

Job Description

Post title: Professor in Imaging	Post No: S3037
Organisation Unit: School of Science and Technology, Materials and Engineering Research Unit	Date compiled: February 2015
Grade: Professor – Bands 1, 2, and 3 This appointment will be made at the professorial band commensurate with the successful candidate's knowledge, skills and experience.	Hours per week: 37 Weeks per year: 52
If fixed term, state duration:	
Immediate line managers: Dean of the School of Science and Technology.	
Designation and grade of any staff supervised by the postholder: Research staff reporting directly to Professor as part of their research programme/s.	
Job purpose: The post holder will be engaged in internationally excellent or internationally leading research which is clearly linked to and significantly enhances the activities of the School of Science and Technology's multidisciplinary Materials and Engineering Research Unit . This Research Unit includes staff working in the Chemistry, Mathematics, Physics, Engineering and Technology academic disciplines. Research in the Unit is extremely strong in terms of high quality outputs, funding income, and international impacts. In the recent REF2014 assessment of the quality of research at all UK Universities, http://www.ref.ac.uk/ , the Unit's submission to UoA B15 was highly rated as having 84% of overall activity at the highest 3* (internationally excellent) and 4* (world-leading) grades. The post holder will contribute strongly to the leadership of the Research Unit and School's research and other activities within the relevant field. The post holder will be a nationally and internationally distinguished academic who will enhance the School's profile and standing by way of their research in line with the University's Mission. Expected activities include: <ul style="list-style-type: none"> • Production of high quality research outputs. • Capture of external research funding from prestigious sources, which can also include commercial income from project, enterprise and consultancy work with industry and other external bodies. • The associated development of, and participation in the exploitation of, the University's intellectual property and/or other public domain materials or relevant activities. • To nurture and develop the research culture and ethos internally, within the subject group across the School, and externally across the international science, materials or engineering research and higher education landscape. • Undergraduate, postgraduate and corporate teaching and education as appropriate for role. 	
Principal duties and responsibilities: Professors at all bands will be expected to undertake activity under 3 core drivers then, normally, to choose at least 2 more from the following drivers, as agreed at appointment and on an annual rolling basis through the appraisal/PDCR objective setting process:	
1. Outputs Band 1: Included within their wider publication portfolio, Professors will be expected to publish at least four outputs as lead author in a 5 year cycle at 3* (internationally excellent) and 4* (world-leading) level, and commensurate with standard practice within the discipline.	

Band 2 and 3 : Included within their wider publication portfolio, Professors will be expected to publish at least four outputs as lead author in a 5 year cycle with at least half of these outputs at 4* (world-leading) level, and commensurate with standard practice within the discipline.

Note: Definitions of 3* and 4* levels are informed by REF2014 (<http://www.ref.ac.uk/>)

2. Contribution to Research Strategy/Building Research Capability/Teaching Strategy

Band 1: Contribution to the implementation of research strategy by co-ordinating research activities and/or mentoring within a succinct area of the School, for example, mentoring junior staff to build capacity, supporting post-graduate research students, design and delivery of staff development activities for research and/or research training, or other similar activities. Carries out research quality assurance activities within their School, on behalf of the Management of the School.

Band 2: Significant contribution to the implementation of research strategy within a distinct area of the School, for example, design and delivery of staff development activities for research and/or research training, and staff. This activity has resulted in demonstrable and measurable enhancements in research. Leads research quality development activities within the School, on behalf of the Management of that School.

Band 3: Exceptional contribution to the implementation of research strategy within the School, which has resulted in demonstrable, measurable and evidenced enhancements in research capacity. Must have involvement working with, for example design and delivery of staff development activities for research and/or research training; co-ordination of research of a specific REF unit; co-ordination of School research wholly contributing to research committees in a named role i.e. Chair, Vice Chair etc; mentoring junior colleagues to build research capacity. Has responsibility for and directs a team on quality development activities within the School.

3. Income

A. Income from Research Grants/Contracts

Band 1: Secure research grants/contracts, for the benefit of the post holder's individual research and the wider research community at Nottingham Trent University. Individual income is expected to be sustained around the mean per annum for the subject area, as informed by REF2014 (<http://www.ref.ac.uk/>) average income for the discipline.

Bands 2 and 3: Secure income from research grants/contracts, for the benefit of the post holder's individual research and the wider research community. Individual income is expected to be sustained in excess of the mean per annum for the subject area, over a rolling 5 year period, as informed by REF2014 (<http://www.ref.ac.uk/>) average income for the discipline.

