



# UNIVERSITY OF PLYMOUTH

## JOB DESCRIPTION AND PERSON SPECIFICATION

**Role:** Professor

**Faculty:** Health & Human Sciences

**School:** Nursing & Midwifery

**Career Pathway:** Balanced

**Grade:** Senior Manager - Professorial

### Reports to:

### Role Purpose:

To undertake research in line with Faculty/School research strategy, to deliver high quality research-led and professionally relevant teaching at undergraduate and postgraduate level and to undertake leadership, management and engagement activities.

All activities undertaken within this role will be compliant with the University's policies, including Health & Safety, Equality and Diversity, Ethics, Data Protection etc.

Posts are subject to a Disclosure and Barring Service enhanced check and travel will be required.

Key Accountabilities/Primary Responsibilities:	Indicator of Success:
<p><b>Research and Enterprise:</b></p> <ul style="list-style-type: none"> <li>• Sustain a significant national and international reputation for leadership in research which has impact in the field.</li> <li>• Lead a broad research programme and activity in an area of recognised excellence for the University.</li> <li>• Act as principal investigator on projects, setting the research agenda and leading the field, developing and managing staff and attracting sustained and major funding through bids and reputation.</li> <li>• Take on the role of Director of Studies and undertake other research mentorship activities.</li> <li>• Provide pastoral care (through the role of personal tutor where appropriate)</li> <li>• Develop and oversee the application of innovative and creative research methodologies and techniques that add to the knowledge/understanding and new methods in the field.</li> </ul>	<ul style="list-style-type: none"> <li>• Research group, Faculty, School and University reputation</li> <li>• Individual contribution to the REF and external review of outputs</li> <li>• High quality research outputs as judged by accepted standards of excellence in relevant discipline</li> <li>• Levels of external funding secured that includes PI level funding</li> </ul>

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<ul style="list-style-type: none"> <li>• Disseminate internationally-leading research through high impact peer-reviewed publications, major international conferences, etc.</li> <li>• Engage in external activities aligned with Faculty/School research and enterprise strategy and which enhance its national/international profile, e.g. through membership of committees of professional and research bodies, government departments, journal editorships, public engagement activities, etc.</li> <li>• Lead in sustaining and developing links with relevant industries and organisations to ensure continuing close collaboration, funding support, the effective translation of research outcomes and opportunities for student employability.</li> <li>• Seek to champion innovation in enterprise activities relevant to the field on a national or international level.</li> </ul>	<ul style="list-style-type: none"> <li>• External profile and reputation nationally and internationally</li> <li>• Research student satisfaction outcomes</li> <li>• Research studentship completion rates</li> <li>• Peer review</li> <li>• PDR feedback</li> </ul>
<p><b>Education/Teaching:</b></p> <ul style="list-style-type: none"> <li>• Sustain excellence in teaching and learning activities across a range of programmes at all levels nationally and internationally as appropriate and in line with University policies and guidelines.</li> <li>• Provide leadership in research-led education, in programme/module design to meet the needs of on-campus as well as distance learning delivery, taking responsibility for the quality of courses and programmes.</li> <li>• Engage in the identification of new national and international student markets and educational business models relevant to the field.</li> <li>• Show leadership in the identification of student learning needs and the definition of clear learning objectives.</li> <li>• Supervise postgraduate students, providing expert advice on learning best practice and helping with learning problems.</li> <li>• Provide mentorship to early career supervisors.</li> <li>• Lead in developing and promoting innovative teaching and learning approaches, media and material, which create interest, understanding and enthusiasm amongst students.</li> <li>• Provide leadership on behalf of the University at national or international levels in terms of new teaching and learning initiatives or quality standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Student satisfaction survey outputs</li> <li>• Student completion rates</li> <li>• Student learning outcomes</li> <li>• Module evaluations</li> <li>• Teaching observation and peer review</li> <li>• Compliance of courses with regulation</li> <li>• PDR feedback</li> </ul>
<p><b>Leadership, Management and Engagement:</b></p> <ul style="list-style-type: none"> <li>• Take on appropriate academic leadership roles to advance academic development in the School/Faculty.</li> <li>• Participate in the overall management of the School/Faculty by leading as appropriate in: budget management, strategic planning, PDR meetings, operational management, resourcing and quality assurance.</li> <li>• Engage and contribute to the development of organisational strategy, provide expertise, scan the external environment and oversee the allocation of resources within a specific area of responsibility.</li> <li>• Provide academic leadership through developing and implementing a successful shared research/teaching/enterprise strategy and by leading,</li> </ul>	<ul style="list-style-type: none"> <li>• Staff satisfaction surveys</li> <li>• Staff turnover</li> <li>• Student learning outcomes</li> <li>• Student satisfaction survey outputs</li> <li>• PDR feedback</li> <li>• Research group, Faculty, School and University reputation</li> <li>• End-of-year actual vs. forecast budget</li> </ul>

