

**University of Derby Job Description**

# **Job Summary**

## **Job Title**

Associate Professor in Special Educational Needs and Disabilities

## **College/Department**

Institute of Education

## **Location**

Kedleston Road, Derby, DE22 1GB

## **Job Reference Number**

0417-24

## **Salary**

£56,921 to £69,757 per annum

## **Reports To**

Professor of Inclusion and Special Educational Needs and Disabilities

## **Line Management Responsibility**

Yes

# **Job Description and Person Specification**

## **Role Summary**

Contribute to the research strategy of the Institute of Education (IoE) and wider College through academic leadership and appropriate research activity through extensive experience in research and research management. Lead research bids and teams as well as further research projects. Lead on research informed activity within the IoE and College. Build on an established international reputation and visible national/international impact through established activity within the academic discipline and research field and an active publication record that supports a significant and sustained track record of research outputs commensurate to a 3\* or above contribution to the Research Excellence Framework (REF). Take a leading role in one of our research centres or clusters and mentor colleagues.

## **Principal Accountabilities**

### Research/Scholarship

1. In collaboration with other senior academics, participate in the development and management of the research and innovation strategy for the IoE and the College.
2. Identify and grow research projects to be carried out individually or collaboratively with colleagues across the University, working in collaboration with public, commercial and national and international partners as appropriate.
3. Procure grants and develop income generation and bidding activities to strengthen the profile of the IoE, College and the University.
4. Collaborate with, and support staff in the College to build capacity for income generation and bidding activity.
5. Teach and contribute to teaching at undergraduate and postgraduate level in such a way that knowledge acquired from research translates to teaching.
6. Provide high quality undergraduate, postgraduate and doctoral supervision.
7. Participate in the creation of networks and opportunities for early career researchers, research colleagues, associates and students, advising them on sources of funding, providing expert advice on their projects and contributing to the development of their careers.
8. Undertake activity to build external esteem such as the publication of research in high quality publications, presentations at conferences or editing journals that will make a contribution commensurate to 3\* or above to the Research Excellence Framework.
9. Establish contacts and develop entrepreneurial links with organisations such as commercial companies, professional bodies, other academic institutions, government and other agencies.
10. Oversee the pastoral care provided to a diverse range of students within the subject area, resolving issues or concerns which have been escalated.

### Leadership and Management

1. Contribute to the management, academic leadership and administration of the Department or College, to facilitate the delivery of high quality research, knowledge transfer and/or teaching and learning.
2. Lead the Development Performance Review (DPR) process within own area of responsibility, ensuring clear performance expectations and development plans are agreed, and encourage the continuous professional development of staff.
3. Undertake a range of leadership and management activities as appropriate which may include, but is not limited to, line managing individuals and / or teams, within areas of responsibility, chairing and participating in University-level committees, leading and developing external networks, acting as a personal mentor to peers and colleagues.
4. Take a leading role in developing the work of one of our research centres or clusters.

### Other

1. Work across the University to help build interdisciplinary team working in conjunction with other academic staff.
2. Build on a growing international reputation for the quality of research work.
3. Develop successful results in enterprise and knowledge transfer, e.g. income, intellectual property or other outputs.
4. Referee papers and grant proposals for external bodies.
5. Participate in the dissemination of research at conferences and where opportunities exist, act as Chair at conference sessions.
6. Carry out administrative duties in order to contribute to the efficient management and administration of the College and University.
7. Observe and implement University policies and procedures.

## **Person Specification**

### **Essential Criteria**

#### **Qualifications**

* PhD or equivalent in a relevant discipline
* Subject specific qualifications / knowledge

#### **Experience**

* An appropriate level of digital capability with practical experience of applications
* Significant evidence of research, scholarship, teaching and cutting-edge practice at a national and international level
* Experience of leading research teams or groups, developing research proposals and managing research projects
* Proven experience of generating and managing research income
* Substantial record of high quality publications at national and international levels
* Experience of effective supervision of research students to completion and mentoring junior colleagues
* Experience of supervising undergraduate projects, postgraduate and doctoral research students, providing training and some teaching as appropriate

#### **Skills, knowledge & abilities**

* Excellent interpersonal skills evidenced by collaborative working within a team and with external partners (nationally and internationally)
* Proven ability to demonstrate leadership, to manage, motivate and develop a team
* Ability to use skills of persuasion and influencing to develop successful relationships at all levels
* Mentorship skills with the ability to coach colleagues in a range of learning and teaching techniques, education, professional practice and where appropriate research
* Able to monitor and manage budgets
* High level analytical capability to facilitate conceptual thinking, innovation and creativity
* Ability to devise, advise on and manage research programmes
* Track record of published research in peer reviewed journals / professional journals

#### **Business requirements**

* Demonstrate competences, core behaviours and supplementary behaviours that support and promote the University’s core values
* Demonstrate professionalism in learning / teaching and the values of the UK Professional Standards Framework for HE
* Commitment to ensuring academic excellence and a high quality student experience
* Demonstrate commitment to promoting and achieving our strategic targets and objectives

### **Desirable Criteria**

#### **Qualifications**

* Senior Fellow of the Higher Education Academy (HEA)
* Postgraduate Certificate in Teaching and Learning in Higher Education or equivalent qualification

#### **Experience**

* Experience of collaborating with partners outside of the sector such as industry or commerce

# **Benefits**

As well as competitive pay scales, we offer generous holiday entitlement. We also offer opportunities for further salary progression based on performance, and the opportunity to join a contributory pension scheme.

For more information on the benefits of working at the University of Derby go to [the Benefit pages of our website.](https://jobs.derby.ac.uk/display.aspx?id=1912&pid=0&tabId=230)

# **Our People**

The University of Derby is committed to promoting equality, diversity, and inclusion. However you identify, we actively celebrate the knowledge, experience and talents each person brings. Our students come from a wide range of backgrounds; therefore we are particularly interested to hear from applicants who will help our leaders and teams be more reflective of our student population.