Kingston University London

TEF 2023
Overall: Gold
Student experience: Gold
Student outcomes: Gold
Teaching Excellence Framework

Candidate Information Pack

Research

Contents

Introduction	03
Our vision, mission and values	04
All about us	05
Our students	06
Working in Kingston upon Thames	07
Kingston University campuses	08
Our staff	09–10
Our structure	11–12
Our Research & Knowledge Exchange	13
Support for Researchers	14
Terms and conditions and benefits	15
Application process and timeline	15
How to contact us	16

Introduction

Welcome to Kingston University London, the UK's leading University for Future Skills.

Thank you for your interest in this research role. Our Researchers underpin our research activity and research excellence and are pivotal to the delivery of our mission.

Kingston University is an ambitious institution with a growing international reputation. Our institutional mission is to enhance students' life chances. We are extremely proud of our role in helping young people achieve their full potential.

We received an overall rating of Gold in the recent Teaching Excellence Framework (TEF) and were awarded Gold ratings in the framework's student experience and student outcomes categories. We are part of an élite group of just 26 higher education providers who have been awarded Gold ratings in all three TEF categories.

Our sector-leading Future Skills campaign has been championing the importance of ensuring students develop the skills for innovation employers have told us they most value.

Informed by engagement with leading businesses, our students are developing and being assessed on the life skills employers most value as a core part of their learning, enabling them to succeed in their future careers.

We have been fully embedding these skills into our entire undergraduate curriculum as a core part of every degree programme – we are the only university in the UK doing so. In an increasingly competitive sector, and against the background of severe financial difficulties for the higher education sector, we have established ourselves as the UK's leading university for Future Skills.

Through our Knowledge Exchange and Research Institutes (KERIs), we are driving advances in research and knowledge exchange, harnessing our expertise to address societal issues and growing the impact and visibility of our activity. We are also strengthening our impact on industry, policy and the professions to enable a more sustainable future socially, economically and environmentally.

As part of our Town House Strategy, based on our multi-award-winning Town House building, our people are at the core of everything we do. Our vision is for Kingston University to be sought after by students and staff as a place to further their ambitions and to have impact on our communities. Our students and staff will be sought after for their skills, knowledge and ability to innovate.

Our values serve as guiding principles that define the University's character – reflecting our unique identity, mission and vision. We are ambitious, inclusive, innovative and enterprising. We pursue excellence for individuals, the University and our communities across our diverse campus community, supporting professional development and organisational success.

I sincerely believe that Kingston University is driven by the dedication, passion and commitment of our wonderful staff members. In our 2024 Staff Pulse survey we received very positive results including our staff engagement score of 74%, which reflects how connected staff feel to the institution and the work they do.

I hope that after learning more in the job advert, candidate information pack and our Staff Benefits brochure, you will see what makes Kingston University a great community and place to work.

Thank you for your interest in Kingston University and we look forward to receiving your application.

Professor Steven Spier
Vice-Chancellor, Kingston University

Kingston University London

Our Values

Ambitious
Inclusive
Innovative
Enterprising

Our vision, mission and values

Vision

Our University will be sought after by students and staff as a place to further their ambitions and to have impact on our communities. Our students and staff will be sought after for their skills, knowledge and ability to innovate.

Mission

To enhance students' life chances, support staff's ambitions and strengthen the University's impact on our locality, industry, policy and the professions to enable a sustainable future socially, economically and environmentally.

Values

Our values underpin everything that we do, they shape how we interact with each other, how we support our students and how we achieve our strategic objectives. We are proud to be an inclusive, innovative, ambitious and enterprising organisation. Our Values Framework helps everyone to understand these values and provides guidance on how to put them into practice.

Ambitious

At Kingston University we are proud of being part of a high performing culture, where we strive for excellence in everything we do. We set high expectations of ourselves and each other to drive improvement, constantly seeking to be more innovative and enterprising in what we do and how we do it.

Inclusive

Everyone at Kingston University is valued and respected for who they are and can work and study in an environment that is free from any form of discrimination. Everyone has the right to be included and the responsibility to be inclusive.

Innovative

At Kingston University we are always looking for new ways of thinking and better ways of doing things. We never rest on our laurels. We set ourselves ambitious targets to be ahead of the game, using all the tools available to us.

Enterprising

At Kingston University we seek out opportunities and transform them into innovative solutions and new ventures that lead to impact, growth, diversification and improvement.

All about us

For more than 120 years, Kingston University has been driving innovation in education and community impact.

From our beginnings as Kingston Technical Institute in 1899 to our evolution into a modern institution, Kingston University has continually shaped the futures of students through academic excellence and forward-thinking teaching.

