

CANDIDATE PACK

Professor of Commercial or Corporate Law

Westminster Law School

Liberal Arts and Sciences

UNIVERSITY OF
WESTMINSTER 



OUR UNIVERSITY

Under the inspirational leadership of Professor Peter Bonfield OBE, the University of Westminster is a place where discoveries are made, barriers are broken, diversity is celebrated and where everyone is welcome. Serving more than 21,000 undergraduate, postgraduate, apprentice and executive students, our mission is to transform the lives of young people from all backgrounds. We seek to make the world a more inclusive, sustainable, better and healthier place through our educational, research and knowledge exchange endeavours.

Since our founding in 1838 we have stood out as innovators, committed to tackling social inequalities. In 2021, our University ranked 2nd in England out of more than 100 higher education institutions for social mobility. The ranking - produced by the Institute for Fiscal Studies and the Sutton Trust - compares the number of students from low-income backgrounds at universities, and the extent to which their studies helped them to move up the income ladder. Westminster has the second highest performance among universities in England.

As we focus forward to 2029, we will continue to do so in a way that is true to our progressive, compassionate and responsible values. Our education offer will be more personalised and authentic, giving students from all backgrounds an opportunity of transformative learning, helping them succeed in their studies and professional lives. Our curriculum will be employability-linked, leading to stronger outcomes and helping prepare our graduates for the world of work and for life. Our research and knowledge exchange will enable us to maximise our positive impact on societies in the UK and around the world in an environment where everyone is inspired to succeed. Our priorities of wellbeing, inclusion and sustainable development will help us as we navigate through the challenges and opportunities towards 2029.



OUR PRIORITIES

The University's 2022-2029 strategy, *Being Westminster*, sets us apart and builds on our unique history and achievements. In our University, we value social justice, moral conscience, inclusivity and equality, acting positively together to make change for good.

The University of Westminster has three priorities.

WELLBEING

Working and studying together at Westminster as a community of students and colleagues is a big part of our lives – doing so in an environment that places our wellbeing front and centre helps us to be safe and feel safe. We care for the safety, health and wellbeing of those around us as well as ourselves.

INCLUSION

All Westminster, colleagues and students are in a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and is a place where harassment and discrimination are not tolerated. As a responsible institution, we strive to ensure and to champion equality. As a progressive institution, we take pride in our diversity. As a compassionate institution, we commit to an inclusive culture that allows students and colleagues to reach their full potential.

SUSTAINABLE DEVELOPMENT

We take inspiration from the 17 United Nations' Sustainable Development Goals (SDGs) in how we drive our actions and activities and governance across our University. As a community, we bring together our collective energies to play our part in addressing the climate crisis and inequalities to enable a more sustainable and socially just world. We are one of the top 20 universities in the world in SDG 5 for providing equal access and supporting the academic progression of women. We are one of the top 25 universities in the world in SDG 10 tackling economic, health based and international inequalities. We are in the top 50 universities in SDG 12 for promoting resource and energy efficiency, having a sustainable infrastructure, and providing access to basic services for all.



OUR OBJECTIVES 2022-2029

Against a backdrop of a changing and challenging higher education environment, the University has recently completed a major review of its objectives and strategy, and has published its commitments for the period 2022-29.

EDUCATION

We will offer personalised and authentic education, underpinned by an inclusive curriculum, to enable all our students, from all backgrounds, to engage in transformative learning and to succeed in their studies and professional lives. We will address global, political, and social challenges through a relevant demand-led and forward-looking portfolio. We will do this by offering authentic teaching, learning and assessment modes which immerse students in the wider-world through live projects, work-based learning and global opportunities. We will invest in our people to enable all teaching colleagues to plan and deliver exceptional learning experiences and professional colleagues to offer exceptional support. Students will be empowered by working in partnership with colleagues and fellow students to shape the Westminster experience. We will develop an integrated physical and digital environment that supports excellent practical, active and collaborative learning for all our students.

