

Academic Professorial Band Role Descriptors

<p><b>Band 1</b></p>	<p>Individuals have an established international reputation in their field and are externally acknowledged academic leaders in their discipline. Leadership is demonstrated by independent activity in leading teams in one or more of: research; teaching and learning; external engagement. The positive impact of this activity can be evidenced within the University as well as externally as individuals in all professorial roles will be contributing to external activity which enhances the reputation of the University nationally and internationally.</p> <p>Individuals may be developing and delivering strategies to respond to fast changing factors in teaching, research and/or external engagement e.g. with industry, the professions, government, public sector bodies. They will be collaborating with others and bringing teams of people together to deliver the University's strategic aims.</p> <p>Staff operating at this level will be acknowledged experts who are called on by external bodies to give their expert opinion. In most cases the role involves both teaching and research and staff will be consistently delivering excellent teaching as well as research with impact. Where there is a specialism in research, the expectations of the impact of this research will be greater than for those with a balanced profile. Equally those with a focus on teaching and learning will demonstrate impact on pedagogy, student experience and innovation at a higher level than those on a balanced profile of teaching and research.</p> <p>Individuals will be engaging with one or more of the following: influencing government policy-making/professional bodies' practice; leading teaching in the subject which is innovative to at least national level; or generating applied research which is ground-breaking internationally with significant impact on the research field, the professions, society, healthcare etc.</p>
<p><b>Band 2</b></p>	<p>Professors at Band 2 are operating at a significantly higher level than the entry level professor. They will be leading, developing and mentoring research and/or teaching groups, acting collegiately and fostering a positive teaching, research, working and learning environment. They will be an exemplar of collaborative and cooperative behaviours.</p> <p>At this level, professors will be working on plans and strategies to identify challenges and trends which will impact on the University's objectives and they will be developing strategies to respond in a way which generates opportunities. Individuals will be tapping into sustainable significant funding sources according to their area of expertise and the norms of the discipline. In addition to excellent academic distinction nationally in their field, individuals in this band will hold or will usually have held leadership roles in the University such as Head of Department, Deputy Dean and similar. Their expertise leads to them being asked to undertake significant external roles within their field.</p> <p>Professors can be promoted from Band 1 to Band 2. Senior Lecturers and Readers will not be promoted directly into Band 2. External appointments into Band 2 will only be made where the professor is established at professorial level either within another academic institution or at a comparable level in another type of organisation.</p>

\*It is an expectation that individuals continue to fulfil the expectations at the lower professorial bands in addition to a higher level contribution

<b>Band 3</b>	<p>This band is reserved for our most distinguished professors. They bring great prestige through international achievements as well as holding significant leadership roles within the University. Their interdisciplinary collaboration and external profile is targeted at influencing academic, industrial, research funding bodies and/or government strategy and developments. They are role models in representing the University and its interests with staff within the University but also with its beneficiaries through externally facing activity. They will be negotiating and agreeing complex partnerships involving industry, government, regional bodies and academic partners for the benefit of the University through high impact interdisciplinary collaborations.</p> <p>Working at this level requires evidence of international recognition as appropriate to the opportunities and expectations of the discipline. This profile is evidenced by holding office on councils, panels, research funding bodies, professional advisory bodies and in providing advice at national and international level.</p> <p>Band 3 professors may have progressed from Band 2. In exceptional circumstances they may have been appointed directly to this band. Appointments are only made to Band 3 where the individual has an international status at the highest level. The vast majority of individuals at this level will be undertaking an executive leadership role as well as holding the highest level of international recognition.</p>
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