

Job Description and Person Specification

JOB DESCRIPTION

Post title:	Associate Professor in Coastal Engineering		
Standard Occupation Code: (UKVI SOC CODE)	2311 - Higher education teaching professional		
School:	Engineering/Civil, Maritime and Environmental Engineering/Energy and Climate Change Group		
Faculty:	Engineering and Physical Sciences		
Career Pathway:	Education, Research and Enterprise (ERE)	Level:	6
*ERE category:	Balanced Portfolio		
Posts responsible to:	Head of Energy and Climate Change Group		
Posts responsible for:	Research Staff and postgraduate students		
Post base:	Office-based (see job hazard analysis)		

Job purpose
<ul style="list-style-type: none"> • To undertake research that complements and augments the Energy and Climate Change Group existing research strengths, and to generate external funding for research. • To teach at undergraduate and postgraduate level, and to undertake leadership, management and engagement activities. • To supervise staff and postgraduate research students within that programme. • To participate in the development and delivery of undergraduate and postgraduate education programmes. • To contribute as required to administration and management.

Key accountabilities/primary responsibilities	% Time
<p>1. Research and Enterprise</p> <ul style="list-style-type: none"> • Lead a broad research programme and activity in an area of recognised excellence for the University. • Act as principal investigator on projects, setting the research agenda and leading the field, developing and managing staff, and attracting sustained and major funding through bids and reputation. • Develop and oversee the application of innovative and creative research methodologies and techniques that add to the knowledge/understanding and new methods in the subject area. • Provide expert advice and subject leadership to other staff and students. • Develop and sustain a leading national and international reputation for research and the enhancement of learning and teaching practice by the regular dissemination and explanation of findings through leading peer-reviewed publications, major conferences, or other appropriate events. • Engage in external academic activities in accordance with the Group/Department's research strategy and which enhance the Department's national/international research profile, e.g. through membership of committees of academic bodies, external examining, journal editorships, etc. • Represent the Department/School/Faculty/University in the disciplinary community externally. • Manage administrative tasks associated with specified research and enterprise funding, including risk assessment of activities, leading project meetings and preparation of reports. • Management of procedures required to ensure accurate and timely formal reporting and financial control. • Lead in sustaining and developing links with relevant industries to ensure continued close collaboration and funding support. 	40%
<p>2. Education</p> <ul style="list-style-type: none"> • Deliver teaching of the highest quality across a range of modules and to all levels, through lectures, tutorials, practicals and seminars. Directly supervise students (including research, post and undergraduate students), providing expert advice on learning best practice and helping with learning problems. • Set and mark coursework and exams, providing constructive feedback to students. Take responsibility for the quality of the design of existing courses and programmes, continually monitoring, evaluating and revising them to ensure excellence and coherence, identifying areas where current provision is in need of revision or improvement. • Proactively engage in the development of research, teaching and learning strategies in the Department/School as well as appropriate schools within the University. • Lead in developing and promoting fresh teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students. Identify the learning needs of students and define learning objectives. Promote the use of appropriate media to support student learning. 	40 %
<p>3. Academic Leadership roles</p> <ul style="list-style-type: none"> • Take on appropriate Academic leadership roles to advance student academic development. • Perform other duties as allocated by the line manager following consultation with the post holder. • Act as a mentor to junior colleagues. • Ensure safe practice is maintained in the research facilities. 	20 %

Internal and external relationships
<p>Member of the Department, School and Faculty committees relevant to their administrative duties. The post holder will lead in the setting of strategic objectives for the research theme of which they are a member.</p> <p>Teaching and administrative duties will be allocated by the Head of School/Director of Programmes, within the context of the teaching programmes in the Faculty.</p>

Special Requirements

To attend national and international conferences for the purpose of disseminating research results and collaborations.

Visit collaborators and collaborating institutions for the purpose of research, teaching and enterprise activities.

