**Role Description Template (NUSL)**

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| **Faculty/Service:** | **Faculty of Health and Life Sciences** |
| **Department:** | **Nursing, Midwifery and Health**  |
| **Role Title:** | **Professor** |
| **Grade:** | **9** |
| **Category:** | **Academic** |
| **Role Purpose:**  | **A Professor assists the Head of Department to maintain, enhance and improve the Department and Faculty’s national and international reputation in their academic field. They will be responsible for the leadership and line-management of colleagues within the Department, as required.****The role-holder will be expected to demonstrate continuing academic attainment and achievement and provide academic leadership (of their subject and associated colleagues), through active contribution to their discipline and to the life and work of their Faculty and the wider University. This involves undertaking a specific leadership and management portfolio within the Faculty. Beyond the discipline and University, this will involve contributing to significant change within practice, the discipline, profession and/or community at regional, national and international level.** |
| **Reports to:** | **The Head of Department, a nominated academic member of the Faculty Executive or a Professor as appropriate. On a day to day basis to work with and support the Head of Department and the Faculty Executive, and provide leadership to the academic subject area.** |
| **DBS Required:** | **Disclosure and Barring Service Check required. This post is exempt from the Rehabilitation of Offenders Act 1974 therefore the successful candidate will be subject to a Disclosure and Barring Service check.** |

1. **Key Responsibilities:**

**Generic Duties and Responsibilities:**

*Professors are expected to:*

* Demonstrate a sustained academic contribution with a recognised national and international reputation for high quality work.
* Demonstrate original and significant contribution to knowledge, practice or performance (enterprise, research) and the enhancement of student learning (teaching) as evidenced through publications, presentations, demonstrations, exhibitions or other works.
* Make a significant personal contribution to the Faculty’s broad portfolio of teaching, research, scholarly, business engagement and professional activities.
* Make a major contribution to improving the capacity for new work to be undertaken either through personal professional development, collaboration or workforce development.
* Introduce demonstrable change to existing products, beliefs, knowledge, practice or performance within the subject discipline.
* Positively promoting the University within and outside the institution to build networks which will assist and inform the development of the Faculty and the University.
* Support the Faculty Pro Vice-Chancellor, Deputy Faculty Pro Vice-Chancellor, Head(s) of Department, and other colleagues as appropriate, by exercising strategic academic leadership within their academic field, and leading on departmental and faculty portfolios in line with their specific academic focus.
* Support the Faculty Pro Vice-Chancellor Deputy Faculty Pro Vice-Chancellor and Head of Department to deliver the Faculty’s plans, by contributing to aligning the planning of research, teaching and enterprise activities within Faculty and University priorities and strategic goals.
* Provide effective leadership and line-management to teams and people including agreeing work plans and objectives. This involves work closely with the Faculty Pro Vice-Chancellor, Deputy Faculty Pro Vice-Chancellor and Head of Department to appraise and develop staff, by coaching and supporting colleagues using personal knowledge and expertise, and to mentor colleagues advising on professional and career development to support growing a high performance culture.
* Liaise with Deputy Faculty Pro Vice-Chancellor, Heads of Department and other key staff as appropriate to champion the integration of those agendas within their portfolio of activity thereby contributing to and delivering Faculty objectives and KPIs.
* Plan, manage and monitor the use of financial and physical resources that are allocated as part of primary work activity.
* Work collaboratively with academic and professional support staff to continue the development of effective systems, support and administration.
* Ensure fair and consistent application of University policies and procedures and compliance with appropriate legislation including, for example, equality and diversity, health and safety and data protection.
* Represent the Faculty internally and University externally on committees, working groups, forums and at other events. This may include chairing committees and ensuring the effective operation of relevant sub-committees and working groups.
* Contribute to and support Faculty and University-wide initiatives and portfolios as required by the University and Faculty Executive.
* Undertake other University and Faculty responsibilities as the Faculty Executive may require.

**Specific Duties and Responsibilities**:

*The specific duties and responsibilities will be agreed with the relevant line-manager in accordance with the requirements of the Department and Faculty, the academic focus of the role assigned, and the nature of the academic discipline. Typical expectations will include a range of the following:*

