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Job Description

**Professor** - **Anniversary Fellowship Global Talent**

Standard Occupation Code: 2311

School / Department: TBC

Faculty / Directorate: TBC

Job Family: Education, Research and Enterprise (ERE)

Grade: Level 7

ERE Pathway (if applicable): Balanced

Post reporting to: TBC

Post line report(s): TBC

Post base location: Hybrid: Campus / Home

Job purpose: Education: Leading educational practice, policy and/or strategy development within, and often beyond, the University, sustaining a reputation for high-quality scholarly educational practice and scholarship of education.

Research: Leading a research agenda of national or international significance and demonstrating sustained leadership within and beyond the University. Widely recognised for a sustained record of high-quality research that makes a leading contribution to debate, knowledge and understanding.

Knowledge Exchange and Enterprise: Leading knowledge exchange and/or enterprise activities of national or international significance, raising the University’s profile and maintaining our world leading reputation for knowledge exchange and enterprise.

Leadership, Management and Engagement: Demonstrating clear and sustained leadership at a School, Faculty and/or University level.

All contributions build on ERE Levels 4, 5 and 6.

## Key accountabilities and indicative time allocation:

1. **40%**

**Education Contribution**:

* Sustain and enhance a reputation, widely recognised within and beyond the University, for excellence and enhancement in scholarly education activities, founded on a track record of high-quality educational delivery, leadership and externally recognised scholarship of education.
* Demonstrate clear leadership in the design and development of the overall curricula within a discipline, ensuring compliance with the University’s quality standards and alignment with institutional strategies.
* Manage a significant portfolio of programmes and identify opportunities for strategic development of that portfolio, including the development of new or revised business models and/or student markets, as appropriate.
* Make leading contributions to the debate and development of education policies and strategies within and beyond the University.
* Demonstrate significant leadership, within and beyond the University, in the identification, development and implementation of education best practice and enhancement.
* Sustain a record of high-quality scholarship of education activities, and accompanying scholarly outputs, that are nationally and/or internationally recognised; widely and positively influencing others, internally and externally.
* Establish and/or lead networks and collaborative activities with colleagues in own and other disciplines and organisations which advance debates about education strategy, policy, methods and practices and/or generate scholarly outputs.
1. **40%**

**Research Contribution**:

* Sustain and enhance a reputation, widely recognised within and beyond the University, for excellence in research, founded on a track record of knowledge generation, intellectual leadership, collaboration, engagement and impact.
* Lead and direct research activities of national or international significance, whether through leadership of a significant and diverse portfolio of research activities, or through leadership of major research programmes, grants and/or contracts.
* Sustain a record of high-quality research outputs that: underpin a reputation widely acknowledged within the research community for the originality, significance and rigour of research; and demonstrate a leading contribution to debates, knowledge, understanding and impact within and beyond academia.
* Sustain and grow funding streams that underpin significant research agendas; lead or co-lead major income proposals and/or otherwise ensure the financial sustainability of research agendas; develop major partnerships with external organisations; diversify income, including from non-UK funders, where appropriate.
* Demonstrate leadership in the effective co-creation, sharing of and engagement with research and research findings by a range of audiences (e.g., academic peers, practitioners, policymakers, publics), using a range of methods (e.g., peer-reviewed publications, conferences, public engagement, outreach media releases), amplifying research impact.
* Demonstrate a sustained and continuing record of successful doctoral student supervision and proactive mentoring and development of early career researchers and other colleagues, whether directly or indirectly.
* Demonstrate significant leadership, within and beyond the University, in influencing and shaping institutional, national and/or international strategic research agendas and positive research culture (e.g., through advisory roles, membership of key decision-making bodies and/or contributions to research strategies).
* Act as advisor to significant external bodies (e.g., relevant disciplinary research councils, other government agencies and funding bodies, charities, companies, and professional bodies).
1. **5%**

