



ROLE PROFILE

Job Title:	Associate Professor of Adaptation to the Environment
School/Department:	Life Sciences
Job Family and Level:	Research and Teaching Level 6 (Research & Teaching)
Contract Status:	Permanent
Hours of Work:	Full-time (36.25 hours per week)
Location:	School of Life Sciences, Medical School
Reporting to:	Head of Division (Cells, Organisms and Molecular Genetics)

Purpose of the Role:

The role holder will be expected to make a significant leadership impact within their academic area in research and teaching. Building on an established track record in their field the role holder will be able to develop a programme of research that is supported by funding from research councils and other external organisations, contribute to our teaching on the Biology, Zoology, Genetics and Natural Sciences degrees and contribute to leading curriculum design.

Line management responsibilities including the responsibility for the professional development, mentoring of team members and contribution to the overall administration of the School.

	Main Responsibilities	% time per year
1.	To provide academic and organisational leadership to those working within the School research areas, by for example co-ordinating resources, the work of others to ensure the effective delivery of research projects and agree objectives and work plans with the team.	5%
2.	To act as a line manager (including performance review) and personal mentor to peers and colleagues, where appropriate, and provide expert advice and coaching to colleagues and students internally and externally.	5%
3.	To act as the principal investigator on major research projects, investigate and devise new research methods, generate new research approaches and contribute generally to the development of thought and practice in the field. To develop and sustain research that has an international reputation and be a research leader in the field for significant research funding from research councils and other agencies.	10%
4.	To interact with colleagues and contribute to broader research themes by actively collaborating as co-investigator and contribute to research strategies through interactions with School and University-lead research initiatives.	5%
5.	To interpret findings, review and synthesise the outcomes of research projects and apply to research and teaching practice, where appropriate.	5%
6.	To develop and sustain an ongoing national reputation as a research leader through original research work. Disseminate and explain research findings through leading peer-reviewed national and international publications, and present or exhibit at national/international conferences and other similar events.	5%
7.	To develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes.	5%
8.	To investigate and develop new approaches, methodologies and techniques appropriate to the research area.	5%

9.	To lead major funding bids which develop and sustain research support for the specialist area and develop research initiatives to foster collaboration and generate income.	5%
10.	To apply research results in public policy or commerce where there is a demonstrable benefit to the University.	5%
11.	To lead and develop internal (e.g. by chairing/participating in University Committees) and external relationships (e.g. external examiners/assessors and/or active researchers) to foster future collaboration.	5%
12.	To deliver teaching to the Biology, Zoology, Genetics and Natural Sciences degrees, and contribute to curriculum design and innovation/advances in teaching.	20%
13.	To resolve problems affecting the quality of course delivery and student progress referring more serious matters to others, as appropriate.	5%
14.	Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.	5%
15.	Be responsible for administrative duties in areas such as admissions, timetabling, examinations, student attendance, and represent the school on various committees and working groups in the wider University and outside of the University and managing or monitoring assets and budgets allocated as part of the role.	5%
16.	To develop and advance areas of 'Impact' that arise from the research.	5%

Knowledge, Skills, Qualifications & Experience

	Essential	Desirable
Qualifications/ Education	<ul style="list-style-type: none"> PhD or equivalent in relevant subject area OR equivalent extensive professional/research experience. 	<ul style="list-style-type: none"> Higher education teaching qualification or equivalent. Membership of a professional body if appropriate.
Skills/Training	<ul style="list-style-type: none"> Excellent oral and written communication skills, including the ability to communicate with clarity on complex information. Proven ability to provide effective leadership and management of groups and teaching activities. Proven ability with demonstrated success in obtaining sources of funding, providing effective leadership, planning, and building, resourcing a team and delivering research results. Extensive track record of published research, development and delivery of teaching units successful consultancy activities and/or delivery of specialist services to external customers/clients. High analytical ability to facilitate conceptual thinking, innovation and creativity. 	
Experience	<ul style="list-style-type: none"> An established international reputation in the field with extensive research and teaching experience. A willingness to undertake formal training in teaching and learning skills as required. Willingness to adopt the Ethos and Principles of the School of Life Sciences to improve the student experience. 	<ul style="list-style-type: none"> An understanding of University management systems and the wider higher education environment. Previous experience of the supervision and pastoral care of students. Proven record of promoting and maintaining collaborative links with industry/business/community. Extensive experience in developing and devising and delivering teaching programmes and modules.



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