Our Town House Strategy is named after our internationally acclaimed, award-winning Town House building, and is built around four key themes:

- Driving a progressive new model of education, combining subject-specific knowledge with the future skills and attributes most needed by employers.
- Partnering with industry to develop students' skills, and engaging government and organisations with the University's expertise to further debate and influence policy.
- Having impact in research, knowledge exchange and professional practice.
- Providing an innovative and high-performing working environment for staff.

Since 2021, we have been driving a major skills revolution in higher education. Our sector-leading Future Skills campaign has been championing the importance of ensuring students develop the skills for innovation employers have told us they most value. Informed by pioneering research with leading businesses, Future Skills is our new transformative model of education, which is embedded in each year of every undergraduate course. Our students are developing and being assessed on the life skills employers most value as a core part of their learning, enabling them to succeed in their future careers.

Our commitment to high quality teaching, providing an outstanding student experience and supporting students to achieve successful degree outcomes has been recognised with three TEF Gold ratings. We are part of an élite group of just 26 higher education providers across the United Kingdom (UK) to be awarded Gold in all three categories.

In the latest Research Excellence Framework (REF), 70 per cent of the University's research was rated world-leading or internationally excellent. Our research is transforming the lives of people around the world by responding to some of the biggest issues facing society. The University has established four new Knowledge Exchange and Research Institutes (KERIs) to drive excellence and collaboration in research and knowledge exchange, reflecting the University's growing research ambitions and increasing strength.

We are number one in London for children's nursing, creative writing, general nursing, graphic design, mental health nursing and midwifery in the 2026 Guardian University Guide. We are also in the top 10 nationally for mental health nursing, fashion and textiles, graphic design, construction, surveying and planning, and geography.

The University is consistently ranked one of the top higher education institutions in the UK for graduate start-ups in the Higher Education Business and Community Interaction Survey.

Our students

The University has an international outlook and commitment to cultural diversity, home to a community of more than 20,000 students from 140 countries.

We are committed to fair access and providing equal opportunities for students from all walks of life. Our award-winning KU Cares programme provides specialised support for students who are care leavers, care experienced, estranged or young adult carers.

The University's Head Start programme supports students from groups under-represented in higher education and prepares them for the transition into higher education both academically and socially, ensuring they can start their courses with confidence.

Our award-winning ELEVATE programme supports students of Black and Black Mixed heritage backgrounds to gain insight, skills and support in preparation for embarking on successful careers.

Student Stats

Ethnicity

- **32.1%** Asian
- **29.6%** White
- **22.7%** Black
- **7%** Other
- **6.8%** Mixed
- **1.9%** Unknown

National Students Survey

- 93.2% of final year undergraduate students think teaching staff are good at explaining things. (NSS 2025)
- 92.1% of students agree that their modules are informed by current research and/or industry practice. (Module Evaluation 2024-5)
- The University is #2 in London for 'Student Voice' (NSS 2025)
- The University is #4 in London for 'Academic Support' (NSS 2025)

I like that my course has a large emphasis on pushing my career forward and encourages us to explore all industries, especially ones that we haven't considered or are familiar with.

Clarissa, Creative and Cultural Industries: Art Direction BA (Hons)

Not only have I had the opportunity to do an amazing placement year but I've also made a game for PlayStation 5 and published a game on Google Play Store. These are all achievements I'm proud of and will help me to get a job in the games industry.

Ewan, Game Development BSc (Hons)

Working in Kingston upon Thames

The historic town of Kingston upon Thames has a great deal to offer as a work location, just 12 miles from central London.

The town itself is vibrant and welcoming, with a wide range of shops, cafes, green spaces, and riverside walks that make lunch breaks and after-work hours enjoyable.

We are a place-based organisation, proud of our location in Kingston and the civic role we play in our community. Our campuses inspire collaborative, innovative and creative communities. Being present on campus is important to us because it helps us to create a sense of belonging for both our staff and students. Therefore, staff are expected to be on campus for the majority of their working week.

With direct train services to central London in under 30 minutes and excellent bus and road connections, commuting is stress-free. Our campuses are located conveniently for both Kingston railway station, connecting with Twickenham, Richmond and Waterloo, and Surbiton railway station which lies on the South West Main Line connecting destinations in Surrey and Hampshire with Waterloo. Easy access to the A3 and M25 provides good road connections. Our campus locations make travel by bus very convenient, and our free university bus service connects all our campuses.

