



Job Description

Job Title:	Professor
Pathway:	Teaching and Research
Job type:	Academic
Grade:	Professorial Pay Banding
Accountable to:	Head of Department
Accountable for:	n/a
Purpose of the Post	
<p>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, Faculty 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	

Education

- Co-design curricula, short courses and Skills Bootcamps with creative industry employers across Surrey and London, contribute, where appropriate, to the delivery of the undergraduate and postgraduate curriculum in relation to creative industries and skills
- Map progression pathways (FE → HE → work)
- Develop a creative industry skills offering, embed paid placements, and identify collaboration opportunities with the Mayor's Creative Skills Academy/CreativeLDN where appropriate.
- 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.
- 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

- Establish the Creative Skills Academy@RHUL with SCC and London Higher; map priority employment areas across Surrey and London.
- Lead the work with SCC, London Higher (CreativeLDN), Surrey Chambers/LSIP and anchor employers for placements, curriculum co-design, and inclusion pathways. As part of this work interface with StoryFutures and Co-STAR teams and priorities/partners.
- Link across UoL to identify opportunities for collaboration around Knowledge Exchange and Skills in relation to AHRC/UKRI priorities related to the Creative Industries.
- Expand outreach targeting under-represented groups; report annually to the Civic Agreement Board and contribute to London LSIP progress reporting.
- 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 their manager.

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

Our Values

Advancing equity and inclusion is central to our identity as a University of Social Purpose, guided by our values of being Respectful, Innovative, Open, and Daring. We strive to build a fair and inclusive environment for all colleagues and students, where we challenge ourselves and others with integrity, and approach difference with understanding and kindness. Every member of our community is expected to treat others with dignity, work collaboratively across a wide range of backgrounds and perspectives, and contribute to a place where everyone can participate fully and feel valued.

Person Specification

Details on the qualifications, experience, skills, knowledge and abilities that are needed to fulfil this role are set out below.

Job Title: Professor

Department:

Criteria	Essential	Desirable
Knowledge, Education, Qualifications and Training		
Educated to PhD level in a relevant field.	X	
Significant track record of high-quality outputs in appropriate distribution platforms/channels as appropriate to the discipline and/or experience of producing REF research.	X	
Fellowship of the Higher Education Academy or equivalent.	X	
Research		
Outstanding body of high research outputs	X	
Excellent track record in gaining substantial funding for research & knowledge exchange.	X	
Evidence of research that has demonstrated societal impact.	X	

Experience in supervising PhD students to completion.	X	
Teaching		
Experience in curriculum development	X	
Evidence of high quality teaching provision with excellent student feedback.	X	
Experience in delivering teaching in the format of both engaging lectures and informative practicals.	X	
Excellent communication and presentation skills.	X	
Other requirements		
Experience in the development of plans and overseeing their successful implementation	X	
Evidence of successful development of partnerships and strategic relationships with external organisations	X	
Evidence of successful engagement with civic stakeholders	X	
Commitment to supporting the development of less experienced colleagues to help ensure research and grant success.	X	
Excellent communication and presentation skills, with the proven ability to teach and communicate effectively, both verbally and in writing, with students, colleagues and external audiences.	X	
Commitment to the aims, objectives and broader activities within the department and faculty.	X	