**Grade 10 - Academic Role Profiles**

**Role Title: Professor (Grade 10)**

**Responsible to: Head of School / Executive Dean / Other member UEB**

**Primary Purpose:**

To contribute to the institution's core mission of delivering high-quality teaching, impactful research or scholarship, and fostering a supportive academic community. The role combines responsibilities expected from all Professor staff at a grade 10, ensuring alignment with strategic priorities, leadership and maintaining excellence in student experience, research outputs, and professional standards. To hold significant positions of responsibility at School or Faculty level for the overall business sustainability of the faculty as outlined below

**Generic to all Professors (G10) roles (building on the demands of Associate Professor):**

Whilst it is not anticipated that you will be expected to do all of the listed activities all of the time, nor does it guarantee that you will be given the opportunity to do all of these activities, it does mean that the University can expect/require a member of staff at grade 10 to do any of the generic activities, with reasonable notification and support. Where you are directed to undertake any of the activities detailed below, you will be expected to perform at this level within a reasonable time frame.

The duties and responsibilities in grade 9 and below will still continue to apply. Similarly, the role profile is not exhaustive, and you may be required to undertake other duties of similar level and responsibility.

**General Academic Practice**

* To be internationally recognised as an authority in the field, profession or discipline, developing and maintaining an external profile as appropriate.
* Playing a pivotal and impactful role and representing the University within and outside the institution to build networks which will assist and inform the development of the Faculty, School and the University.
* Exercising strategic academic leadership within their academic field, and leading on School and Faculty portfolios in line with their specific academic focus.
* Support the Executive Dean and Head of School to deliver the school’s plans, by contributing to aligning the planning of research, teaching and enterprise activities within School, Faculty and University priorities and strategic goals.
* to assume the role of Head of School or take on a significant area of responsibility, providing effective leadership and line-management across the Faculty and School. This includes overseeing the leadership and management of programmes or projects, managing financial and physical resources, and ensuring the timely delivery of appropriate outputs. It also involves identifying, securing, and managing resources while planning projects with a focus on long-term sustainability
* Represent the School internally and University externally on committees, working groups, forums and at other events, which influence policy development. This may include chairing committees and ensuring the effective operation of relevant sub-committees and working groups.
* Lead efforts to ensure the long-term sustainability of the Faculty and University, fostering institutional growth, financial acumen and impact
* Undertake other leading School, Faculty and University responsibilities as the Head of School or Executive Dean may require.
* Drive initiatives that deliver measurable benefits to society, industry, and the institution
* Take strategic lead at Faculty or University level to ensure robust and effective quality assurance processes for teaching and learning within the institution, ensuring alignment with national standards and conditions of registration (e.g., QAA, NSS, TEF etc).
* Contribute to program accreditation, validation, and periodic review processes to maintain academic excellence.
* Own the institution and local Faculty and School strategies, ensuring alignment of practices with global and local priorities.
* Drive policy influence through expert contributions to governmental and organisational decision-making processes.

**Communication**

* Disseminate conceptual and complex ideas for a wide variety of audiences using appropriate media and methods to promote understanding at both international and international level.

**Teamwork and motivation**

* Undertake academic leadership to those working within programme areas such as Academic Lead or equivalent by for example agreeing work plans, co-ordinating the work of others to ensure that courses are delivered effectively, organising the work of a team by agreeing objectives and work plans.

**Liaison and networking**

* Forge strong relationship and develop working partnerships with external contacts such as external bodies and professional organisations
* Lead, oversee and contribute to the research of others, for example by engaging in editing work or the convening of colloquia

**Decision making Processes and Outcomes**

* Contribute to decisions which have an impact on the wider School, Faculty or University

**Planning and organising resources**

* Take a lead in faculty level strategic planning and contribute to the Institution’s strategic planning processes.

**Initiative and problem solving**

* Spot opportunities for strategic development of new courses (especially at PG level) and/or projects and contribute to the development of such ideas.

**Work environment**

* Depending on the area of work (e.g. laboratories, workshops, studios) may be expected to take lead responsibility for conducting risk assessments and reducing hazards.