RESEARCH AND KNOWLEDGE EXCHANGE

Research and knowledge exchange are fundamental to our commitment to making a positive difference to the world and transforming lives. We are committed to research in four priority areas: Diversity and Inclusion; Health Innovation and Wellbeing; Sustainable Cities and the Urban Environment; Arts, Communication and Culture. Our excellence in research and knowledge exchange will infuse our education endeavour, inspiring and equipping our students as agents of change locally as well as globally. We will continue to grow our community of PhD researchers, ensuring that the Westminster postgraduate research experience remains sector leading and the foundation for great careers. In knowledge exchange we will focus on engagement with government, business and with the public and local community. We will achieve more when we identify shared interests and build partnerships with our communities and collaborate for the public good with a clear civic purpose.

EMPLOYABILITY

We will ensure that all our students benefit from employability-led learning and purposeful engagement with employers, business and industry, to give students from every background the best possible preparation for the world of work and enable the best possible employability outcomes. We will do this through the further extension and embedding of programmes such as work-based and placement learning; the Westminster Employability Award; Westminster Working Cultures; mentoring; and student enterprise. Employability-related learning will be a core and critical part of the courses and curriculum we offer, right across the University. It will be front and centre of life at the University for students and colleagues.



A key priority will be the development of a dedicated Centre for Employability and Enterprise at 29 Marylebone Road, intended to transform our student experience and our engagement with business, industry and employers. The Centre will provide a game-changing experience through which undergraduate and postgraduate students from across Westminster will come together and practise enterprise; develop an entrepreneurial mindset and skills; access training, work, projects, business advice and mentoring; and connect directly with employers. The future-focused environment of the Centre will scale up our employability provision, helping our students to be 'fit for the future' in the most challenging of post-pandemic labour markets and economic environments. It will strengthen links between our UK-based and international employer partners and our motivated, bright, work-ready students, affording employers access to a diverse mix of people right for the needs of the contemporary workforce.

GLOBAL ENGAGEMENT

We will raise the international reputation and reach of the University, ensuring that 30% of our undergraduate community and 70% of our taught postgraduates come to us from overseas. Overseas partnerships will remain central to our global engagements. We will prioritise the outward mobility of our students to partner institutions, contributing to students' development of employability skills and competences. We will extend and deepen our Trans-National Education relationships. These partnerships, particularly that with Westminster International University in Tashkent, will move beyond franchised or validated arrangements to embrace employability, alumni-related research, CPD and knowledge exchange connections.



OUR STRUCTURE

ACADEMIC STRUCTURE

Our structure is built to deliver an enhanced learning environment, stronger and broader industrial, international and professional connections and pioneering and impactful research. The University comprises three Colleges:

Westminster Business School

- School of Organisations, Economy and Society
- School of Finance and Accounting
- School of Applied Management
- School of Management and Marketing

Design, Creative and Digital Industries

- School of Architecture and Cities
- Westminster School of Arts
- School of Computer Science and Engineering
- Westminster School of Media and Communications

Liberal Arts and Sciences

- School of Social Sciences
- Westminster Law School
- School of Humanities
- School of Life Sciences

The University Executive Board comprises:

- Vice Chancellor and President
- Deputy Vice Chancellor (Employability and Global Engagement)
- Deputy Vice Chancellor (Education and Students)
- Deputy Vice Chancellor (Research and Knowledge Exchange)
- Chief Operating Officer and University Secretary
- Three Heads of College

PROFESSIONAL SERVICES

Our Professional Services teams support the effective and professional delivery of our teaching, research and knowledge exchange and the management of student residences and sports facilities.

- Academic Registry
- Business Engagement
- Estates
- Finance and Commercial Activities
- Global Recruitment, Admissions, Marketing and Communications
- Information Systems and Support
- People, Culture and Wellbeing
- Strategy, Planning and Performance
- Student and Academic Services



JOB DESCRIPTION

Job Title: Professor of Commercial or Corporate Law

Reports to: Head of School

Department: Westminster Law School, Liberal Arts and Sciences

Grade: PROF

ROLE PURPOSE

To maintain the standard of excellence and distinction within their field of expertise in research and scholarly activities, teaching, academic leadership and knowledge exchange for which the professorial title has been awarded. The role holder will take on the responsibility and the ambition of enhancing the profile of a teaching-focused and research-informed University and will be expected to play a major part in leading the School's strategic direction. The post will contribute to the strategic academic development of the University in the relevant field of expertise.

