

Academic: Research Job Family – Grade 9

Role Summary

This profile builds on the activities outlined at Grade 8. Role holders at this level will be regarded as a leading authority in the subject/discipline with a considerable national/international reputation, as evidenced by authorship of authoritative/acclaimed bodies of work, invitations to present keynote/plenary lectures at international conferences, editorship of peer reviewed journals, election to fellowship of national academies and/or professional societies etc. They will be responsible for initiating and leading the implementation of major research activities and programmes, designing and developing Knowledge Transfer initiatives, and for leading major funding bids which develop and sustain research support for the specialist area and advance the reputation of the School/University. They may also have an active involvement in the development and delivery of innovative and challenging teaching and learning activities/programmes. Role holders will hold significant academic leadership/management responsibilities on behalf of the School and/or University, and will play a key role in the development and implementation School/Institution strategies. They will possess in-depth knowledge of the specialism to enable the development of new knowledge, innovation and understanding in the field.

Representative Work Activities (Based on National Library of Role Profiles/HERA)

Teaching & Learning Support	<ul style="list-style-type: none"> • Could be expected to contribute to teaching programmes and the development of the curriculum in own area.
Research	<ul style="list-style-type: none"> • Lead the development and implementation of research strategy. • Lead and co-ordinate research activity in the subject. • Lead research and collaborative partnerships with other external bodies. • Lead bids for research, consultancy and other additional funds. • Make presentations at national and international conferences and similar events.
Communication	<ul style="list-style-type: none"> • Be routinely involved in complex and important negotiations internally and with external bodies.
Liaison & Networking	<ul style="list-style-type: none"> • Chair committees and participate in Institutional decision making and governance. • Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the Institution. • Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision making bodies. • Promote and market the work of the department in the subject area both nationally and internationally.
Team Development	<ul style="list-style-type: none"> • Exercise academic leadership for all subject area research activities. • Act as line manager for matters relating to the employment of staff ensuring the work is allocated fairly, according to skills and capacity. • Ensure that staff are suitably qualified to work within their own area. • Appraise and advise staff on personal and career development plans.
Teamwork & Motivation	<ul style="list-style-type: none"> • Develop and communicate a clear vision of the School's strategic direction. • Ensure the enactment of Institutional strategic plans. • Develop team spirit and team coherence and foster inter-disciplinary team working.
Pastoral Care	<ul style="list-style-type: none"> • Responsible for the initial resolution of all team issues within standard procedures. • Overall responsibility for welfare of staff within team drawing on specialist advice and support as required. • Ensure that an appropriate framework is developed and used for pastoral care issues.

Initiative, Problem-Solving & Decision-Making	<ul style="list-style-type: none"> • Determine the final allocation of resources within own area of responsibility. • Act as the final arbiter in local disputes. • Be party to strategic decisions at Institutional level. • Lead the development of new and creative approaches in responding to research and commercial challenges. • Initiate new and original solutions to problems. • Provide advice to external bodies.
Planning & Organising Resources	<ul style="list-style-type: none"> • Take overall responsibility for the organising and deployment of resources within own areas of responsibility. • Plan and implement research projects and monitor progress to ensure the achievement of financial and research objectives. • Contribute to Institutional planning and strategic development.
Sensory & Physical Demands	<ul style="list-style-type: none"> • Demands may vary from relatively light to a high level depending on the discipline and type of work undertaken, and may involve carrying out tasks that require the learning of certain skills.
Work Environment	<ul style="list-style-type: none"> • Overall responsibility for health and safety in own areas of responsibility. • Ensure that appropriate risk management processes are operational.
Knowledge & Experience	<ul style="list-style-type: none"> • A leading authority in the subject, with a considerable national/international reputation. • Possess in-depth knowledge of the specialism to enable the development of new knowledge, innovation and understanding in the field. • A thorough understanding of Institutional management systems and the wider higher education environment. • Ability to take responsibility for key administrative/management functions and play a lead role in the development and implementation of the School research strategy. • Relevant PhD qualification together with a sustained and extensive research career. • Proactively engage in continuing professional development/training to keep knowledge and skills up-to-date. • Knowledge of and adherence to the University's Health and Safety and Equal Opportunities policies/procedures

Personal Skills and Attributes

- Ability to lead and deliver on major research projects and initiatives.
- Advanced research/analytical and problem solving skills, able to develop and implement innovative solutions to complex/diverse problems and issues.
- Proven high level communication and presentation skills, capable of providing strategic advice and guidance at a senior level.
- Proven high level interpersonal skills including ability to negotiate, motivate, influence and build collaborative relationships at a senior level within and outwith the University.
- Ability to lead and secure major funding bids.
- Highly developed leadership/management skills.
- Advanced planning and organisational skills.
- Advanced resource/financial planning skills.
- Capable of contributing to School/University strategy and policy.
- Courtesy, respect and collegiality at all times.

N.B. For information on quality standards / expected output please refer to the University's Academic Promotions Procedures.

