

DIRECTOR OF UNDERGRADUATE DENTAL EDUCATION (BDS PROGRAMME DIRECTOR)

Norwich Dental School

ATS1371

CANDIDATE BROCHURE



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WHAT MAKES UEA SO SPECIAL?

The University of East Anglia is a publicly funded major UK research and teaching university. It was built to embody a radical new vision for higher education, where interdisciplinarity is crucial and excellence in both research and teaching is valued. UEA consistently ranks within the top quarter of universities in the UK for the quality of research and teaching.

As a major regional employer and cultural centre, we take our regional civic responsibilities very seriously and have kept our sights on the people and place we call home. In fact, we launched our University Civic Charter in October 2023; created from in-depth community engagement, renewing our commitment to the region as part of our 60th anniversary.

There are many things which make UEA special, not least of which is the community of staff and students that work and study here. UEA includes three Nobel prize winners, including Sir Paul Nurse and Sir Michael Houghton, and many fellows of the Royal Society and British Academy amongst our alumni and current staff.

Our campus is home to Sir Denys Lasdun's iconic brutalist architecture set in hundreds of acres of beautiful country park that includes a large broad (lake). In the spirit of Lasdun's ambition to inspire an anatomy of ideas, today, UEA is tackling some of the key challenges of the changing world. UEA's research combines disciplines

and breaks new boundaries across its priority research themes of climate, creative and health.

UEA is the place where global warming was first documented. Since the 1970s, UEA's Climatic Research Unit, and more recently Tyndall Centre for Climate Change (Headquarters hosted at UEA), have played a pivotal role in developing temperature records and climate models, contributing to the understanding of climate change, and informing global policy. Many UEA scientists have played significant roles in the Intergovernmental Panel for Climate Change (IPCC), which was jointly awarded the 2007 Nobel Peace Prize for its efforts to increase public knowledge of anthropogenic climate change. Environmental Science and Global Studies at UEA continue to be a major powerhouse for research and teaching.

UEA is widely regarded as a pioneer in creative writing, having established the UK's first Creative Writing Masters programme in 1970. This renowned programme has since attracted and produced numerous successful writers, including Booker Prize winners such as Ian McEwan and Anne Enright, and Nobel Prize Winner Sir Kazuo Ishiguro. In recent years, UEA academics have played a pivotal role in the discovery and presentation of the Gloucester Royal shipwreck (Norfolk's Mary Rose). Our iconic Sainsbury Centre for Visual Arts is a major museum and arts research facility.



Health research at UEA not only embraces the Faculty of Medicine and Health but draws in research from both social and natural sciences. Research under this theme has made major contributions in the fields of healthy ageing, epidemiology and involving citizens (via our innovative Citizens' Academy) in improving health care outcomes. This theme benefits from close association with the other major research institutes on the Norwich Research Park; notably the Norfolk and Norwich University Hospital and the Quadram Institute. The Norwich Cancer Research Network, and Norfolk Institute for Healthy Ageing, are examples of key mechanisms for delivery of real impact from health research at UEA.

UEA has been a major success over the last 60 years and looks forward with confidence to the next 60 years.

For an informal discussion about the post please contact Professor Philip Baker, Pro-Vice Chancellor of the Faculty of Medicine and Health Sciences via Philip.Baker@uea.ac.uk

UEA is part of the Norwich Research Park

Norwich Research Park (NRP) membership locates UEA in one of the largest concentrations of research institutes in the whole of Europe – four independent internationally-renowned research institutes: John Innes Centre, Quadram Institute, Earlham Institute and The Sainsbury Laboratory; with the University of East Anglia and Norfolk and Norwich University Hospitals NHS Foundation Trust, supported and funded by The John Innes Foundation, The Gatsby Foundation, and UKRI Biotechnology and Biological Sciences Research Council.

The NRP provides an ideal environment for collaborative use of infrastructure and facilities, with a single portal for academics and businesses to access the specialist facilities across the Park.

