



JOB DESCRIPTION

Job Title:	Professor
Department / Unit:	Accounting and Financial Management, School of Business and Management
Job type	Academic
Grade:	Professorial Pay Banding
Accountable to:	Executive Dean
Purpose of the Post	
<p>The School of Business and Management seeks to appoint a Professor to join the Accounting and Financial Management Department. Professors are expected to show the highest academic standing, to make a broad and sustained contribution to their field and discipline nationally and internationally, and to demonstrate sustained and exceptional performance in research. They will demonstrate academic leadership in both teaching and research and contribute to the management and strategic planning processes of the Department and the University.</p> <p>The key objectives and principal accountabilities for a Professor are as follows.</p> <ul style="list-style-type: none"> • To engage in high-quality research activity, leading major research projects; to consistently secure research funding and/or third-stream income at levels appropriate to their discipline; and to play a key role in the development and implementation of the departmental, School and University research strategy. • To provide academic leadership in the design and delivery of high quality, appropriate and innovative teaching programmes. This may include distance learning programmes. • To provide guidance, support and mentoring to more junior members of staff working in the same or cognate areas. • To play a key role in supporting the leadership and management activities of the department and University, and to undertake a significant departmental leadership role if required. • To play a key role in external engagement and impact by contributing to the quality of life and/or the economy through application of subject expertise and knowledge in practice (i.e. commerce, public institutions, industry, third sector). 	

Key Tasks

Teaching

- Contribute to the design, development and delivery of the curricula at all levels. This may include distance learning theory and delivery.
- Design and deliver pedagogically sound and where appropriate innovative approaches to the learning experience of students with the intention of challenging preconceptions and fostering debate. Develop the ability of students to engage in critical discourse, articulate self-expression and reasoned argument.
- Actively maintain an understanding of appropriate pedagogies in the subject area.
- Provide academic leadership and inspiration to those teaching within subject area.
- Supervise and examine the work of research students and externally-funded post-doctoral staff.
- Supervise the activities of students, including field trips / placements where appropriate.
- Undertake and complete administrative duties required in the professional delivery of teaching.
- Set, mark, and assess work and examinations; select appropriate assessment instruments and criteria; and provide constructive and comprehensive feedback to students.
- Undertake Personal Tutor duties, and/or provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.

Research, Scholarship and Enterprise

- Lead and co-ordinate research activity in own subject, defining research objectives and questions and developing ideas for application of research outcomes.
- Play a major role in the development and implementation of the University and department's research strategies.
- Develop proposals for major research projects which will make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.
- Act as Principal Investigator on major research projects. This may involve leading and line managing the staff including their recruitment, probation, mentoring, performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme.
- Produce high-quality research outputs that are world-leading in the field, for publication in monographs or journals that lead to performance/ exhibition, as appropriate to the discipline, and which can also make a significant contribution to the Department's REF (or equivalent) submission.
- Make presentations at national and international conferences or exhibit work in other appropriate events of a similar standing, and play a lead role in identifying ways to disseminate research outputs via the internet and the media.
- Play a lead role in identifying opportunities for strategic development of new projects or appropriate areas of activity and ensuring their development.
- Play a lead role in identifying sources of funding and secure and/or contribute to the process of securing bids, both individually and in collaboration with others.
- Play a lead role in identifying opportunities for enterprise activity, knowledge exchange, income generation and/or consultancy, where it is of manifest benefit to the University.
- Develop successful links with external contacts such as other educational and research bodies, learned societies, employers, professional bodies and other providers of funding

and opportunities to foster collaboration and generate income, and to influence the external research and policy agenda.

- Provide academic leadership and inspiration to those working within own research area, and foster interdisciplinary team-working.
- Develop and maintain an independent research reputation by, for example, serving on peer review committees, or acting as a referee for journal articles or research grant applications.
- Lead and develop internal and external networks to foster collaboration on both an individual level and on behalf of others in the department, share information and ideas, and promote the subject and the University, both nationally and internationally.
- Contribute to mentoring, peer assessment and to act as a referee for colleagues.
- Act as a leading authority in the field or specialism, developing new knowledge, understanding and innovation in the area.

