

Professor

Job description

Role purpose

- To make an exceptional 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 established expert with the highest level of esteem and significant impact and influence in a specific field or discipline.
- To make an exceptional senior leadership contribution to the quality and development of your area(s) of activity at department/research centre and institutional level, in a way which supports and enables our ambition to be the world's leading applied university.

Role-specific responsibilities

- Demonstrate exceptional and sustained achievement as a scholar with a record of the highest-quality and highest-impact academic output and dissemination, and an outstanding reputation (normally at an international level) in a specific field or discipline.
- Meet agreed targets in relation to income generation. Identify opportunities and lead applications for significant funded projects, 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 the highest 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.

- Play a significant leadership role in the development and implementation of the University's academic governance, regulations, policies and procedures.
- Make an outstanding strategic leadership contribution to the quality, development and setting of standards of academic excellence in R&I, T&L and/or E&PE within your area and across the University as appropriate, including leading the integration of these areas of activity.
- Play a senior leadership role in academic capacity-building and 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 senior leadership role in business planning, strategy-setting and key decision-making at department or research centre level, and lead the development and implementation of activity which improves academic standards across the University.
- Work closely with Associate Deans, Directors of Research Institutes, Heads of Department and/or Heads of Research Centres to identify and lead on opportunities to improve the quality and distinctiveness of academic provision within your area and across the University.
- Model academic practice as outlined in the UK Professional Standards Framework and the Sheffield Hallam Academic Careers Framework.

Generic responsibilities for all senior staff grade professors

- Provide leadership for a portfolio and/or area of activity within the University; communicate the strategic vision, mission and ambition of Sheffield Hallam to be the world's leading applied university.
- Understand the implications of the financial, commercial, regulatory and wider external environment for the University. Apply robust, evidence-based approaches to enhance the University's performance and ensure upward progression in league tables and other sector benchmarking.
- 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.

- Set priorities and drive results, communicating a clear vision, setting stretching but achievable goals, and managing accountability through timely and transparent decision-making and support.
- Be accountable for people and resources within your portfolio, working closely with relevant professional service leads to ensure high-performing academic entities and specialist services which reflect the strategic needs of the University, and are both proportionate and appropriate.
- Lead 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 a strong external profile and network, actively engaging in horizon scanning and 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. Lead external groups, bodies or initiatives as appropriate to the University's interests.
- Contribute to an integrated and partnership-based approach, supporting institutional decisions and taking responsibility and accountability for specific University-wide initiatives as appropriate. Provide leadership for other portfolios and areas of the University as required.
- 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 leading 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. The highest level of academic (or equivalent professional) 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 outputs appropriate to your career path, such as world-leading (REF 4*) and internationally excellent (REF 3*) contributions to research
 - A sustained record of planning, securing, leading and successfully delivering significant funded research and innovation projects
 - Evidence that your research and innovation has created academic, economic, clinical and/or social impact in line with the University's commitment to applied research
 - Evidence of successfully leading research and innovation teams as a Chief/Principal Investigator and engagement with research networks and/or groupings
 - Leadership of multidisciplinary research
2. A doctorate or equivalent academic/professional standing.
3. Advance HE fellowship or senior fellowship (desirable).
4. Evidence of ongoing professional development relevant to the job.
5. Ability to provide proactive, visible research leadership, demonstrating innovation, vision and creativity to enhance research capacity, capability, connectivity and culture, and maximise potential.
6. Experience of developing and implementing research strategies, working at a senior level to provide collaborative leadership.
7. Significant teaching/training experience and the ability to design and deliver transformative and innovative learning experiences.
8. Outstanding 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,
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