**Pastoral care and welfare**

* Responsible for dealing with referred issues for students at Faculty and University level

**Team development**

* Contributing to the development of teams and individuals through the appraisal system and providing advice on personal development.
* Act as a mentor to peers and colleagues

**Teaching and learning support**

* Design, develop, and deliver a range of programmes at all levels, taking a leading role in course design and delivery while assuming a lead role in ensuring compliance with university and departmental quality standards and regulations.
* Take a lead and actively develop and foster interdisciplinary approaches to curriculum development that reflect emerging trends and societal needs.
* Integrate digital and technological innovations into curriculum design to enhance accessibility and engagement.

**Knowledge and experience**

* Required to be an internationally recognised authority in the area of discipline
* Possess an in-depth understanding of own specialism to enable the development of new knowledge and understanding within the field.

**Grade 10 – Underlying Contract – Duties and Responsibilities**

**Teaching and Learning**

### **1. Leadership in Teaching and Learning**

* Lead the development and implementation of innovative, institution-wide teaching and learning strategies.
* Drive the enhancement of learning environments to ensure an outstanding student experience.
* Act as a key advisor in the development of institutional policies related to teaching, learning, and assessment.
* Shape and influence the university’s teaching and learning vision, aligning it with national frameworks (e.g., TEF) and sector-wide priorities.

### **2. Curriculum Innovation and Development**

* Lead the design and review of cutting-edge, research-informed curricula at undergraduate, postgraduate, and doctoral levels.
* Oversee curriculum alignment with professional standards, accreditation requirements, and employability outcomes.

### **3. Excellence in Teaching Delivery**

* Provide inspirational, high-quality teaching across a range of programs, acting as a role model at Faculty level for academic excellence.

### **4. Assessment and Feedback**

* Oversee the development of effective, transparent, and inclusive assessment methods aligned with program learning outcomes across the faculty.
* Lead initiatives across the Faculty and Institution to improve the quality of feedback, ensuring it is timely, constructive, and supports student development.
* Innovate assessment techniques across the Faculty and University to align with industry standards and real-world challenges.

### **5. Pedagogical Innovation**

* Pioneer the use of advanced teaching technologies, such as AI, virtual reality, or simulations, to enhance student learning.
* Design and implement new teaching methodologies that address diverse student needs and learning styles.
* Disseminate successful pedagogical practices through publications, conferences, and workshops.

### **6. Mentorship and Staff Development**

* Lead, create and promote professional development initiatives, including training on innovative teaching practices, digital learning, and curriculum design at Faculty and School level

### **7. Enhancing the Student Experience**

* Lead Faculty and School level initiatives to enhance student retention, progression, and employability outcomes.

### **8. Quality Assurance and Standards**

* Lead efforts to ensure teaching activities meet external benchmarks and frameworks, such as national standards and conditions of registration (e.g., QAA, NSS, TEF etc).

### **9. Research in Teaching and Learning**

* Conduct and publish impactful pedagogical research, contributing to advancements in teaching practice and education theory.
* Lead projects that explore innovative approaches to learning, assessment, and student engagement.
* Secure funding for pedagogical research initiatives that enhance the institution’s teaching profile.
* Disseminate findings from teaching and learning research through academic journals, conferences, and professional networks.

### **10. External and Institutional Representation**

* Represent the institution at national and international forums focused on teaching and learning.
* Act as an external examiner or advisor for other institutions, contributing to sector-wide improvements in education.
* Build and lead partnerships with professional organisations, industry, and other universities to advance teaching and learning innovation.

**Teaching and Research**

#### **Supervision and Mentorship**

* Supervise doctoral, postgraduate, and undergraduate research projects, ensuring high-quality academic outcomes.
* Provide leadership in building research supervision capacity within the department.

#### **Research Leadership**

* Act as a leading authority in the field, hold a recognised national and international research profile.
* Lead and manage large-scale research projects, acting as a principal investigator or research team leader.
* Develop and drive the institution’s research agenda, aligning with strategic goals and emerging global challenges.

