***Academic Lead for Leeds Gender Framework & Chair of the Institutional Athena SWAN Self-Assessment Team***

***0.2 FTE***

**Do you have a passion for advancing gender equality? Would you like to further progress and lead the University’s Leeds Gender Framework in collaboration with colleagues advancing the Leeds Race, Disability and LGBT+ Frameworks? Do you have experience of and enthusiasm for the aims of the Athena SWAN (AS) Charter, and could you drive the delivery of the University’s AS action plan and shape our future submission?**

The Leeds Gender Framework (LGF) is the umbrella framework for the delivery of UoL level initiatives such as Women at Leeds Network, Women in Leadership Roles Forum, Aurora, Women of Achievement Awards and encompasses UoL-level Athena SWAN activity. The Academic Lead for the LGF will Chair the Institutional Athena SWAN Self- Assessment Team.

The next phase of our work is to consider how we can drive and achieve a greater intersectional focus and develop the Leeds Race, Disability and LGBT+ Frameworks. To deliver this, the Academic Lead for the LGF will work closely with the Chair of the Equality and Inclusion Delivery Group (E&IDG) and the Equality Policy Unit (EPU) to shape, continually develop and deliver the Leeds Gender Framework. A strengthened evidence base of high-quality equality data and reports should facilitate these aims.

The Academic Lead for LGF will work collaboratively with managerial, academic and professional services colleagues across the University, delivering the LGF as an integral part of the University’s E&I Strategy (also under further development). They will also seek opportunities to further strengthen the strategy, governance and structures underpinning the next phase of the University’s work to deliver the step change on equality we all wish to see.

The delivery and activities of the LGF will be reported to the E&I Delivery Group, a new Group chaired by Professor Stephen Scott, reporting to the E&I Board, chaired by the Vice-Chancellor.

The Academic Lead will encourage individual and collective contributions to advance the aims of the LGF, and will ensure that LGF activity is embedded throughout the University’s work. Specifically, the role-holder will:

1. Provide academic leadership and shape the future strategic development and delivery of the University’s LGF, advancing outcomes for women from all backgrounds
2. Report progress with the delivery of the LGF and its connectivity with other equality frameworks to the E&I Delivery Group and, on request, to the E&I Board highlighting achievements, issues or risks
3. Establish and chair the AS Institutional Self-Assessment Team, ensuring its diversity and that it maximises opportunities to hear the voices of our diverse staff community, developing and proposing pragmatic and deliverable solutions
4. Guide the University’s Bronze AS submission and action plan due in November 2020
5. Be the institutional champion of the LGF and AS, encouraging colleague engagement and contribution to both initiatives
6. Keep abreast of national developments in relation to the review of AS and its future requirements and lead the University’s work to ensure alignment.

**Experience, attributes and skills**

* Demonstrable senior-level academic leadership experience on gender related activity, with the ability to think strategically and foster a shared vision of E&I at the University
* A comprehensive understanding of the AS application, requirements and process
* Enthusiasm and commitment for supporting activities aimed at further advancing gender equality and its relationship with other protected characteristics
* An established track record of advancing E&I work in a large and complex university
* Extensive understanding of the University’s E&I strategy and its place within the University’s Strategy
* A proven track record of building long-lasting effective and productive internal and external working relationships with colleagues at all levels of seniority
* An inclusive and collegiate leadership and management style, able to establish relationships and listen to and work with the views of a diverse group of staff and students across the University
* Excellent initiative, judgement and decision making skills
* Experience of influencing and persuading senior colleagues to adopt new practice
* Experience in leading an initiative(s) involving a wide range of people from different areas/faculties/professional services.

Administrative support for the role will be provided by EPU and the role-holder will have a close working relationship with the E&I Adviser (Gender Equality) in the EPU.

Expressions of interest should be sent to [equality@leeds.ac.uk](mailto:equality@leeds.ac.uk) by 5pm on 23 December 2019. For more information about the role, please contact Sabiha Patel, Head of Equality and Inclusion at [s.patel1@leeds.ac.uk](mailto:s.patel1@leeds.ac.uk)

**This role is open to internal applicants employed at the University of Leeds only.**