

# Dean

Company:

**Xi'an Jiaotong-Liverpool University**

Location:

**China / Suzhou**

Discipline:

Employment Type:

**3-year appointment, renewable**

Posted:

**13/11/2024**

Contact Person:

**If you wish to apply for this position, please specify that you saw it on AKADEUS.**

**Academic Leadership Position:** Dean, International Business School  
Suzhou

**School:** International Business School Suzhou

**Report to:** Vice President for Academic Affairs (VPAA)

**Appointment period:** 3-year appointment, renewable

**Academic Qualification:** Professor

**Work Location:** Suzhou, China

**Recruitment type:** International

## **About Xi'an Jiaotong-Liverpool University (XJTLU)**

In 2006, Xi'an Jiaotong-Liverpool University (XJTLU) was created by the University of Liverpool, UK, and Xi'an Jiaotong University, China. Offering a unique international education experience, XJTLU brings together excellent research practice and expertise from both institutions and gives students the skills and knowledge they need to secure careers in a global marketplace. XJTLU now has over 25,000 enrolled students in both Suzhou and Liverpool in the UK, with plans to grow to about 28,000 students by 2025. There are currently about 2,400 staff, among which more than 1,300 academic staff from more than 60 countries. XJTLU offers our undergraduates and postgraduates over 100

programmes with a diverse spectrum of courses.

XJTLU is entering a new and exciting phase of its development as part of its strategic priorities for the next ten years. Adopting a new higher education model based on the concept of Syntegrative Education (SE), XJTLU has opened a new Entrepreneurial College (XEC) in Taicang, part of wider Suzhou, where the Entrepreneur College is located. The XEC site is a pioneer of, and educational model for, the future campus in addressing challenges arising from the 4th Industrial Revolution. Other new initiatives include new working partnerships with University of Liverpool and Xi'an Jiaotong University, the continued development of the four new Academies, and exploration of further potential locations to develop the SE model.

With a focus on innovative learning and teaching, and research, XJTLU draws on the strengths of its parent universities, and plays a pivotal role in facilitating access to China for UK and other institutional partners. At same time, XJTLU is exploring future education by blending the educational theory, best practice and culture from West and East.

For detailed information about the university, please visit [www.xjtlu.edu.cn](http://www.xjtlu.edu.cn)

## **ABOUT INTERNATIONAL BUSINESS SCHOOL SUZHOU (IBSS)**

International Business School Suzhou (IBSS) at Xi'an Jiaotong-Liverpool University is growing in size and influence in pursuit of its vision to be a leading international business school. The school is based on strong principles of internationalism, innovation, inspiration and integrity, which together ensure that we have a positive impact on society through our teaching, research and business engagement. In that pursuit, IBSS became the youngest business school to be accredited by the Association to Advance Collegiate Schools of Business (AACSB) in 2016, and again, the youngest School to receive EQUIS accreditation in 2018. Receiving joint accreditation of AMBA and BGA in 2020, IBSS became the world's 103rd triple accredited business school.

There are five departments in IBSS - Accounting, Economics, Finance, Intelligent Operations and Marketing, and Strategic Management and Organizations with over 170 faculty members and more than 6,000 students from over 60 different countries. IBSS delivers a range of undergraduate, postgraduate, MBA, PhD and Executive Education programmes across all major business disciplines.

In response to the impact of digital and new technologies, the school is committed to exploring future-oriented business education models, and is undertaking AI-empowered curriculum enhancement, aiming to nurture business talents equipped with competences and capabilities required in the era of digital economies and societies.

## **RESPONSIBILITIES**

The Dean of IBSS is a member of the senior management team of the University. This role is reporting directly to the University Vice President of Academic Affairs and serves as the Business School's chief academic and administrative officer.

The appointee is expected to provide energetic leadership and strategic direction in reshaping business education and research of the school, aligning with the University's vision to become a leading reformer of business education in China and globally; in guiding the school in its diverse activities including undergraduate and postgraduate program developments, research directions, academic partnerships, executive development programs (MBA), and business linkages; and further advancing its global stature.