**Knowledge Exchange and Enterprise Contribution**:

* Sustain and enhance a reputation, widely recognised within and beyond the University, for excellence and innovation in knowledge exchange and/or enterprise activities and outputs, founded on a track record of developing long-term, strategic and mutually beneficial partnerships, relationships and impact.
* Lead and direct knowledge exchange and/or enterprise activities and outputs of civic, national or international significance, whether through leadership of a significant and diverse portfolio of activities, or through leadership of major teams or facilities.
* Champion innovation in knowledge exchange and/or enterprise activities and outputs across the University; contribute to the diversification of income; maximise the impact of research outputs and maintain the University's world leading reputation for knowledge exchange and enterprise.
* Generate significant income streams and reputation from knowledge exchange and/or enterprise activities and outputs by, for example, leading major commercial projects for clients or developing spin out companies.
* Identify and pursue opportunities for the development of significant new knowledge exchange and/or enterprise activities and outputs, including, for example, developing new markets, new business/public engagement models, and/or non-commercial strategic partnerships with the public and third sectors.
* Take a leading role in the development of culture and capacity within the University to deliver knowledge exchange and/or enterprise activities and outputs, including proactive mentoring and development of colleagues, whether directly or indirectly.
* Establish and/or lead networks and collaborative activities with colleagues in other disciplines and organisations which advance co-ordination and/or debates about knowledge exchange and/or enterprise activities and outputs and amplify their impact.
1. **10%**

**Leadership, Management and Engagement Contribution**:

Building on the Leadership, Management and Engagement contributions inherent in other Level 7 activities:

* Make a sustained and effective contribution to the leadership and management of the School and Faculty.
* Chair or contribute as a key participant in Faculty and University-level decision-making boards, committees and governance processes.
* Lead long-term and strategic planning processes in the School or Faculty and contribute to University-level strategic decision-making.
* Effectively discharge rotating formal leadership positions (e.g., Head of School, Associate Dean, Deputy Head of School).
* Take overall responsibility for resourcing (people, funding, infrastructure etc.) within own areas of responsibility.
* Demonstrate and communicate clear knowledge and commitment to the School, Faculty and University’s strategic aims.
* Establish, develop and leverage stakeholder relationships, networks and/or collaborative activities of institutional significance.
* Promote and contribute to the development of the University’s profile nationally and internationally.
* Organise and/or participate in visit days, open days and public engagement activities1.
* Act as an advisor to government and other significant and respected national or international bodies.
* Take a leading role in complex and important negotiations, internally and externally.
1. **5%**

Any other duties as allocated by the line manager following consultation with the post holder.

Internal and external relationships:

Departmental management and University senior management

Other members of the department/University staff

External customers

Relevant suppliers and external contacts

Special requirements:

One of the conditions of the funding supporting this scheme requires: "The researchers supported by the Grant must be recruited internationally and must not have been UK residents for 24 months before the Grant Start Date (July 2025), nor currently employed by any UK organisations or their overseas campuses."

# Person Specification – Skills and Competencies

All essential and desirable criteria outlined in this Person Specification will be assessed through a combination of recruitment application and CV, and where applicable numerical or written assessment.

**Knowledge, Experience and Qualifications**

Essential

* Substantial and authoritative practical knowledge and experience in relevant subject area, supported by detailed understanding.
* The required level of knowledge and understanding will normally have been gained through some or all of the following:
	+ Considerable work experience
	+ Vocational training
	+ Formal qualification(s) equivalent to Level 7 or 8 of the [Regulated Qualifications Framework](https://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels) e.g. foundation degree or degree with honours, or Level 7 or 8 award, certificate, diploma, NVQ.
* Teaching qualification (PGCAP or equivalent).

Desirable

* Membership of Higher Education Academy.
* PhD in relevant subject area.

**Teamwork and Communication**

Essential

* Demonstrates respect and builds trust with directly and indirectly managed staff.
* Recognises and resolves difficulties to ensure teams can deliver.
* Establishes and builds major relationships with key stakeholders internally and externally.
* Uses influence and persuasion to positively develop and agree long-term priorities and strategic plans.

**Planning, Organisation and Resource Management**

Essential

* Champions the work of the department and University.
* Implements change management initiatives and formulates strategic plans that reflect and support the needs of the department and/or University.

