

## ASSISTANT PROFESSOR OR ASSOCIATE PROFESSOR



<b>Job Title:</b>	<b>Assistant Professor or Associate Professor in Epidemiology/Infectious Diseases (Clinical)</b>
<b>Department:</b>	Infectious Disease Epidemiology
<b>Faculty:</b>	Epidemiology and Population Health
<b>Location:</b>	Harar, Ethiopia
<b>FTE:</b>	1.0 (full-time)
<b>Grade:</b>	Assistant Professor Grade 7 or Associate Professor Grade 8
<b>Accountable to:</b>	Professor Anthony Scott and Dean of Faculty through the Head of Department
<b>Job Summary:</b>	<p>The post holder will be the LSHTM on-site lead for Hararghe Health Research Partnership (HHR), a collaboration between LSHTM and Haramaya University in Ethiopia since 2016, and will work and reside principally in Harar, Ethiopia. A broad programme of research has been developed between the two universities, based on the initial investment of the Bill &amp; Melinda Gates Foundation-funded Child Health and Mortality Prevention Surveillance (CHAMPS) project. This includes streams of work in clinical research, microbiology, pathology, vaccinology, nutrition, demographic surveillance and social science. An international-standard molecular, microbiology and pathology laboratory has been developed to support this work. CHAMPS has a 15-20-year funding horizon, during which time HHR is envisioned to develop into a successful and sustainable research site investigating locally-relevant health issues in a high disease burden, high mortality setting. The post holder will be responsible for the CHAMPS project on-site and for the management and development of the broader HHR research programme. The role involves extensive collaboration with local, national and international partners and international funders. The ideal post-holder will have considerable personal motivation and ambition as well as experience working in infectious disease epidemiology and in resource-poor settings. The role is ideally suited to a candidate at Associate Professor level but may be taken at Assistant Professor level with appropriate mentorship from the LSHTM CHAMPS PI.</p>

## General Information

### The London School of Hygiene & Tropical Medicine

The London School of Hygiene & Tropical Medicine (LSHTM) is renowned for its research, postgraduate studies and continuing education in public and global health.

Our mission is to improve health and health equity in the UK and worldwide; working in partnership to achieve excellence in public and global health research, education and translation of knowledge into policy and practice.

We embrace and value the diversity of our staff and student population and seek to promote equity, diversity and inclusion as essential elements in contribution to improving health worldwide. We believe that when people feel respected and included, they can be

more creative, successful, and happier at work. While we have more work to do, we are committed to building an inclusive workplace, a community that everyone feels a part of, which is safe, respectful, supportive and enables all to reach their full potential.

## **History**

Founded in 1899 at the London Docks, LSHTM is now based in Bloomsbury, where it has two main sites at Keppel Street and Tavistock Place, and additional sites in The Gambia and Uganda. Today, our staff, students and alumni work in government, academia, international agencies and health services across the world.

## **Research**

Research income has grown to more than £180 million per year from national and international funding sources including UK government and research councils, the European Union, the Wellcome Trust, Gates Foundation and other philanthropic sources.

Our diverse research talents, skills and experience underpin our position as a leader in public and global health. These range from the molecular to the global, the theoretical to the applied, the analytical to the political. Our staff are conducting research in more than 100 countries.

## **Staff community**

We have 3,300 staff based all around the world with core hubs in London and at the MRC Units in The Gambia and Uganda, which joined LSHTM in February 2018. Our outstanding, diverse and committed staff make an impact where it is most needed - deploying research in real time in response to crises, developing innovative programmes for major health threats, or training the next generations of public and global health leaders and researchers.

## **Partnerships**

Working in partnership is central to achieving our mission. Our strategic collaborations in the UK and across high-, middle- and low-income countries deliver health and socioeconomic benefits across the world, especially in the most disadvantaged communities.

LSHTM is also a member of the M8 Alliance of Academic Health Centers, Universities and National Academies, the Association of Schools of Public Health in the European Region, and the Consortium of Universities for Global Health.

## **Education**

We deliver research-led educational programmes to future health leaders, managers and researchers across the world. We have more than 1,200 face-to-face Master's and Doctoral students, 3,000 studying by distance learning, and 1,000 each year on short courses and continuous professional development. Our free online courses are studied by more than 270,000 participants globally.

