**PROFESSORIAL RECRUITMENT TEMPLATE**

This document will be used to seek approval, identify the recruitment route, select and brief the recruiting team, and to guide creation of the candidate pack and selection process.

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| **The Opportunity** |
| * *Why are we focussing on this field?* * *Perhaps mention of Research Institutes, Faculty Research Strategy, new programmes* * *Refer to existing landscape – current research groups/centres and their successes, REF*   *(you don’t need to write anything about the broader University landscape, such as University of the Year, rankings etc. We will add that in the candidate pack)* |
| **The Requirement** |
| * *Where are we looking to invest eg. specific fields/sub-fields* * *Any reference to cross-curricular relationships* * *Any particular research strengths we wish to grow* * *What impacts on education are we looking for?* * *How we will measure success (citations, grant income, research impact, new educational developments, strategic partnerships etc.)?* |
| **The Offer** |
| * *Chair (+ opportunities to bring a research group)* * *Facilities/space/people (both existing and opportunities)* * *Focus of role : research, teaching, industrial partnerships, public engagement etc.* * *Any current people they might want to come and work with* * *Links, or collaboration opportunities with other bodies (industry, research institutes etc.) (you don’t need to mention the broader University employment offer)* |
| **Potential sources** |
| * *Which institutions (UK and overseas) have strengths in these fields; who are our competitors?* * *Are there particular people, perhaps current collaborators, we might wish to target (either themselves or for recommendations?* * *Are there particular conferences where we might target people?* * *Are there particular journals which are recognised as leaders in this field, where we might source names?* |
| **Other issues** |
| * *Are there any ED&I aspects to this recruitment, particularly regarding the current workforce* * *Are there any environmental/CAF opportunities with this recruitment* * *Financial constraints?* * *What ‘level’ of Professor are we looking at (see Professorial Remuneration bands)* |