**Problem Solving and Initiative**

Essential

* Makes informed judgements about significant new problems where precedent might not exist.
* Develops innovative, often inter-disciplinary, solutions to facilitate the achievement of strategic priorities.

# Job Hazard Assessment

A full health clearance is required for this role where any hazards marked “**^**”, using the agreed Occupational Health referral template [available from here](https://sotonac.sharepoint.com/teams/HealthWellbeing/SitePages/Occupational-Health.aspx). Where a full health clearance is required, this will apply to all role holders, including existing members of staff.

## Physical Environment

Working outside **^** Not applicable

Exposure to noise levels >80dbA **^** Not applicable

Working with dust or fumes **^** Not applicable

Working with skin irritants **^** Not applicable

Working with chemicals (industrial or cleaning) **^** Not applicable

Working in a confined space **^** Not applicable

Working at height **^** Not applicable

Working with sewage **^** Not applicable

Contact with cytotoxins **^** Not applicable

Exposure Prone Procedure (EPP) work **^** Not applicable

Contact with clinical specimens or pathology work **^**  Not applicable

Direct patient care or patient contact Not applicable

Exposure to temperature extremes Not applicable

Frequent hand washing Not applicable

Ionising radiation Not applicable

## Psychological and Social Environment

Working shifts **^** Not applicable

Working nights **^** Not applicable

Lone working Not applicable

Working with children Not applicable

Exposure to persons with challenging behaviourNot applicable

Working with larger groups Not applicable

## Equipment, Tools and Machines

Working with vibrating machinery or tools **^** Not applicable

Driving duties e.g. LGV, PCVs, forklift trucks **^** Not applicable

Food handling Not applicable

Contact with latexNot applicable

## Physical Abilities

Prolonged physical movements or actions e.g. walking **^** Not applicable

Prolonged Standing or Sitting **^** Not applicable

Moving or handling heavy loads **^** Not applicable

Repetitive pulling or pushing **^** Not applicable

Repetitive climbing (steps, stools, ladders, stairs) **^** Not applicable

Repetitive crouching, kneeling or stooping Not applicable

Repetitive lifting Not applicable

Fine motor grips (e.g. pipetting) Not applicable

Repetitive reaching below shoulder height Not applicable

Repetitive reaching at shoulder height Not applicable

Repetitive reaching above shoulder height Not applicable

# Behaviours

Our [Inclusion and Respectful Behaviour Policy](https://www.southampton.ac.uk/about/governance/regulations-policies/policies/inclusion-respectful-behaviour) describes the expectations of everyone who is a part of our community.

Our **Southampton Behaviours** (below) outline the responsibilities we each have in working collaboratively to achieve our University strategy.

**Personal Leadership**

 - I take personal responsibility for my own actions and an active approach towards my development.

 - I reflect on my own behaviour, actively seek feedback and adapt my behaviour accordingly.

 - I demonstrate pride, passion and enthusiasm for our University community.

 - I demonstrate respect and build trust with an open and honest approach.

**Working Together**

 - I work collaboratively and build productive relationships across our University and beyond.

 - I actively listen to others and communicate clearly and appropriately with everyone.

 - I take an inclusive approach, value the differences that people bring and encourage others to contribute and flourish.

 - I proactively work through challenge and conflict, considering others’ views to achieve positive and productive outcomes.

**Developing Others**

 - I help to create an environment that engages and motivates others.

 - I take time to support and enable people to be the best they can be.

 - I recognise and value others’ achievements, give praise and celebrate their success.

 - I deliver balanced feedback to enable others to improve their contribution.

**Delivering Quality**

 - I identify opportunities and take action to make improvements.

 - I plan and prioritise efficiently and effectively, taking account of people, processes and resources.

 - I am accountable for tackling issues, making difficult decisions and seeing them through to their conclusion.

 - I encourage creativity and innovation in others, to deliver workable solutions.

**Driving Sustainability**

 - I consider the impact on people before taking decisions or actions that may affect them.

 - I embrace, enable and embed change effectively.

 - I regularly take account of external and internal factors, assessing the need for change, and gaining support to move forward.

 - I take time to understand our University strategy and communicate this to others.