



Job title	Professor/Associate Professor/in Cancer Immunology	Job family and level	Research & Teaching level 7/6 (Research and Teaching)
School/ Department	School of Medicine/Translational Medical Sciences	Location	University of Nottingham Biodiscovery Institute, University Park

Purpose of role

As a member of the Centre for Cancer Sciences (CCS) you will be able to enhance your academic and scientific career in a collaborative and supportive environment in a state-of-the-art new cancer research centre housed in the new interdisciplinary Biodiscovery Institute. The CCS includes groups with strong track records in tumour microenvironment and immunology, patient-derived models of cancer both in vivo and ex vivo, and cancers of the breast, prostate and digestive system (colorectal, oesophageal, liver, and bile duct cancer), children's brain tumours, blood cancers and melanoma. The CCS is part of the Faculty of Medicine and Health Sciences, which has widespread expertise in bioinformatics and excellent facilities for data analysis, transcriptomics, RNA and DNA sequencing, and access to large patient datasets through our embedded links to the local Trusts and clinical researchers and clinical academics. Cancer Immunology has been a core strength at Nottingham, with key breakthroughs in cancer vaccines, early detection and diagnosis, and immunotherapies. We are looking to build on this success. Areas within cancer immunology which we wish to develop include immunotherapies (cell and antibody based), cancer vaccines, innate and adaptive immune responses to cancer, metabolic immune responses, and dendritic and T cell therapies.

You will be involved in leading, delivering and developing both the research and teaching aspects of the CCS, including supporting and teaching on the new undergraduate BSc and MSci courses in Cancer Sciences which admitted their first students in September 2019 and which currently host over 160 undergraduates.

You will also be expected to contribute to the development of new courses and the research direction of Cancer Sciences within the Academic Unit of Translational Medical Sciences in the School of Medicine, developing new concepts and principles, as well as contributing to the design and award of funding for innovative research proposals from government, charity and/or industrial sectors. Another important aspect of the role is making a significant contribution to the academic unit via leadership, strategic planning, administrative management, and co-ordination of specific initiatives. Roles at this level will have a significant impact on the direction, strategy, objectives and results of the University by influencing and shaping the available resources as appropriate to meet the current and future needs of the University.

You may have line management responsibilities including the responsibility for the professional development of the CCS team and contribute to the overall administration of the School.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<p>Research:</p> <ul style="list-style-type: none"> ▪ To lead, plan, develop and conduct individual and collaborative research strategy, objectives, projects and proposals either as an individual or as part of a broader programme of research within the Centre for Cancer Sciences ▪ To produce research outputs which will be considered to be excellent in Research Excellence Frameworks (REF). To maintain an international and national reputation for high quality research, and regularly disseminate and explain research findings through leading peer-reviewed national publications (on a sustained basis), and other appropriate media. ▪ Where appropriate to lead research and collaborative partnerships with other educational institutions or other external bodies and promote and market the work of the academic unit. ▪ To generate income by acting as Principal Investigator on major research projects and leading, contributing to, developing and winning support for innovative research proposals and funding bids, that develop the unit scientifically and reputationally. ▪ 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. To lead the process of acquiring, analysing and interpreting research data and information, ensuring appropriate techniques, approaches, models and methods are selected, developed or devised for the purpose ▪ To build relationships and collaborate actively with internal and external contacts, nationally and internationally to complete research projects and to advance the discipline. ▪ Be responsible for the safe conduct of work within work area and teaching responsibilities ensuring that the School's arrangements for compliance with the University Safety Policy are implemented. <p>In addition, for appointment at Professorial Level:</p> <ul style="list-style-type: none"> ▪ Provide intellectual leadership of the School's academic community, providing direction and mentoring for less experienced colleagues ▪ Lead, appoint, manage and develop individuals and teams to deliver the research and teaching plans. Foster inter-disciplinary team working to develop team spirit and team coherence ▪ Manage and resolve student and/or team issues drawing on specialist advice and support as required ▪ Organise and deploy resources within area of responsibility ▪ Contribute to the running and strategic direction and development of the University through designated committees or project activities. 	40%

2	<p>Teaching:</p> <ul style="list-style-type: none"> ▪ To develop and deliver teaching on modules within the new BSc and MSci in Cancer Sciences, and on other courses, providing curriculum leadership within own area of expertise. ▪ To liaise with the other Schools on teaching across modules. ▪ Lead undergraduate and taught and research postgraduate research project supervision, and to successfully supervise and examine PhD students. ▪ When required, supervise, examine and act as the personal tutor to undergraduate, postgraduate taught and research students within area of expertise. ▪ Where appropriate, identify the need for developing the content or structure of existing modules and make proposals on how this should be achieved. ▪ Be responsible for, and supervise, practical work, including projects or placements, where it is part of the course, and advise students on techniques. ▪ To resolve problems affecting the quality of course delivery and student progress, referring more serious matters to others, as appropriate. ▪ Be responsible for the pastoral care of students, dealing with sensitive issues. To coach and support tutorial groups, developing their knowledge and their learning skills, and be responsible for the pastoral care of students within a specified area, dealing with sensitive issues; Responsible for the management and resolution of all student issues drawing on specialist advice and support as required. ▪ Be responsible for and comply with The University of Nottingham Teaching Quality assurance standards and procedures. Ensure teaching quality assessment and assessment of progress and other information is maintained and supplied to the University as required. <p>In addition, for appointment at Professorial Level:</p> <ul style="list-style-type: none"> ▪ Demonstrate innovative/leading edge approaches to learning that achieve the educational standards of the School, and where appropriate, professional body. Disseminate best practice in teaching and learning methodologies within and outside the university. 	35%
3	<p>Engagement, Communication and Support of Colleagues:</p> <ul style="list-style-type: none"> ▪ To contribute to/participate in administrative duties in areas appropriate to the level of this role such as admissions, timetabling, examinations, student attendance, and represent the Unit or Course on various committees and working groups in the wider School ▪ Be responsible for managing or monitoring assets and budgets allocated as part of the role. 	25%

