

A few example profiles

1: Education and Research profile, going for Senior Lecturer

Category	Education and Student Experience		Research and Innovation		Citizenship	
A	E1	Delivery ✓	R1	Programmes and delivery ✓	C1	University functions and culture ✓
	E2	Scholarship and impact	R2	Building collective success	C2	Connecting to the wider community
B	E3	Developing culture, policy and strategy	R3	Funding and resources ✓	C3	Institutional service
	E4	Education design	R4	Impact	C4	Disciplinary and external professional service ✓
	E5	Innovation	R5	Innovation ✓	C5	Civic engagement with impact
	E6	Student experience and outcomes ✓	R6	Engagement and partnerships	C6	Collegiality
	E7	Developing others	R7	Developing others	C7	Developing others
	E8	Community building	R8	Community building	C8	Community building

- A. This candidate is fairly research-oriented and has a strong record of excellent outputs, largely enabled through industrial partnerships which in turn result in significant innovation. They are also a valued contributor to taught programmes and have brought directly relevant industrial and employability skills into the programme for the benefit of student outcomes. Their citizenship is evidenced by positive contributions to the Department research culture initiatives and they are in the departmental Athena SWAN team, while externally they sit on the editorial board of a major publication.

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	E5	Innovation	R5	Innovation	C5	Civic engagement with impact
	E6	Student experience and outcomes	R6	Engagement and partnerships	C6	Collegiality ✓
	E7	Developing others	R7	Developing others	C7	Developing others
	E8	Community building ✓	R8	Community building	C8	Community building

- B. This candidate is research active but their focus has been more on Education in the last few years. They have created new approaches to teaching and assessment in their discipline, including setting up communities of practice

around the Faculty, which have generated new educational insights that were widely published. They are effective and active in a number of departmental education committees and contribute their time and expertise to support CLT programmes and support early career colleagues.

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- C. This candidate has taken on the role of ED&I lead which has taken up a lot of time and energy and produced significant results through a large transformation project in the Department. They are still engaged and effective in both research and education, but use the framework to ensure they are recognised for their contributions to the department culture beyond this, including sharing their expertise across the University and with their professional body.

1: Education and Research profile, going for Professor

Category	Education and Student Experience		Research and Innovation		Citizenship	
A	E1	Delivery ✓	R1	Programmes and delivery ✓	C1	University functions and culture
	E2	Scholarship and impact	R2	Building collective success ✓	C2	Connecting to the wider community ✓
B	E3	Developing culture, policy and strategy	R3	Funding and resources ✓	C3	Institutional service ✓
	E4	Education design	R4	Impact ✓	C4	Disciplinary and external professional service
	E5	Innovation	R5	Innovation	C5	Civic engagement with impact
	E6	Student experience and outcomes	R6	Engagement and partnerships	C6	Collegiality
	E7	Developing others	R7	Developing others	C7	Community building
	E8	Community building	R8	Community building		

- A. A leading researcher who is nevertheless contributing strongly to taught programmes. Their teaching workload is not high but they bring the benefit of their experience to deliver excellent learning experiences for students. They have developed a major new collaboration internationally including setting up the management structures and funding streams. The new area is having significant impact in the field and this has resulted in global knowledge exchange connections. Within the University, the candidate directs a successful Centre and serves impactfully on a variety of Faculty and University bodies.

1: Education Specialist Profile, going for Lecturer (Grade 8)

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A	E1	Delivery ✓	R1	Programmes and delivery	C1	University functions and culture ✓
	E2	Scholarship and impact	R2	Building collective success	C2	Connecting to the wider community
B	E3	Developing culture, policy and strategy	R3	Funding and resources	C3	Institutional service
	E4	Education design ✓	R4	Impact	C4	Disciplinary and external professional service ✓
	E5	Innovation	R5	Innovation	C5	Civic engagement with impact
	E6	Student experience and outcomes ✓	R6	Engagement and partnerships	C6	Collegiality ✓
	E7	Developing others	R7	Developing others	C7	Community building
	E8	Community building ✓	R8	Community building		

This candidate has been teaching on a small number of courses for several years and has consistently delivered high quality learning experiences while undertaking continual improvement through reflective practice and evaluation. Recently they have been part of a team that redesigned a number of units as part of CT, and have taken responsibility for the transformation of their core subject units. Within and outside the University, the candidate is active in the educational development world and is part of a group that set up networking and peer-learning activities in the discipline nationwide.