

PROFESSOR



ROLE DESCRIPTION

GRADE

Grade 8

LOCATION

Sighthill, Edinburgh

ROLE SUMMARY

All new 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 grade 7.

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 academic leadership.

Note: progression to higher grades is cumulative; for example, applicants for grade 8 should by implication demonstrate the attributes of grades 6 and 7.

TEACHING AND LEARNING SUPPORT

- Oversee and lead the design and development of innovative approaches to the delivery of the curriculum and learning policies.
- Develop the quality assurance framework within the University's overall framework.
- Facilitate strong research/teaching links to the educational standards of the University, while addressing the diversity of the student population.
- Supervise research students to completion as Director of Studies (grade 8) and external examiner.
- Contribute (grade 8-9) and lead (grade 10) the development and implementation of the quality assurance framework and the curriculum in a relevant area.

- Demonstrate effective teaching and/or professional practice as measured by student feedback and external validation, whilst contributing to the development of students as autonomous learners.
- Expected to present national master classes to peers and students (grade 10).

RESEARCH AND SCHOLARSHIP

- Sustained track record of successful research and knowledge exchange external grants as principal and co-investigator (grade 8)
- Sustained track record of successful and substantial research and knowledge exchange external grants as principal and co-investigator (grade 9)
- Sustained track record of successful and substantial research and knowledge exchange external grants mainly as principal investigator (grade 10)
- Lead the development and implementation of research-informed teaching strategy, innovative learning, assessment methods and/or educational scholarship.
- Participate (grade 8-9) and/or lead (grade 10) in collaborative research and knowledge exchange partnerships with other educational institutions or bodies.
- Contribute to the development of intellectual property (grade 8-9) which is internationally recognised (grade 10).
- Contribute (grade 8) or lead (grade 9-10) to the development of research questions, professional practice, methodologies, data gathering and analytical techniques to provide appropriate evidence for major research projects.
- Present research papers, publications or disseminate research findings (grade 8-10) and/or lead (grade 10) national and international research groups presenting or exhibiting outcomes at conferences or other events appropriate to the discipline.
- Chair at conferences (grade 8-10).
- sustained track record of high quality outputs with majority at REF 3* international excellence or above (grade 8)
- sustained track record of internationally excellent research outputs at REF 3* with emerging track record of world leading outputs at REF 4* (grade 9)
- sustained track record of high quality research outputs at REF 3* and 4* (grade 10)
- Will be a reviewer, member and/or editor of national (grade 8-9) and/or international (grade 10) journal or professional body, which influences the discipline, profession or public policy and also be a referee for academic journals (grade 8-10) and/or UK Research Councils and European Commission (grade 10) and/or equivalent professional standing.

COMMUNICATION, LIAISON AND NETWORKING

- Promote and market the work of the University, both nationally and internationally.
- Consult, participate, and chair institutional decision-making and governance committees (grade 8-10) and government advisory/regulatory bodies (grade 9-10).
- Initiate, lead, and develop networks to foster collaboration, share information/ ideas and promote the subject specialism, nationally (grade 8-10) and internationally (grade 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.

ACADEMIC LEADERSHIP

- Exercise cross-University academic and research leadership for all subject area in relation to teaching, research or scholarly activities.
- Act as line manager (formally or informally) for matters relating to the employment of staff and ensure the work is allocated fairly according to skills and capacity.
- Appraise and advise staff on personal and career development plans.

TEAMWORK AND PASTORAL CARE

- Form, promote (grade 8), develop and lead (grade 9-10) a clear vision of the School's strategic direction.
- Manage research teams at school level.
- 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 guidelines.
- Overall responsibility 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

- Determine the allocation of resource within own area of responsibility.
- Act as an arbiter in local (grade 8), national (grade 9) and international (grade 10) issues.
- Lead the development of novel and creative approaches for adoption in teaching, learning, research, and policy.
- Provide advice to external bodies, nationally (grade 8) and internationally (grade 9-10).

PLANNING AND MANAGING RESOURCES

- Contribute, monitor, plan and implement research or other projects to ensure successful outcomes of these objectives.
- Take overall responsibility for the organisation and deployment of resources.
- 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

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

EXPERTISE

- Be a leading authority and scholar in the subject with a significant national and international reputation.

- Possess in-depth knowledge of specialism including evidence of design and implementation of new research, learning, and teaching methods.
- Substantial and on-going academic publication record of an international standing.

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 – GRADE 8

	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 18 months of appointment | | ✓ |

EXPERIENCE

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

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| • Esteem – Strong and sustained track level in field of expertise at an international level. 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 that 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** - School or faculty level leadership and engagement with University wide groups, committees and projects. Responsibility for organising and deploying resources within area of responsibility. Reputation for supporting, mentoring and bringing on other members of staff, such as Early Career Academics/Researchers and students. As a minimum: Doctoral Student Completions - 1 as Director of Studies (grade 8), 3 as Director of Studies (grade 9), 4 as Director of Studies. External Doctoral examinations - minimum of 2 (grade 8), minimum of 4 (grade 9), minimum of 5 (grade 10). ✓

SKILLS/PERSONAL REQUIREMENTS

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