## **Leadership**

Alongside the Faculty, School Administration, and with the support from other leaders within the school to:

1. Lead on the further development of the Business School's vision and mission, setting out the school's priorities in relation to research & knowledge exchange, education, teaching and learning/innovation, student experience, external and international engagement and accreditation, whilst contributing to the strategic aims of the School/University and taking account of external factors. To engage, inspire and consult with stakeholders on the development and implementation of the strategy.
2. Be a role model for leadership behaviour and build the school's research profile and academic reputation, ensuring the highest standards of academic excellence are achieved.
3. Provide people-focused leadership; creating and setting a vision for the future which staff understand and can engage with.
4. Promote and represent the school, faculty and University both internally and externally. Role model the culture and ethos of the University to enhance its reputation. Provide an external voice for the school and promote international partnerships.
5. Contribute to University led activities on behalf of the school. Serve as a point of contact between the University, the faculty and the school,

## **Research**

This role demands a balance of visionary leadership, administrative skill, and advocacy for both researchers and the institution as a whole.

1. **Vision and Strategy:** The dean provides a strategic vision for the school's research agenda, identifying key areas of focus and aligning research priorities with institutional goals. This includes fostering interdisciplinary collaboration and setting long-term research objectives.
2. **Resource Allocation and Support:** The dean ensures the necessary resources—funding, facilities, and staffing—are available to support research. He/she also advocates for external funding and partnerships to expand the school's research capacity.

3. **Mentorship and Development:** The dean plays a key role in mentoring faculty and researchers, promoting career development, and ensuring that junior scholars are provided with the guidance needed to thrive in their research.
4. **Fostering a Research Culture:** They cultivate a culture of inquiry and innovation by encouraging high standards of scholarly excellence, promoting ethical research practices, and creating an environment where creativity and rigorous investigation are valued.
5. **Institutional and External Collaboration:** The dean builds relationships with other academic institutions, industry, government, and external stakeholders to create opportunities for collaboration and amplify the school's research impact.
6. **Oversight and Accountability:** The dean ensures that research activities align with the school's mission and vision, providing oversight to maintain quality, compliance with ethical standards, and accountability for outcomes.
7. **Innovation and Impact:** The dean encourages cutting-edge research initiatives and ensures that the work conducted in the school has a tangible impact on the broader academic community and society.

## Learning and Teaching

By guiding academic programs, supporting faculty, and fostering a culture of excellence in teaching, the dean plays a central role in shaping the quality and impact of the school's educational offerings.

1. **Academic Vision and Strategy:** The dean sets a clear vision for the school's learning and teaching priorities, aligning them with institutional goals and future trends in education. This involves curriculum innovation, promoting student-centred learning, and ensuring academic programs are relevant, rigorous, and aligned with industry or societal needs.
2. **Curriculum Development and Innovation:** The dean leads efforts to update and innovate curricula, ensuring that programs are dynamic, interdisciplinary where appropriate, and integrate new learning methods, technologies, and pedagogical approaches.
3. **Faculty Development and Support:** The dean plays a pivotal role in recruiting, developing, and retaining high-quality faculty. This includes promoting professional development in teaching practices, offering support for new teaching technologies, and recognizing excellence in teaching.
4. **Fostering a Learning Culture:** The dean creates an environment where high-quality teaching and learning are central to the school's identity. This includes promoting best practices in pedagogy, supporting active and experiential learning, and fostering a culture of continuous improvement.
5. **Student Success and Engagement:** The dean ensures that teaching and learning

approaches are student-centred, supporting student engagement, retention, and success. This includes overseeing academic advising, learning resources, and student services that enhance the overall learning experience.

6. **Assessment and Continuous Improvement:** The dean oversees the development of robust assessment processes to measure learning outcomes and teaching effectiveness. They ensure that data from student feedback, evaluations, and other metrics are used to drive continuous improvements in teaching practices and curricula.
7. **Diversity, Equity, and Inclusion:** The dean champions inclusive teaching practices, ensuring that the curriculum and learning environment support a diverse student body and promote equity and access in education.
8. **Collaboration and Partnership Building:** The dean builds partnerships with other academic institutions, industry, and external stakeholders to enhance the quality of teaching, promote collaborative learning opportunities, and provide students with real-world learning experiences.
9. **Policy and Academic Standards:** The dean ensures that teaching policies and academic standards are upheld, including compliance with accreditation bodies and the adoption of best practices in education delivery.

## Team Management

By emphasizing collaboration, support, and fairness, the dean's leadership in team management is key to creating a thriving academic community that can meet the school's educational and research goals.

