



## Information for candidates



# Welcome

from Professor Aleks Subic  
Vice-Chancellor & Chief Executive



## Dear applicant

Thank you for your interest in Aston University.

Aston University is a mid-sized dual intensive university ranked in the top 25 universities in the United Kingdom. We are an agile and innovative organisation that thrives on collaboration and partnerships with industry, businesses and the community. Our integrated placement year, our applied high-impact research, and our commitment to achieving best in sector employability and social mobility outcomes for our students, all help to make Aston University distinct both nationally and internationally.

We launched our new 2030 Strategy last year, an ambitious, game changing strategy focused on creating a new model of university for our changing world. We have defined Aston as a university that is inclusive, entrepreneurial and transformational, measured by the positive impact we create for our students and the communities we serve.

We are co-creating with our partners a world class innovation ecosystem here in the centre of Birmingham - the Birmingham Innovation Quarter and new UK Investment Zone, focusing on digital tech innovation, health tech and med tech, that will bring together the most creative minds, entrepreneurs and businesses, to drive socio-economic transformation and inclusive growth.

This is an exciting time at Aston!

In 2023 Aston University was awarded Triple Gold in the Teaching Excellence Framework (TEF), the only University in Birmingham to achieve this highest possible ranking. Aston was also named runner up University of the Year for Graduate Employment in The Times and Sunday Times University Guide 2024, and The Guardian University of the Year 2020, and Entrepreneurial University of the Year 2020.

Our students rate their experience at Aston highly, with more than three quarters of respondents to the 2022 National Student Survey indicating their overall satisfaction, and more than 80% confirming high satisfaction levels for learning resources and staff support. We take great pride in our teaching quality and excellent student experience at Aston University.

Employability is embedded into everything we do at Aston University. We have an award-winning Careers and Placements team, who were named the Best University Placement Service in the UK at the 2022 National Undergraduate Employability Awards. Our staff are committed to doing all they can to meet the needs of students and to assisting them to achieve their career ambitions on graduation.

The most recent Research Excellence Framework (REF) assessments published in May 2022, ranked 79% of Aston University research as 'world leading' (4\*) or 'internationally excellent' (3\*). We are building on our world-class research capability to help transform industries, support economic growth and improve lives. Our research is organised within comprehensive interdisciplinary University Research Institutes and across a wide range of outstanding research centres and research groups.

We have much to offer our staff, students and partners at Aston and strive to make our university a friendly and inspiring place, that encourages and supports ambition, collaboration, inclusion, innovation and integrity.

We very much look forward to receiving your application to join Team Aston.

A handwritten signature in black ink, appearing to read 'Aleks Subic', written in a cursive style.

**Professor Aleks Subic**  
Vice-Chancellor & Chief Executive





## About Aston University

**Founded in 1895 and a University since 1966, Aston is a long established research-led university known for its world-class teaching quality and strong links to business and the professions. Aston University's enduring purpose has been to make our world a better place through education, research and innovation, by enabling our students to succeed in work and life, and by supporting our communities to thrive economically, socially and culturally.**

The university was awarded Triple Gold in the Teaching Excellence Framework, 2023, due to Aston University's student experience and outcomes being typically outstanding.

Aston University has been placed in the top 25 of UK universities by The Guardian's annual league table. The rankings also place the University as 22nd in the UK for students' career prospects following graduation and we are ranked in the national top 25% for continuation rates and the value-added category, which assess support given to students towards achieving good grades. Furthermore, Aston University was named the Sunday Times University of the Year Runner-up for Graduate Employment, and we have made a significant improvement in QS world university rankings.

These rankings are a result of exceptional work and dedication of Aston University staff and their exceptional support of our students both during their studies and after they have graduated. The primary drivers of these rankings are an improvement in a number of areas, including teaching excellence, student satisfaction, employment outcomes and progression.



