Professor	Edinburgh Napier UNIVERSITY

Role Description

Grade & Salary:	Grade 8 to 9
Campus Location:	Edinburgh
Role Summary:	All new staff appointed to a Professor post will be a leading academic 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, 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 demonstrate academic leadership.

Note: progression to higher grades is cumulative; for example applicants for grade 8 should by implication demonstrate the attributes of grade 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 (grade10) the development and implementation of the quality assurance framework and for curriculum in 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

- Proven ability as Principal Investigator to win pedagogic research or teaching grants (grade 8) or major research grants (grade 9-10) on a sustained basis.
- 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 (grade10).
- 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).
- Will have submitted international publications to Research Excellent Framework at 3* or 4*.
- 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 all 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.

INVESTORS IN PEOPLE | Silver

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** or **Professional Practice** for academic postings.

Professor – Grade 8		
Attributes	**Essential Selection Criteria**	**Desirable Selection Criteria**
Education/ Qualifications	Qualification in relevant discipline at least to postgraduate level. Professional qualifications relevant to discipline.	Doctoral level qualification.
Experience Evidenced achievement against the criteria for Esteem, Innovation, Contribution and Academic Leadership.	**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 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 -** 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 University wide groups, committees and projects.	

	Responsibility for organising and deploying resources within area of responsibility.	
Skills/Personal Requirements	Demonstration of the University's agreed values and behaviours - Professional Innovative, Inclusive and Ambitious.	

Professor – Grade 9		
Attributes	**Essential Selection Criteria**	**Desirable Selection Criteria**
Education/ Qualifications	Qualification in relevant discipline at least to postgraduate level. Professional qualifications relevant to discipline.	Doctoral level qualification.
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 -** Activity and outputs demonstrating high levels of impact on 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 collaborating within the university. **Academic Leadership -** 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. Responsibility for organising and deploying resources within large projects or area of work.	
Skills/Personal Requirements	Demonstration of the University's agreed values and behaviours - Professional Innovative, Inclusive and Ambitious.	