	<ul style="list-style-type: none"> ▪ To contribute to student recruitment and secure student placements and provide appropriate advice to others involved in this activity. ▪ To act as a line manager to staff (e.g., researchers, technicians) and supervise the work of others, in subject curriculum teams including performance review. ▪ To coach and support colleagues in developing their research and teaching techniques. ▪ To act as a mentor to colleagues with less experience providing advice on personal development. ▪ To co-ordinate the work of colleagues to ensure research and teaching are delivered to the required quality standards and there is equitable access to resources and facilities. <p>In addition, for appointment at Professorial Level:</p> <ul style="list-style-type: none"> ▪ Provide intellectual leadership of the School's academic community, providing direction and mentoring for less experienced colleagues ▪ Develop and communicate a clear vision of the academic unit/University's strategic direction and ensure the delivery of University strategic plans within area of responsibility. ▪ Provide intellectual leadership of the School's academic community, providing direction and mentoring for less experienced colleagues. Lead, appoint, manage and develop individuals and/or teams to deliver the research and/or teaching plans. Foster inter-disciplinary team working to develop team spirit and team coherence. ▪ Chair committees and participate in University decision making and governance and contribute to the development of academic policies across the University. ▪ Lead, appoint, manage and develop individuals and teams to deliver the research and teaching plans. Foster inter-disciplinary team working to develop team spirit and team coherence ▪ Manage and resolve student and/or team issues drawing on specialist advice and support as required ▪ Organise and deploy resources within area of responsibility ▪ Contribute to the running and strategic direction and development of the University through designated committees or project activities. 	
4	<p>Other: Any duties as required in accordance with the nature and grade of the post.</p> <p>We recognise the importance of continuous professional development and therefore the importance of providing opportunities, structured support and encouragement to engage in professional development each year</p>	N/A

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent oral and written communication skills including the ability to communicate with clarity on complex and conceptual ideas to those with limited knowledge and understanding as well as to peers, using a range of media. ▪ Evidence of successful supervision and co-supervision of PhD students. ▪ Extensive experience teaching undergraduate students. ▪ Ability to build relationships and collaborate with others, internally and externally. ▪ Demonstrable substantial contribution to high quality (3* and 4*) publications considered to be within Research Excellence Frameworks (REF). ▪ Ability to devise, advise on and manage learning and research projects. ▪ Ability to manage resources and an understanding of management processes. ▪ High level analytical capability to facilitate conceptual thinking, innovation and creativity. ▪ Skills in counselling, pastoral care and motivating students and staff. ▪ Evidence of international and national leadership of research 	

	<p>In addition, for appointment at Professorial Level:</p> <ul style="list-style-type: none"> ▪ Proven skills in coaching and developing others in best practice techniques ▪ Proven ability to plan and lead the delivery of research and teaching programmes, and to develop sources of funding. ▪ Evidence of having secured substantial external funding as chief investigator through competitive tendering. 	
<p>Knowledge and experience</p>	<ul style="list-style-type: none"> ▪ Experience of developing research methodologies and devising models, approaches, techniques, critiques and methods. ▪ Extensive research expertise within subject specialism. ▪ Demonstrated ability to motivate and inspire peers and more junior researchers ▪ Demonstrated ability to work within an academic team ▪ Extensive experience and demonstrated success in delivering teaching within an agreed quality framework. <p>In addition, for appointment at Professorial Level:</p> <ul style="list-style-type: none"> ▪ Established and widely recognised excellence and reputation in chosen field, reflected in growing national and international reputation. ▪ A minimum of 4 outputs in the most recent 6 year period including some which are likely to 	<ul style="list-style-type: none"> ▪ Evidence of experience with writing grants that receive endorsement either through funding or strong positive feedback. ▪ Experience, achievement and growing reputation in the discipline, reflected in relevant national committee memberships, and/or involvement in national research events. ▪ Experience and demonstrated success in delivering research results ▪ Experience of devising, advising on and managing learning and research programmes. ▪ Experience of counselling, pastoral care and motivating students and staff. ▪ Experience and demonstrated success in delivering teaching within an agreed quality framework.

	<p>achieve rating 4* (using REF criteria) and with none of these four outputs below 3*.</p> <ul style="list-style-type: none"> ▪ Extensive experience and capability to act as a role model in the areas of research, and teaching, as appropriate ▪ Sustained record of successful completed PGR (PhD/ DM) supervision as principal or co-supervisor ▪ Proven ability to attract research funding for own research programme. 	<p>In addition, for appointment at Professorial Level:</p> <ul style="list-style-type: none"> ▪ International reputation in specialist field which continues to grow
<p>Qualifications, certification and training (relevant to role)</p>	<ul style="list-style-type: none"> ▪ PhD or equivalent in a relevant subject area supported by extensive and high level research and teaching experience in relevant area 	<ul style="list-style-type: none"> ▪ Higher Education teaching qualification or equivalent. ▪ Membership of an appropriate professional body.



Athena SWAN
Silver Award



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