PRINCIPAL ACCOUNTABILITIES

It is expected that a Professor will contribute to each of the four areas below. The balance of time spent on each of these accountabilities may vary from year to year and will be agreed annually with the Head of College and Head of School. Professors are placed in categories Professor A, B or C according to the level at which they are working and their contribution to the University:

- Research
- Leadership & Management
- Knowledge Exchange & Professional Standing
- Teaching

CONTEXT

Research

1. To lead research, consultancy and similar programmes, ensuring that significant, sustained external funding from research bids is achieved to support individual and colleagues' research work.
2. To procure grant and / or contract funding for research, and to support / lead team-based efforts to secure funding.
3. To regularly produce excellent quality and accessible peer reviewed outputs of internationally leading standing.
4. To provide academic leadership and mentoring support and co-ordinate the work of others to ensure progressive advancement of the research agenda.

Leadership and Management

5. To provide leadership in improving the quality of the research record and research profile and external reputation of both the College, School and the University.



6. To contribute to strategic planning (3-5 years) at College, School and institutional level in relation to research and knowledge transfer work.
7. To lead and develop internal and external networks to encourage and disseminate the outputs of research, encourage collaborations, knowledge transfer and funding bids, and ensure that colleagues are aware of the outputs of research in order to enhance the curriculum and teaching and learning materials for undergraduate and postgraduate programmes.

Knowledge Exchange and Professional Standing

8. To establish and develop team-based research both within and between schools and develop the potential for knowledge exchange and consultancy activities.
9. To develop links with external contacts and bodies including research councils, other national and international funding agencies, professional bodies, industry and commerce.
10. To drive activity which enhances the post-holder's external esteem, such as editing academic or professional journals, contributing to conferences in the academic field, holding visiting titles/awards or working for research councils and / or other funders of research.
11. To enhance the national and international reputation of the post holder's field of expertise at Westminster.

Teaching

12. To lead the implementation of innovative approaches in teaching.
13. To lead the development of internal programmes and make a contribution to teaching at undergraduate and postgraduate levels.
14. To supervise PhD students and Post-Doctoral researchers.
15. To shape and influence teaching policy in the post holder's particular discipline.

Other Duties

16. To carry out other duties as appropriate and within the competence of the post.
17. To co-operate, in a collegiate spirit, with members of the University's senior leadership and management teams.

DIMENSIONS

The University is growing research capacity to build resilience in all areas of established strength, meeting levels of international excellence. We expect to sustain research at levels of national excellence across all areas in which it engages teaching. Professors are expected to provide leadership in their chosen field internally and externally to the University and to provide a focus and a source of expertise and funding around which



centres of excellence in research will grow and develop within Schools. Professors should identify strategic opportunities for the development of new research, for collaborations internally and externally, and should champion the cascading of new research into postgraduate and undergraduate learning materials. They will lead new initiatives in fundraising, consultancy and knowledge exchange, and thus reduce the School's dependency on state funding for teaching. Professors will be expected to support and enable the realisation of the University's Research Development and Knowledge Exchange Strategies.

The postholder has responsibility for ensuring that suitable and sufficient risk assessments are undertaken for the activities for which they are responsible and that measures to control risk are identified and implemented and communicated to all affected.

They must ensure the provision of adequate supervision and training, to include: the responsibility to work with due regard for the health and safety of themselves and others; familiarity with actions to be taken in the event of emergency; and the duty to report accidents and hazards appropriately.