Kingston University staff

- **37%** live in Kingston borough
- **47%** live in Greater London
- **16%** live outside Greater London

Kingston University campuses

Kingston Hill campus

Roehampton Vale campus

Knights Park campus

Penrhyn Road campus

Our staff

Our people are the heart of our university. We are proud to attract and support individuals passionate about learning, dedicated to excellence and committed to making a difference. Together we create an environment where knowledge thrives, students are inspired and every contribution helps shape the future.

Staff at Kingston University truly embody our values and these guide the way we work, learn and grow together. We value each person's unique strengths and are proud to foster a culture where collaboration, belonging and purpose are not just priorities, but lived experiences.

Jas Shokar, Director of Human Resources

Staff Survey

We invite all colleagues to share feedback with us on their experience of working at the university through our annual staff survey.

We are incredibly proud that our Engagement scores in our staff survey are among the highest in the higher education sector.

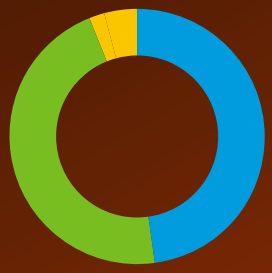
Hearing the voices of colleagues at all levels and from all parts of the university has helped us grow as an organisation, inform strategy, and prioritise the most inpactful people initiatives.

Our staff say that the purpose of our University makes them feel good about working here; they are proud to say they work at our University; would recommend working here and that working here makes them want to do the best work they can.

People Awards

Our annual People Awards event is centred around our values and recognises staff for their contribution, dedication and achievements. Last year we received over 200 individual and team nominations across the university. This enabled us to showcase our values in action demonstrating the impact that our people have.

Staff Stats

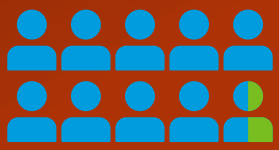


48% Academic

46% Professional

6% Research, Technical

74% engagement score (2025 Staff Survey)



95% care about the future of the university (2025 Staff Survey)

83% know our values (2025 Staff Survey)

Kingston University London

Town House Strategy

Your Journey, Our Strategy

Supporting our staff's learning and development

The management training has had a real impact on my career – it's made me a better manager, better coach and a better team player.

Ravi Jeyanolipavan, cyber security manager

The leadership training encouraged me to lead with empathy and helped me become more present and reflective as a leader, fostering a supportive environment where our team can thrive together.

Sophie Doughty, senior executive PA & support coordinator

Our structure

Our structure

Kingston University London

Faculty of Health, Science, Social Care and Education

The Faculty of Health, Science, Social Care and Education is one of the leading providers of healthcare education in the capital, making a significant impact both on the NHS frontline and across the wider workforce through its graduates' skills and expertise and by advancing research. It offers courses in life sciences, pharmacy, nursing, midwifery, social work, sports science, and nutrition. Encouraging an interdisciplinary approach to teaching; bringing health, social care and education students together to learn from and with each other.

Kingston University London

Faculty of Business and Social Sciences

The Faculty of Business and Social Sciences is driven by its purpose to cultivate ethical, enterprising and adaptive professionals and leaders who are committed to driving positive change and advancing an equitable and prosperous society.

Kingston Business School is part of an elite group of institutions proud to hold accreditation from the AACSB (Association to Advance Collegiate Schools of Business), an honour earned by just 6% of business schools worldwide.

The state-of-the-art Business School at Kingston Hill provides exceptional facilities including the Bloomberg Trading Room, and Nest Business Incubator. At Penrhyn Road, social and behavioural sciences benefit from purpose-designed psychology teaching spaces and a suite of cutting-edge research labs equipped with high-specification technologies.

Kingston University London

Faculty of Engineering, Computing and the Environment

The Faculty of Engineering, Computing and the Environment is spread across two campuses; Roehampton Vale is purpose built for the study of aerospace, electrical and mechanical engineering, while Penrhyn Road is a base for courses in civil engineering, surveying, construction management, environmental science, artificial intelligence, cyber security, computer science, game development and animation. Strong industry connections with leaders like Airbus, Thales and Lotus Engineering ensure students gain real-world experience. With access to state-of-the-art facilities such as wind tunnels, robotics labs and advanced prototyping machinery, students can thrive in an environment focused on innovation.