## **Excellence in research and education**

We perform strongly in various global university league tables. In the ShanghaiRanking's Global Ranking of Academic Subjects 2020 we placed 3rd in public health (1st in the UK). In the 2020 CWTS Leiden Ranking LSHTM is ranked the UK's top university for the proportion of academic research with women listed as authors, and third in Europe for publishing open access research.

In the US News Best Global Universities Ranking 2021, we ranked 3rd in the world for public, environmental & occupational health, 4th in the world for infectious diseases, 11th

in the world for social sciences & public health, and 12th best University in the UK overall. We ranked 27th for medicine in the 2019 QS World University Rankings.

In 2017, the inaugural Center for World University Rankings by Subject placed LSHTM first in the world for tropical medicine research, second for parasitology and seventh for infectious diseases, public, environment and occupational health, and social sciences and biomedical.

LSHTM was named University of the Year 2016 by Times Higher Education and awarded a Queen's Anniversary Prize for Higher and Further Education in 2017 in recognition of our response to the 2014 Ebola epidemic in West Africa. LSHTM does not appear in the Times Higher Education World University Rankings as universities are excluded if they do not teach undergraduates.

We seek to foster and sustain a creative and supportive working environment based upon an ethos of respect and rigorous scientific enquiry. We embrace and value the diversity of our staff and student population and seek to promote equality as an essential element in contribution to improving health worldwide.

LSHTM is one of around 20 specialist institutions that receive institution specific funding from the Office for Students (OfS). This funding recognises the additional costs that LSHTM incurs because of its unique range of teaching, specialist facilities, and the scale of its contributions to national and international agencies.

## Faculty Information

The Faculty of Epidemiology & Population Health (EPH) houses a large number of epidemiologists, demographers, statisticians and nutritionists working on issues of major public health importance in the UK and globally. EPH has approximately 400 staff members organised into four research departments.

Department of Infectious Disease Epidemiology  
Department of Medical Statistics  
Department of Non-communicable Disease Epidemiology  
Department of Population Health

The Faculty has a teaching programme consisting of ten MSc courses: Epidemiology, Demography and Health, Medical Statistics, Public Health for Development (run jointly with the Faculties of Infectious & Tropical Diseases and Public Health & Policy), Nutrition for Global Health, Reproductive & Sexual Health Research, Veterinary Epidemiology (run jointly with the Royal Veterinary College), Global Mental Health (run jointly with Kings College London - Institute of Psychiatry) and the Distance Learning courses in Epidemiology, Clinical Trials and Demography in Health. The Faculty also has approximately 120 research students studying for an MPhil, PhD or DrPH degree. The Dean of Faculty is Professor Elizabeth Allen.

The portfolio of duties outlined below will vary in accordance with the detailed expectations of the role (attached), which may be varied from time to time, and agreed at your annual Performance and Development Review (PDR).

### Hararghe Health Research Partnership

Haramaya University (HU) and London School of Hygiene & Tropical Medicine (LSHTM) developed an MOU in 2016 to establish a collaborative research partnership to deliver the Bill & Melinda Gates Foundation-funded Child Health and Mortality Prevention Surveillance (CHAMPS) programme ([champshealth.org](http://champshealth.org)) in Ethiopia. The partnership built on the strengths of HU's demographic surveillance sites in Harar, Haramaya and Kersa, and its relationship with Hiwot Fana Hospital. LSHTM provided world class expertise in public and international health across a range of disciplines. The partnership has expanded to include other collaborative research projects, with other funders (such as Wellcome Trust). To reflect its geographical base, focus on health research, and the relationship between Haramaya University and the London School of Hygiene & Tropical Medicine, the collaborative research programme is known as the Hararghe Health Research partnership (HHR).

### CHAMPS

The CHAMPS Network ([www.champshealth.org](http://www.champshealth.org)) has a global vision to provide accurate, timely and reliable data on the causes of death and sickness for children under five from locations with high mortality and morbidity. CHAMPS currently operates in eight sites – six in sub-Saharan Africa and one each in India and Bangladesh. Emory University in Atlanta, USA, coordinates the CHAMPS Network, with funding from the Bill & Melinda Gates Foundation.