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<p>managing, mentoring and developing staff to achieve success.</p> <ul style="list-style-type: none"> <li>• Lead the management of administrative tasks associated with research and enterprise activities, teaching and education including risk assessments, timely and accurate reporting, financial controls, etc.</li> <li>• Oversee all aspects of the academic and non-academic elements of the learning experience to ensure the welfare of staff and students and that the required processes and procedures are in place to support the delivery of an excellent, overall student experience.</li> <li>• Influence professional practice nationally and internationally through your personal professional practice, advisory work, research and publications.</li> <li>• Lead, as the University's expert, projects with major government, professional, business, cultural and/or community bodies.</li> </ul>	<ul style="list-style-type: none"> <li>• Profile in the practice area</li> <li>• Participation in relevant Institutes and Societies</li> <li>• Collaboration with industry partners</li> <li>• Media exposure</li> </ul>
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## PERSON SPECIFICATION

Criteria	Essential	Desirable	Point at which information used in recruitment process
<p><b>Knowledge, Education and Training:</b></p> <ul style="list-style-type: none"> <li>• PhD or equivalent international qualification or commensurate level of recognition/international profile in a relevant discipline.</li> <li>• In depth knowledge of a specific discipline sufficient to enable innovation and new understanding in the field.</li> <li>• Excellent working knowledge of institutional management systems and relevant legislation.</li> <li>• Recognised HE teaching qualification or Fellowship of HEA or the ability to gain this within 2 years from the date of appointment.</li> </ul>	<p>X</p> <p>X</p> <p>X</p>	<p>X</p>	<p><i>Shortlisting</i></p>
<p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Secured substantial external grant funding to resource research on a sustainable basis.</li> <li>• Sustained and expanding portfolio of internationally excellent and world-leading outputs An ability to identify and lead research into original areas of enquiry, and outputs suitable for submission to REF2021</li> <li>• Significant and sustained national and international reputation for academic excellence in their field.</li> <li>• Sustained record of accomplishment of influencing and shaping the direction of educational activity, strategies and policies within the subject / discipline area.</li> <li>• Influenced and shaped national and international research agendas and direction.</li> </ul>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>X</p>	<p><i>Shortlisting and interview</i></p>

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<ul style="list-style-type: none"> <li>• Sustained a record of successful PhD/MD supervision as the Director of Studies and has undertaken other research mentorship activities.</li> <li>• Formed successful research partnerships internally and with external organisations.</li> <li>• Significant contribution to research leadership, management or governance aligned to University goals...</li> <li>• Demonstrated the ability to actively and positively promote their field of research and their institution.</li> </ul>	<p>X</p> <p>X</p> <p>X</p>		
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Criteria	Essential	Desirable	Point of assessment
<p><b>Skills and Attributes:</b></p> <p><b>Drives innovation and action:</b></p> <ul style="list-style-type: none"> <li>• Ability to deliver high-quality innovative teaching and learning.</li> <li>• Ability to develop and manage major research grant applications to support innovative research.</li> <li>• Intellectual agility for the solving of complex problems.</li> </ul> <p><b>Demonstrates self-leadership, balancing personal needs with the University's ambitions:</b></p> <ul style="list-style-type: none"> <li>• Self-aware with the ability to accept different views and self-regulate approach appropriately.</li> <li>• Made a significant contribution to the running and strategic direction of the University through designated committee, representative or project activities.</li> </ul> <p><b>Develops self and others to deliver:</b></p> <ul style="list-style-type: none"> <li>• Ability to mentor colleagues and act as a role model.</li> <li>• Ability to resolve performance issues and formulate staff development plans.</li> <li>• Ability to sustain successful academic leadership at discipline, academic unit and Faculty level.</li> </ul> <p><b>Leads and operates amidst change and ambiguity:</b></p> <ul style="list-style-type: none"> <li>• Ability to remain resilient, flexible and work with conflicting priorities.</li> <li>• Ability to lead change initiatives/teams in order to deliver high quality outputs.</li> <li>• Ability to manage resources, including staff to deliver outstanding outputs, for example prestigious quality research.</li> </ul> <p><b>Builds and secures value from relationships:</b></p> <ul style="list-style-type: none"> <li>• Track record of establishing and building major relationships with stakeholders using influence to develop strategies.</li> <li>• Acts as an ambassador raising the University's profile and increasing its impact and influence.</li> </ul> <p><b>Creates and contributes to a shared vision, inspiring others:</b></p> <ul style="list-style-type: none"> <li>• Excellent written, verbal and presentation skills.</li> </ul>			<p><i>This section is used by the panel to inform interview questions for formal interview.</i></p>

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<ul style="list-style-type: none"> <li>• Proven ability to communicate new and complex information effectively engaging the interest and enthusiasm of the target audience.</li> </ul> <p><b>Uses sound business judgement:</b></p> <ul style="list-style-type: none"> <li>• Considers best use of resources and ways of reducing costs to improve efficiency.</li> <li>• Successful track record of generating major new income streams.</li> <li>• Makes evidence informed decisions in a transparent way whilst remaining accountable to self, the University and students.</li> </ul>			
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