

PROFESSOR



ROLE DESCRIPTION

GRADE

Grade 8 to 10

LOCATION

Merchiston, Edinburgh

ROLE SUMMARY

All staff appointed to a Professor post will be leading academics with international standing. 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

Building on duties and responsibilities of Associate Professor.

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 1 applicants or role holders should by implication demonstrate the attributes of an Associate Professor.

TEACHING AND LEARNING SUPPORT

- Oversee and lead the design and development of innovative approaches to the delivery of the University's curriculum. (Grade 8-10)
- Facilitate strong research and teaching links to the educational standards of the University, supporting diversity of thought across the student population. (Grade 8 -10)
- Supervise research students to completion as Director of Studies and external examiner. (Grade 8-10)

- Lead the development and implementation of quality assurance frameworks in support of the curriculum in area of discipline. (Grade8-10)
- Lead effective teaching and/or professional practice, contributing to the development of students as autonomous learners. (Grade 8-10)
- Lead and present national master classes to peers and students (Grade 10)

RESEARCH AND SCHOLARSHIP

- Ensure a continued and sustained track record of successful research and knowledge exchange grants applications as principal and co-investigator (Grade 8 -10)
- Lead the development and implementation of research-informed teaching strategy's, innovative learning, assessment methods and/or educational scholarship. (Grade8-10)
- Participate in and lead collaborative research and knowledge exchange partnerships with other educational institutions or bodies. (Grade 8)
- Lead and participate in collaborative research and knowledge exchange partnerships with other educational institutions or bodies. (Grade 9-10)
- Contribute to the development of intellectual property within discipline area. (Grade 8)
- Contribute to the development of intellectual property within discipline which is internationally recognised. (Grade9-10)
- Contribute to and lead the development of research questions, professional practice, methodologies, data gathering and analytical techniques on research projects. (Grade 8 – 10)
- Deliver keynote and other invited presentations / papers at international conferences / events (Grade 9 -10)
- Present research papers, publications and disseminate research findings via national and international research groups, presenting or exhibiting outcomes at conferences or other events appropriate to the discipline. (Grade 8-9)
- 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. (Grade 10)
- Act as Chair at conferences. (Grade 8-10)
- Ensure a sustained track record of high quality outputs with majority at REF 3* international excellence or above. (Grade 8)
- Ensure a sustained track record of internationally excellent research outputs at REF 3* with emerging track record of world leading outputs at REF 4* (Grade 9)
- Ensure a sustained track record of internationally excellent research outputs at REF 3* and 4* international excellence. (Grade 10)
- 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 or UK Research Councils and or those with equivalent professional standing. (Grade 8-10)

COMMUNICATION, LIAISON AND NETWORKING

- Promote and market the work of the University, both nationally and internationally. (Grade 8-10)

- Consult, participate, and chair institutional decision-making and governance committees (Grade 8)
- Consult, participate, and chair institutional decision-making and governance in addition to government advisory/regulatory bodies. (Grade 9-10)
- Initiate, lead, and develop networks to foster collaboration, share information and ideas, promoting the subject specialism at a national level. (Grade 8)
- Initiate, lead, and develop networks to foster collaboration, share information and ideas, promoting the subject specialism at national and international levels. (Grade 9-10)
- 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. (Grade 8-10)

ACADEMIC LEADERSHIP

- Exercise cross-University academic and research leadership within discipline in relation to teaching, research or scholarly activities. (Grade 8-10)
- 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. (Grade 8-10)
- Ensure adoption and embedding of the My Contribution process, advising, supporting and appraising staff on personal performance and career development plans. (Grade 8-10)
- Mentor and support academic staff, including Early Career Academics. (Grade 8-10)

TEAMWORK AND PASTORAL CARE

- Support and promote a clear vision of the School's strategic direction. (Grade 8)
- Develop and lead a clear vision of the School's strategic direction. (Grade 9-10)
- Manage research teams at school level. (Grade 8)
- Manage research teams at school and University level. (Grade 9)
- Manage research teams at school, University and national level. (Grade 10)
- Demonstrate a leadership role in inter-university and/or university business, research or collaboration on projects of international standing and reputation. (Grade 9-10)
- Responsible for the initial resolution of student and team issues within university guidelines. (Grade 8-10)
- Responsible for the welfare of staff, drawing on specialist advice and support as required. (Grade 8-10)
- Ensure that an appropriate framework is developed and used for pastoral care issues. (Grade 8-10)

INITIATIVE, PROBLEM-SOLVING AND DECISION-MAKING

- Act as an arbiter in local issues. (Grade 8-9)
- Act as an arbiter in local, national and international issues. (Grade 10)
- Lead the development of novel and creative approaches for adoption in teaching, learning, research, and policy. (Grade 8-10)

- Provide advice to external bodies at a national level. (Grade 8)
- Provide advice to external bodies, nationally and internationally. (Grade 9-10)

PLANNING AND MANAGING RESOURCES

- Determine, plan and manage the allocation of resource within own area of responsibility. (Grade 8-10)
- Contribute, monitor, plan and implement research or other projects to ensure successful outcomes are achieved. (Grade 8-10)
- 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](#). (Grade 8-10)