The portfolio of duties outlined below will vary in accordance with the detailed expectations of the role (attached), which may be varied from time to time, and agreed at your annual Performance and Development Review (PDR).

## Job Description

### Main Activities and Responsibilities

#### Knowledge Generation

##### Assistant Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by applying for external grants/fellowships from good<sup>1</sup> research funders, publishing peer-reviewed outputs as lead and co-author and evaluating teaching practice;
2. To contribute to doctoral student supervision;
3. To manage research grants and promote and ensure compliance with good practice in relation to the conduct of research, the ethics policy, and other relevant School policies;
4. To support the development of early-career researchers;
5. To supervise and perform research activities required for ongoing studies under the umbrella of HHR, including CHAMPS;
6. To promote good research practice and ensure compliance of self and others with relevant LSHTM, Haramaya University, Ethiopian and international policies, including conduct of clinical and laboratory research, ethics and data management and sharing;
7. To contribute to the development of

##### Associate Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by developing and maintaining a research grant portfolio from good<sup>2</sup> research funders, publishing peer-reviewed outputs and generating and securing (where relevant) intellectual property, and evaluating teaching practice;
2. To participate in doctoral student supervision and examination;
3. To lead and manage research teams and promote and ensure compliance of self and others with good practice in relation to the conduct of research, the ethics policy, inclusivity and other relevant School policies;
4. To support the development of early-career researchers;
5. To supervise and perform research activities required for ongoing studies under the umbrella of HHR, including CHAMPS;
6. To promote good research practice and ensure compliance of self and others with relevant LSHTM, Haramaya University, Ethiopian and international policies, including conduct of clinical and laboratory research, ethics and data management and sharing;

<sup>1</sup> Good research funders are: Research Councils; Government Departments; NIHR; National and overseas charities recognised by HEFCE for QR; Overseas research councils or equivalent including NIH; EU; other agencies (eg NGOs, commercial companies) supporting commissioned research that is consistent with School's mission and meets School's cost recovery targets

<sup>2</sup> Good research funders are: Research Councils; Government Departments; NIHR; National and overseas charities recognised by HEFCE for QR; Overseas research councils or equivalent including NIH; EU; other agencies (eg NGOs, commercial companies) supporting commissioned research that is consistent with School's mission and meets School's cost recovery targets

capacity for scientific research and research management at HHR through oversight of the LSHTM-HU joint PhD programme

8. To support the strategy for development and implementation of research at the HHR site with the Haramaya University site lead and the LSHTM PI;
9. To identify opportunities for funding and lead grant proposals.

7. To contribute to the development of capacity for scientific research and research management at HHR through oversight of the LSHTM-HU joint PhD programme
8. To support the strategy for development and implementation of research at the HHR site with the Haramaya University site lead and the LSHTM PI;
9. To identify opportunities for funding and lead grant proposals.

## Education

### Assistant Professor

1. To deliver high quality, inclusive, research-informed teaching and assessment in relation to your specific subject and within the broader area covered by your department/disciplinary field;
2. To contribute to the improvement of the quality and inclusivity of the School's education, by participating in the development of new and updated learning and, teaching materials or approaches, and/or improving assessment practices, and/or improving aspects of the student experience;
3. To support educational leadership and management by active participation in selected aspects of the curriculum, as appropriate, and by collaborating with professional services staff, centrally and in the Faculty, in carrying out relevant administrative processes;
4. To foster collaboration between Haramaya University and the School by supporting teaching programmes at the College of Health Sciences at Haramaya University

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2. To contribute to the improvement of the quality and inclusivity of the School's education, by participating in the development and review of new and updated learning and teaching materials or approaches, and/or improving assessment practices, and/or improving aspects of the student experience;
3. To support educational leadership and management by active participation in Faculty and Programme or curriculum leadership roles, as appropriate, and by collaborating with professional services staff both centrally and in the Faculty office in carrying out relevant administrative processes;
4. To foster collaboration between Haramaya University and the School by supporting teaching programmes at the College of Health Sciences at Haramaya University

