



Professor in (Business and Management)

Job Title:	Professor (Research) in Business and Management
Reference No:	0395-22
Reports to:	Academic Dean
Responsible For:	n/a
Grade:	Professor
Working Hours:	37 hours per week for nominal purposes
Faculty/Service:	Faculty of Business, Law and Tourism
Location:	St Peter's Campus and other locations as required
Main Purpose of Role:	<p>To make a significant contribution to the aims of the University, as presented in the University Strategic Plan, through the enhancement of the University's public reputation as a centre for academic excellence.</p> <p>To undertake a full and active role in the life of the University, enhancing its public reputation as a centre of research, enterprise and innovation and learning and teaching.</p> <p>To provide sustained academic leadership through the close co-operation with academic colleagues both internal and external to the University</p>

Key Responsibilities and Accountabilities:

Generic Responsibilities:

The balance of activities will be discussed and reviewed on an annual basis in consultation with the individual and the relevant line manager, with the resulting profile approved by the Dean of Faculty or nominee.

- Be returned in the Research Excellence Framework (REF), producing high quality research output normally with at least one output of international quality per academic year and at least five over a REF period.
- Lead research projects that demonstrate REF Impact.
- Lead applications for and securing research income from such bodies as the research councils, charitable and scientific foundations, commercial enterprises, government and other sponsors.
- Provide sustained academic leadership through close cooperation with academic colleagues both internal and external to the University.
- Support colleagues in the University to develop their research and scholarly activity through such means as mentoring, producing joint publications and the collaborative development of research.
- Supervise postgraduate research students
- Undertake activities indicative of professional esteem e.g. chairing external networks, journal editing, peer review activities or presenting keynotes talks.
- Contribute to University, Faculty or School governance and/or research development.

- Be included in the University's Expert Register and be available to represent the University and their area of expertise in the media and in other contexts.
- Represent the University on appropriate regionally and nationally recognised bodies.
- Contribute to the successful development of the University and its communities through institutional citizenship and participation in activities that promote academic success
- Deliver a public inaugural professorial lecture or appropriate equivalent public event (e.g. exhibition) on a topic of the role holder's choosing within one year of appointment.
- Teach undergraduate and postgraduate students to the highest professional standards.
- Perform such other duties as the Academic Dean or Deputy Vice-Chancellor (Academic) may from time to time determine.

Faculty / Departmental Specific Responsibilities:

- Act as Faculty Research Manager for Doctoral Programmes
- Oversee research ethics compliance processes operations within the Faculty
- Play a leading role in the annual faculty research conference organisation and delivery
- Make a significant contribution to one or more of the Faculty/ University research centres
- Lead a programme of researcher development for the Faculty
- Act as Unit lead in the preparation for further Research Excellence Framework exercises



Part 2A: Essential and Desirable Criteria

These criteria are assessed at the short-listing stage.

The essential criteria must be met in order to be eligible for interview.

Essential (Generic):

- A postgraduate research qualification in a relevant field
- A proven record of significant contribution to the aims of the University as presented in the University Strategic Plan and a demonstrable ability to enhance the University's public reputation as a centre for research.

Significant measurable achievements in the following criteria:

- Research:

A high level internationally recognised academic scholar, making outstanding contributions to the furtherance of knowledge and its application to society through appropriate forms of dissemination and engagement.

Essential (Faculty / Department Specific):

- A track record of supporting Colleague development towards their individual research excellence
- Significant contribution to doctoral programme delivery

Essential (Knowledge and Experience)

Research activity and leadership:

- A track record of peer-reviewed publications (and/or other forms of public output) of international excellence.
- Taken a leading role in Faculty Research Institute or a sub-group and successfully led or contributed to a research unit, team or project.
- Contributed to research projects with successful outcomes and financial control.
- Designed and collaborated on successful external funding bids from bodies such as government, third sector foundations or industry.
- Proven record of successful doctoral supervision.

Research Environment and Impact

- Contributed to the support, development and promotion of relationships with external organisations which could include an active engagement in consultancy and/or community activities or evidence of developing knowledge transfer and the commercialisation of research outcomes.
- Contributed to the convening and organisation of research conferences, symposia or other public events related to research.
- A track record of integration of subject-based research into the taught curriculum.

Professional Esteem

- Experience of refereeing for funding agencies, conferences, journals or learned bodies
- Evidence of delivery of presentations at national and international conferences or other events

Desirable (Generic)

- Instigated and/or lead research networks and other collaborative activities, including with external partners.
- Introduced scholarship in a new research area, involving colleagues and/or external partners
- Contribution to PGR student developmental opportunities, within the Faculty and/or across the University
- Lead or contributed to the national/international research environment, policy landscape and/or practice
- Experience as an editor for national/international journals
- Membership of relevant bodies in areas of work/research
- Active membership of a relevant professional body

Desirable (Faculty / Department Specific):

- Experience of managing postgraduate research programmes including professional doctorates.

Part 2B: Key Competencies

Competencies are assessed at the interview/selection testing stage

Research and Academic Leadership

- Stimulates new knowledge and considers multiple perspectives.
- Has an excellent understanding of strategic direction and intellectual developments of a research area.
- Contributes to the integrity and future vibrancy of the research area.
- Recognises the value of alternative research paradigms and is able to work in, and support others working in, an inter-disciplinary way.
- Creates and /or employs relevant research methodologies.
- Is a role model; shares results; creating opportunity for others.
- Nurtures talent; mentors and develops skilled researchers.
- Inspires communities of international researchers and exercises international influence.

Analytical and Critical Thinking

- Has well developed analytical abilities with knowledge of a range of methods.
- Applies understanding across disciplines/research areas/agendas and beyond academia.
- Is a creative critical thinker, acknowledged nationally and internationally.
- Stimulates critical thinking at discipline/research area and policy levels.
- Creates evaluation processes and evaluates progress, impact and outcomes for national/international organisations and/or projects.
- Leads a research agenda by making major contributions to understanding.
- Asks the pertinent questions and designs projects that challenge traditional thinking in general and progress research themes.
- Continuously seeks ways to improve own performance and that of less experienced researchers and/or team/department/institution.

Creativity, Insight and Innovation

- Anticipates cutting-edge questions.
- Encourages challenge and inspires curiosity.

- Provides outstanding breakthrough thinking for the discipline/research area and has strategic input to other disciplines/research areas.
- A visionary; challenges traditional viewpoints.
- Pioneering and takes intellectual risks appropriately.

Personal Qualities

- Shapes policy and procedures of good practice in research in the HE sector, professional associations and bodies.
- Engages and encourages the development of well-being in academic and non-academic colleagues.

Collaborating and Networking

- Actively creates and champions opportunities for others within and outside academia. Is responsive to collaborative opportunities across disciplines/research areas and with non-academic organisations.
- Is globally renowned; becomes international authority and leading speaker on own focal topic and related areas.
- Actively champions the reputation of the discipline/research area and own institution.
- Has influential connections with significant bodies and organisations; has high impact on society through academic and non-academic bodies and organisations
- Involves people in decision making and leadership roles, promoting their autonomy.

Engagement and Impact

- Leads teaching programmes and their evaluation/quality assurance Procedures.
- Pursues opportunities to develop research-informed teaching. Actively encourages and promotes a culture that links research and teaching.
- Mentors supervisors of postgraduate researchers.

Date Completed:

July 2022