment to the discipline and ethos of The Faculty of Population Health Sciences as defined by the component departments of the Faculty.
- Commitment to academic ideals in teaching, research, knowledge transfer and pastoral care, and to UCL's institutional ethos.
- Commitment to high quality teaching and fostering a positive learning environment for students, and a desire to make an impact in these areas.
- Leading by example and displaying a high level of personal integrity.
- Commitment to work harmoniously with colleagues and students from all cultures and backgrounds.
- Ability to build an inclusive, transparent, and professional culture.
- Resilient, energetic and able to maintain a positive outlook throughout the transformation lifecycle.

### Skills and Abilities

- Excellent organisational skills, the ability to prioritise in the face of competing demands and proven success in delivering work personally and through others to tight deadlines and within budget.
- Proven capacity to spot, create and seize opportunities for development and the ability to realise them through workable solutions.



## 9. Equality, Diversity and Inclusion

### EDI at the Faculty of Population Health Sciences

At the UCL Faculty of Population Health 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](#).





## 10. Rewards and Benefits

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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](#).





## 11. 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](http://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](mailto:gdrummond@wittkieffer.com)

### Further Information

For a confidential discussion about the role, please contact our advising consultants at WittKieffer:

- Jamie Cumming-Wesley: [jcumming-wesley@wittkieffer.com](mailto:jcumming-wesley@wittkieffer.com)
- Natalie Derry: [nderry@wittkieffer.com](mailto:nderry@wittkieffer.com)

### Recruitment Timeline

The deadline for receipt of applications is noon on **Monday, 9th February 2026**.

Final stage interviews will be held on **29th May 2026** 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](mailto:pmcclellan@wittkieffer.com)