## ASSISTANT PROFESSOR OR ASSOCIATE PROFESSOR



### Internal Contribution

#### Assistant Professor

1. To undertake activities that support the Department, Faculty, MRC Unit or School, including Committee membership;
2. To reflect LSHTM's EDI goals in your work and behaviour;
3. To participate in own PDR and undertake those of others;
4. To jointly manage the HHR research team on site (with the Haramaya University co-PI), living in Harar and managing LSHTM staff in Harar; this will involve oversight of staff wellbeing, safety and security;
5. To foster the development of early-career scientists in Harar;
6. To oversee the effective management of the HHR site, including line managing the Operations Manager and engaging in discussions to determine management priorities, and tackle and resolve operational problems;
7. To identify research and site-management difficulties and work with tenacity, creativity, pragmatism and determination to overcome them;
8. To manage risk and ensure that solutions to problems are implemented in line with change control processes;
9. To support the development and implementation of guidelines and policies related to research and site management in HHR;
10. To assist the HHR scientific team in identifying and developing research opportunities and drive the academic life of the research group.

#### Associate Professor

1. To demonstrate good internal citizenship by undertaking PDRs and promoting staff development, and by participating in the recruitment, mentoring and support of more junior colleagues as appropriate;
2. To participate in the activities of School committees and undertake a leadership or administrative role at School/Faculty/Department/MRC Unit level, as appropriate;
3. To proactively demonstrate LSHTM's EDI goals in your work and behaviour;
4. To jointly manage the HHR research team on site (with the Haramaya University co-PI), living in Harar and managing LSHTM staff in Harar; this will involve oversight of staff wellbeing, safety and security;
5. To foster the development of early-career scientists in Harar;
6. To oversee the effective management of the HHR site, including line managing the Operations Manager and engaging in discussions to determine management priorities, and tackle and resolve operational problems;
7. To identify research and site-management difficulties and work with tenacity, creativity, pragmatism and determination to overcome
8. To manage risk and ensure that solutions to problems are implemented in line with change control processes;
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## External Contribution

### Assistant Professor

1. To demonstrate good external citizenship by contributing to the external academic community;
2. To promote knowledge translation and enterprise by participating in networks and activities that disseminate research-based knowledge beyond academia;
3. To collaborate with the Haramaya University site lead, to motivate and encourage the Ethiopian staff (~140) working within HHR to ensure efficient laboratory, field and clinical activities, whilst promoting professional development for all research, technical and administrative staff;
4. To provide reports and other updates to inform funders and other stakeholders about the progress of work;
5. To advise on the assessment and selection of qualified external suppliers for site goods.

### Associate Professor

1. To demonstrate good external citizenship by linking with and supporting appropriate external organisations;
2. To promote knowledge translation and enterprise by exploiting academic knowledge beyond academia;
3. To collaborate with the Haramaya University site lead, to motivate and encourage the Ethiopian staff (~140) working within HHR to ensure efficient laboratory, field and clinical activities, whilst promoting professional development for all research, technical and administrative staff;
4. To provide reports and other updates to inform funders and other stakeholders about the progress of work;
5. To advise on the assessment and selection of qualified external suppliers for site goods.

## Professional Development and Training

### Assistant Professor

1. To keep up-to-date with the latest research/thinking in your academic field and with changes to pedagogic practice within the School and more generally;
2. To undertake and successfully complete the mandatory training required by the School appropriate to the role;
3. To undertake clinical tasks as required within the portfolio of research studies, for example writing clinical guidelines; making clinical assessments of patients

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recruited to studies and making recommendations on their clinical management, and training research staff in relevant clinical activities such as specimen collection;

4. To keep up-to-date with clinical practice as relevant to the clinical duties;
5. Clinical duties may be adapted, according to the clinical specialization of the successful candidate (e.g. neonatology, paediatrics, infectious diseases, public health, general practice).

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4. To keep up-to-date with clinical practice as relevant to the clinical duties;
5. Clinical duties may be adapted, according to the clinical specialization of the successful candidate (e.g. neonatology, paediatrics, infectious diseases, public health, general practice).

