

Person Specification

Post Title:	Reader in Materials	Post No:	S3034
Organisation Unit:	School of Science and Technology, Materials and Engineering Research Unit		
Grade:	Grade J	Date Compiled:	February 2015

Attributes	Essential *	Desirable
Knowledge	<p>Nationally leading and internationally recognised specialist knowledge of a research area, and its associated research methods, that is complementary to the research activities of the Materials and Engineering Research Unit in the School of Science and Technology.</p> <p>Knowledge of one of the following research areas within a Materials field that is complementary to the research activities of the multi-disciplinary Materials and Engineering Research Unit in the School of Science and Technology: (1) Theory and/or Modelling; (2) Advanced/Functional Materials and Devices; (3) Interfacial science; and, (4) Biomaterials and Bioengineering.</p> <p>Understanding of research applications and national, and ideally international impacts, within a field that is complementary to the activities of the Materials and Engineering Research Unit in the School of Science and Technology.</p> <p>Knowledge of current teaching, learning and assessment issues for Higher Education.</p> <p>Knowledge of national, and ideally, international research funding streams, including those recognised as major challenges and priorities by funding bodies.</p> <p>Knowledge of contemporary Higher Education issues of particular significance for the future development of the industry and profession.</p> <p>Participation in the Research Excellence Framework.</p>	

Skills	<p>Good interpersonal skills evidenced by beneficial internal and external collaborative relationships.</p> <p>Ability to work co-operatively within a team.</p> <p>Ability to manage academic processes.</p> <p>Ability to promote research to external contacts.</p> <p>Ability to prepare successful bids for external funding.</p> <p>Ability to provide research leadership.</p> <p>Ability to produce and disseminate research.</p> <p>Ability to mentor and develop junior colleagues.</p> <p>Ability to manage own time and prioritise duties and work.</p> <p>Ability to teach at post-graduate and under-graduate levels.</p> <p>Good administrative, IT, communication, organisational and analytical skills.</p>	
Experience	<p>Sustained track record of high quality publication at national and international levels.</p> <p>Experience of contributing to, or leading research teams, developing research proposals and managing research projects.</p> <p>Experience of supervision of research students and/or line management of researcher staff.</p> <p>Experience of written and verbal dissemination of research or consultancy to clients or peers.</p> <p>Experience of procuring and managing research grants and/or contracts at a level commensurate with the National average for the discipline.</p> <p>Experience of teaching. Contribution to the development of post-graduate and/or under-graduate programmes.</p> <p>If U.K. based, participation previous Research Excellence Framework or Research Assessment Exercises.</p>	<p>Experience of innovation in curriculum development.</p> <p>Experience of Masters and Postgraduate level teaching.</p> <p>Supervision of Postgraduate Doctoral Research projects to successful completion as Director of Studies.</p> <p>External Ph.D. examinations.</p>
Qualifications	<p>A good Honours first Degree (or equivalent) and a Ph.D. (or equivalent Doctorate level qualification) in a relevant disciplinary area.</p>	<p>A relevant professional qualification and/or membership of a recognised professional body.</p>

Competencies	COMPETENCY	LEVEL	COMPETENCY	LEVEL
	<p>Communication and Influencing Communicates effectively with a wide range of diverse internal and external stakeholders, influencing and negotiating change. Networks internally to keep ahead of developments.</p> <p>Organisation and Delivery Takes account of organisational priorities to ensure that operational and strategic plans are being implemented and achieved.</p> <p>Leading and Coaching Is visible and publicly champions initiatives to provide direction. Takes responsibility for an area of work and for its outputs. Makes time to get to know people and motivate them. Regularly reviews performance of self and others.</p> <p>Creativity and Innovation Reviews, tests and implements new concepts, models and approaches to practice in support of service development and delivery.</p> <p>Entrepreneurial and Commercial focus Spots and progresses business opportunities and opportunities for collaborative working externally and internally. Challenges assumptions and the status quo in order to enhance competitive advantage. Tracks competitor activity.</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>	<p>Customer Focus Provides a quality service that is regularly reviewed. Anticipates customer needs. Actively seeks feedback on services from customers and makes appropriate changes to services and to underpinning policy/strategy.</p> <p>Teamwork Leads aspects of team work, seeking and implementing improvements to the team's outputs/services and developing colleagues within the team. Challenges colleagues.</p> <p>Customer Focus Provides a quality service that is regularly reviewed. Anticipates customer needs. Actively seeks feedback on services from customers and makes appropriate changes to services and to underpinning policy/strategy.</p>	<p>3</p> <p>3</p> <p>3</p>

Person Specification drawn up by:	Professor Carl Brown	Date: February 2015
Approved for department by:	Professor Martin McGinnity, Dean of School of Science and Technology	Date: February 2015

*** Please note: in compliance with our obligations under the Immigration, Asylum & Nationality Act 2006, we will require to check original documentary proof of eligibility to work in the UK**