

**Job Description: Professor Enhanced Research – Innovation & Management**

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| **College/School:** | School of Management |
| **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 |
| **Contract:** | This is a permanent position |
| **Location:** | This position will be based at the Bay Campus |

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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. |
| **Background information** | Swansea University is a research-led University that thrives on exploration and discovery, offering a balance of excellent teaching and research.  The University has enjoyed a period of tremendous growth in the last ten years and we have grown our overall proportion of world-leading and internationally excellent research from 80% in 2014 to 86% in 2021. We have seen a significant increase in the number of PhDs awarded since REF2014 and our research income has increased by 160% in the same period. Internationally, our global reputation as a collaborative research partner is flourishing, with our academic and business networks now covering 127 countries, and 54% of our research outputs are internationally co-authored.  In 2015, the School of Management moved to a new custom built facility on the Swansea University new Science and Innovation (Bay) Campus (representing one of the largest ever investments by a UK University in new facilities). The School occupies a beach front £23 million building. Our Student Experience Strategy is backed by small group teaching, work placements, careers advice, a Student Hub, extended professional services, and greater business engagement – around 250 companies are supporting work placements and student projects in business.  Our Business and Management group is home to over 70 academics and houses amongst others, the Welsh Government funded Intensive Learning Academies, in Value Based Health and Care and, the all Wales Innovation in Health and Social Care <https://lshubwales.com/Innovation-ILA> , and the IoN Leadership programme <https://ionleadership.co.uk/> .  We are looking to appoint a dynamic researcher as well as a committed teacher in Innovation and Management to make a positive contribution to the life of the department. Experience of research leadership and Internationalisation activities would be preferential for the successful applicant to demonstrate.  Further information can be found at [School of Management Staff - Swansea University](https://www.swansea.ac.uk/staff/humanities-and-socialsciences/management-staff/)  Informal inquiries are welcome; please contact Head of School, Professor Andrew Thomas [a.j.thomas@swansea.ac.uk](mailto:a.j.thomas@swansea.ac.uk) |
| **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 three enhanced academic strands: Enhanced Teaching and Scholarship; Enhanced Research; and Enhanced Innovation and Engagement.  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: Enhanced Research** | 1. Research Outputs and Activity: Achieve recognition of excellence in terms of reach, significance and impact of research within the relevant field/discipline. Sustain a distinguished record of publication of world leading or internationally excellent research outputs with demonstrable impact on leading researchers and the research agenda within the discipline. 2. Research Projects and Grants: Develop and lead major programmes of individual or collaborative research for national or international grants or other awards, as appropriate to the discipline. 3. Esteem: Recognition as an authority and leader in the field/discipline or professional community with demonstrable impact on the strategic direction of future research. 4. Postgraduate Research Student Supervision and Development: Successful PhD supervision and completion. |
| **Management** | 1. Contributing to our Activities: Take part in formulating School/Faculty or University decisions and contribute 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. |
| **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 practice based innovation which is up to date and informed by research or professional practice. 3. Advancing Practice: Responsible for advancing personal teaching practice. |
| **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. |

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| **Person Specification Criteria** | | **Typically evidenced by:** | |
| 1. A PhD in a relevant subject area or a degree and relevant professional experience or qualification | | *Chartered membership of professional body, Chartered Manager, Chartered Engineer, 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 there is no recognised teaching qualification then evidence is required of a commitment to work towards Fellowship of the Higher Education Academy (HEA) or equivalent.* | |
| **Enhanced Research** | | | |
| 1. A sustained and distinguished record of publications of world leading or internationally excellent research outputs, in terms of reach, significance and impact. | | *Two world leading and two internationally excellent outputs in the last five years.* | |
| 1. A sustained record of developing and leading major programmes of individual or collaborative research for national or international grants, or other awards, as appropriate to the discipline. | | *The value of such awards should be £12,000 p.a, averaged over the last 5 years, as a Principal Investigator.* | |
| 1. Recognised as an authority and leader in the field/discipline or professional community. | | *A record of sustained conference participation that equates to attending one conference with international reach each year as invited speaker over the last 5 years. At least one should be as plenary speaker.* | |
| 1. Evidence of an extensive and sustained record of PhD supervision and completion. | | *Successful completion of at least two Postgraduate research (PGR) students as first supervisor in a 5 year period and typically acting as first supervisor for at least two students per year, as part of an extensive and sustained record of successful PGR student supervision and completion (including PhD).* | |
| **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* | |
| 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*** | | | |
| 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* | |
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| **Welsh Language** | | | |
| 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/). | | | |
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