## General

All academic staff are free within the law to question and test received wisdom, and put forward new ideas and controversial or unpopular opinions, to enable the School to engage in research and promote learning to the highest possible standards.

All staff at LSHTM are also expected to:

1. Act at all times in the School's best interests;
2. Treat School staff, students and visitors with courtesy and respect at all times;
3. Comply fully with School policies, procedures and administrative processes relevant to the role, including when acting as Principal Investigator, accepting academic, managerial, financing and ethical responsibility for a project;
4. Uphold and support the School's values (as set out in the School Strategy);
5. Act as ambassadors for the School when hosting visitors or attending external events;

*The above list of duties is not exclusive or exhaustive and the role holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the role.*

*Role descriptions should be regularly reviewed to ensure they are an accurate representation of the role.*

*[Jul 2021]*

## Person Specification

This form lists the essential and desirable requirements needed by the post holder to be able to perform the job effectively.

Applicants will be shortlisted solely on the extent to which they meet these requirements.

### Essential criteria:

#### Assistant Professor

1. A doctoral degree in a relevant topic such as epidemiology, infectious diseases or public health relevant topic.
2. Experience in conducting epidemiological or clinical research in infectious diseases and/or maternal/child health with evidence of contributions to research grant applications or other evidence of strong academic capability
3. Contributions as lead and co-author in peer-reviewed outputs, as expected by the subject area/discipline in terms of types and volume of output; significant contributions to at least four outputs within the most recent 5 years which are at least internationally excellent<sup>3</sup>.
4. Proven ability to work independently, as well as collaboratively as part of a research team, and to meet research deadlines.
5. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.
6. Evidence of excellent interpersonal skills, including ability to communicate effectively both orally and in writing.
7. Evidence of good organizational skills, including effective time management, and

#### Associate Professor

1. A doctoral degree in in a relevant topic such as epidemiology, infectious diseases or public health
2. Experience in conducting epidemiological or clinical research in infectious diseases and/or maternal/child health with evidence of contributions to research grant applications or other evidence of strong academic capability
3. A consistent and significant track record of attracting research grant income, including salary recovery, from major research funders (PI, co-PI or leadership within a large proposal such as work-package lead) or in government funded public health.
4. A track record of contributions as lead and co-author to peer-reviewed outputs, as expected by the subject area/discipline in terms of types and volume of output; significant contributions to at least four outputs within the most recent 5 years that are at least internationally excellent<sup>4</sup>.
5. Proven ability to work independently, as well as collaboratively as part of a research team, including experience of supervising and supporting junior researchers and non-academic staff and proven ability to meet research

<sup>3</sup> i.e. of a quality that would be rated highly in assessments of research quality such as those done by UK government, and in peer review processes used by funders

<sup>4</sup> i.e. of a quality that would be rated highly in assessments of research quality such as those done by UK government, and in peer review processes used by funders

of managing people in a clinical or research setting

8. Applicants must be practising medical doctors with a medical qualification and post-graduate qualification in a relevant field (e.g. MRCP, MFPH, MRCPCH or equivalent) and at least 3 years clinical experience post-licensure
9. Applicants should have current GMC (or own national equivalent) registration with licence to practice and be eligible to apply for medical registration to work in Ethiopia

deadlines.

6. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.
7. Some experience of doctoral degree supervision.
8. Proven ability to build collaborative research relationships with external researchers and/or institutions, or industry (where relevant).
9. Evidence of ability to deliver high quality research-informed teaching.
10. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.

11. Applicants must be practising medical doctors with a medical qualification and post-graduate qualification in a relevant field (e.g. MRCP, MFPH, MRCPCH or equivalent) and at least 3 years clinical experience post-licensure
12. Applicants should have current GMC (or own national equivalent) registration with licence to practice and be eligible to apply for medical registration to work in Ethiopia

## Desirable Criteria

### Assistant Professor

1. Experience of generating research income such as fellowships, and/or small project grants, and/or supporting grant applications of others.
2. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff.
3. Some experience of undertaking teaching and assessment.
4. Demonstrable evidence of promoting inclusion in research and/or learning and teaching

### Associate Professor

1. Teaching qualification (or Fellow/ Senior Fellow of HEA).
2. Experience of building and leading a research team.
3. Experience of innovation in teaching delivery and assessment and/or senior teaching management such as Programme Director, Exam Board member, Periodic Review panel member.
4. Demonstrable evidence of improving equity and inclusion in research and/or learning and teaching.
5. Experience of engagement with national and/or international research and/or policy advisory bodies.

