

**Job Description: Professor of Value in Health Management**

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| **College/School:** | Faculty of Humanities and Social Sciences / School of Management |
| **Department/Subject:** | Business / Value-Based Health and Care Academy |
| **Salary:** | Competitive salary (commensurate with the Professorial role) with USS pension benefits |
| **Hours of work:** | 0.2 FTE |
| **Contract:** | This is a fractional, fixed term position for one year, with ambition for extension |
| **Location:** | This position will be based at the Bay Campus with appropriate travel/remote working |

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| **Introduction** | To deliver its sustainable top 30 ambition Swansea University needs a workforce with the differentiated skills necessary to ensure that it can deliver excellence in research, teaching, learning, and the wider student experience, and to be a powerhouse for the regional economy and internationally.  Alongside its conventional undergraduate and postgraduate provision, the School of Management has been establishing a strong portfolio of opportunities for professional learners. These include the DBA and flexible MSc, as well as the suite of Value-Based Health and Care (VBHC) Academy e-learning and executive education programmes which have been developed and are currently delivered with support of local and international partners and faculty. |
| **Background information** | The VBHC Academy has established itself in a short period of time as a significant contributor to education, research and consultancy in the theory and practical application of VBHC, working with partners in Wales, UK, Europe and further afield.  To support the next stage of development, the VBHC Academy is looking for a highly experienced individual with a strong track-record of VBHC implementation and in developing international networks to expand its portfolio with experiential learning and an international focus whilst also strengthening and broadening its educational and consultancy offer. |
| **Academic Career Pathways** | The Academic Career Pathways (ACP) scheme is designed to ensure that academic strengths whether in research, teaching, the wider student experience, leadership or innovation and engagement, are all appropriately recognised, developed, valued, and rewarded. There are currently three enhanced academic strands: Enhanced Teaching and Scholarship; Enhanced Research; and Enhanced Innovation and Engagement, although this is under review and is expected to change. This post will be appointed within the Enhanced Innovation and Engagement path.  For more information on Academic Career Pathways, please click [here](https://www.swansea.ac.uk/personnel/current-staff/academic-career-pathways/). These provide indicative performance levels for all academic staff which will be used throughout the recruitment process. Where there are numeric indicators these will be considered in light of the stage of career, hours of work and other commitments. This may be personal circumstances or work-related activities outside of academia such as in industry or a clinical setting. You are very welcome to provide any relevant individual circumstances such as career breaks, any periods of leave or secondment or any other absences, which should be taken into account and how these have had an impact on your career development. |
| **Main Purpose of Post: Innovation and Engagement** | 1. Outcome and Impact: Carry out Innovation and / or Engagement activities leading to demonstrable outcomes adding value to business, government, health and wellbeing, the environment, society, cultural life or other external organisations with significant international impact. In the context of this role, it will be to expand the impact of the VBHC Academy through development of new international partnerships and programmes and dissemination of knowledge. 2. Projects and Income: Work with the existing academic team to secure appropriate external resources to design/plan and manage I&E projects. To achieve an extensive and sustained record of developing and leading major Innovation or Engagement projects and programmes. The role will focus on developing partnerships, both locally and internationally, to support a sustainable business plan for the VBHC Academy. 3. Esteem: Achieve recognition by peers as a leader in the relevant sector/discipline with demonstrable impact on the strategic direction of future projects or for contribution to Engagement/consultancy activities. Provide high-level expertise to external parties, delivering demonstrable and attributable impact in terms of user benefits and outcomes. 4. Influencing and Promoting the I&E Environment in the University: Lead strategic and significant change across the University and externally resulting from innovation and engagement activity. |
| **Research** | 1. Research Outputs and Activity: Disseminating research findings through appropriate written, oral or other media both internally and externally to the University. 2. Research Projects and Grants: Help secure the resources necessary to underpin research/scholarly/innovation activity, with success as appropriate to the discipline. Supporting the development of a growing portfolio of research and innovation activity. |
| **Teaching and Scholarship** | 1. Teaching Delivery and Review: Effective delivery of teaching, assessment and quality assurance of modules or other equivalent components of the taught portfolio. Review course content and materials, and develop, design and update materials in compliance with quality standards. 2. Teaching Innovation and Impact: Teaching the theory and practice of value in health management, which is up to date and informed by research or professional practice. 3. Advancing Practice: Responsible for advancing personal teaching practice. |
| **Management** | 1. Contributing to our Activities: Take part in formulating School, Faculty or University decisions and contributing to activities beyond the immediate research, teaching or scholarship commitments. 2. Participating in Professional Activities: Engage with professional activities related to the discipline through networking at conferences or involvement in external groups. 3. Managing Self and Others: Support and enable the development of colleagues, students and/or yourself. |
| **General Duties** | 1. Promote equality and diversity in working practices and maintain positive, 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. |