* Lead the development of research, teaching and or business engagement in the discipline/subject area.
* Conduct research at a level commensurate with the role of Professor in a research-rich university which includes significant outputs of recognised quality that demonstrate disciplinary relevant impact.
* Lead bids for research, enterprise, consultancy and other relevant funds and awards as appropriate to the discipline, acting as Principal Investigator when required.
* Deliver presentations at national and international conferences and similar events, to raise the profile of the Faculty and the University.
* Produce regular outputs (publications or similar, as appropriate to the discipline and subject) of a quality and frequency consistent with the status of Professor in the field.
* Play a key role in the development, leadership and management of innovative programmes, teaching-related projects or initiatives.
* Make outstanding contributions to the enhancement of student learning via pedagogic innovation and change. This will involve original contributions to the development of pedagogic scholarship, theory and practice development and playing a key role in the advancement of a subject area.
* Demonstrate significant impact on developing innovative teaching and learning practice, approaches and strategies (within the Faculty, University or across the sector).
* Maintain outstanding reputation for personal contributions to improving student learning. This includes being recognised as an authority within and beyond the University.
* Lead high impact activity which raises the external profile of the University in relation to teaching and learning (e.g. events which showcase student achievement and teaching excellence; work with employers, major partners, local authorities, communities, external agencies and professional organisations).
* Play a lead role in networking, dissemination and cross-university collaboration to develop pedagogic practice.
* Play a lead role in developing learning and teaching groups/subject communities within and beyond the University.
* Maintain a substantial record of bidding into relevant awards and holding teaching-related grants.
* Lead major innovations in linking research (and scholarly activities) and knowledge transfer through e.g. consultancies, CPD, enterprise activities which have substantial impact regionally, nationally or internationally.
* Demonstrate sustained success in developing significant and innovative networks and partnerships with internal and external stakeholders.
* Develop substantial sustained industrial/commercial collaboration(s) and activities.
* Develop and lead substantial enterprise activity e.g. leading a team in developing enterprise activities in the Faculty or University.
* Demonstrate sustained success in securing major funding.
* Evaluation of external enterprise projects or programmes.
* Make a leading and international contribution to developing the link between the discipline and its stakeholders through e.g. membership of international committees; publications, contribution to international conferences.
* Make a major contribution to the leadership and future development of enterprise and knowledge transfer in the University.
* Play a leading role in the development and/or application of public or professional policy or practice at national or international levels.
* Lead a number of academic engagement activities such as public engagement with the press and broadcast media, public policy engagement and liaison through events and exhibitions.
* Contribute to the development of intellectual property.
* Act as Principal Supervisor for doctoral students.
* Demonstrate active and leading involvement with key research and policy bodies at national or international level.

*This Role Description is not intended to be an exhaustive list of duties and will be subject to periodic review.*

**Location:**

The role-holder will be based at the either the University’s City or Coach Lane campus, but travel to other premises which the University may from time to time occupy will be required. As will national and international travel to academic partners and corporate clients in relation to programmes, awards, consultancy and/or other activities and externally funded programmes appropriate to the nature of the post may be required.

**Attendance Requirements:**

The nature of the post is such that the post holder is expected to work and attend at the University’s premises such hours as are reasonably necessary for the effective discharge of the duties of the post, within a normal working week of 37 hours. Within this time a typical workload may include weekday evening delivery and exceptionally, weekend short course work and / or national and international travel appropriate to the nature of the role.

**Person Specification**

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| **Specific Knowledge, Skills and Abilities** |
| **Criteria** | **Weight** | **A** | **I** |
| Externally recognised national and international reputation for outstanding academic work or contribution to the discipline and well-known and publically recognised by national or international peers for this work. | Essential |[x] [x]
| Excellent knowledge of the complexities of the changing context of the relevant discipline | Essential |[x] [x]
| Appointment to Professor requires, by definition, evidence of outstanding achievement and ability, as appropriate, in teaching and research; namely:Evidence of a sustained research output of a quality that is internationally excellent in terms of originality, significance and rigour coupled with an excellent record of teaching; and appropriate evidence of business engagement, knowledge transfer and leadership and management**or** Evidence of exceptional innovative and creative contributions to teaching which are recognised internationally as excellent in terms of enhancing quality and learning, coupled with a strong record of research and scholarship; and appropriate evidence of business engagement, knowledge transfer and leadership and management. | Essential |[x] [x]
| Applicants for appointment to Professor may not always meet all of the criteria to the same level of achievement. For sections (a) to (j) below the appointments panel will take into account evidence as appropriate to the application. |
| (a) Significant original contribution to knowledge, practice, performance or enhancement of student learning as evidenced via a substantial body of high-quality peer-reviewed publications, presentations, demonstrations, exhibitions or other work, as appropriate to the discipline |[x] [x]
| (b) Definition and development of the academic field through outstanding academic work and contribution to significant change within discipline or practice |[x] [x]
| (c) Externally recognised national and international reputation for outstanding academic work |[x] [x]
| (d) Significant involvement and standing in relevant external bodies as appropriate to the discipline including research and policy bodies, professional organisations, agencies and associations |[x] [x]
| (e) Significant and strong track record of securing funding from a range of sources, through personal initiation, in competition as appropriate to the discipline |[x] [x]
| (f) Outstanding academic leadership, collaborating with and supporting colleagues in University or equivalent wide initiatives |[x] [x]
| (g) Significant successful leadership and management of people, teams, programmes and/or projects, including mentoring of less experienced staffEssential  |[x] [x]
| (h) Substantial contribution to strategic planning at the appropriate level in University or equivalent wide initiatives |[x] [x]
| (i) Successful supervision of doctoral students (or equivalent which has demonstrable parity in scale, level, significance and rigour) |[x] [x]
| (j) Major contributions to activity which raise the external profile of University or equivalent wide initiatives |[x] [x]
| Excellent interpersonal and communication skills, oral and written | Essential  |[x] [x]

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| **Education & Training** |
| **Criteria** | **Weight** | **A** | **I** |
| Honours Degree in a relevant discipline, or equivalent educational attainment | Essential |[x] [ ]
| Doctorate in a relevant discipline (or equivalent via appropriate academic standing in the field) | Essential |[x] [ ]
| NMC, HCPC or relevant professional registration  | Essential  |[x] [ ]

**Legend:** A = Application I = Interview