

# PROFESSOR Level A



## ROLE DESCRIPTION

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### GRADE

Level A

### LOCATION

Edinburgh Napier  
University Campus

### ROLE SUMMARY

All staff appointed to a Professor post will be leading academics with international standing and renown. As Professor, you will be an academic leader with extensive demonstrated experience in delivering high-quality, student-centred teaching, underpinned by academic scholarship (research, pedagogy, knowledge exchange or professional practice).

## MAIN DUTIES AND RESPONSIBILITIES

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### Building on duties and responsibilities of Professor Level B.

Academic staff are expected to carry out a range of duties and responsibilities taken from the following. Whilst it is not anticipated that all activities listed below will be covered by one person, it is expected that all individuals will make a balanced contribution to teaching and learning, research and demonstrate academic leadership.

**Note:** progression to higher grades is cumulative; for example, Professor Level A applicants or role holders should by implication demonstrate the attributes of Professor Level B.

## TEACHING AND LEARNING SUPPORT

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- Oversee and lead the design and development of innovative approaches to the delivery of the University's curriculum.
- Facilitate strong research and teaching links to the educational standards of the University, supporting diversity of thought across the student population.
- Supervise research students to completion as Director of Studies and external examiner.
- Lead the development and implementation of quality assurance frameworks in support of the curriculum in area of discipline.
- Lead effective teaching and/or professional practice, contributing to the development of students as autonomous learners.
- Lead and present national master classes to peers and students.

## RESEARCH AND SCHOLARSHIP

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- Ensure a continued and sustained track record of successful and substantial research and knowledge exchange external grants mainly as principal investigator.
- Lead the development and implementation of research-informed teaching strategy's, innovative learning, assessment methods and/or educational scholarship.
- Lead and participate in collaborative research and knowledge exchange partnerships internationally with other educational institutions or bodies.
- Contribute to the development of intellectual property within discipline which is internationally recognised.
- Lead and contribute to the development of research questions, professional practice, methodologies, data gathering and analytical techniques on research projects.
- Deliver keynote and other invited presentations / papers at international conferences / events
- Present research papers, publications or disseminate research findings and lead national and international research groups presenting or exhibiting outcomes at conferences or other events appropriate to the discipline.
- Act as Chair at conferences.
- Ensure a sustained track record of internationally excellent research outputs at REF 3\* and 4\* international excellence.

- Review and edit national journals while being a member of appropriate professional bodies, which influences the discipline, profession or public policy and also be a referee for academic journals and/or UK Research Councils and European Commission and/or equivalent professional standing.

## **COMMUNICATION, LIAISON AND NETWORKING**

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- Promote and market the work of the University, both nationally and internationally.
- Consult, participate, and chair institutional decision-making and governance committees and government advisory/regulatory bodies.
- Initiate, lead, and develop networks to foster collaboration, share information/ ideas and promote the subject specialism, nationally and internationally.
- Develop links with external contacts, such as other educational and research bodies, employers, professional bodies and key stakeholders of funding and contract research initiatives to foster collaboration and generate income flows on a sustained basis.

## **ACADEMIC LEADERSHIP**

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- Exercise cross-University academic and research leadership within discipline in relation to teaching, research or scholarly activities.
- In line with the roles and responsibilities of a line manager, support relevant matters relating to the employment of staff and ensure the allocation of work is done so equitably in accordance with individual skills and capacity.
- Ensure adoption and embedding of the My Contribution process, advising, supporting and appraising staff on personal performance and career development plans.
- Mentor and support academic staff, including Early Career Academics.

## **TEAMWORK AND PASTORAL CARE**

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- Develop and lead a clear vision of the School's strategic direction.
- Manage research teams at school, University and national level.
- Demonstrate a leadership role in inter-university and/or university business, research or collaboration on projects of international standing and reputation.
- Responsible for the initial resolution of student and team issues within guidelines.
- Responsible for the welfare of staff, drawing on specialist advice and support as required.
- Ensure that an appropriate framework is developed and used for pastoral care issues.

## INITIATIVE, PROBLEM-SOLVING AND DECISION-MAKING

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- Act as an arbiter in local, national and international issues.
- Lead the development of novel and creative approaches for adoption in teaching, learning, research, and policy.
- Provide advice to external bodies, nationally and internationally.

## PLANNING AND MANAGING RESOURCES

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- Determine, plan and manage the allocation of resource within own area of responsibility.
- Contribute, monitor, plan and implement research or other projects to ensure successful outcomes of these objectives.
- Be responsible for ensuring that the information and records processed (received, created, used, stored, destroyed) on behalf of the University are managed in compliance with all applicable legislation, codes and policies e.g. [Data Protection](#), [Information Security](#) and [Records Management](#).

## WORK ENVIRONMENT

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- Ensure that appropriate risk management processes are operational.
- Some national and international travel will be required.

## EXPERTISE

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- Be a leading authority and scholar in discipline with a significant international reputation
- Lead, design and implement new research, learning, and teaching methods linked to in-depth knowledge of discipline
- Ensure a substantial publication record of an international standing.
- Ensure effective bridges between research and scholarly outputs to impact, evidencing impact on policy and practice

## PERSON SPECIFICATION

Applicants are expected to present evidence of achievement against each of the specific criteria relevant to Research.

Refer to **Criteria for Research, Enterprise, Learning & Teaching, Professional Practice** for academic postings.

## PROFESSOR LEVEL A

	ESSENTIAL	DESIRABLE
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### EDUCATION/QUALIFICATION

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| • Qualification in relevant discipline at least to postgraduate level.                               | ✓ |   |
| • Professional qualifications relevant to discipline.  | ✓ |   |
| • <b>Doctoral</b> level qualification.   | ✓ |   |
| • Ideally HEA membership or a strong willingness to achieve membership within 2 years of appointment |   | ✓ |

### EXPERIENCE

Evidenced achievement against the criteria for Esteem, Innovation, Contribution and Academic Leadership.

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| • <b>Esteem</b> - Significant and sustained international reputation e.g. awards (prizes of international high order). Influencing national and/or international policy makers.   | ✓ |  |
| • <b>Innovation and Impact</b> - Evidence of reputation as academically excellent in the field with outputs that are recognised as outstanding at an international level in terms of originality, significance and rigour and work that has significant impact outside the University | ✓ |  |
| • <b>Contribution</b> - Sustained and substantial income generation track record. Identifying new opportunities, initiating new and original solutions and approaches within the University.  | ✓ |  |
| • <b>Academic Leadership</b>  |   |  |
| - Advising University Leadership on relevant policy matters and influencing institutional decisions. Creating sustainable teams of communities of   | ✓ |  |



	ESSENTIAL	DESIRABLE
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practice in relevant area, including developing less experienced staff in leadership roles.

- Reputation for supporting, mentoring and bringing on other members of staff e.g. Early Career Academics/Researchers and students. Considerable experience of acting as Director of Studies for Doctoral Student Completions and of and of external Doctoral examinations ✓
- Responsibility for organising and deploying resources within large projects or areas of work. ✓

### SKILLS/PERSONAL REQUIREMENTS

- Demonstration of the University's agreed values and behaviours – Professional, Innovative, Inclusive and Ambitious. ✓