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| <ol style="list-style-type: none"><li>5. A teaching qualification (or Fellow/ Senior Fellow of HEA)</li><li>6. Prior experience of work in a low-income country</li><li>7. Working knowledge of Amharic and/or Afaan Oromo.</li><li>8. Experience living in a challenging environment.</li></ol> | <ol style="list-style-type: none"><li>6. Prior experience of work in a low-income country.</li><li>7. Working knowledge of Amharic and/or Afaan Oromo.</li><li>8. Experience living in a challenging environment</li></ol> |
|--|--|

E-Essential: Requirement without which the job could not be done

D-Desirable: Requirements that would enable the candidate to perform the job well

## Salary and Conditions of Appointment

The post is funded until 30 June 2024 with a high likelihood of extension subject to grant funding renewal. The salary will be on the Clinical Academic scale at Assistant Professor Grade in the range £35,254 - £63,423 (plus an additional £2,162 of London allowance per annum) or at Associate Professor Grade in the range £56,502 - £79,927 (plus an additional £2,162 of London allowance per annum). The post will be subject to the LSHTM terms and conditions of service. Annual leave entitlement is 30 working days per year, pro rata for part time staff. In addition to this there are discretionary "Wellbeing Days". Membership of the Pension Scheme is available.

Applications should be made on-line via our website at <http://jobs.lshtm.ac.uk>. Applications should also include the names and email contacts of 2 referees who can be contacted immediately if appointed. Online applications will be accepted by the automated system until 10pm of the closing date. Any queries regarding the application process may be addressed to [jobs@lshtm.ac.uk](mailto:jobs@lshtm.ac.uk).

The supporting statement section should set out how your qualifications, experience and training meet each of the selection criteria. Please provide one or more paragraphs addressing each criterion. The supporting statement is an essential part of the selection process and thus a failure to provide this information will mean that the application will not be considered. An answer to any of the criteria such as "Please see attached CV" will not be considered acceptable.

Please note that if you are shortlisted and are unable to attend on the interview date it may not be possible to offer you an alternative date.

## Asylum and Immigration Statement

This post is based overseas and candidates will be required to email a copy of their passport (and visa if applicable) to HR prior to their interview and if appointed will be asked to send a notarised copy of their passport prior to their start date.

Applicants will be required to have the right to work in the country in which the post is based (or be eligible to apply for a suitable work visa).

Date amended: Sept 2022

## Academic Expectations: Assistant Professor

Examples of expected types of activities are listed; the selection of activities will vary from year to year and not all activities in each category would necessarily be done in any one year. The statement in each shaded heading summarises the general expectations for contributions in each category. A research-focused academic will not be expected to demonstrate the same spread and depth of activities in Education as an Education-focused academic. Vice versa, an Education-focused academic will not be expected to demonstrate the same spread and depth of activities in Knowledge Generation as a research-focused academic. Job descriptions will set out the expected balance between Knowledge Generation and Education.

***Knowledge generation: Independent academic with excellent knowledge generation contributions, supporting less experienced colleagues and with growing leadership skills***

### *Research and scholarship*

- Undertaking research individually and as part of a team
- Applying for external grants and/or fellowships primarily from 'good'<sup>5</sup> research funders; contributing to work packages or elements within a large proposal
- For those on without duration contracts, salary recovery from research grants (whether as direct costs or directly allocated costs) and consultancy, on a rolling 3 year average, of not less than around 40% of salary (for those with substantial teaching or managerial responsibilities), and up to around 80% of salary for those spending the majority of their time on research; fellowship holders will usually recover 100% of their FTE<sup>6</sup>; these salary recovery expectations will be applied flexibly, allowing for individual circumstances and the balance of activities
- Contributing to financial sustainability of research group including exploring opportunities for industry funding for laboratory research
- Contributing as lead and co-author in peer-reviewed and other research outputs, as expected by the subject area/discipline in terms of types and volume of output; significant contributions to at least four outputs within the most recent 3 years which are at least internationally excellent<sup>7</sup>
- Engaging in other research dissemination including competitively selected oral and poster presentations at leading conferences, invited seminars and talks, and social media contributions such as twitter, blogs, webinars

