**Job Description: Professor – Education & Research (Research) Pathway**

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| **Faculty:** | Faculty of Humanities and Social Sciences |
| **Department/Subject:** | Business Management |
| **Salary:** | Competitive salary (commensurate with the Professorial role) with USS pension benefits |
| **Hours of work:** | Full time, however, applications for part time work will be considered |
| **Number of positions:** | 1 |
| **Contract:** | This is a permanent position |
| **Location:** | This position will be based at the Bay Campus |

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| **Academic Career Pathways** | The Academic Career Pathways (ACP) scheme is designed to ensure that academic strengths across a broad range of activities, such as research, teaching, student experience, innovation, engagement, enterprise, leadership, management and broader collegiality are all appropriately recognised, developed, valued & rewarded. There are four career pathways:   * Education * Education & Research (Education) * Education & Research (Research) * Research   For more information on Academic Career Pathways, please click [here.](https://www.swansea.ac.uk/personnel/current-staff/academic-career-pathways/)  The criterion for each pathway provides indicative performance levels for academic staff at each level, from Lecturer to Professor, which will be used throughout the recruitment process. Evidence provided against each criterion will be considered in light of the stage of career, hours of work, individual circumstances or work-related activities outside of academia, such as in industry or a clinical setting. You are very welcome to provide context regarding any relevant individual circumstances such as career breaks, extended periods of leave or absence, or caring responsibilities, for example, and how these have had an impact on your career development. |
| **Main Purpose of Post** | 1. Research: Has achieved and sustained, outstanding and widely recognised international eminence and authority in their field through the distinction of their research ideas, outputs, impact and leadership. 2. Education: Able to deliver and develop routine teaching to a good standard, and may focus on PGR-related activity. 3. Innovation, Engagement & Enterprise: Recognised, extensive leadership through a highly significant, impactful and sustained body of work in innovation, engagement or enterprise. 4. Collegiality, Leadership, Management & Service: Leadership which may be within the University or within a discipline or related academic activity. |
| **General Duties** | 1. Promote equality and diversity in working practices and maintain positive and collaborative working relationships. 2. Conduct the job role and all activities in accordance with safety, health and sustainability policies and management systems, in order to reduce risks and impacts arising from the work activity. 3. Ensure that risk management is an integral part of any decision-making process, by ensuring compliance with the University’s Risk Management Policy. 4. Any other duties as agreed by the Faculty / Directorate / Service Area. |

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| **Person Specification Criteria:** | | **Typically evidenced by:** | | |
| **Qualifications** | | | | |
| 1. A PhD in a relevant subject area or a degree and relevant professional experience or qualification | | *PhD, Professional Doctorate, Chartered membership of professional body, Medical registration etc.* | | |
| 1. Recognised teaching qualification that would lead to Fellowship of the Higher Education Academy (HEA) or a commitment to achieve this | | *Fellowship of HEA or equivalent, other recognised teaching qualification, or a commitment to work towards Fellowship of the Higher Education Academy (HEA) or equivalent.* | | |
| **Research** | | | | |
| 1. Contribution to the generation of knowledge. | | *Demonstrable contributions to the generation of knowledge and ideas, how these have been communicated and any funding or awards that recognise this activity.* | | |
| 1. Contribution to the development of individuals. | | *Highlighting how expertise has been provided to teams, individual researchers and staff within the R&I ecosystem to support their advancement.* | | |
| 1. Contribution to the wider research and innovation community. | | *Progressing the R&I community through activities across disciplines, institutions and/or countries.* | | |
| 1. Contribution to broader society. | | *Exchanging knowledge with relevant stakeholders and with demonstrable impact.* | | |
| **Education** | | | | |
| 1. Knowledge and Professional Values. | | *Engagement in continuing professional development and its application to the enhancement of educational practice and your trajectory as an educator.* | | |
| 1. Curriculum development and learning environment. | | *Activities leading to demonstrable enhancements to curriculum, improvements to the learning environment or creating activities that develop individuals and diverse groups of learners.* | | |
| 1. Learner support, community and impact. | | *Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact.* | | |
| 1. Influence on wider academic/learner communities. | | *Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students.* | | |
| **Innovation, Engagement & Enterprise** | | | | |
| 1. Outcomes & impact. | | | *Delivering demonstrable outcomes and impact adding value through ideation and/or translation of ideas, methods, products, services or solutions for example to business, government, health and wellbeing, the environment, society, cultural life internally and externally.* | |
| 1. Projects & Activities. | | | *Designing, planning, managing and successfully delivering project activities, including securing required internal and external resources from sponsors to underpin projects and the activities.* | |
| 1. Communication & Partnerships. | | | *Delivering and engaging in internal and external productive/purposeful communication. Identifying and developing meaningful partnerships with external stakeholders.* | |
| **Collegiality, Leadership, Management & Service** | | | | |
| 1. Collegiality/Service. | | *Provide reflective examples of how you have demonstrated sustained citizenship and represented your discipline (or beyond) and thereby contributed consistently.* | | |
| 1. Developing, Mentoring & Managing Others. | | *Taking responsibility for the management and development of a diverse range of colleagues, involving representation of a portfolio or subject area.* | | |
| 1. Leading in the University. | | *Participation and leadership internal to the University that may be around a particular portfolio or responsibility for whole areas of activity.* | | |
| ***Subject Specific*** | | | | |
| 1. Experience of providing leadership for research and in developing and mentoring early career academics   Experience of internationalisation activities  An interest in developing new pedagogical approaches and delivering high quality teaching programmes  Experience or desire to engage with and involve external organisations, businesses and networks in the School (e.g. research, teaching delivery, conferences, school events) | | *Examples showing personal contribution and impact*  *Examples showing personal contribution and impact*  *Examples showing personal contribution and impact*  *Examples showing engagement* | | |
| **Welsh Language** | | | | |
| Level 1 – ‘a little’ - pronounce Welsh words. Able to answer the phone in Welsh (good morning / afternoon). Able to use very basic every-day words and phrases (thank you, please etc.). Level 1 can be reached by completing a one-hour training course.  For more information about the Welsh Language Levels please refer to the Welsh Language Skills Assessment web page, which is available [here](https://www.swansea.ac.uk/welsh-language-standards/compliance/recruitment/). | | | | |
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