Overall: **Gold**

Student experience: **Gold**

Student outcomes: **Gold**

Teaching Excellence Framework

**Aston University has achieved Triple Gold, the best possible rating in the Teaching Excellence Framework, 2023.**

## **RUNNER UP FOR GRADUATE EMPLOYABILITY**

The Times and Sunday Times Good University Guide 2024

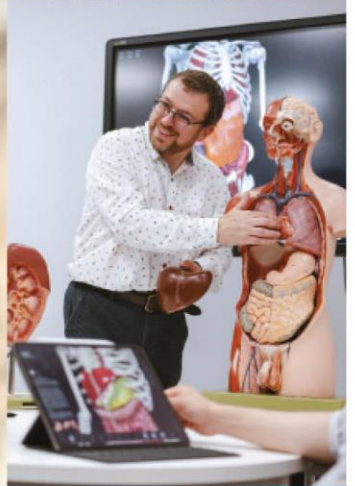
## **TOP 25 UK UNIVERSITY**

Guardian University Guide 2024





# OUR CAMPUS IN THE HEART OF BIRMINGHAM





## Outstanding graduate employability

Ranked 18th for Graduate Prospects and named runner-up in the University of the Year for Graduate Employment Award (Times and Sunday Times University Guide, 2024), Aston University has been a leading university for graduate employment success. With placements integrated into our degree programmes, students develop essential work skills, build industry connections and a professional profile. We have strong relationships with national and international graduate employers, as well as smaller and local employers. These relationships are extremely important and make a real contribution to graduate employability.

## Career focused programmes

Close and established links with business, the public sector and the professions ensure that our career focused degree programmes are inspiring, challenging, and constantly updated to equip students with essential work-related skills and experiences.

## Excellence in teaching and research

Shortlisted for Business School of the Year in the THE Awards 2023, we are committed to high quality teaching and academic excellence, ensuring we provide the highest standard of education to our students. Aston University has an excellent reputation for research which shapes and improves lives. We're proud of the quality of our research and the real world applications developed as a result – it makes a substantial and beneficial difference to people, organisations and society.

The 2021 Research Excellence Framework (REF) assessments, undertaken every seven years, were published in May 2022. Aston University took an inclusive approach to its REF return, with a 100% submission of eligible staff across seven REF assessment units and more than doubling its 'research power' since REF 2014. REF 2021 rated 79% of Aston University research as 'world leading' (4\*) or 'internationally excellent' (3\*).

## International

Placed in the Global Top 30% (QS rankings 2024), Aston University is a popular choice for international students. We recognise and welcome the important academic contribution and cultural diversity international students bring to our university environment. Students from over 120 countries study at Aston University choose to study at Aston University each year.

## Birmingham – one of Europe's liveliest cities

Birmingham has a rich history which makes the city a unique and inspiring place to visit. It is recognised as a leader in leisure, entertainment, shopping and sport and is an international centre for business, commerce and industry. Birmingham is home to world-class companies, innovative entrepreneurs and has one of the youngest populations in Europe. It is a dynamic, business-focused region that is well connected and centrally located in the UK.

## A green, sustainable campus

Located in the centre of Birmingham our green, 40 acre campus houses all the University's academic, social and accommodation facilities for our students. All staff have the opportunity to contribute to our sustainability agenda and practices. The university is ranked in the Top 30 for ethical and environmental performance by People & Planet (2022)

## Academic colleges and schools

### College of Business and Social Sciences (BSS)

- Aston Business School
- Aston Law School
- School of Social Sciences and Humanities

### College of Engineering and Physical Sciences (EPS)

- School of Informatics and Digital Engineering
- School of Infrastructure and Sustainable Engineering
- School of Engineering and Technology

### College of Health and Life Sciences (HLS)

- Aston Medical School
- Aston Pharmacy School
- School of Biosciences
- School of Optometry
- School of Psychology

## Our beneficiary groups

The University's beneficiaries are identified as three groups:



### Students

The first and primary beneficiary of Aston University are the individuals who form our student body and who progress to become our alumni. Aston University places students at the heart of our academic and professional endeavour. Through our industry placements, students are at the coalface of our interaction with industry.

