Job title	Associate Professor (Mental Health)	Job family and level	Research & Teaching Level 6
School/ Department	Health Sciences	Location	Institute of Mental Health, Jubilee Campus

The School

The University of Nottingham's School of Health Sciences is part of the Faculty of Medicine and Health Sciences and aims to be a centre of national and international excellence in, education, research and practice development. The School has an excellent record in learning and teaching with a number of staff being awarded National and University Teaching awards. The School consists of two main education centres over 3,000 urban and rural square miles, providing pre-registration and post-registration, degree and higher degree courses.

Purpose of role

The role holder will be expected to make a significant leadership impact, deputising for the Head of the Recovery Research Team (RRT).

The role holder will be based in the RRT, a multi-disciplinary research team led by Prof Mike Slade and located in the interdisciplinary Institute of Mental Health (a collaboration between University of Nottingham and Nottinghamshire Healthcare NHS Foundation Trust). The focus of the RRT is on mental health recovery and social inclusion, and the team conducts wide-ranging mixed-methods research to inform thinking, policy and practice in and beyond mental health and social care systems nationally and internationally. Current studies include recovery narratives (funded by National Institute for Health Research (NIHR) programme grant), Recovery Colleges (NIHR Programme grant), peer support work in lower resource settings (EU Horizon 2020), global mental health (Global Challenges Relief Fund), spirituality (Economic and Social Research Council), identity in psychosis (NIHR Nottingham Biomedical Funding) and social connectedness (Collaborations for Leadership in Applied Health Research Care – East Midlands). The current team members come from a wide range of disciplines and mental health professions. Further information about the work of the team is at http://researchintorecovery.com/.

Your Integration into the School

Your integration will be facilitated through an induction programme with mentor support. Support for further personal/professional development will be given on a pro rata basis.

In advance of submitting an application, interested applicants are invited to review the work of the RRT described at http://researchintorecovery.com/, and to discuss the post by contacting Prof Mike Slade (m.slade@nottingham.ac.uk).

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	**Research** ▪ Lead own programme of research activity, attracting external grant funding (e.g. Research Councils and NIHR) through competitive applications ▪ Collaborate in appropriate research within and across disciplines, nationally and internationally ▪ Publish papers in high quality peer-reviewed journals, achieving the required outputs for REF ▪ Engage in dissemination and research impact activity ▪ Contribute to School processes supporting research quality including internal peer review and supporting the development and contributing to the management of early career researchers ▪ Contribute to research environment and the work of the Mental Health Recovery Research Group ▪ Develop national and international, cross-sectoral and multidisciplinary networks, developing and sustaining research support for the RRT and developing research initiatives to foster collaboration and generate income.	40%
2	**Leadership and Management** ▪ To participate in the organisation, management and strategic planning of the team, including operational management of existing studies, and making a contribution to the University's strategic planning processes ▪ To provide academic and organisational leadership to those working within the Recovery Research team. ▪ Contribute to the professional development and support of relevant staff ▪ Work collaboratively with colleagues across the School, Faculty and wider university ▪ Contribute to university, school and faculty governance through chairing committees/ working groups as required ▪ Foster collegiality at all levels ▪ To act as a line manager (including Appraisal Development Conversations) and personal mentor to peers and colleagues where appropriate ▪ To provide expert advice and coaching to colleagues and students internally and externally. This will include mentoring others in and beyond the Recovery Research Team, to support the development of high-quality studentship, fellowship and grant proposals.	30%
3	**International** Support the university and faculty's strategies for Global Reach, including through developing and sustaining international research collaborations	5%
	Outreach and Public Engagement	5%

	▪ Engage in appropriate outreach, community engagement and public involvement activity ▪ Represent the School as required	
6	**Teaching** ▪ Deliver excellence in teaching research, supporting student learning ▪ Contribute teaching from areas of personal research to undergraduate and postgraduate students ▪ To act as personal tutor to postgraduate taught and research students ▪ To participate in assessment activity and quality assurance according to university policies ▪ To provide pastoral care for students, working collaboratively with colleagues e.g. Senior Tutors	20%

Person specification

	Essential	**Desirable**
Skills	• Critical thinker with strong analytical and problem-solving skills • Proven interpersonal skills • Highly skilled in mentoring and coaching research students and early career researchers • Ability to lead, motivate, develop and manage others • Ability to provide effective leadership of activities resulting in substantial impact on finance and resources • Proven ability to work with others and develop collaborative research partnerships • Strong planning and organising skills to design and deliver research and teaching programmes	
Knowledge and experience	• Deep understanding of mental health recovery, wellbeing and social inclusion • Extensive mixed-methods research experience covering at least some of the methods (e.g. systematic reviews, qualitative methods, randomised controlled trials, observational cohort studies) conducted in the RRT, with an established national and growing international reputation in a field relevant to mental health recovery • Extensive track record of published research • Recognised excellence and reputation in mental health research among peers and at an international level • Experience in the development and delivery of learning and teaching, successful consultancy activities and/or delivery of specialised services to external customers/ clients • Record of promoting and maintaining collaborative links within and across disciplines both nationally and internationally	• Personal / family experience of the impact of mental ill-health and recovery is valued in this role • Involvement in the development of policy and administrative matters within the Faculty and University • Understanding of budgetary and financial management processes • An understanding of University management systems and the wider higher education environment

	which have been of demonstrable value to the customer and to the organisation • Evidence of developing and sustaining international research collaborations • A proven record of sustained grant income and publication and supervision of doctoral students to successful completion • A record of excellence in undergraduate and/or graduate teaching; course design and course delivery; commitment of delivery of quality services to students • Experienced in pastoral care and motivation of students at all levels	
Qualifications, certification and training (relevant to role)	• Extensive research and teaching experience supported by relevant PhD	• Clinical qualification / membership of a relevant professional body • HESA recordable teaching qualification – successful candidates would be expected to achieve this qualification within 2 years of starting in post.
Statutory, legal or special requirements	• Satisfactory Enhanced disclosure obtained from the Disclosure and Barring Service.	

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

Valuing people

Understands that it is essential to provide a structure that people can thrive in. Knows how to communicate with people to create a healthy working environment and get the best out of people.

Taking ownership

Communicates vision clearly, providing direction and focus. Knows how to create a productive environment where people are inspired and can work cross-departmentally in partnership.

Forward thinking   Has the ambition to be a pioneer in own area, anticipating the future change, needs and challenges. Knows how to innovate within their work context and champions others to be inspired to be part of this ambition

Professional pride   Keeps up to date on latest thinking, trends and work practices. Supports team to be thought leaders; willing to challenge if obstacles get in the way.

Always inclusive   Establishes far reaching partnerships, well beyond own area across a broad range of networks. Understand role to pay due regard to the needs of the whole community.

Key relationships with others

Line manager

> Professor of Mental Health Recovery and Social Inclusion
> Head of Recovery Research Team

Role holder

> **Associate Professor (R&T)**

Key stakeholder relationships

> RRT members
>
> Research collaborators
>
> SHS teaching team