PERSON SPECIFICATION

QUALIFICATIONS

- PhD or an equivalent level of knowledge, supported by evidence, which demonstrates you are a recognised expert with an authoritative understanding of your specialised field or discipline. You will have gained this knowledge through very broad and extensive experience, having built on a sound understanding of concepts and principles, through your wide and significant exposure to complex practices and precedents, within industry, consultancy or private practice.
- Senior Membership of appropriate professional body

TRAINING AND EXPERIENCE

- Highest professional standing; as demonstrated by knowledge exchange work; membership at a senior level or significant contributions to professional bodies; or other high profile scholarly activity.
- A sustained record of published research of internationally leading quality in relevant field.
- A proven track record in obtaining research funding.
- Experience of research leadership.
- Sustained experience of academic management or leadership.
- Experience of administration at a level commensurate with current stage of career.
- Experience of working with international partners in higher education.
- Substantial teaching experience at undergraduate and postgraduate level delivered to a high quality.
- Experience of working with external stakeholders and establishing external research links.
- Experience and broad knowledge in field of expertise.
- Experience of supervision of PhD students to completion as a main supervisor/Director of Studies.

APTITUDES, ABILITIES AND PERSONAL ATTRIBUTES

- Excellent interpersonal and leadership skills, with the ability to guide, lead and collaborate effectively with existing members of the department and collaborate with industrial and academic partners.
- Fully committed to creating a stimulating learning and working environment which is supportive and fair,



based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

- Excellent communications skills with the ability to communicate information clearly, and counsel and motivate students and colleagues at all levels.
- The ability to provide leadership to the Research Group and more widely within the Faculty.
- The ability to take ownership and control and exercising leadership; initiating action and taking responsibility.
- Set ambitious but realistic goals. Show commitment to their own personal development and identify development strategies needed to achieve work and career goals.
- The ability to see and contribute to the big picture, showing the way forward so others understand what they must do to align their efforts to university-wide goals.
- Able to provide direction, inspire others and take responsibility for contributing to and delivering results to achieve the university's vision/goals.
- Proven ability to lead broader management processes, for example business and programme planning and departmental strategic planning.
- IT skills minimum requirements: Word, Excel, Powerpoint (i.e. Microsoft package): plus Email, intranet and Blackboard.



HOW TO APPLY

To apply for this vacancy, please visit our [vacancies page](#) where you will be able to download our application form template. You will then be requested to complete a quick registration before being able to upload completed application form and any supporting documentation.

Applications should include:

- A concise statement in support (ideally no longer than two pages), addressing the criteria in the Person Specification and motivation for applying.
- You may also include an up to date curriculum vitae;
- names and contact details of two referees (although referees will only be approached at offer stage).

The deadline for receipt of applications is midnight on 01 November 2024

Interviews will take place w/c 11 November 2024.

An appointment will be made subject to proof of eligibility to work in the UK and satisfactory references being obtained.

At the University of Westminster, diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all our stakeholders.

We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

The University has adopted Smart Working principles to support and further our Equality, Diversity and Inclusion aims of being an inclusive, collaborative and flexible employer. Further details of Smart Working can be discussed at interview stage.



OUR BENEFITS

The University offers a range of wellbeing and work-life balance benefits to recognise and reward the essential contribution our colleagues make to success and growth. Our benefits are inclusive for colleagues of all backgrounds including LGBTQ+ colleagues, disabled colleagues, pregnant colleagues, parents and carers, as well as colleagues of all genders, age, ethnicities, nationalities, religion and beliefs, and marriage and civil partnership status.

- 35 days annual leave per year, plus bank/national holidays and University of Westminster closure days (pro-rata for part-time staff).
- A generous occupational pension scheme.
- Annual incremental progression and/or cost of living reviews.
- Generous maternity, paternity and adoption leave.
- Flexible working and smart working.
- Learning and development opportunities.
- Free membership rates for a wide range of sporting facilities, including gyms at Regent Street and Harrow campuses, as well as the Chiswick Sports Ground.
- Employee assistance programme.
- The opportunity to participate in other attractive employee benefit schemes such as Cycle to Work, Eye Care Vouchers, Season Ticket Loans, and Give As You Earn.





[westminster.ac.uk](https://www.westminster.ac.uk)

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