### Business and Industry

Our strategy has an emphasis on the businesses and other external organisations who engage with us. Aston University is a market leader in industry-engaged research, as well as graduate employability. Our industry partners benefit from our work through our leading research and knowledge exchange, and from the quality of graduates we produce. Each student at Aston University is offered the opportunity for a year-long work placement; these placements not only cement our relationships with industry but ensure businesses have access to work-ready graduates.

### Region and Society

We are committed to having a positive and transformative impact on Birmingham and the West Midlands. Birmingham is one of the youngest cities in Europe and Aston University plays an important civic role by educating the leaders of the future. By emphasising research that has a regional impact, engaging with local businesses to develop a strong economy and educating top graduates, we are helping to shape our society around us.





# Our Vision, Purpose and Values

- **Our Vision** is to be a leading university of science, technology and enterprise, measured by the positive transformational impact we achieve for our people, students, businesses and the communities we serve.
- **Our Purpose** is to make our world a better place through education, research and innovation, by enabling our students to succeed in work and life, and by supporting our communities to thrive economically, socially and culturally.

## → **Our Values**

- > **AMBITION:** Our ambition drives us to advance and accomplish our goals, strive for excellence and impact, and create value for our beneficiaries and communities.
- > **COLLABORATION:** We believe in the value of working together for a shared purpose, by engaging and collaborating across our teams and disciplines, as well as with our beneficiaries.
- > **INCLUSION:** We provide an inclusive, caring and empowering environment for all and respect and support the values that diversity and inclusion bring to our whole community.
- > **INNOVATION:** We nurture an innovative environment that values new ideas, seeks diverse perspectives and pursue game-changing innovations that make a positive impact.
- > **INTEGRITY:** By valuing honesty, trust, fairness and ethical behaviour we always act with integrity and hold ourselves and others accountable.

## An inclusive university

Inclusion and diversity are essential values and go right to the heart of who we are as a university. Each and every one of us at Aston University is unique with different backgrounds and cultures, different experiences, skills and ideas. Our central location in Birmingham is a welcoming, diverse and inclusive city.

## An entrepreneurial university

We've made significant strides in almost every field driven in particular by science, technology and digital transformation. Creating the Birmingham Innovation Quarter (B-IQ) with our partners Bruntwood SciTech, Birmingham City Council and others, redefines Aston University as an enterprising university. We are co-creating an innovation ecosystem of global significance to enable innovation at scale and pace, to attract enterprising talent, and create enterprising graduates, our future leaders of innovation and change.

## A transformational university

Being transformational means embedding professional practice in all our courses to drive employability and social mobility; encouraging interdisciplinary teaching and challenge based research; developing entrepreneurs internally and externally to drive innovation and inclusive growth; facilitating a collaborative co-creation approach with industry and business focused on value realisation, embedding industry teams and professionals within the university environment; fostering lifelong connectivity with our students and expanding our international collaborations.

## University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.

## Our commitment to you

Our Commitment to You weaves through everything we do at Aston University. This provides a consistent approach and a common language across the university when interacting with others, and is shared internally and externally so people can see our pledge and know what to expect when they interact with us.

The commitment includes four statements of intent that outline the beneficiary and customer experience we strive to deliver:

### Listening to you

We listen to you and take action to deliver the best experience by:

- Actively listening when in conversation.
- Asking for your feedback to understand how to improve your service experience.
- Responding to your feedback by sharing expectations of if and when we can meet your needs.
- Putting ourselves in your shoes and seeing the situation from your perspective.
- Acting in your best interests by putting you at the heart of what we do.



## Meeting your needs

We keep things simple in order to deliver the right outcomes for you by:

- Explaining information clearly.
- Getting the basics right, from your first interaction with us through to your last and beyond.
- Keeping you informed along the way and doing what we say we will do.
- Challenging our policies and processes, and exploring innovative ways to improve the service we provide to you.