1. **Talent Recruitment and Retention:** The dean plays a critical role in attracting and retaining world-class faculty and staff. They lead recruitment efforts to bring in top talent, ensuring a diverse and skilled workforce that aligns with the school's academic and strategic goals.
2. **Professional Development and Mentorship:** The dean fosters the growth and development of faculty and staff by offering opportunities for professional development, mentorship, and career advancement. This includes providing access to resources, training programs, and support for research and teaching excellence.
3. **Creating a Collaborative and Inclusive Culture:** The dean promotes a culture of collaboration, respect, and inclusion within the school. They ensure that diverse perspectives are valued and work to create an environment where all faculty and staff feel supported and empowered to contribute to the school's mission.
4. **Performance Management:** The dean is responsible for setting performance expectations, providing regular feedback, and conducting evaluations for faculty and staff. They ensure that performance reviews are transparent, fair, and aligned with institutional goals. The dean also recognizes and rewards exceptional contributions to the school's success.

5. **Conflict Resolution and Mediation:** As a leader, the dean addresses conflicts that may arise among faculty, staff, or between departments. They play a key role in resolving disputes, ensuring that issues are handled constructively and fostering a positive work environment.
6. **Workforce Planning and Resource Allocation:** The dean is involved in strategic workforce planning, ensuring that the school's staffing levels and skill sets are aligned with its long-term goals. This includes making decisions on resource allocation to support both individual and institutional priorities.
7. **Change Management:** The dean leads and supports change initiatives, helping faculty and staff navigate shifts in institutional priorities, policies, or structures. They communicate changes effectively, manage resistance, and provide support to ensure a smooth transition.
8. **Diversity, Equity, and Inclusion (DEI):** The dean champions DEI initiatives in the school's workforce, ensuring that hiring practices, promotions, and daily interactions reflect a commitment to fairness and diversity. They work to remove barriers to success and create an equitable environment for all employees.
9. **Communication and Transparency:** The dean ensures open lines of communication across the school, facilitating clear, transparent communication on key decisions, policies, and developments. They maintain an open-door policy, where faculty and staff feel comfortable bringing ideas, concerns, or feedback to leadership.

## External Engagement

The dean's leadership in External Engagement and Knowledge Exchange is pivotal to extending the school's influence beyond its academic environment. By building strong external partnerships, fostering innovation, and promoting societal impact, the dean ensures that the school's research, knowledge, and expertise benefit both the academic community and the wider world.

1. **Cultivating Strategic Partnerships:** The dean proactively builds and sustains relationships with external stakeholders, including industry leaders, government bodies, non-governmental organizations, and other academic institutions. These partnerships help create opportunities for collaborative research, internships, and joint ventures that benefit the school and its external partners.
2. **Championing Knowledge Transfer and Impact:** The dean facilitates the transfer of academic knowledge to the wider world, ensuring that research and expertise produced within the school are applied to real-world challenges. This may involve promoting faculty consulting, public lectures, or collaborations that translate research findings into practice.
3. **Strengthening Alumni and Donor Relations:** A significant aspect of external engagement involves maintaining strong connections with the school's alumni network. The dean engages alumni through events, mentorship programs, and fundraising initiatives, while also cultivating relationships with donors and sponsors.

to secure financial support for the school's programs, research, and student scholarships.

4. **Public Representation and Advocacy:** As a key representative of the school, the dean takes an active role in public forums, conferences, and media outlets. They advocate for the school's mission, promote its achievements, and position it as a leader in its respective fields. The dean also contributes to public discussions by representing the school in policy-making circles or industry forums.
5. **Encouraging Innovation and Industry Collaboration:** The dean leads initiatives that encourage collaboration between academia and industry, fostering innovation and entrepreneurship. This includes supporting faculty and students in developing projects that involve technology transfer, patenting, or the commercialization of research, as well as creating opportunities for industry-sponsored research and development.
6. **Expanding International Collaboration:** The dean drives global engagement by establishing partnerships with international institutions, facilitating student and faculty exchanges, and promoting cross-border research initiatives. This enhances the school's global profile and encourages international knowledge exchange.
7. **Securing External Funding:** The dean plays a crucial role in securing funding from external sources, including government grants, corporate sponsorships, and philanthropic contributions. They help faculty and researchers identify funding opportunities and lead efforts to attract financial support for strategic initiatives aligned with the school's goals.
8. **Facilitating Lifelong Learning and Professional Development:** Through executive education and continuing professional development programs, the dean fosters knowledge exchange between the school and the professional community. These programs help external participants gain cutting-edge knowledge and skills while allowing the school to expand its influence and reach.
9. **Promoting Policy Influence and Thought Leadership:** The dean positions the school as a thought leader by actively contributing to policy discussions, influencing public discourse, and advising on critical issues. This involves promoting research that informs policy, participating in advisory boards, or partnering with government agencies to address pressing societal concerns.