Leadership, Enhancement, External Engagement and Impact

- Attend and contribute to departmental and University meetings.
- Contribute to the overall leadership and management of the department in areas such as budget management and business planning.
- Contribute to department and University strategic planning.
- Promote a collegiate approach and develop team spirit and coherence.
- Assist with postgraduate recruitment.
- Chair departmental or University committees, and participate in University decision-making and governance.
- Provide support and guidance to less experienced colleagues, and conduct Performance and Development Reviews, if required.
- Mentor staff within the department, or where appropriate outside it, providing advice on personal and career development plans, and assisting them in identifying and securing career development opportunities, especially those staff in related or cognate research areas.
- Undertake additional duties, as required by the Head of Department, consistent with the status and grading of the post.
- Application of knowledge benefiting industry, public policy, society, government and culture through such activities as consultancy, invention disclosures, assertion and licensing of intellectual property, directorship of spin-out companies of benefit to the University and public engagement through the media.
- To encourage and enable the transfer and application of knowledge to the benefit of society through activities such as industry sponsored research, knowledge transfer partnerships, and industrial secondments.
- To generate third stream income where this is of tangible benefit to the University.

Other Duties

The duties listed are not exhaustive and may be varied from time to time as dictated by the changing needs of the University. The post holder will be expected to undertake other duties as appropriate and as requested by his/her manager.

The post holder may be required to work at any of the locations at which the business of Royal Holloway is conducted.

Internal and external relationships

The following list is not exhaustive but the post holder will be required to liaise with:

Internal: Colleagues in the department and the University. Such colleagues will include: the Head of Department, Director of Teaching, Director of Research, Directors of Graduate Studies (Research and Taught), Director of Student Experience, Department Senior Tutor, Exams Officer, School Manager, Executive Dean, members of the Senior Management Team and members of department and University Professional Services Teams

External: Schools and other educational stakeholders, the media, non-HEIs in the sector, governmental organisations and other possible outreach partners as appropriate, and Research Councils. To play a key role in external engagement by contributing to professional bodies, learned societies, University partnerships, national or international bodies, opportunities for student placement and employment.

ROYAL HOLLOWAY
University of London

PERSON SPECIFICATION FORM

POST TITLE: Professor of Accounting		
DEPARTMENT: Accounting and Financial Management		
CRITERIA	ESSENTIAL (E) or DESIRABLE (D)	TESTED BY (Application Form, Interview, Test, Presentation)
QUALIFICATIONS AND TRAINING		
Educated to PhD level or equivalent.	E	
RESEARCH EXPERIENCE		
Significant track record of high-quality outputs in leading journals, press or other outlets as appropriate to the discipline.	E	
Successful and sustained track record of generating research income that is notable in terms of size and scope as appropriate to the discipline.	E	
Previous and ongoing contribution to the REF or equivalent.	E	
SPECIFIC SKILLS, EXPERIENCE AND KNOWLEDGE		
Substantial experience of high-quality teaching at undergraduate and/or postgraduate level in the Department's disciplinary area.	E	
Successful track record of supervising postgraduate students, at a level appropriate to the discipline.	E	
Experience in the development of plans/projects and overseeing their successful implementation.	E	
PERSONAL AND INTERPERSONAL QUALITIES		
Evidence of having built, and continuing to build, networks and relationships at a national or international level.	E	
Ability to motivate and encourage staff to deliver high levels of performance.	E	
Experience in dealing with people and resolving difficult situations.	E	
Experience of effective line management of staff.	E	
Experience of leadership, planning and organising activities within an academic, or similar context.	E	

Successful development of relationships with external individuals and agencies.	E	
Experience of effective teamwork, working independently, and as part of a wider leadership team.	E	
Excellent interpersonal skills, with the proven ability to teach and engage with students using a variety of different methods.	E	
Excellent communication and presentation skills, with the proven ability to communicate effectively, both verbally and in writing, with students, colleagues and external audiences.	E	