## Taking responsibility

We take responsibility for our actions and manage your expectations by:

- Working with our colleagues across the University to find the best outcome for you first time round.
- Using our initiative when problems arise, making appropriate decisions and providing the right solutions for you.
- Apologising sincerely when we are wrong.
- Being honest and inclusive, treating you fairly and with respect.
- Challenging ourselves so we can continue to deliver on our promises.

## Easy and welcoming

We make it easy and engaging when you interact with us by:

- Making you feel welcome and getting to know you.
- Showing genuine interest in you and being fully engaged as we interact.
- Empathising and acknowledging challenges you may be facing, making it easy for you to interact with us by removing barriers that are in the way of meeting your service needs.
- Always being professional with you and creating a positive lasting impression so you look forward to interacting with us.

## Benefits and rewards

We focus time, energy and resources on making this a great place to work. To recognise the contribution of our outstanding people, we have developed a comprehensive reward and benefits package for you.

At Aston University, the future's always front and centre. The work we do here is positively affecting lives across the UK and beyond. And it's why we focus time, energy and resources on making this a great place to work. Because we recognise that none of this can be done without our outstanding people, across all areas of our organisation.

The size and scope of the university means that the opportunities on offer are as diverse as the people who work here. From a generous annual leave scheme, gym membership, on-site nursery and flexible working to opportunities to volunteer in the community, there is something for everyone.

To find out more, visit: [www.aston.ac.uk/staff-public/hr/Benefits-and-Rewards](http://www.aston.ac.uk/staff-public/hr/Benefits-and-Rewards)

# College of Health and Life Sciences

The College of Health and Life Sciences combines excellence in research and teaching across the health and life sciences. We deliver high quality undergraduate, postgraduate taught, postgraduate research and professional development programmes that equip students with the skills and knowledge for successful careers in a range of professions.

We see the diversity of our staff and student communities as one of our biggest strengths. Fostering an environment of social inclusivity for our students with participation in several widening participation programmes in the local area, and championing interdisciplinary research to take on some of the biggest challenges facing health and life sciences today.





## Schools of study

The College comprises of five distinct schools of study each led by a Head of School.

- ➔ **Aston Medical School**
- ➔ **Aston Pharmacy School (includes our BSc Neuroscience programme)**
- ➔ **School of Biosciences**
- ➔ **School of Optometry (includes our Audiology department)**
- ➔ **School of Psychology**

Each school offers its own unique mix of courses, facilities and related research.

## Organisation

There are over 300 staff in support, teaching and research roles within the College. Led by Pro-Vice Chancellor (PVC) and Executive Dean, Professor Anthony Hilton, supported by two Deputy Deans, five Heads of Schools, Directors of Operations and seven Associate Deans, the College management structure is further supported by a number of key committees including: Senior Management Committee, Learning and Teaching Committee and Research Committee.

## Learning and teaching

Our aim is to produce graduates that go on to make a real difference to the health and wellbeing of the communities they serve and the college has an excellent record of graduate employability.

Over 68% of teaching staff have a teaching qualification and/or Advance HE fellowship or above whilst 22% are Advance HE Senior Fellows or Principal Fellows. There are currently around 3400 undergraduate and 550 postgraduate (taught and research)/ continuing professional development students enrolled with the College.

Our courses, which align to our five schools of study, are regularly highly placed in leading rankings and we achieve strong levels of satisfaction in student surveys. Many of our programmes are accredited, regulated, or approved by the leading accreditation/professional bodies in the fields of health, life and medical sciences including:

- **British Psychological Society**
- **Health and Care Professions Council**
- **Institute of Biomedical Science**
- **General Medical Council**
- **General Optical Council**
- **General Pharmaceutical Council**
- **National School of Healthcare Science**
- **Registration Council for Clinical Physiologists**
- **Royal Society of Biology**

## Research

As a college, we pursue interdisciplinary research at the interface between laboratory and clinic. Our work spans across an institute, three centres of excellence and five research groups.