The Enterprise Centre is a regional business, knowledge and innovation hub, with workspace provision and supports over 80 businesses working alongside UEA staff and students in a dynamic and vibrant entrepreneurial community. On the wider NRP, there are dedicated laboratory and office spaces in the Innovation Centre and Centrum hosting over 600 staff within a total of 115 businesses and spinouts.



THE ROLE

The Director of Undergraduate Dental Education (BDS Programme Director) provides strategic leadership for the School's undergraduate dental education portfolio, ensuring the delivery of an innovative, inclusive and future-focused curriculum that prepares graduates to meet the standards of the General Dental Council (GDC), the expectations of patients and employers, and the evolving needs of the healthcare system.

Working closely with academic colleagues, NHS partners, professional services staff and external stakeholders, the postholder will lead the continued development, delivery and enhancement of the BDS programme, ensuring excellence in teaching, learning, assessment, student support and educational governance.

The role provides strategic oversight of curriculum design, quality assurance, regulatory compliance, clinical education, student outcomes and educational innovation, contributing to the wider strategic objectives of the School, Faculty and University.

KEY RESPONSIBILITIES

EDUCATIONAL LEADERSHIP

- Provide strategic leadership for all aspects of the undergraduate dental curriculum.
- Lead the continued development and implementation of the School's undergraduate dental education strategy.

- Ensure the curriculum prepares graduates to meet GDC Safe Practitioner outcomes and the evolving needs of patients, the profession and the wider healthcare system.
- Lead curriculum review, innovation and transformation activities.
- Promote excellence and innovation in teaching, learning and assessment.
- Drive the integration of digital, simulation-enhanced and technology-enabled learning approaches.
- Promote interprofessional learning and collaboration across the healthcare discipline.
- Lead initiative to enhance student experience, engagement, progression and success.

PROGRAMME LEADERSHIP AND MANAGEMENT

- Direct the planning, delivery and evaluation of the BDS programme.
- Chair programme management and curriculum committees.
- Ensure effective coordination across all years of study.
- Oversee admissions input, induction and student progression processes.
- Work closely with Year Leads and Module Leads to ensure curriculum integration.

QUALITY ASSURANCE AND REGULATORY COMPLIANCE

- Lead programme quality assurance and enhancement activities.
- Act as the principal academic lead for undergraduate dental education in relation to GDC requirements.

THE ROLE (CONTINUED)

- Lead preparation for GD inspections, accreditation visits and associated reporting requirements.
- Ensure compliance with University quality frameworks and external regulatory requirements.
- Monitor student outcomes, progression, attainment, fitness to practice and satisfaction metrics.
- Lead responses to external examiner reports, student feedback and quality reviews.
- Use student outcome data, progression metrics, NSS and other performance indicators to drive the continuous improvement.

ASSESSMENT AND STUDENT PROGRESSION

- Provide strategic leadership for assessment and assessment governance across the programme.
- Ensure assessments are valid, reliable, inclusive and appropriately mapped to programme learning outcomes and GDC requirements.
- Oversee assessment quality assurance and standard setting processes.
- Chair or oversee progression and examination boards.
- Support robust and transparent decision-making regarding student progression and fitness to practice.

CLINICAL EDUCATION LEADERSHIP

- Work collaboratively with NHS and primary care clinical partners to ensure high-quality clinical learning opportunities.
- Monitor student clinical experience, competence

development and preparedness for practice.

- Ensure clinical teaching environments support patient safety, educational quality and professional development.
- Oversee the effective utilisation and development of undergraduate clinical teaching resources.
- Support the development of innovative models of clinical education and workforce development.

STUDENT EXPERIENCE AND INCLUSION

- Promote an inclusive, supportive and high-performing learning environment.
- Lead responses to NSS, internal student surveys and student feedback.
- Support student wellbeing, professionalism and academic success.
- Champion equality, diversity and inclusion across the programme.
- Foster a culture of belonging, professionalism and continuous improvement.

