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| Last updated: | 27 October 2015 |

**JOB DESCRIPTION**

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| Post title: | **Associate Professor in Fashion** | | |
| Academic Unit/Service: | Winchester School of Art | | |
| Faculty: | Business, Law & Art |  |  |
| Career pathway: | ERE\*/~~TAE/MSA/CAO/R.Nurse/Clinical~~ | Level: | 6 |
| \*ERE category: | Balanced portfolio/~~Research focused/Teaching focused/Enterprise/Education development~~ | | |
| Posts responsible to: | Head of Academic Unit | | |
| Post base: | Office-based/~~Non Office-based (see job hazard analysis)~~ | | |

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| Job purpose |
| To support and contribute to the research culture, impact and environment at WSA through leading internationally recognised research projects and through the production of high quality internationally excellent research outputs (3\*/4\* REF level/equivalent) in the subject field of fashion.  The School’s research activity is focused on the following four research groups: Winchester Luxury Research Group; Critical Practices in Art and Design; Archaeologies of Media and Technology; Transforming Creativity. Fashion subject expertise that aligns with one or more of the School’s research groups is particularly welcome.  The role will also involve mentoring emerging researchers, support teaching and curriculum development, particularly in the area of Fashion Management, supervising MA/PhD students, developing and contributing to research networks, disseminate research, and engaging in and leading the development of research funding bids and opportunities for research impact. |

| Key accountabilities/primary responsibilities | | % Time |
| --- | --- | --- |
|  | To undertake research of internationally recognised excellence (3\*/4\* REF standard) in the field of fashion, and to contribute to the research quality, culture and environment at WSA while participating in the development of research strategies in the School. | 40% |
|  | To contribute to the impact-agenda through engagement with non-HE institutions and lead and collaborate on research funding bids with colleagues at WSA, in the wider University, or in other institutions. | 10% |
|  | To undertake relevant postgraduate and undergraduate teaching and provide expert advice and subject leadership to other staff and students, including research supervision. | 30% |
|  | Manage administrative tasks associated with teaching and research funding, including risk assessment of programme activities, leading meetings and preparation of reports. Management of procedures required to ensure accurate and timely formal reporting. | 10% |
|  | Any other duties as allocated by the line manager following consultation with the post holder. | 10% |

| Internal and external relationships (including nature and purpose of relationships) |
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| Undertaking research and teaching related activities will involve collaboration with members of WSA, the wider University, and external organisations.  Responsibility for reporting and liaison to external funding bodies or sponsors where appropriate. |

| Special Requirements |
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| Travel to venues away from Winchester for teaching and research related activities will be required and may include overseas activities.  Attendance at national and international conferences for the purpose of disseminating research results. |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge & experience | PhD in an areas of relevance to fashion and its management.  Experience of working with a non HEI organisation such as a commercial creative industries and cultural organisations.  Familiarity with major partners and networks in relevant subject fields.  Have an internationally recognised research profile in the relevant subject/research field.  Have a record of internationally excellent and significant research publications/outputs/projects, including research outputs that will contribute to the next national research evaluation process.  Teaching experience at postgraduate and/or undergraduate level.  Experience supervising PhD students. | Experience of working in a non HEI organisation such as a commercial creative industries and cultural organisations.  Leading or member of major networks in relevant fields.  Teaching qualification (PCAP or equivalent)  Membership of the Higher Education Academy  Experience supervising PhD students through to completion. | CV and interview |
| Planning & organising | The capacity to plan research activities to ensure the production of internationally excellent research outputs in a timely manner.  Ability to research, strategize and submit grant applications for research projects and manage research projects through to completion (externally and internally funded).  Ability to plan, develop and deliver excellent teaching activities.  Understanding and experience of the UK’s Research Excellence Framework. | Excellent organisational skills.  Successful external/public grant applications for research projects.  Previous familiarity and inclusion in REF 2014 or similar. | CV and interview |
| Problem solving & initiative | Ability to determine highly original research topics and to identify quality impact potential in research projects.  Ability to contribute to strategic plans that reflect and support the priorities of WSA and University.  Ability to undertake curriculum development. |  | Interview |
| Management & teamwork | Ability to work closely with Head of School and Director of Research, senior researchers and assistants, and other University staff in terms of planning and realising research projects.  Able to work with and lead research teams to deliver research outputs and funding bids.  Experience of mentoring junior research staff.  Ability to work with Directors of Programmes and to lead teaching teams to deliver teaching across levels and to supervise students. |  | Interview |
| Communicating & influencing | Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience.  Able to persuade and influence at all levels in order to foster and maintain relationships.  Able to resolve tensions/difficulties as they arise.  Demonstrate dynamic and inclusive communications. |  | Interview |
| Other skills & behaviours | Compliance with relevant Health & Safety issues.  Positive attitude to colleagues and students.  A commitment to supporting the University’s equality and diversity objectives. |  | Interview |
| Special requirements | Should be able and willing to attend national and international conferences/meetings on behalf of the School and to attend research events to present research results. |  | Interview |

**JOB HAZARD ANALYSIS**

**OFFICE-BASED POST**

If this post is an office-based job with routine office hazards (eg: use of VDU) no further information needs to be supplied.

**NON-OFFICE BASED POST**

If this post has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below.

## - HR will send a full PEHQ to all applicants for this position.

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| **ENVIRONMENTAL EXPOSURES** | **Occasionally**  (<30% of time) | **Frequently**  (30-60% of time) | **Constantly**  (> 60% of time) |
| Outside work | x |  |  |
| Extremes of temperature (eg: fridge/ furnace) |  |  |  |
| ## Potential for exposure to body fluids |  |  |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below: |  |  |  |
|  | | | |
| Frequent hand washing |  |  |  |
| Ionising radiation |  |  |  |
| **EQUIPMENT/TOOLS/MACHINES USED** | | | |
| ## Food handling |  |  |  |
| ## Driving university vehicles(eg: car/van/LGV/PCV) |  |  |  |
| ## Use of latex gloves (prohibited unless specific clinical necessity) |  |  |  |
| ## Vibrating tools (eg: strimmers, hammer drill, lawnmowers) |  |  |  |
| **PHYSICAL ABILITIES** | | | |
| Load manual handling |  |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods |  |  |  |
| Repetitive climbing (ie: steps, stools, ladders, stairs) |  |  |  |
| Fine motor grips (eg: pipetting) |  |  |  |
| Gross motor grips |  |  |  |
| Repetitive reaching below shoulder height |  |  |  |
| Repetitive reaching at shoulder height |  |  |  |
| Repetitive reaching above shoulder height |  |  |  |
| **PSYCHOSOCIAL ISSUES** | | | |
| Face to face contact with public |  |  | x |
| Lone working | x |  |  |
| ## Shift work/night work/on call duties |  |  |  |