Academic Profile - Professor

Grade 10

Summary:

Roles at this level carry significant academic leadership responsibilities. Individuals whose roles are focused on research and/or education will have a substantial international reputation in their field.

In research, this will involve leading original research of an international standard, maintaining an appropriate level of research activity and output, engaging with the relevant international research community and relevant research users and collaborators beyond academia. Individuals will have a clear understanding of the potential value of their research beyond academia and a reputation among relevant stakeholders locally, nationally or internationally.

Education leaders at this level will have broadened and deepened their impact on curricula, education methods, learning and assessment systems through extensive and widely recognised innovation of an international standard. They will normally lead developments in education, learning and assessment across a field or more widely, and may undertake pedagogic research that leads to grant income and publications.

Academic managers at this level will be responsible for all aspects of a significant area of work, including strategy, and for the management of staff, programmes and projects, finance and other resources and for overall quality assurance in the area of work. Roles will carry responsibility for embedding a positive student-focused culture, which provides a model of good practice both internally and externally.

A.1 Required Knowledge, Skills & Experience

A1.1 Education and Research

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Extensive and high-level research and/or education experience successfully sustained, and productive over the long-term. Consistent and sustained high quality, reputation, innovation and impact in published output Leading design and delivery of successful programmes and projects and/or education provisions Evidence of significant external research funding and track record Established and widely recognised reputation for excellence in the field among peers internationally	Substantial ability to evidence this nationally as well as internationally Requests for advice, policy, engagement, presentations, speeches Established evidence of a variety of outputs Consistent involvement in external examining External and visiting appointments External research funding	Peer reviewer Relevant references Portfolio e.g.: Education, Research, Scholarship Samples of published materials SRO (or institutional repository)

Activity/Achievement	Indicative Evidence	Sources of Evidence
2. Experience and capability to act as role model for best practice in the areas of research, inclusive education and management, as appropriate	Established management and leadership involvement within these areas	Peer reviewer Evidence of impact Relevant references Portfolio e.g.: Education, Research, Scholarship
3. Proven ability to lead and foster and embed a strong student-focused culture	New models of education, learning and practice Strong collaboration between academic and professional services staff that delivers improved student experience	Student and staff feedback Formal evaluations of all aspects of programme management and delivery
4. Recognised reputation for excellence in engaging external stakeholders and the general public in research and knowledge exchange	Documentary evidence of events/networking Lead or have significant role in national or international research network	External organisations Portfolio e.g.: Education, Research, Scholarship Relevant references
5. Ensure all relevant quality assurance, validation and accreditation requirements for the unit are met	Established team implements requirements on time and to the highest standards – acts as a model to other areas	Successful outcome of internal and external validation processes
6. Portfolio of activities that map onto Senior or Principal Fellowship of the HEA	Successful application for Senior or Principal Fellowship of the Higher Education Academy	Certificate

A1.2 Leadership & Citizenship

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Established skills in managing and motivating staff and creating a positive and collegial environment	Positive feedback from staff	Staff/peers
2. Proven ability to innovate, enhance and lead planning and delivery of projects and/or programmes and to ensure the delivery of the required outcomes	Measuring plans against outcomes achieved	Formal reviews and evaluations
3. Evidence of effective management, e.g. in respect of financial performance of areas under personal supervision	Budget management examples	Financial reports evidence improved financial performance

4. Ability to lead and motivate people to manage resources, and to contribute to the growth and development of the university	Sustained leadership contribution to the department, courses and wider organisation	360 Feedback Relevant references
5. Take responsibility for policy and strategy in a specific area, developing and promoting a clear vision of the unit's strategic direction	Team-building and vision-setting events to engage and inspire staff	All members of the team can articulate the vision and strategy and how it relates to their roles
6. Ability to provide effective leadership and stewardship for groups and activities in delivering the School/University's objectives	Successful delivery of School and University objectives	Formal review processes Feedback from groups External validation processes Relevant references
7. Proven skills in leading, motivating and developing the performance of colleagues and contributing to the effective performance and development of the unit	Positive feedback from staff Extensive mentoring experience Staff achieving and developing selves and course beyond current parameters Unit performing at or above requirements	360 Feedback Mentorship documentation Relevant references
8. Sustained skills in the supervision, training and mentoring of supervisees as well as supervisors	Samples of mentoring notes and examples of staff developments	Relevant supervision documents e.g.: Supervision/training tools used Record of sessions.
9. Contribute to the growth and development of the University through: executive responsibility for particular areas of work and for participation in decision-making and governance and chairing significant committees as appropriate, at School/College and/or University level	Assumes institutional leadership roles Model collegial behaviour at all times Successfully challenge and eradicate inappropriate and/or unprofessional behaviour	Impact of work attracts external interest and recognition Successful delivery of key institutional goals 360 Feedback Commendations Nominations for Awards