LEADERSHIP AND LINE MANAGEMENT

- Lead and develop undergraduate dental education team.
- Provide leadership and support to Year Leads, Module Leads and other educational leaders.
- Undertake line management responsibilities including appraisal, development, performance management and workload planning where appropriate.
- Support recruitment, selection and succession planning activities.
- Promote educational scholarship, innovation and professional development.

THE ROLE (CONTINUED)

SCHOLARSHIP, EXTERNAL ENGAGEMENT AND PROFESSIONAL LEADERSHIP

- Promote educational scholarship and evidence-informed practice.
- Contribute to national and international developments in dental education.
- Develop and strengthen relationships with external partners, professional bodies and healthcare organisations.
- Represent the School and University at relevant regional, national and international forums.
- Engage in continuing professional development and maintain an up to date understanding of developments in dental education and healthcare.

GENERAL

- Positively support and promote the University's values in all aspects of work.
- Abide by all University regulations, policies and procedures relevant to this role.
- Undertake and maintain completion of mandatory training requirements.
- Observe the rules of confidentiality applicable to work within the School and University.
- Undertake such other duties commensurate with the level of responsibility of the post as may reasonably be requested by the Dean.

THE PERSON

EDUCATION AND TRAINING

- Primary dental qualification from a recognised institution (E)
- Current registration with the General Dental Council (GDC) (E)
- Higher degree (Masters, Clinical Doctorate, PhD or equivalent) in a relevant discipline (E)
- Fellowship of Advance HE (or equivalent educational qualification) or willingness to obtain within an agreed timeframe (E)
- Postgraduate qualification in Dental Education, Medical Education or Higher Education (D)

SKILLS AND KNOWLEDGE

- Experience of high-quality undergraduate teaching and educational leadership within dental, medical or healthcare professional education (E)
- Experience of curriculum design, development, delivery and evaluation within higher education (E)
- Experience of student assessment, assessment governance and quality assurance (E)
- Understanding of GDC Standards of Education and associated regulatory requirements (E)
- Evidence of leadership and the use of innovative and effective

educational practices (E)

- Experience of working collaboratively with NHS partners and clinical placement providers (E)
- Understanding of clinical governance, patient safety, safeguarding and professional standards within healthcare education (E)
- Experience of leading and developing multidisciplinary academic teams (E)
- Organisational skills with the ability to plan and manage competing priorities and meet deadlines (E)
- Demonstrable administrative and prioritisation skills with the ability to manage a varied and complex workload (E)
- Excellent interpersonal skills with the ability to establish and maintain effective working relationships across a wide range of stakeholders (E)
- Excellent verbal and written communication skills, with the ability to communicate complex information clearly and effectively (E)
- Ability to analyse and utilise students' outcome data, progression metrics, NSS and other performance indicators to drive enhancement and continuous improvement (E)
- Effective use of technology to support teaching, learning and programme management (E)
- Ability to motivate, influence and

develop colleagues (E)

- Ability to use initiative and exercise sound professional judgement (E)
- Experience of leadership within a BDS programme or equivalent healthcare professional programme (D)
- Experience of GDC inspection, accreditation or quality review processes (D)

PROFESSOR LEVEL (ALL OF THE ABOVE PLUS):

- Experience of leading educational change, innovation and curriculum transformation (E)
- Ability to provide strategic academic leadership (E)
- Experience of budget management and resource planning (D)
- Evidence of educational scholarship, educational research and/or dissemination of innovation and good practice (D)
- National or international profile in dental or healthcare professional education (D)

Continued on the next page.

THE PERSON (CONTINUED)

PERSONAL ATTRIBUTES

- Demonstrate UEA's Values and behaviours in day-to-day work and supports a team culture that reflects them (E)
- Evidence of strategic and transformative educational leadership (E)
- Willingness to change and develop working practices (E)
- Proactive, self-motivated and willing to take ownership of responsibilities (E)
- Confident, articulate and credible (E)
- Able to maintain confidentiality (E)
- Experience of supporting equality, diversity and inclusion within a diverse educational or professional environment (E)
- A sustained commitment to excellence in teaching, learning and educational leadership (E)

Essential Requirements (E) are those, without which, a candidate would not be able to do the job.

