

Associate Professor

Job description

Role purpose

- To make a significant, esteemed and sustained academic contribution to research and innovation (R&I), teaching and learning (T&L) and/or external and professional engagement (E&PE).
- To be recognised as an authority with an emerging scholarly reputation in a specific field or discipline.
- To make a significant contribution to the leadership, quality and development of your area(s) of activity at department or research centre level, in a way which supports and enables our ambition to be the world's leading applied university.

Role-specific responsibilities

- Demonstrate significant and sustained achievement as a scholar with a record of high-quality and high-impact academic output and dissemination and a significant reputation (normally at a national level or higher) in a specific field or discipline.
- Meet agreed targets in relation to income generation. Identify opportunities and lead applications for funding, taking a corporate perspective by actively seeking opportunities for multidisciplinary or multi-professional collaboration and joint working with others beyond your area.
- Develop and maintain a high profile in relevant academic and professional networks to facilitate and develop innovation and opportunities across internal and external boundaries.
- Lead and manage high-profile funded projects, initiatives, contracts and networks.
- Develop and deliver student learning experiences informed by research and knowledge exchange, scholarship and/or professional practice, contributing to a high-quality student experience.
- Provide leadership of R&I, T&L and/or E&PE within your area, including leading the integration of these areas of activity.

- Make a significant contribution to the professional and academic career development of colleagues through mentoring, guidance and personal support. Lead by example to ensure the development of a high-performing culture and collaborative cross-University community able to deliver the University's strategic aspirations through excellence in R&I, T&L and E&PE.
- Play a prominent role in business planning, strategy-setting and decision making at department/research centre level and contribute significantly to the development and implementation of activity which improves academic standards across the University.
- Actively seek opportunities to improve the quality and distinctiveness of academic provision within your department or research centre.
- Model academic practice as outlined in the UK Professional Standards Framework and in the Sheffield Hallam Academic Careers Framework.

Generic responsibilities for Grade 9 academics

- Contribute towards leadership for a portfolio within the University, communicating the strategic vision, mission and ambition of Sheffield Hallam to be the world's leading applied university.
- Provide effective leadership, performance management, mentoring and personal support for direct reports. Engage with staff more widely, leading by example, to develop a high-performing culture and collaborative cross-University community, able to deliver the University's strategic aspirations through excellence in teaching, learning, professional services and research.
- Contribute to the effective delivery of change through collaborative processes which balance the needs of stakeholders, seeking out and developing innovative ideas and high-quality, progressive practice, and enabling others to do the same.
- Maintain an external profile and network, building effective and influential relationships with strategic stakeholders. Represent the University in relevant areas, providing regular reports and updates on issues relating to your portfolio.
- Embody the University's values within and outside the organisation; be accountable for improving equality, diversity and inclusion outcomes for staff and students in your portfolio. Play a lead role in the development of an open, collaborative and supportive culture across the University, ensuring we create the conditions to be a learning organisation.

Person specification

1. Recognised nationally/internationally as an authority with an emerging academic reputation, credibility and intellectual standing, and a record of individual research impact, influence and esteem. This will include:
 - An internationally recognised research and innovation profile with a sustained portfolio of internationally excellent (REF 3*) and world-leading (REF 4*) contributions
 - High-quality peer-reviewed research publications at minimum 3* that can be returned in REF
 - A track record of leading collaborative funding applications, securing and managing high-quality funded projects with world-leading contributors
 - Evidence of leading impact activities at a suitable level to be a research impact case study
 - Evidence of successfully managing research and innovation teams, ideally as a Principal Investigator, and leading research networks and/or groupings
 - Successful engagement in multi-disciplinary research
2. A doctorate or equivalent academic/professional standing.
3. Advance HE fellowship (desirable).
4. Evidence of ongoing professional development relevant to the job.
5. Ability to provide academic leadership, mentoring and support, including for new and emerging researchers.
6. Experience of playing a prominent role in business planning, strategy setting and key decision-making at department/research centre level.
7. Significant teaching/training experience and the ability to design and deliver transformative and innovative learning experiences.
8. Excellent interpersonal skills and cultural competence, with the ability to collaborate with people from wide-ranging and diverse backgrounds.
9. A high level of analytical skill and the ability to make logical, well-balanced and reasoned decisions.
10. Evidence of building partnerships internally and externally and of collaborative working across an institution.

11. A strong commitment to people development and the Hallam values that underpin the way senior leaders operate and behave.
 12. A demonstrable commitment to equality of opportunity, diversity and inclusion.
 13. A record of doctoral supervisions to timely completion.
 14. Willingness to work flexibly including occasional weekends and evenings, e.g. to support open days.
 15. Willingness to travel in the UK and internationally.
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For details of the roles available and how to apply,
see www.hallam-fellowships.com