## **Financial Management**

Empower the school's senior team to manage devolved budgets and income and expenditure to promote financial sustainability and drive growth of income and/or value for money requirements in line with agreed KPIs.

## **QUALIFICATION AND EXPERIENCE**

1. Advanced Academic Credentials:  
A PhD or equivalent degree in business or a related field (e.g., finance, economics,

management, marketing...). This demonstrates a deep understanding of the academic environment and the ability to contribute to research and teaching.

2. Proven Research and Teaching Excellence:

- A strong record of scholarly research, evidenced by publications in top-tier, peer-reviewed journals in business-related disciplines.
- A track record of effective teaching at both undergraduate and graduate levels, preferably in an international context.

3. Academic Leadership Experience:

- Significant experience in academic administration such as serving as a school dean, associate dean and department chair, or in similar leadership roles where they were responsible for overseeing faculty, managing budgets, and developing academic programs.
- Experience with faculty development, curriculum design, accreditation processes (e.g., AACSB, EQUIS...), and strategic planning.

4. Global Perspective and International Experience:

- Experience working in or collaborating with international academic institutions or businesses. This may include teaching abroad, participating in international research collaborations, or holding leadership positions in multinational environments.
- Familiarity with global markets, business trends, and cross-cultural management, as well as an understanding of how to adapt business education to diverse cultural and economic contexts.

5. Strong Industry and Corporate Relations:

- Extensive engagement with the business community, including partnerships with multinational corporations, government agencies, and industry associations. Experience in fostering relationships that lead to internships, placements, and collaborations for students and faculty.
- A proven ability to secure external funding, sponsorships, and build strong alumni networks.

6. Accreditation and Quality Assurance:

- Leadership experience in ensuring high standards in teaching, research, and student experience to maintain or achieve accreditation.
- Hands-on experience with international accreditation bodies such as AACSB, EQUIS, or AMBA is preferred.

## **CAREER DEVELOPMENT**



XJTLU offers:

- Clear career development path with annual review, and
- Professional development trainings.

## **COMPENSATION AND BENEFITS**

**SALARY:** The salary is competitive and determined by academic rank.

### **BENEFITS:**

1. Allowance: XJTLU provide various monthly/annual/one-off allowances, such as

- Housing allowance
- Travel allowance
- Relocation allowance
- Education allowance for children

2. Commercial insurance: international insurance plans customized for XJTLU staff and family members. (Details refer to the University Policy)

3. Paid holidays:

- Statutory Holidays (11 days)
- Annual Leave (36 days)
- Family Matters Leave
- Paid Sick Leave
- Marriage Leave
- Paternity Leave
- Parental leave
- Etc.

4. Working visa and residence permit in China: XJTLU sponsors the working visa and residence permit in China.

## **RESEARCH FUNDING SUPPORT**

The university provides every new faculty member with a Research Development Fund to initiate research projects and a Research Engagement Fund to support their continuous research activities. School level research funding is also available as are various external corporate and government research grants.

Examples of government sponsored grants and programmes are:

### **Talent/Research Program / Fund**

- Outstanding Youth Science Foundation Project (Overseas) - RMB 1-3 Million
- Innovation Leading Talent - up to RMB 2 Million
- Outstanding Leading Talent of International Discipline - 50% of Annual Package
- Young Leading Talent of International Discipline - 50% of Annual Package

### **CITIZENSHIP AND VISA REGULATIONS**

Employment at Xi'an Jiaotong-Liverpool University is regulated by Chinese Labour Laws, and must comply with the regulations of the provincial government. These regulations stipulate who is eligible for legal employment with regard to obtaining work permits and visas. Please be advised candidates over 65 may be not eligible for a work visa in the P.R. China.

### **APPLICATION:**

*Please send your CV plus a covering statement of up to 1,500 words, explaining your experience and how you meet the expectations of the position by 12/27/2024 through university website: [career15.sapsf.cn/sfcareer/jobreqcareer?jobId=3949&company=xjtlu](http://career15.sapsf.cn/sfcareer/jobreqcareer?jobId=3949&company=xjtlu).*

*Interviews will be held shortly after this. Informal enquiries about the role can be made to Professor Zhoulin Ruan (Vice President for Academic Affairs) via [Zhoulin.ruan@xjtlu.edu.cn](mailto:Zhoulin.ruan@xjtlu.edu.cn).*

Contact Person:

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