Desirable Requirements (D) are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

FURTHER INFORMATION

This post is available from 1 October 2026 on an indefinite full-time basis.

One appointment will be considered at either Associate Professor or Professor level dependent on skills and experience.

- Associate Professor salary will be £58,225 to £67,468 per annum on Grade 9 on the single salary spine.
- For a Professor appointment, a competitive salary is available for an outstanding candidate.

Relocation expenses are reimbursable under certain conditions.

Place of Work - The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during their working week in support of these goals. We have a hybrid-working policy which supports a mix of at home and on campus 'hybrid' working for many roles. For the majority of hybrid roles, the expectation is a minimum of 60% of working time will be spent physically present in the workplace.

The flexibility of the hybrid-working policy allows the possibility of some remote working, but it is the expectation that all appointments will be UK based, with any overseas working agreed in advance by exception only.

If successful you will be asked to show evidence of right to work in the UK prior to any formal offer being made. Non-British and non-Irish nationals entering the UK to undertake employment or who are currently in the UK will have to meet eligibility criteria under the points-based immigration system. The University may be able to provide sponsorship under the Skilled Worker route if relevant criteria are met. Please note, due to the complexities of the immigration system, Skilled Worker visa sponsorship is not guaranteed for every role. If you would like further information about whether this role is eligible for visa sponsorship, please contact staff.visacompliance@uea.ac.uk

The post is superannuable under the Universities Superannuation Scheme

and there is an annual leave entitlement of 30 days plus statutory (8 days) and customary (6 days) holidays. The University is committed to creating an environment where the health, welfare and safety of all students and staff is of paramount importance. The University's Safeguarding Policy addresses both child protection and safeguarding children, young people and vulnerable adults within the work of the University. Appointment will be subject to satisfactory pre-employment checks, which may include an Occupational Health assessment.

Information on the benefits of working at UEA can be found at <https://www.uea.ac.uk/about/working-at-uea>.

If you require the information contained within this candidate brochure in a different format please email staff.recruitment@uea.ac.uk

HOW TO APPLY

To apply for this vacancy, please follow the online instructions at: <https://vacancies.uea.ac.uk>

The closing date for this role is 11:59pm on **18 August 2026**.

Please note that the application form contains an Equal Opportunities section which must be completed. The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process.

It is anticipated that presentations and interviews will take place on **10 September 2026** and we will inform you of the outcome of your application prior to this date.

Reasonable travel and incidental expenses incurred in attending the interview will be reimbursed, subject to qualifying criteria (please ensure that you keep all receipts). Please note that if you are offered a post and decline the offer, travel and incidental expenses will not be reimbursed.

ABOUT THE FACULTY

The Faculty of Medicine and Health Sciences is led by the Pro Vice Chancellor of Medicine and Health Sciences, Professor Philip Baker, working closely with the Deans of School, and the Associate Deans who share responsibility for the areas of Research; Enterprise and Engagement; Education; Admissions; and PGR.

These senior academics, together with the Heads of Research Departments, Faculty Director of Operations, the Human Resources Business Partner, and the Senior Finance Business Partner (Faculty), form the Faculty Executive.

Teaching is organised through the Faculty's two Schools of study, comprising Health Sciences (HSC) and Norwich Medical School (MED), assisted by a Centre for Inter-professional Practice (CIPP).

The Faculty also has strong research links with the Norwich Research Park, comprising the Quadram Institute (QI), the John Innes Centre (JIC), the Earlham Institute (EI) and the Norfolk and Norwich University Hospital NHS Foundation Trust, see <https://www.norwichresearchpark.com>



ABOUT THE SCHOOL

Following the decision of the General Dental Council to approve a dentistry programme at the University of East Anglia, and the allocation of undergraduate dentistry places through the Office for Students, the University senior leadership took the decision to establish the Norwich Dental School. This decision was ratified by University Senate and by University Council.