Activity/Achievement	Indicative Evidence	Sources of Evidence
10. Enhance opportunities for income generation through activities in education, research and fundraising and provide leadership and advice to other staff in the academic area/unit	Financial reports/budgets Events/briefings/coaching Recognise and reward success of individual staff and/or teams	Financial reports evidence improved financial performance

B. Representative Work Activities

B1.1 Education

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Oversee the development, delivery and review of education provision in the subject area for students at all levels	Leadership role in strategic institutional curriculum and/or policy development Leadership role in major educational initiative	Pro VC Education & Students Evidence of impact
2. Develop and review approaches to education, learning and assessment which advance techniques and standards locally, contribute to local policy and serve as a contribution to broader debate	Invited speaker at national/global events in education and learning	Letters of thanks from external organisations Publications Publicity/Media coverage
3. Make a leading contribution to debate nationally and internationally about new approaches to education, learning and assessment policy, methods and practices by publication, contribution to conferences and/or work with relevant national and/or international bodies, reflecting an acknowledged international reputation as an expert in education	Participation in government consultation committees Participation in and leadership of high-impact national and global educational programmes Participation in international conferences/events on education Senior or Principal Fellowship of HEA National Education Fellow	Publications Citations External recognition and/or influence e.g. social media coverage Certificates/Awards
4. Lead developments which foster and embed a strong student-focused and inclusive culture	Events focused on this theme Use of language in meetings/communication	Student feedback

Activity/Achievement	Indicative Evidence	Sources of Evidence
5. Lead programme developments which enhance the education provision and create opportunities for income generation	Extensive assessment of education quality as a direct result of activities Details of increased income funds and where from	Evidence of income Grant income Portfolio e.g.: Education, Research, Scholarship
6. Sustain other education-focused activity as appropriate, including pedagogic research leading to grant income/publications	CPD delivery Mentorship Publications Senior or Principal Fellowship of HEA National Education Fellow	Pro VC Education and Students Peers Citations

B1.2 Education Leadership Pathways

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Lead the development of education policy locally, and contribute to debate nationally and/or internationally, about new approaches to policy, methods and practices through publications, conferences and activities that advance quality in the field	Reviewer of scientific papers and articles about education and learning within and/or beyond own discipline Oversee education scholarship/research group Invited speaker at key events on education QA or other leadership role Textbook and/or article authorship Development of educational software, app or similar	External publications Editorial board membership Council membership for relevant societies References to work in external publications Publication of a highly regarded HE textbook or article User data
2. Lead enhancement activity in relation to a specified area e.g. admissions, student welfare, peer assessment of education, education innovations etc	Directorship of School-level admin role Evidence of progress on development activity	Project outputs Evidence of impact

Activity/Achievement	Indicative Evidence	Sources of Evidence
3. Lead in programme development activities which enhance education quality and create opportunities for income generation	Assessment of education quality as a direct result of activities Details of increased income funds and where from	Survey Finance
4. Portfolio of activities that map onto D3 or D4 - Senior Fellowship or Principal Fellowship of the HEA – and /or Education Excellence Awards	Awards and Certificates	Fellowship status
5. Leading curriculum development teams, including cross-disciplinary initiatives and/or working with partners with demonstrated improvements to the student experience and/or recruitment / retention/employability	Major Directorship or course lead role Evidence of progress on development activity	Project outputs Admissions data Retention data Employability data Student feedback