### *Reflective practice and critical enquiry (RPaCE)*

- Leading RPaCE activities
- Designing evaluation studies
- Disseminating learning and experiences through posters, presentations, articles, social media contributions etc
- Contributing to enhancing teaching practice of others: e.g. mentoring, teaching observation and feedback

<sup>5</sup> Good research funders are: Research Councils; Government Departments; NIHR; open competitive calls from UK and overseas charities; Overseas research councils or equivalent including NIH; EU; other agencies (eg industry) supporting commissioned research that is consistent with School's mission and meets School's cost recovery targets

<sup>6</sup> Exceptions include, for example, where staff hold prestigious fellowships which do not pay salary (eg Wellcome)

<sup>7</sup> i.e. of a quality that would be rated highly in assessments of research quality such as those done by UK government, and in peer review processes used by funders

*Doctoral degree supervision*

- Contributing to doctoral degree supervision<sup>8</sup> of at least one student, working within supervision team(s), supporting timely completions and peer-reviewed outputs
- Contributing to summative assessment processes (e.g. upgrade assessments, pre- and post-viva support for students)

*Research management, leadership and support*

- Management of entire research process or significant parts of it, including line and team management, grants management, management of research partner relationships
- Supporting career development of research team members and others (eg informal mentoring, reviewing draft papers, advising on specific issues e.g. statistical issues, methodology)

*Professional development referenced to RDF*

- Courses and other development activities, including mid-level management and leadership development

**Education: Undertaking teaching and assessment, and developing as a researchinformed educator within higher education**

*Teaching and assessment*

- Research-informed teaching, supervision and assessment
- Contributions to personal tutoring and/or development of less experienced educators (e.g. as peer-observer for PGCILT; as mentor; through leading staff development activities)
- Participation in programme committees and/or exam boards

*Educational development and innovation*

- Contributions to research-informed educational developments and innovations
- Activities aimed at improving some aspect(s) of the student experience, or quality of education programme(s).

*Education leadership and management*

- Leadership and/or management of selected aspects of the curriculum (e.g. as module organiser/deputy, or responsibility for another aspect of the student experience)
- Supporting others to provide an excellent student experience and solve significant problems
- Contributions to Education Task & Finish Group, periodic reviews, or similar

*Professional development referenced to UKPSF*

- Activities which lead to PGCILT Module 1 or equivalent, and preferably Fellow of HEA or equivalent (expected for education-focused assistant professor); thereafter continuing professional development.
- Activities that support professional development as an educator (e.g. training/educational studies, work-shadowing, use of feedback from students/colleagues)

<sup>8</sup> Students registered external to the School can be included (subject to agreement of DDDC/FDDD) where these fulfil capacity-building aims, support important research collaborations, or are a result of a recent move to the School.

**Internal contribution: Contributions to School functioning and development**

*Internal citizenship including contributing to supportive academic environment*

- Engagement in any one year in at least one of: Senate or Senate subcommittee, Ethics Committees, MRC Unit, Faculty and Departmental committees; MRC Unit, Department, Faculty, School, Centre events or special interest groups including EDI related committees and networks; support to external collaborations/partnerships (beyond own research or education role)
- Taking on role as Digital Champion or Decolonising the Curriculum facilitator
- Support to others' success (eg involvement in School mentoring scheme)

*School leadership and management roles*

- Not expected

**External contribution: Contribution beyond the School**

*External citizenship*

- Membership of society/conference committees
- Journal, book and/or grant reviews
- Invited presentations

*Knowledge translation and enterprise: options include:*

- Exploiting research-based knowledge beyond academia, e.g. through IP exploitation, consultancies
- Participation in and development of external networks for the School's benefit, such as identifying sources of funding, contributing to student recruitment, securing student placements, marketing the institution, facilitating outreach work, or building relationships for future activities
- Collecting evidence of research impact for impact case studies
- Supporting public engagement including MOOCs/OERs or other educational outreach