WORK ENVIRONMENT

- Ensure that appropriate risk management processes are operational. (Grade 8-10)
- Some national and international travel will be required. (Grade 8-10)

EXPERTISE

- Be a leading authority and scholar in discipline with a significant national and international reputation in discipline (Grade 8-10)
- Develop, design and implement new research, learning, and teaching methods linked to in-depth knowledge of discipline (Grade 8)
- Lead, design and implement new research, learning, and teaching methods linked to in-depth knowledge of discipline (Grade 9 – 10)
- Ensure a substantial publication record of an international standing. (Grade 8-10)
- Ensure effective bridges between research and scholarly outputs to impact, evidencing impact on policy and practice (Grade 10)

PERSON SPECIFICATION

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

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

LEVEL 1 PROFESSOR – GRADE 8

	ESSENTIAL	DESIRABLE
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EDUCATION/QUALIFICATION

- | | | |
|--|---|---|
| • Qualification in relevant discipline at least to postgraduate level. | ✓ | |
| • Professional qualifications relevant to discipline. | ✓ | |
| • Doctoral level qualification. | ✓ | |
| • Ideally HEA membership or a strong willingness to achieve membership within 18 months of appointment | | ✓ |

EXPERIENCE

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

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|--|---|--|
| • Esteem – Developing international reputation as a leader in the field. Leadership positions or awards at national and increasingly international levels, for example, research or professional forums, national/international bodies. Raising profile of the University at the highest national or international levels (for example awards and invitations). | ✓ | |
| • Innovation and Impact - Sustained track record of outputs of quality which are internationally excellent. Demonstrable impact of scholarship on users, for example: high citations and references to contribution, honours by external institutions, development and exploitation of intellectual property. | ✓ | |
| • Contribution - A track record of securing external funding and support for research activity (as Principal Investigator or key contributor). Track record of networking and collaboration within the university. Leadership in relation to management, support and development of postgraduate research students. | ✓ | |
| • Academic Leadership - Reputation for supporting, mentoring and bringing on other members of staff in area of scholarship, including Early Career Researchers. School or faculty level leadership and engagement with | ✓ | |

	ESSENTIAL	DESIRABLE
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University wide groups, committees and projects. Responsibility for organising and deploying resources within area of responsibility. As a minimum 1 Doctoral Student Completions as Director of Studies and 2 External Doctoral examinations.

SKILLS/PERSONAL REQUIREMENTS

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

LEVEL 2 PROFESSOR – GRADE 9

	ESSENTIAL	DESIRABLE
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EDUCATION/QUALIFICATION

- Qualification in relevant discipline at least to postgraduate level. ✓
- Professional qualifications relevant to discipline. ✓
- Doctoral 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.

- **Esteem** - International distinction with high level awards and invitations. Evidence of international reputation as a leader in the field ✓
- **Innovation and Impact** - Work and outputs demonstrating high levels of impact in user groups and academic community ✓
- **Contribution** - An established track record of securing external funding and support for research activity (as Principal Investigator or key contributor). An established track record of networking and collaboration groups within the university. ✓
- **Academic Leadership**



	ESSENTIAL	DESIRABLE
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| - Influencing and shaping institutional policies and strategy and/or leadership of University wide projects, committees and initiatives. Substantial initiative in leading, developing and supporting colleagues and building of cross institutional teams at national and possibly international levels | ✓ | |
| - Reputation for supporting, mentoring and bringing on other members of staff in area of scholarship, including Early Career Researchers. As a minimum 3 Doctoral Student Completions as Director of Studies and 4 External Doctoral examinations. | ✓ | |
| - Responsibility for organising and deploying resources within large projects or area of work. | ✓ | |

SKILLS/PERSONAL REQUIREMENTS

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|---|---|--|
| • Demonstration of the University's agreed values and behaviours – Professional, Innovative, Inclusive and Ambitious. | ✓ | |
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PROFESSOR – GRADE 10

	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. | ✓ | |
| • Doctoral 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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|---|---|--|
| • Esteem - Significant and sustained international reputation e.g. awards (prizes of international high order). Influencing national and/or international policy makers. | ✓ | |
| • Innovation and Impact - Evidence of reputation as academically excellent in the field with outputs that are recognised as outstanding at an | ✓ | |



ESSENTIAL	DESIRABLE
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international level in terms of originality, significance and rigour and work that has significant impact outside the University

- **Contribution** - Sustained and substantial income generation track record. Identifying new opportunities, initiating new and original solutions and approaches within the University. ✓
- **Academic Leadership**

 - Advising University Leadership on relevant policy matters and influencing institutional decisions. Creating sustainable teams of communities of practice in relevant area, including developing less experienced staff in leadership roles. ✓
 - Reputation for supporting, mentoring and bringing on other members of staff, such as Early Career Academics/Researchers and students. As a minimum 4 Doctoral Student Completions as Director of Studies and 5 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. ✓