The Foundation Dean of the Norwich Dental School will establish the School, in partnership with senior colleagues in the Faculty of Medicine and Health Sciences, ahead of the first intake of dentistry undergraduate students in September 2027.

Preparatory work includes the ongoing establishment of clinical and non-clinical facilities and will include the recruitment of academic staff members. Once established, the Dental School will sit within the Faculty of Medicine and Health Sciences.



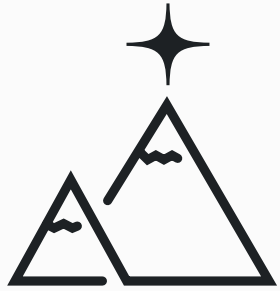


OUR VALUES

Shaped by staff, our UEA values represent a core set of standards for how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

From tackling global challenges, striving for student and staff success, and creating a vibrant inclusive environment, our values are what unite us.

- ✦ AMBITION
- ✦ COLLABORATION
- ✦ EMPOWERMENT
- ✦ RESPECT



AMBITION

We are ambitious for our future success.

We are forward-thinking and brave in our approach and decisions. We make space for innovation and creativity, seizing opportunities that are responsible and sustainable. We are ambitious for the advancement of education and research.



COLLABORATION

We are collaborative in our approach.

We work together with shared purpose. We build connections, share ideas and develop new networks. We champion our regional, national and global relationships and demonstrate that together we can achieve greater goals and positively influence the world around us.



EMPOWERMENT

We empower ourselves and each other.

We develop ourselves and others, trusting people to make decisions based on their expertise and knowledge. We continually improve systems and processes to support us in working in an agile and efficient way.



RESPECT

We respect each other.

We treat everyone with respect and dignity. We value diversity and foster a community where people can express different thoughts and views. We are open to challenge, so we can learn and improve. We encourage a positive, inclusive environment where everyone has opportunities to fulfil their potential.

ACCOLADES

- Queen's Anniversary Prizes for Higher and Further Education have been awarded to UEA for international development studies (2009), creative writing (2011) and environmental sciences (2017). Notable alumni include Sir Paul Nurse (1973, Nobel Prize for Medicine 2001), Sir Kazuo Ishiguro (1980, Nobel Prize for Literature 2017), Sir Michael Houghton (1972, Nobel Prize for Medicine 2020) and Sarah Gilbert (1983) who led the Oxford University team to develop a COVID-19 vaccine, approved in 2020.
- Our Doctoral College, established in 2018, hosts six Doctoral Training Partnerships and integrates Faculty and School provision for 1600 Postgraduate Research Students (including those from across the Norwich Research Park), enabling collaboration and innovation.
- We recognise our global impact and were one of the first universities to declare a climate and biodiversity emergency in June 2019. Our sustainable campus, including over 50 acres of environmentally valuable parkland, is constantly evolving with ambitions to be 100% net zero by 2045 or sooner.
- UEA is a University of Sanctuary, an accreditation given to universities that show an ongoing commitment to creating a welcoming culture of inclusivity and awareness.
- UEA was awarded the Silver Athena SWAN Award in 2019, and all our Schools hold awards at Bronze or Silver.

A vibrant place to study, learn and work, UEA is a very special place.



A SUSTAINABLE UNIVERSITY

At UEA, we are now working to create a university that will be even better in the future, and we are working to achieve net zero carbon by 2045 (or earlier). Our Sustainable Ways vision is one of a resilient university – where consumption is efficient and self-generated energy supports low carbon goals, supported by a vibrant community of world-leading researchers and inspired graduates.

At a basic level, our sustainable development means that we try to balance the 'three pillars' of environmental, economic and social elements.

We challenge our environmental impact through on-site energy generation and a district heating and cooling network, reducing our reliance on grid electricity and therefore fossil fuels. We promote and use recycled and 'eco' products such as biological cleaning materials. We champion local suppliers and ethical causes, including Fairtrade and vegan products. We seek to ensure value for money in a holistic, whole-life costing sense in our new buildings and procurement contracts.