Kingston University London

Kingston School of Art

Kingston School of Art has a distinguished reputation and rich history of over 140 years in art and design education. With world-class education, facilities and opportunities, Kingston School of Art equips students to become industry leaders, cultural innovators and creative thinkers. Known for fostering pioneering ideas and producing influential alumni. The faculty focuses on a collaborative, multidisciplinary approach to learning, blending creative exploration with technical expertise. Through its internationally recognised programmes, it is a hub for research, professional practice, and industry partnerships, shaping the future of creative industries worldwide

Our Research & Knowledge Exchange

Our research

At Kingston University, our research shapes policy, contributes to public life and is responding to major scientific and societal challenges across the globe. Our pioneering research is transforming the lives of people around the world by responding to some of the biggest issues facing society. Research drives our success and innovation, enriching our teaching and learning.

Research Excellence Framework (REF)

In the latest REF 2021, 70% of our research was rated world-leading or internationally excellent. We continue to grow our research reputation by building a collaborative research culture across all disciplines. Our research spans diverse fields, with findings shared globally through publications, seminars and conferences.

Knowledge Exchange and Research Institutes (KERIs)

Our KERIs bring together our world-class expertise across our areas of excellence to drive innovation through research, collaboration and knowledge exchange to deliver even greater societal impact in line with our Town House Strategy.

- The **Behaviour, Business and Policy KERI** pushes the boundaries of interdisciplinary research a**nd knowledge sharing where human behaviour, business** and policy meet. Our activity is centred around creating innovation, evidence-based solutions that tackle society's toughest challenges and pave the way for a fairer, more sustainable future.
- The **Cyber, Engineering and Digital Technologies KERI** is a dynamic hub for creativity and collaboration, connecting engineers, scientists, industry experts, policymakers and local communities.
- The **Design Arts and Creative Practice KERI** brings together a diverse group of artists, designers, filmmakers, performers, and other creative experts to spark innovation and make a real impact across the creative world.
- The **Health, Education and Society KERI** is focused on tackling some of the biggest challenges in health, education, and society. By bringing together experts from areas spanning life/chemical sciences, nursing, social care, and education, we're working on research that makes a real difference in people's lives and helps create a more connected and thriving future.

Support for Researchers

World-class research facilities and resources

Designed to support innovation and collaboration across a wide range of disciplines, our resources cater to disciplines including science, engineering, art, design, architecture and psychology. We empower students and researchers to conduct pioneering work, supported by modern labs, studios and collaborative spaces.

Support for our researchers

As signatories to the Concordat to Support the Career Development of Researchers, we are dedicated to supporting research staff with their professional growth and job satisfaction throughout their careers, including the provision of ten days each year (pro-rata) to undertake development activities.

Our Concordat action plan is overseen by our Research Staff Development Group, with representatives from all career stages of researchers and other key stakeholders across the university. Development opportunities include regular events and support through our Early Career Researcher Network and the Kingston University Rise Leadership Academy, which has been published by Vitae as a case study. We also lead a NIHR Research Leadership Academy, which opened nationally to candidates in 2023-24.

Terms and conditions and benefits

For salary details, please refer to the relevant job advert.

Kingston University also offers a wide range of benefits, including:

- 35 days annual leave plus bank holidays.
- Generous pension scheme and Life Assurance.
- Staff Benefits platform.
- Employee Assistance Programme.
- Course fee waiver scheme and discounted courses across the University.

Please have a closer look at our broader offer in the *Benefits of working at Kingston University* booklet.

Click to view

Application process and timeline

After browsing the job details, please use the 'apply' link at the bottom of the advert to start an application for the job opportunity you wish to apply for. At this point, you will be prompted to save your details and set up a personal login account.

If you wish, you can save your application and log out at any time. You can log back in to progress and/or complete your application at any point up to the submission deadline. Only when you submit your application will we proceed with your application.

The job advert contains all relevant information on the application and interview process and timeline, and further guidance is available on our dedicated Kingston University jobs webpage.

While we ask for the information during the application process, we do not contact referees until we conduct pre-employment checks following an accepted offer.

At Kingston University we see diversity as our strength and value the rich variety of backgrounds, identities and experiences our staff and students bring to the university. We are a diverse university with an established commitment to embedding equality and diversity in everything that we do, and our 'inclusive' value underpins this goal.

We are a disability confident employer and are committed to ensuring our recruitment process is barrier-free and as inclusive as possible to everyone. Kingston University is committed to making adjustments for people who have a disability or long-term condition. Further information and guidance on reasonable adjustments can be found on our Kingston University jobs *webpage*.

Race Equality Charter Bronze Award — RACE CHARTER

Athena SWAN Bronze Award — GENDER CHARTER

disability confident EMPLOYER

Kingston University London

Contact us

We hope you have found this candidate pack informative and useful.

If you have any queries, please contact HR Shared Services at *HR@kingston.ac.uk* or call us on **020 8417 3118**.

Please visit our new website
Kingston University London

Stay in touch ↗