



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.

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



Innovation

We strive for excellence within ourselves and others, providing solutions to new and existing challenges.



Collaboration

We work best when we are collaborative, working together to contribute to the Aston community.



Ambition

We strive together for improvement and innovation looking ahead to see the bigger picture.



Inclusion

We treat everyone in our community equally and how they would like to be treated.



Integrity

We are open, honest and fair. We take ownership of the way we work and how we treat each other.



