## Role profile

<table>
<thead>
<tr>
<th>Job title</th>
<th>Professor of Practice (Tax)</th>
<th>Job family and level</th>
<th>Research and Teaching (Teaching Focussed) Level 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>School/Department</td>
<td>Nottingham University Business School</td>
<td>Location</td>
<td>Jubilee Campus</td>
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### Purpose of role

To educate, support and mentor students and to work with other Business School and University staff to maximise the potential for meaningful and constructive interactions with practice in the subject area of tax and tax policy and in particular to strive to:

- Maximise the degree of practice focused engagement and impact relating to tax
- Augment the work of the Business School by encouraging the combination of academic learning with practitioner leadership and expertise in tax and tax policy.
- Assist in the design and delivery of the Business School curriculum relating to the practical application of the field of tax and tax policy.
- Enhance the reputation of the School across communities of practice beyond the purely academic.

The role will sit in the School's Department of Accountancy - see [https://www.nottingham.ac.uk/business/who-we-are/departments/index.aspx](https://www.nottingham.ac.uk/business/who-we-are/departments/index.aspx) for more information.

### Main responsibilities

(Primary accountabilities and responsibilities expected to fulfil the role)

<table>
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<th>% time per year</th>
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<td>40%</td>
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#### Teaching

To provide leadership in the development of teaching across the School’s tax related modules and to contribute to the academic development of the Department of Accountancy and in particular other junior staff, with particular emphasis upon quality and improving the student experience:

- To prepare and deliver high quality lectures, seminars/tutorials at undergraduate and postgraduate levels, as required.
- To participate in the assessments for initial and higher degrees and diplomas of the University.
- To contribute to course and curriculum development and design, including course management of current and future taught courses.
- To support and comply with University teaching quality assurance standards and procedures.
- To strive in particular to bring excellence to the student experience through inspirational and informative practice related teaching and learning in the area of tax and tax policy
| 2 | **Leadership and Strategic Contribution to School:**  
   ▪ To contribute to the design and implementation of a strategy of proactive internal School and external industry engagement in support of the Business School's strategic objectives in the field of practitioner engagement, with a focus on accountancy in general and tax policy in particular.  
   ▪ To take part in appropriate School committees and actively champion consideration of practitioner perspectives in the work of the School.  
   ▪ To represent the School in national and international business school networks in relation to teaching and contribute to the building of relationships with stakeholders.  
   ▪ To contribute to the development of new revenue opportunities in teaching.  
   ▪ To manage, lead and guide less experienced colleagues within the School as requested by the Dean of the School. To participate in and contribute to professional practice activities consistent with continuous professional development. | 40% |
|---|---|---|
| 3 | **Administration**  
   ▪ To undertake senior administrative work/management functions and ensure the efficient and effective completion of the work of the Division and the School. This will include membership of relevant committees and working groups.  
   ▪ To ensure compliance with health and safety requirements in all aspects of work.  
   ▪ Any other duties appropriate to the post. | 20% |
Person specification

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<tr>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>High-level analytical capability to facilitate conceptual thinking, evidence of the ability to transfer experience into teaching through a record of previous teaching and/or engaging in a group setting and/or mentoring. In-depth understanding the relevant subject area. Evidence of excellent interpersonal, influencing and communication skills. Ability to represent the School externally at the highest levels. A genuine passion for imparting professional knowledge and experience to leading business school academics and students.</td>
<td>A significant record of continuing professional development including leadership in the professional development of others. The ability to apply and interpret and, if appropriate, produce research of high quality.</td>
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<tr>
<th>Knowledge and experience</th>
<th>Qualifications, certification and training (relevant to role)</th>
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<td>A distinguished record of professional achievement in tax and tax policy, to include extensive experience and a successful track record at executive level in a commercial or public sector organisation. Widely recognised credible reputation in industry and academia in field of tax and tax policy. Experience of managing teams.</td>
<td>Good honours degree or equivalent professional qualification or experience in tax, tax policy and law. In the absence of a good honours degree or professional qualification, a sustained record of success to a high level in the business, commercial, policy-making or public sector or similar. A Higher degree or advanced professional qualification in the areas of accountancy, tax and tax policy. A relevant recognised teaching qualification or a willingness to undertake development activities to manage the transition into an academic environment.</td>
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As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those whose protected characteristics under the Equality Act 2010, are not well-represented in our current staff body.

The University is a signatory of the Declaration on Research Assessment (DORA). As such we commit to focus on the scientific content of publications (where requested or provided as part of the recruitment and selection
process) as a basis for review of quality, and consideration of value and impact of research conducted, rather than any proxy measures such as Journal Impact Factor.
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
Role models the highest ethical standards to cultivate a collaborative workplace that develops talent and enhances wellbeing, whilst also balancing the needs of the various stakeholders.

Taking ownership
Translates the vision into a strategy for own area, enabling people to take the right action for the wider organisation. Can resolve complex problems, balancing the needs of varied stakeholders.

Forward thinking
Always has the overall strategic goal in mind, manages to stimulate agile and forward thinking in others, motivating them and giving them the confidence to drive for continuous improvement.

Professional pride
Goal is to be best in class; ensuring this can be achieved in line with long term strategy regardless of short term challenges. Supports people to do what is best for both the organisation and the department.

Always inclusive
Promotes how collaboration and positive partnerships are essential to success, constantly looking ahead to explore how to involve other potential stakeholders.

Key relationships with others

Line manager
Role holder
Professor of Practice
Direct Reports
Colleagues
Students
Head of Department