B2.1 Research

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Lead programmes, projects and teams, secure and manage resources as appropriate to the field	Identifiable as actively involved in leading projects etc on an ongoing basis as part of their role	Relevant references
2. Demonstrate and maintain research and scholarly activity of high reputation in the UK and internationally in the relevant academic field	Invites to speak at national/international events Lead or have significant role in national or international research network Publish in top ranked journals in the relevant academic field	External organisations Peer reviewers Citation index (or equivalent measure dependent of field) of journal published in
3. Lead external funding bids and research activity in an area of recognised excellence for the institution	Documentary evidence of external funding bids Evidence of role in research activity	Current Research Information System (CRIS) Relevant feedback/evaluation from PI or research project lead
4. High quality supervision of research students	Named as first and second supervisor of doctoral students	Admission data

B 2.2 Research Focused Pathways

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Make a leading contribution to the development and implementation of research strategy at school level or equivalent	Serving on the school research committee Taking on major research leadership role (e.g., DRaKE or leading Research centre)	Relevant feedback/evaluation from PI or research project lead Current Research Information System (CRIS) Relevant references
2. Plan and lead the development, implementation and publication/dissemination of research of outstanding quality and international repute for a designated area	Publication in high quality research journals Book/monograph publication Invited as Keynote speaker at conferences Asked to provide research evidence at parliamentary committees or equivalent	Relevant feedback/evaluation from PI or research project lead Current Research Information System (CRIS) Impact lead Peer reviewers
3. Lead major external funding bids which develop and sustain research support for the specialist area and advance the reputation of the University	Named as Principal Investigator on large externally funded bids	Relevant feedback/evaluation from PI or research project lead Current Research Information System (CRIS)
4. Sustain other research-related contributions through conference papers and presentations and/or consultancy projects and advice; and public engagement activities	Consultancy agreement through University Keynote talks Conference proceedings Record of corroborated public engagement activities	Conference papers/publications Consultancy or Policy Documentation
5. Oversee the supervision of doctoral and post-doctoral research team	Record of successful supervision of post-doctoral researchers to include a record of their professional development during their tenure	Post-doctoral research feedback Relevant feedback/evaluation from PI or research project lead Relevant references

B2.3 Scholarship

Activity/Achievement	Exemplars of Evidence	Source of Evidence
1. Make a leading contribution to debate nationally and internationally about new approaches to teaching, learning and assessment policy, methods and practices by publication, contribution to conferences and/or work with relevant national and/or international bodies, reflecting an acknowledged international reputation as an expert in teaching	Participation in national and/or international committees Participation in and leadership of high-impact national and global educational programmes Participation in international conferences Principal Fellowship of Higher Education Authority (HEA)/Education Excellence Award	External recognition and/or influence e.g. media coverage Certificates/awards
2. Take a leading role in the implementation and dissemination of pedagogical or other scholarly activities of outstanding quality	Publication in peer reviewed journals Invitations as Keynote speaker at conferences	DTL Peer reviewers External organisations
3. Make a leading contribution to the development and implementation of education strategy at School and University level	New models of education, learning and practice	Staff feedback
4. Make a leading contribution to the field nationally and a significant contribution to the field internationally in terms of education strategy	Publication in peer reviewed journals Invited Keynote speaker at international conferences	DTL Peer reviewers

B 3 Engagement

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Sustain other research-related contributions through conference papers and presentations and/or consultancy projects and advice; and public engagement activities	Consultancy reports Policy Interventions Programmes for public events Membership of external bodies/boards	Consultancy or Policy Documentation CV External organisations Media coverage/engagement

2. Secure significant income for and from knowledge exchange through external grants and/or commercialisation activities	Awards and financial documentation Media coverage/engagement Transfer of intellectual property into the wider economy	CV External organisations Media coverage/engagement R&E staff and records Relevant references
3. Represent and promote the University externally, nationally and internationally e.g. managing relations with external partners and stakeholders	Taking on senior university or school roles relating to partnership, engagement, external promotion	CV External organisations Relevant references
4. Play a leading role in the relevant wider academic and, where appropriate, professional community	Senior and/or long term membership of academic associations, grant awarding bodies, audit or regulatory organisations and boards Elected to key posts in learned societies Membership of national academic policy-making bodies	CV External organisations