



Job Description

Professor

The role of Professor is one of the highest academic distinctions conferred by the University and post holders are expected to have an international reputation and have made a sustained, significant and original impact to knowledge in their particular field, and to contribute and operate at the highest levels of seniority.

All Professors

All Professors are required to contribute to academic citizenship and leadership, and knowledge exchange.

Academic Citizenship and Leadership

All Professors are expected to be good academic citizens. They will:

- Undertake a major contribution to academic leadership within the University, including, but not exclusively, faculty thematic lead, head of department, or head of research centre (if relevant to the pathway) with a proven ability to lead, develop and motivate colleagues.
- Contribute to the leadership within faculties and departments and supporting strategic planning.
- Build on a significant track record of leading and mentoring colleagues.
- Engage in relevant administration (for instance committee membership and attendance, management of courses, etc).
- Undertake local, national and/or international roles that contribute towards the vitality of the discipline and University, and drive strategy and policy (where relevant).
- Build upon sustained contributions to external bodies including Research Councils, government committees and learned societies.
- Represent the University externally and engaging in public and community engagement.
- Engage in training programmes in the University (e.g. through Staff Development) which are consistent with individual needs and aspirations and those of the department.
- Engage fully with the annual Performance and Development Review (PDR) process.
- Undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.



Knowledge Exchange

Professors will secure, lead and manage a successful portfolio of knowledge exchange activities or projects with demonstrable social, environmental and/or economic impact on a regional, national and international level. This may include consultancy, public engagement, policy development and implementation, licensing IP and the creation of spinout companies. They will:

- Collaborate with public, private and third sector organisations.
- Provide a substantial contribution to the development of academic enterprise across a broad range of commercial, industrial or cultural activities.
- Lead involvement with regional, national and international enterprise bodies including student enterprise.

In addition to the above requirements, Professors will pursue one of two equally valued pathways for academic progression:

- **Education, Pedagogy and Citizenship (EPC) Pathway** – emphasising knowledge, skills and expertise in education, pedagogy and citizenship.
- **Research, Education and Citizenship (REC) Pathway** – emphasising knowledge, skills and expertise in research, education and citizenship.

Education, Pedagogy and Citizenship (EPC) Pathway

Professors will demonstrate sustained excellence and innovation in teaching, learning and assessment, which has a positive and demonstrable impact on student success and influences teaching at the department level and beyond.

Professors will have national recognition as a leader of education in the discipline and will affect practice beyond the institution. They will:

- Build a peer assessed, national reputation for excellence in learning and teaching at the University including recognised leadership activity within professional organisations or bodies.
- Contribute to the advancement of knowledge and practice in how to deliver excellent higher education teaching.
- Teach, oversee and inspire excellence in undergraduate and postgraduate students, providing academic and pastoral advice and conduct associated assessments.
- Provide academic and pastoral support to undergraduate and postgraduate students and supervise postgraduate students at Masters and Doctoral levels where appropriate.
- Generate grant or contract income as a principal investigator to support pedagogical work that results in the publication of scholarly articles or practice-based outcomes, showing how these have been adopted by others to drive student success.
- Produce outputs in education and pedagogy appropriate to the discipline which may include conference papers, publications in relevant journals; monographs, books, exhibitions or performances.



Research, Education and Citizenship (REC) Pathway

Professors will achieve and sustain an 'internationally leading' research profile as a research leader consistent with the research priorities of the relevant subject area that increases the global visibility and reputation of the University. They will:

- Be recognised as an esteemed and influential authority in the relevant field by speaking (including plenaries) at international conferences, providing distinguished contributions to the academic discipline through society and committee work, awards/prizes, and acting as a peer reviewer or thesis examiner and consulting contracts.
- Secure external funding as Principal Investigator and develop and maintain a portfolio of research grants and contracts of significant value consistent with disciplinary norms.
- Initiate, lead and collaborate in research and knowledge exchange initiatives of significant value (relevant to the discipline) with colleagues both within the University and externally, including internationally.
- Produce significant outputs of international quality as appropriate to the discipline which may include publications in relevant and esteemed journals; highly regarded monographs, books, exhibitions or performances.
- Attract postgraduate research students and successfully supervise them to completion within the appropriate study period.
- Draw international scholars to the University in order to participate in collaborative research.

What we are looking for

- A good first degree together with a PhD in a relevant discipline or equivalent qualifications.
- A PGCE, Certificate of Education or PGCLTHE.
- Senior Fellowship of the Higher Education Academy (or commitment to obtain within three years of initial appointment).
- Membership of relevant Professional bodies, demonstrating professional standing.
- An in-depth understanding of the relevant subject discipline.
- International reputation as a thought leader in the relevant field.
- Contribution to the development of the relevant discipline, showing impact and influence (such as through conferences, national and international networks and papers).
- Commitment to the University's strategic objectives, with a focus on student success and supporting the student experience.
- Commitment to the University's policies and procedures including promoting equality in own area of responsibility and in general conduct.

What you will bring to the role

- Strong communication and interpersonal skills with the ability to communicate a clear vision for a wide range of audiences.
- Strong leadership and organisational skills required to lead and manage a research team, train and mentor staff, postgraduate researchers and students.
- Ability to negotiate effectively with external and internal stakeholders, funding bodies, Professional, Statutory and Regulatory bodies.

**Academic Citizenship and Leadership**

- Evidence of a major contribution to academic leadership with a proven ability to lead, develop, mentor and motivate others.
- Experience of contribution to external bodies, experience of representing the University and undertaking external roles that contribute towards the vitality of the discipline and University, and drive strategy and policy (where relevant).

Knowledge Exchange

- Experience of securing, leading and managing a successful portfolio of knowledge exchange activities or projects.
- Excellent collaboration skills with experience of lead involvement with enterprise bodies.

Education

- Substantial experience of innovative teaching, learning and assessment practices with national recognition as a leader of education.
- Experience of providing academic and pastoral support and supervising postgraduate students where appropriate.
- Evidence of generating grant or contract income and outputs in education and pedagogy appropriate to the discipline.

Research

- Internationally leading research profile as a research leader and recognised as an esteemed and influential authority in the relevant field.
- Record of securing external funding, grants and contracts of significant value consistent with disciplinary norms.
- Significant outputs of international quality as appropriate to the discipline.
- Experience of supervising PhD Students to successful completion.