### → Institute:

- Aston Neuroscience Institute (ANI)
- Institute of Health and Neurodevelopment (IHN)

### → Centres of Excellence:

- Aston Research Centre for healthy Ageing (ARCHA)
- Aston Centre for Membrane Protein and Lipids Research (AMPL)
- Ophthalmic Technology and Devices Research Centre

### → Research groups:

- Applied Health Research Group
- Bioscience Research Group
- Cognition and Neurosciences Research Group
- Optometry and Vision Science Research Translational Medicine Research
- Pharmaceutical and Clinical Pharmacy Research Group
- Pharmacology and Translational Neuroscience Research Group

Research conducted here ranges from the molecular and cellular levels, through neural systems and human behaviour, to the restoration of health and the study of individuals in health care and societal settings. Further national and international collaborations augment this research mission.

With funding from research councils, prestigious research foundations, charities, the European Union and industry, our world-class research is supported in an excellent research environment housing state-of-the-art infrastructure for analysis from the molecular to organismal level.

In the most recent 2014 Research excellence Framework (REF) 94% of our research (Allied Health Professions, Dentistry, Nursing and Pharmacy) was judged to be World Leading or Internationally Excellent (4\*/3\*).

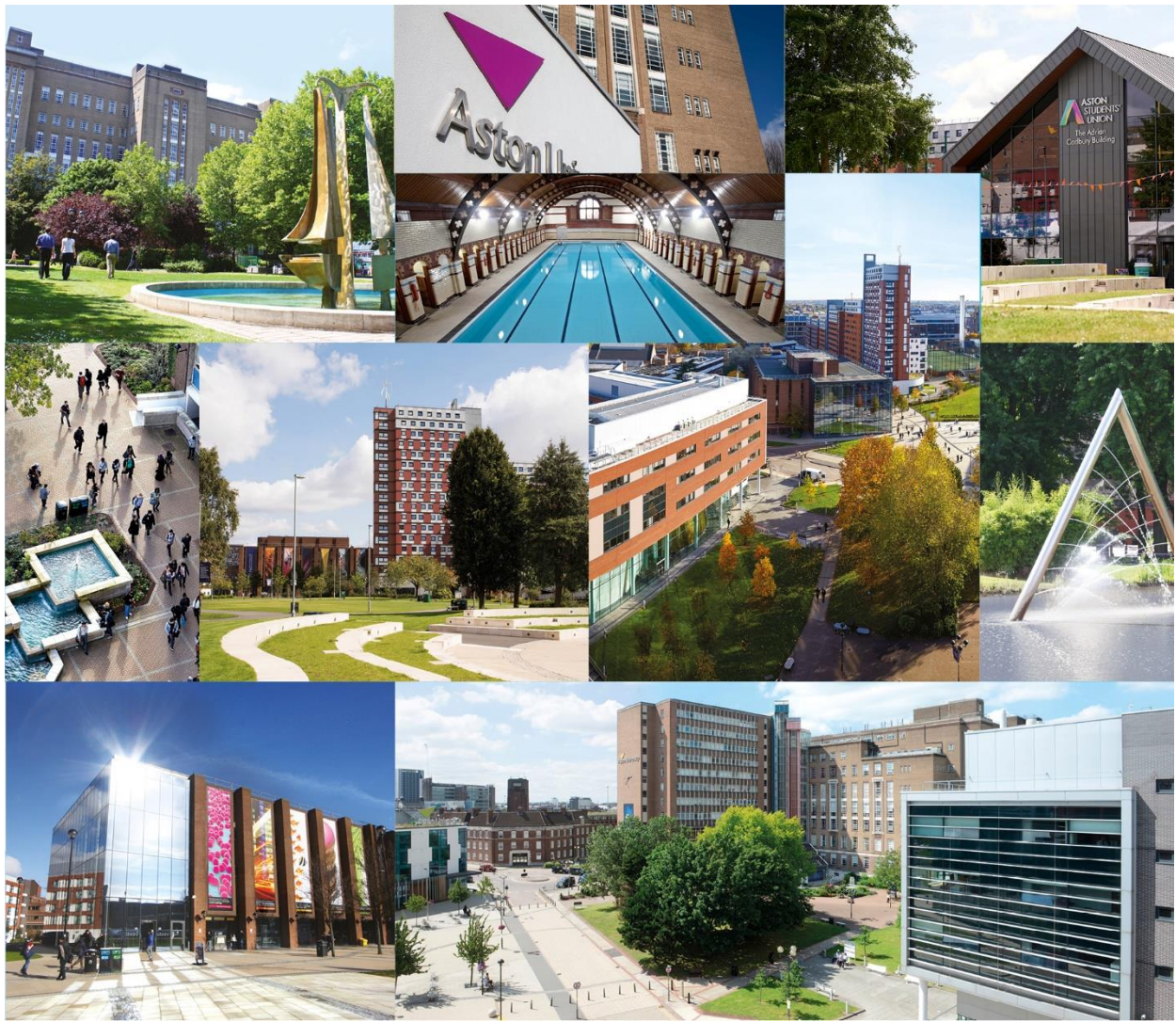


## → Facilities

As a college we have invested across our teaching and research facilities to ensure that our staff and student communities are supported with the spaces and equipment they need to thrive.

### **Our on-campus facilities include:**

- Aston University Imaging Services – with MRI, MEG facilities, Dyslexia and Development Assessment Unit, and Epilepsy and Clinical Neurophysiology Clinic.
- Aston Medical School Clinical Training Facility housing state-of-the-art group work rooms, which include C-touch screens and areas for private study, in addition to a new high-tech Clinical Skills Centre.