#### **Research Outputs**

* Publish high-impact research and practice as research equivalent in leading peer-reviewed journals and contribute to edited volumes and monographs.
* Deliver keynote presentations and talks at prestigious national and international conferences.
* Lead on interdisciplinary research to generate new knowledge and innovation.

#### **Grant Acquisition**

* Secure substantial research funding from competitive sources, including research councils, charities, and industry.
* Develop and lead collaborations that enhance funding opportunities and research capacity.

#### **Knowledge Exchange and Impact**

* Translate research into practice through partnerships with industry, government, and community stakeholders.
* Drive the impact agenda by ensuring research contributes to societal, cultural, and economic advancements.
* Lead initiatives to ensure research meets the requirements of the Research Excellence Framework (REF).

#### **Collaboration and Networking**

* Build and sustain strategic national and international research partnerships.
* Represent the institution in high-profile external networks, academic societies, and advisory boards.
* Promote interdisciplinary research collaborations within the institution and beyond.

#### **Research Supervision and Development**

* Actively support and foster the professional development of early and mid-career researchers through mentoring and collaboration.
* Lead and develop Faculty and School level initiatives to strengthen research culture and capacity within the institution.

#### **Research Strategy**

* Contribute to the development and implementation of the institution’s research strategy.
* Lead strategic initiatives to enhance the institution’s research reputation and outputs.

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### **Professional Practice – Innovation, Enterprise, and Knowledge Exchange**

### **1. Professional Practice Development**

* Lead the advancement of professional practice within the discipline, setting benchmarks for excellence and impact at national and international levels.
* Act as an authority in the field, shaping and driving innovative approaches to professional practice.
* Develop frameworks and strategies for embedding professional practice into institutional priorities.

### **2. Innovation and Enterprise**

* Take full ownership of the design and implementation of enterprise initiatives that promote innovation in teaching, research, and knowledge exchange at School or Faculty level.
* Lead the creation of innovative solutions to complex problems, ensuring these are disseminated widely to stakeholders.
* At the School and Faculty level, develop and promote entrepreneurial approaches, fostering a culture of innovation, creativity, and sustainable growth
* Forge strategic partnerships with businesses, industry, and external organisations to advance enterprise activities, delivering measurable impact at the School, Faculty, and institutional levels,
* Act as a mentor for colleagues and students, fostering enterprise mindsets and supporting the commercialisation of ideas and innovations.

### **3. Knowledge Exchange and Engagement**

* Lead large-scale knowledge exchange activities, ensuring alignment with the institution's strategic priorities.
* Own the development of partnerships with industry, public sector, and community organisations to deliver impactful knowledge transfer.
* Establish and manage interdisciplinary and cross-sector collaborations, enhancing the institution’s reputation as a knowledge hub.
* Develop and deliver engagement initiatives, such as public lectures, workshops, and advisory roles, that promote the application of academic knowledge to societal and industry challenges.

### **4. Income Generation**

* Own the identification, pursuit, and securing of income streams for innovation, enterprise, and knowledge exchange activities.
* Lead bids for funding from national and international bodies, including research councils, charities, and industry grants.
* Oversee the delivery of funded projects, ensuring financial sustainability and alignment with strategic goals.
* Develop and manage consultancy and contract initiatives, generating income while delivering value to external stakeholders.

### **5. Teaching Delivery**

* Supervise students undertaking enterprise or professional practice projects, ensuring alignment with industry expectations.
* As a senior leader within the organisation, act as a role model by delivering high-quality, innovative teaching that connects academic excellence with practical professional application.

### **6. Administrative Duties**

* Take ownership of the planning, coordination, and delivery of enterprise and innovation initiatives across the institution.
* Manage resource allocation for knowledge exchange and professional practice activities, ensuring efficiency and sustainability.
* Oversee compliance with institutional policies and external regulations related to innovation, enterprise, and knowledge exchange.
* Represent the institution in committees, working groups, and external forums on matters of professional practice and enterprise.