B. Income from Commercial activities

Generation of income from: research, development and proof-of-concept project work with industry and other external organisations; working for a commercial team bringing income into the University; selling and delivering services, expertise, or materials/devices/programmes to the external market on behalf of the University.

Bands 1 and 2: Individual income is expected to be at a level commensurate with practice within the discipline.

Band 3: Individual income is expected to be in excess of the mean for the subject area, over a rolling 5 year period commensurate with practice within the discipline.

4. External Esteem and Collaborative Working

Band 1: Makes a clear effort to develop relationships with an external body and provide continuing support to this body e.g. membership of a peer review college, or panel membership.

Band 2: Develop and maintain deep working relationships with external bodies. Examples: As a nominated assessor; memberships of advisory boards or editorial boards of a relevant journal;

evidence of national and international recognition (such as invitations to give keynote lectures and visiting professorships).

Band 3: Developed deep and on-going relationships with peers, both nationally and internationally. Participates in an extensive range of external work, which not only adds to the post holder's individual contribution, but that of the School and University.

Examples: As a nominated assessor; memberships of advisory boards or editorial boards of a relevant journal; service to the research councils; evidence of national and international recognition (such as principal investigator or equivalent, externally funded research programmes where other institutions are funded or subcontracted under the direction of the PI, invitations to give keynote lectures, visiting professorships, specialist advisor to government (or other national/international body); evidence of direct influence on policy or practice; and providing confidential reports to Government and/or business. As a general principle, assessment of these will be guided by quality rather than quantity.

5. Impact

Band 1: Conducts research that makes measurable impact on the external community, either in the form of incremental improvements to the research community or process innovation. Internally, makes an evident contribution to the internal research environment of the School and building academic capacity, by having Ph.D. students/PDRAs currently under supervision and undertaking supportive roles e.g. mentoring junior academic colleagues.

Band 2: Conducts research that makes a substantial impact or more than incremental significance, or improvements that are wide-ranging and can be demonstrated through the development of their research. Internally, makes a significant contribution to the internal research environment of the School and building academic capacity, by leading a research team and undertaking supportive roles e.g. mentoring junior academic colleagues. Also supports the infrastructure and facilities of their School, examples of this could be through direct involvement in staff development, going on formal secondments, disseminating research findings to the public or interdisciplinary research.

Band 3: Externally, conducts research that is highly innovative and may even have ground-breaking external impact. In some disciplines, this may result in the development of new products/processes through scientific and technological advancements, or public policy/practice which can be demonstrated, for example in culture, economic, social, health or public policy. Internally, makes an exceptional contribution to the research environment of the School by leading a substantial research team. Also supports the infrastructure and facilities of the School, examples of this could be through direct involvement in staff development and mentoring junior academic colleagues, leading interdisciplinary research, participating on government advisory bodies; secondments to institutions outside of academia such as government offices or the health service.

6. Teaching and Facilitating Learning

Make a contribution to Nottingham Trent University as an outstanding teacher, tutor and facilitator of student learning, at undergraduate and/or postgraduate level, commensurate with practice within discipline.

7. Curriculum Development

Contributes to new teaching materials or assists with the development of new academic programmes for undergraduate, postgraduate or professional courses that draws directly on personal research, consultancy expertise or ongoing professorial experience.

8. Technology Transfer

Contributes to the development of commercially viable IP and obtains technology translation awards, at a level commensurate with practice within the discipline and taking into account the extent of Professorial experience and other contributions.

9. Administration and Academic Management

Band 1: Contribution to the building of academic capacity, co-ordinating special projects or

initiatives, or developing significant programmes, or other activities of high value not covered in the above. Undertake relevant administrative and academic management duties as are expected of the role.

Band 2: Significant contribution to the building of academic capacity, co-ordinating special projects or initiatives, or developing significant programmes, or other activities of high value not covered in the above. Undertake relevant administrative and academic management duties as are expected of the role.

Band 3: Major contribution to the building of academic capacity, co-ordinating special projects or initiatives, or developing significant programmes, or other activities of high value not covered in the above. Undertake relevant administrative and academic management duties as are expected of the role.

Special requirements:

All staff are expected to comply with the University's Health and Safety and Equal Opportunities policies in the performance of their duties.

N.B. The postholder may be required to undertake any other duties which may reasonably be required as within the nature of the duties and responsibilities of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the Job Description in specific terms.

Job description drawn up by	College of Arts and Science HR Professor Carl Brown	February 2015
Approved for department by	Professor Martin McGinnity, Dean of School of Science and Technology	February 2015