

# **Person Specification – Research, Scholarship and Knowledge Exchange**

<b>Education</b>	
Doctorate level qualification	D
M Level qualification	E
Evidence of continuing Professional Development and/or formal qualification in leadership and management	E
<b>Experience</b>	
Experience of implementing mechanisms / strategies to advance the Research and Innovation performance of the subject or school	E
Experience of preparing and leading research and/or innovation projects, attracting external funding, publishing project outcomes, and supervising Doctoral Researchers.	E
Strong awareness of the Research, Scholarship or Knowledge Exchange environment, and understanding of what opportunities and challenges the environment provides	E
Experience and ability to influence peers and colleagues in the area of the Research, Scholarship and Knowledge Exchange across the faculty	E
Experience of preparing and leading Research, Scholarship or Knowledge Exchange initiatives, with evidence of demonstrable impact and influence externally	E
Demonstrable experience of improving the Research, Scholarship or Knowledge Exchange, with evidence of positive outcomes	D
Experience of collaboration with external partners, with the aim of enhancing academic and/or creating/social/cultural/economic impact	D
Experience of leading on doctoral research programmes, and in depth understanding of the doctoral researcher experience at all stages, from recruitment to submission and completion	E
<b>Skills and Knowledge</b>	
Knowledge and awareness of the research environment relevant to the Faculty with proven ability to develop income generation from non-traditional sources and motivate staff to pivot research into impact and income generation.	E
Strategic understanding of the HE sector, and the formation of policies which directly affect the University	E
Knowledge of REF and a willingness to support the Faculty in preparations for and submission(s) to national assessment exercises including the Research Excellence and Knowledge Exchange Frameworks.	E
Ability to contribute strategically in a Faculty Leadership Team and in senior University Committees	E
Demonstrated ability to provide support to and work effectively with colleagues including senior colleagues outside of the individuals' School and Faculty	E

Evidence of communication skills which fosters and develops effective and productive working relationships	E
Professional / academic leadership experience, ideally from within a Higher Education setting or similar	D
Knowledge and experience of building effective relationship across academic disciplines and Schools	E
Professional profile that will allow the person to lead in the areas of Research, Scholarship or Knowledge Exchange	E
Ability to utilize and present data effectively to inform decision making, with evidence of strong report writing and analytical skills	E
<b>Any other requirements</b>	
Commitment to the University's values, aims and objectives, coupled with an enthusiasm for all that it is seeking to achieve	E
Ability and willingness to contribute to University-wide activities, including curriculum development, commercial income generation, student recruitment, committee work, marketing, community development and collegiate activities	E
Commitment to education in ways that align with the mission and values of the University	E