

Introduction to Academic Role Profiles

Purpose of Academic Role Profiles

The academic role profiles are intended to specify the standards required at each level of academic endeavour for faculty holding education and research or education and scholarship contracts (profiles for research only contracts are covered elsewhere).

The introduction of role profiles at Sussex is new. The purpose of the role profile is to provide more information about the nature and content of academic roles at each Grade. The intention is that these provide a more detailed and helpful list of expectations, which can be used for recruitment, appraisals and in a wide range of discussions including academic development and career progression. The role profiles will enable an evidence-based assessment approach and ensure consistent, fair and transparent processes.

The role profiles outline two sets of indicators:

- Threshold descriptors indicate the expected level of achievement at each grade level, e.g. to facilitate career development discussions including academic promotions.
- Via appraisals, annual achievement expectations will inform departmental recommendations on recognition and reward. These are intended to make transparent the School and departmental expectations of staff, and to encourage colleagues to set themselves ambitious goals to sustain high performance and facilitate career development and progression.

Principles

1. The role profiles will provide focus on key areas of activity/achievements, indicative evidence, and sources of evidence.
2. The role profile criteria will be used on a case-by-case basis to align an individual's role and responsibilities to the appropriate grade.
3. The role profiles will comprise six pillars: Education, Research, Scholarship, Engagement, Leadership, and Citizenship.
4. These six pillars refer to the UK Professional Standards Framework as promoted by the Higher Education Academy.