- Aston University Day Hospital - provides a platform, unique in the UK, for the combination of leading edge clinical research in optometry and ophthalmology.
- Audiology Clinic - designed for adult hearing assessments and ear-wax removal.
- Audiology Clinical Skills laboratory.
- Aston Eye Clinic - offers professional eye care and testing to approximately 6,000 patients per year and includes specialist clinics in children's and binocular vision, dry eye, and low vision.
- ALIVE (Aston Laboratory for Immersive Virtual Environments) – includes 4-screen Virtual Reality 'CAVE, Head mounted displays (HMDs), Omni-directional treadmill, Mocap Laboratory, and Driving simulator.
- Bioscience laboratories – a range of teaching and research labs with specialist equipment such as chromatographic separation equipment (HPLCs, FPLCs, amino acid analyser) which can be used for DNA, protein and carbohydrate analysis. In vivo investigations of disease process, progression and management are undertaken within the biomedical facility.
- Neuroscience laboratory - equipped with multiple neuroscience recording set ups, to allow intracellular and extracellular recording of brain cells in vitro, as well as receptor pharmacology experiments.
- Nutrition and Behaviour Laboratory.
- Pharmaceutical laboratories – equipment and facilities including computer-aided drug design, synthetic chemistry laboratories, analytical equipment (e.g. pharmacopeial apparatus, particle sizing equipment; Differential Scanning Calorimetry; Thermogravimetric Analysis). Small molecule chemical synthesis and analysis facilities include high-field NMR, GC-MS and LC-MS.
- Psychology laboratories – with observation suite (with covert audio-visual recording), tools for psychophysiological measurement, eye tracking and motion-capture, and experiment rooms for cognitive experiments. Also includes, larger labs for focus groups and audience-based experiments.
- Wilson Pharmacy Suite - includes clinical skills room with a mock hospital bay set up, dispensing and patient counselling suites with discrete video recording capabilities.



**Where change  
gets real.**