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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 | *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 | *If the applicant does not have a recognised teaching qualification then evidence is required of a commitment to work towards Fellowship of the Higher Education Academy (HEA) or equivalent.* |
| **Enhanced Innovation & Engagement** | |
| 1. I & E activities leading to demonstrable outcomes adding value and significant international impact to at least one of the following: business, government, health and wellbeing, the environment, society or cultural life or other external organisations. This should be relevant to the existing Innovation Academy activities. | * *a sustained record of publication in internationally leading media with influence and impact in the field, (4 publications over 5 years)*   ***OR***   * *a sustained record of leading engagement with media appropriate to the area with international influence (over 5 years)*   ***OR***   * *sustained demonstrable impact on a significant national or international level (over 5 years)*   ***OR***   * *2 examples of leading significant impact on appropriate bodies and/or on professional* |
| 1. Securing appropriate external resources to deliver major projects or programmes. | * *successful leadership to completion of at least two major projects or innovations in the last 5 years through securing significant funding*   *OR*  *or leading a network of national or international partners to mobilise resources to enable two or more significant projects in 5 years OR*   * *or a multi-institutional/organisation grant award as Project Leader, including non-HE institutions* |
| 1. Recognition by peers as a leader in the relevant sector/discipline with demonstrable impact on the strategic direction of future projects. Providing high level expertise to external parties with demonstrable impact | * *At least three examples of national or international recognition in the last 5 years)*   ***AND***  *- invitations to share expertise at significant national or international fora*  ***OR***   * *commissioned publications in the area of expertise*   ***OR***   * *appearances, articles or other acknowledgement in national / international media*   ***OR***   * *recognition by highly esteemed organisations* |
| 1. Evidence of leading strategic and significant change across own institution and externally resulting from I&E activity. | *Four examples on institutional policy, strategy or practice in 5 years* |
| **Core Teaching** | |
| 1. Evidence of or ability to undertake effective delivery of teaching, assessment and review of modules or other components of the taught portfolio. | *- a good teaching feedback and/or through improved progression or retention*  *- Acting as an effective tutor or student project supervisor with successful outcomes.*  *- a commitment to innovative teaching and CPD* |
| **Core Research** | |
| 1. Disseminating research findings through appropriate written, oral or other media both within the institution and externally | *Two publications of quality in 5 years* |
| 1. Securing the resources necessary to underpin research/scholarly/innovation activity. | *Evidence of external resources secured relevant to the area over a 5-year period.* |
| **Core Management** | |
| 1. Taking an active part in decisions and activities in an academic unit or institution, beyond own research and teaching commitments. | *Examples showing personal contribution and impact* |
| 1. Engaging with professional activities relating to the discipline. | *Involvement in external groups or conferences showing personal contribution and impact* |
| ***Subject Specific*** | |
| 1. Engagement with relevant stakeholder groups required to support outlined development. 2. A profile able to create and nurture partnerships to secure the range of necessary resources. 3. A track record in successful development and delivery of relevant international programmes | *By evidence of prior and current activities* |
| **Welsh Language** *(Delete as applicable)* | |
| Level 1 – ‘a little’ (you do not need to be able to speak any Welsh to apply for this role)  e.g. pronounce Welsh words, place names, department names. Able to answer the phone in Welsh (good morning /  afternoon). Able to use of learn very basic every-day words and phrases (thank you, please, excuse me). 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/).  ***Subject Specific*** | |

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