Participation in weekday and weekend recruitment and marketing events such as Outreach activities, UCAS and open days etc.

PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	<p>PhD or equivalent professional qualifications in Coastal Engineering or closely relevant subject.</p> <p>Experience and knowledge in areas that are related to the post and those described in the advertisement.</p> <p>Strong track record of published research at the forefront of the field.</p> <p>Leading national and international reputation in a chosen field.</p> <p>Extensive track record of teaching at undergraduate and postgraduate level.</p> <p>Extensive track record of developing and disseminating successful learning approaches</p> <p>Teaching qualification such as PGCAP or membership of the Higher Education Academy</p>	<p>Involvement in national and international events in the field.</p> <p>Strong track record of collaboration with relevant industries.</p>	CV and interview
Planning and organising	<p>Proven ability to innovate and lead the direction of an area of research and teaching activity, ensuring plans complement broader research and education strategy.</p> <p>Strong track record of innovative research proposals and attracting major research funding from industry and/or research funding bodies as a principal investigator.</p> <p>Proven ability to lead, plan, manage, organise and assess own teaching contributions.</p> <p>Proven ability in the design of course units, curriculum development and new teaching approaches, taking primary responsibility for their quality.</p> <p>Track record in development of research and teaching policy within institution.</p> <p>Able to build research/teaching teams.</p> <p>Experience of managing technical support staff,</p>	<p>Experience of quality management systems.</p> <p>Experience of managing safety aspects of experimental facilities.</p>	CV and interview

Problem solving and initiative	Able to develop significant new concepts and original ideas within own field in response to intractable issues of importance to the research area.		Interview
Management and teamwork	<p>Able to lead, mentor, manage, motivate and coordinate teaching/research teams, delegating effectively. Able to resolve performance issues and formulate staff development plans, where appropriate, to ensure team aims are met.</p> <p>Proven ability to manage and deliver own course units and team-taught course units.</p> <p>Proven ability to coach, advise and support others (staff and students) on learning and teaching issues.</p> <p>Able to lead in fostering and developing good relationships between own Department and other parts of the university. Able to work proactively with senior colleagues to develop cross-Department and institution cooperation and effectiveness.</p> <p>Able to contribute to the running of the Department by leading significant Department processes.</p> <p>Able to monitor and manage resources and budgets.</p> <p>Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development.</p>		Interview
Communicating and influencing	<p>Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience.</p> <p>Extensive track record of high-quality presentations of research results at group meetings and conferences.</p> <p>Extensive track record of delivering lectures and seminars in courses relating to coastal engineering including: long-term coastal engineering and management, especially the issues of coastal impacts and adaptation to climate change, and sea-level rise, addressed at different scales.</p> <p>Able to engage counselling skills and pastoral care, where appropriate.</p> <p>Able to persuade and influence at all levels in order to foster and maintain relationships, resolving tensions/difficulties as they arise.</p> <p>Able to provide expert guidance to colleagues in own team, other work areas and institutions to develop</p>	Experience of communicating well across multiple disciplines and varied audiences (in academia and industry, with researchers and technical staff).	CV and Interview

	<p>understanding and resolve complex problems.</p> <p>Able to negotiate for the Department on key issues.</p> <p>Able to develop and lead key communications strategies.</p>		
Other skills and behaviours	<p>Compliance with relevant Health & Safety issues.</p> <p>Proactive in promoting a working environment that is inclusive and engaging; recognising the value diversity brings.</p>		
Special requirements	<p>Able to attend national and international conferences to present research results and visit collaborators.</p>		

JOB HAZARD ANALYSIS

Is this an office-based post?

<input checked="" type="checkbox"/> Yes	If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below.
<input type="checkbox"/> No	If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below. Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder.

- HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

ENVIRONMENTAL EXPOSURES	Occasionally (<30% of time)	Frequently (30-60% of time)	Constantly (> 60% of time)
Outside work			
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			
Lone working			
## Shift work/night work/on call duties			