



Job Description

Job title	Professor
Department/School	Department of Psychology
Job family	Education and Research
Reporting to	Head of Department/Group
Responsible for	Any research staff/students
Location	University of Bath premises

Background and context

The Department of Psychology is in the final stage of a significant expansion of UG students and academic staff. The successful applicant will contribute to the Department's excellence in research and teaching. Research activities would be expected to lead to successful grant applications, scientific publications, and knowledge transfer to stakeholders and the wider general public. The jobholder is expected to lead the development of research areas, including collaborative research and grant applications, and to mentor junior staff.

The Department's objectives in teaching are to maintain a high standard in the provision of undergraduate and postgraduate programmes which are currently being offered and planned in the future. The jobholder will be expected to contribute to these high standards by providing high quality teaching and making significant contributions to the student experience, and is expected to lead new developments in teaching and improving the student experience.

The Department's efforts to meet its objectives are supported by a number of management and leadership tasks, which are distributed amongst the members of academic staff. The jobholder will be required to take on significant management and leadership roles and to contribute to the initiation and accomplishment of the Department's strategic objectives.

Finally, the jobholder is expected to display an attitude of collaboration and collegiality both with existing members of the Department and the wider community.

Job purpose
To lead research with high international impact and profile; lead teaching at undergraduate and postgraduate level, and undertake management and leadership duties commensurate with the role.

Main duties and responsibilities
The job duties and responsibilities listed below are intended to describe the general nature of the role. The duties and responsibilities and the balance between the elements in the role may change or vary over time depending on the specific needs at a specific point in time, or due to changing needs in the department/group. Jobholders should note that there may not be an immediate requirement to carry out all the activities listed below.
1 Research & scholarship
a Demonstrate research leadership to ensure the highest standards of ethics and integrity in research, with international collaborations as appropriate to the discipline.
b Lead major collaborative research activity with other institutions or bodies to bring significant benefit to the University's national and international standing.
c Attract external funding to support major activity in collaboration with other Universities or organisations.
d Maintain a regular output of highest quality research which is published in leading research journals and national/international conferences or other outputs as appropriate to the discipline.
e Present research (often by invitation) at international conferences and/ or at other appropriate high-profile events.
f Provide leadership to maximise the non-academic impact of research, including substantial knowledge or technology exchange and/or public engagement activities, including a range of partnerships with external organisations.
g Contribute significantly to the development and implementation of research strategies in the Department/School
h Contribute to the enhancement of postgraduate research student environment, including through leadership of doctoral training centres and partnerships.
2 Teaching
a Deliver a wide range of effective and inclusive teaching and supporting learning activities

b	Assess the work and progress of students and provide them with constructive feedback.
c	Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
d	Lead and develop innovative approaches to improving the learning environment, including use of learning technologies and techniques.
e	Engage in professional development in relation to teaching, learning and assessment, related to academic, institutional and/or other professional practises.
f	Write/author teaching materials in appropriate discipline area.
g	Develop and market curricula or methods of teaching designed to attract new client groups.
h	Engage in pedagogic research or practitioner research and other scholarly activities
i	Contribute to outreach and/or Widening Participation public engagement activity within the Department, Faculty/School or University.
3	Management and leadership
a	Represent the University as an acknowledged expert in the appropriate discipline e.g. participate as an expert witness or give professional advice to government bodies and other agencies.
b	Provide leadership that will influence and shape the output of their department and contribute directly to the level of success of the department.
c	Represent the Department/Faculty's activities with groups beyond the University – especially internationally – bringing benefit to the University over a sustained period.
d	Establish and develop sustainable academic networks with other HE/FE institutions nationally and internationally which bring benefit to the Department/School/University.

Person Specification

Criteria	Essential	Desirable	Examples measured by
Qualifications			
PhD or equivalent in relevant discipline	✓		
Membership of professional body (e.g. xx)		✓	
Higher education teaching qualification or professional recognition (e.g. PGCert, FHEA or equivalent)		✓	
Experience/Knowledge			
Acknowledged expert in relevant discipline	✓		
Sustained record of publications in leading peer-reviewed journals at a national and normally international level	✓		
Sustained record of research funding as appropriate to the discipline	✓		
Able to show evidence of international recognition and esteem (such as journal editorships, invitations to be conference organisers, research council board membership)	✓		
Evidence of effective achievements in teaching and/or supported learning	✓		
Skills			
Academic leadership	✓		
Ability to articulate a research vision and strategy for development, implementation and delivery of successful research projects	✓		
Excellent written and verbal communication skills including presentation skills	✓		
Excellent interpersonal skills, communication style and team working	✓		
Evidence of positive working relationships within the University, community, business and other partners	✓		
Attributes			
Commitment to excellence in research and teaching and to providing the highest quality	✓		

experience for students			
Commitment to working within professional and ethical codes of conduct	√		