OUR INITIATIVES

Central campaigns, such as holiday shut-downs or awareness day events, support a whole-University approach to energy saving and other initiatives.

Follow us on X [@SustainableUEA](https://twitter.com/SustainableUEA)



OUR CAMPUS

UEA is based on a campus that provides top quality academic, social and cultural facilities to over 17,000 students.

Although located in 320 acres of rolling parkland, virtually no part of the campus is more than a few minutes' walk from anywhere else, so everything is close at hand – the library, nursery, health centre, supermarket (incorporating a post office) and restaurants. Amongst the striking buildings is the UEA's Sainsbury Centre for Visual Arts, which contains the Robert and Lisa Sainsbury Collection – one of the greatest art collections formed in Europe during the 20th Century.

The University has invested in new learning and teaching and research spaces, including a celebrated new Enterprise Centre that underpins its commitment to promoting student enterprise and entrepreneurship.

Sport and Recreation plays a major part in the life of the University of East Anglia, centred around the major Sportspark facility which is one of the most successful community sport facilities in the UK. This accessible and affordable facility provides a diverse range of activities, and incorporates a 50m Olympic size swimming pool, indoor climbing wall, coaching resource centre and sports injury clinic.



NORWICH

A CITY OF STORIES

The city's motto is 'A fine city' and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. Norwich offers miles of riverside walks and cycle ways, and a unique collection of 1930s parks. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast.

Norwich is a UNESCO World city of Literature, the first in the UK, as well as being one of the newly named Tech Cities recognising the growth of digital businesses in the region. The most prominent high-rise building, apart from the castle, is the magnificent 11th century cathedral, which still dominates the skyline. The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity.

The city is consistently rated as one of the top ten shopping venues in the UK. Norfolk and Suffolk attract thousands of visitors each summer. The famous Norfolk Broads are among the most important wetlands in Europe and a haven for rare plants, wildlife and insects. The Broads attract holidaymakers who come to navigate the intricate natural network of waterways formed by the Rivers Bure, Yare and Waveney and their tributaries.

For further information about UEA's excellent facilities, staff benefits, picturesque campus and the UEA working environment, please visit the 'Careers at UEA' microsite <https://www.uea.ac.uk/about/working-at-uea>. Additional information about living and working in the city of Norwich can be found at <https://www.workinnorwich.co.uk/>



If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.

STEPHEN FRY



LOCATION

Some cities you've heard of, others you have to discover. Norwich is one of the most beautiful, modern historic cities in Britain. It's a city that celebrates the independent, stimulates creativity, promotes change and encourages diversity.

UEA is a campus university located 3 miles from the centre of Norwich. Situated in the heart of Norfolk, which means it's an ideal location to explore Norwich and beyond.

BY RAIL

LONDON • 2 HOURS

CAMBRIDGE • 1 HR 15 MINS

BIRMINGHAM • 4 HOURS

Many European cities (including Paris and Amsterdam) easily accessible by train

BY ROAD

KINGS LYNN • 1 HOUR

CROMER • 45 MINUTES

SOUTHWOLD • 1 HOUR

BY AIR

NORWICH AIRPORT • 20 MINUTES

STANSTED AIRPORT • 2 HOURS

London is a major airline hub and all main international destinations are easily accessible



An internationally renowned university, UEA is ranked 26th in the UK (Complete University Guide 2026) and is in the UK Top 25 for research quality (Times Higher Education Rankings 2026) reflecting the international excellence of its research environment. We are in the World Top 60 (QS World Rankings for Sustainability 2025) and the World Top 9th for reduced inequalities (Times Higher Education Impact Rankings 2026). The University holds UK Teaching Excellence Framework Silver status.

Equality, Diversity, Inclusion and Wellbeing

The University is committed to diversifying its workforce and to the wellbeing of all our staff. For example, we hold an Athena SWAN Silver Institutional Award (since 2019) in recognition of our advancement towards gender equality for all. Further details on our broader Equality, Diversity, Inclusion and Wellbeing work can be found on our [website](#).

