



Job Description

Reader – Games in the Department of SODA

The role of Reader is an academic distinction conferred by the University and post holders are expected to develop their personal distinction in their particular field and make a sustained and innovative contribution to its advancement through scholarship and research.

It is expected that post holders will be working towards a promotion to Professor typically within a period of four to five years.

The candidate will have clear vision and drive for the future direction of games and how this vision can be realised in the context of SODA, which is a leading School of Digital Arts in one of Europe's fastest growing digital cities. Applicants will be expected to demonstrate an interdisciplinary approach to games art and design through their own practice and to have significant knowledge of and engagement with leading-edge critical theory. Candidates will be working at the leading edge of innovative games art and design practices, theories, and discourses.

Working and leading in expanded games art and design at SODA means that you will inspire, lead, and support colleagues in developing a strong research culture, influence new pedagogical approaches and practices and connect industry with the school. Experience of teaching and learning across Foundation, UG, PGT and PGR supervision with clear evidence of outstanding communication and teaching practice skills is crucial. Experience of developing partnerships in the cultural and/or digital industries is also important in SODA given the connectivity of the school to regional, national, and international industry. With state-of-the-art studios, SODA is ambitious to expand research and industry engagement to match our teaching excellence. The Reader will support this through contribution to teaching as well as research and/or knowledge exchange.

All Readers

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

Academic Citizenship and Leadership

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

- Undertake a major contribution to academic leadership within the University that supports the student journey, including, but not exclusively, internationalisation, progression, employability or student welfare, or areas that support research and knowledge exchange and the University's Research and Knowledge Exchange centres, with a proven ability to lead, develop and motivate colleagues.
- Contribute to the leadership within faculties and departments and through supporting the Faculty PVCs and Heads of Department with strategic planning.
- Build on a track record of leading and mentoring colleagues.



- Engage in relevant administration (for instance committee membership and attendance, management of courses, etc.)
- Develop a significant and sustained contribution to external academic or professional organisations, including accrediting bodies, with evidence of positive feedback.
- Develop sustained contributions to external bodies including Research Councils, government committees and learned societies.
- Represent the University externally and participate 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

Readers will lead and manage a successful portfolio of knowledge exchange activities or projects with demonstrable social, environmental, cultural and/or economic impact on a regional or national level. This may include consultancy, licensing IP and the creation of spinout companies. They will:

- Collaborate with public, private and third sector organisations.
- Contribute to the development of academic enterprise across a broad range of commercial, industrial or cultural activities.
- Engage in high visibility involvement in regional, national and international enterprise bodies, including student enterprise.

In addition to the above requirements, Readers 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

Readers will demonstrate leadership in teaching which promotes and enhances the student experience and outcomes. This may include developing and delivering changes that enhance the curriculum, learning materials and assessments, and improving the quality of teaching and learning of colleagues by influencing or inspiring them. They will:

- Build a peer assessed, regional or national reputation for excellence in contributions to learning and teaching at the University.
- Engage in high-level activity within professional bodies, including the HEA.
- 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, conduct associated assessments and provide unit coordination.



- 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 to support pedagogical work that results in the publication of scholarly articles or practice-based outcomes.
- Produce outputs in education and pedagogy appropriate to the discipline which may include conference papers, publications in relevant journals; monographs, books, exhibitions, or performances.
- Engage with employers, professional or creative partners or students as relevant to enhance student outcomes.

Research, Education and Citizenship (REC) Pathway

Readers will pursue an 'internationally leading' research profile consistent with the research priorities of the relevant subject area, with outputs that are internationally leading in terms of originality, significance and rigor, at an appropriate volume, consistent with disciplinary norms. They will:

- Develop research work that is esteemed and influential in the relevant field.
- Develop esteem indicators that reflect international standing, where relevant to the discipline. This may include invitations to deliver lectures and contribute research outputs at prestigious events, citations rates that demonstrate the significance of research to the field, membership of panels and committees where appointments are made on a competitive basis, appointments as external examiner for PhD degrees and membership of review groups and panels at national level.
- Secure external funding as Principal Investigator and Co-investigator, developing and maintain a portfolio of research grants and contracts of significant value consistent with disciplinary norms.
- Generate and collaborate in research and knowledge exchange activities (relevant to the discipline) with colleagues both within the University and externally.
- 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.
- Successfully supervise PhD students to completion and, where appropriate to the discipline, successfully manage research groups.
- Provide research leadership and mentorship of early career academics.
- Engage with the public to drive a wider appreciation of the novelty, significance and impact of research, whilst raising the profile and standing of the department and the University.

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 HEA (or commitment to obtain within three years of initial appointment).
- An in depth understanding of the subject (insert detail here) including recent developments in (insert detail here).
- Commitment to the University's strategic objectives, with a focus on 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.
- 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 academic or professional organisations, including accrediting bodies, Research Councils, government committees and learned societies.

Knowledge Exchange

- Record of successful engagement in academic enterprise.
- Excellent collaboration skills with experience of active involvement with enterprise bodies.

Education

- Substantial experience of leading the delivery of high-quality education and innovative teaching and learning practices.
- Experience of providing academic and pastoral support and supervising postgraduate students where appropriate.

Research

- Evidence of an 'internationally leading' research profile consistent with the research priorities of the relevant subject area, with outputs that are internationally leading in terms of originality, significance and rigor, at an appropriate volume, consistent with disciplinary norms.
- Evidence of research grants and contracts, as appropriate to the discipline, as both principal investigator and co-investigator.
- Evidence of esteem indicators that reflect international standing.
- Experience of providing supervision, leadership and mentoring.