## Academic Expectations: Associate Professor

Examples of expected types of activities are listed; the selection of activities will vary from year to year and not all activities in each category would necessarily be done in any one year. The statement in each shaded heading summarises the general expectations for contributions in each category. A research-focused academic will not be expected to demonstrate the same spread and depth of activities in Education as an Education-focused academic. Vice versa, an Education-focused academic will not be expected to demonstrate the same spread and depth of activities in Knowledge Generation as a research-focused academic. Job descriptions will set out the expected balance between Knowledge Generation and Education.

**Knowledge generation:** *Excellent contributions to knowledge generation, effective support to doctoral degree students, and effective leadership and management of knowledge generation and support to others' success*

### *Research and scholarship*

- Research grant portfolio from good<sup>9</sup> research funders (PI, Col or leadership within a large proposal such as work-package lead) that is consistent with the requirements for financial sustainability across the Department/Faculty
- For those on without duration contracts, salary recovery from research grants (whether as direct costs or directly allocated costs) and consultancy, on a rolling 3 year average, of not less than around 40% of salary (for those with substantial teaching or managerial responsibilities), and up to around 80% of salary for those spending the majority of their time on research; fellowship holders will usually recover 100% of their FTE<sup>10</sup>; these salary recovery expectations will be applied flexibly, allowing for individual circumstances and the balance of activities
- Collaborations with other research teams/institutions/industry
- Contributions, including as lead, to peer-reviewed and other research outputs, as expected by the subject area/discipline in terms of types and volume of output; significant contributions to at least four outputs within the most recent 3 years that are at least internationally excellent<sup>11 12</sup>; generation and securing of intellectual property including patents as appropriate
- At least one oral presentation at international conference and one invited seminar or other talk per year over 3 year rolling average

### *Reflective practice and critical enquiry (RPaCE)*

- Leading elements of RPaCE and considering their impact in broader context
- Designing evaluation studies
- Disseminating learning and experiences through presentations, articles etc
- Leading on initiatives to enhance teaching practice of others: e.g. programme review

<sup>9</sup> Good research funders are: Research Councils; Government Departments; NIHR; open competitive calls from UK and overseas charities; Overseas research councils or equivalent including NIH; EU; other agencies (eg industry) supporting commissioned research that is consistent with School's mission and meets School's cost recovery targets

<sup>10</sup> exceptions include, for example, where staff hold prestigious fellowships which do not pay salary (eg Wellcome)

<sup>11</sup> i.e. of a quality that would be rated highly in assessments of research quality such as those done by UK government, and in peer review processes used by funders

<sup>12</sup> Where publications are co-authored with other School staff, the volume should be such that each person has at least 4 distinct outputs

### *Doctoral degree supervision*

- Effective doctoral degree supervision within the supervision teams of at least two students, and contribution to at least two advisory panels or serving as chair of two final viva examinations, on average over a year
- Supporting timely completions and peer-reviewed outputs
- Examination as internal and/or external examiner

### *Research management, leadership and support*

- Leading and managing research teams
- Support to career development of research team members and others (e.g. named as mentor on fellowship application)

### *Professional development referenced to RDF*

- Senior management/leadership development and other development activities (e.g. advanced methods training, methods/conceptual development workshops, doctoral degree examiner training/observation)

## **Education: Delivering and developing high-quality research-informed education**

### *Teaching and assessment*

- High quality research-informed teaching, supervision and assessment, demonstrating adaptability to different needs and contexts; participation in quality assurance and quality enhancement processes, course committees and examination boards
- Personal tutoring allocation and/or specialist support for particular student groups (e.g. international, disability, student representatives)
- Development of less experienced educators (e.g. as peer-observer/mentor or leading staff development activities)

### *Educational development and innovation*

- Research-informed educational development and innovation, including acting on student feedback; evaluation of selected aspects of developments/innovations
- Contributions to solving significant learning, teaching or assessment challenges; contributions to Education Task & Finish Group, Review Group, or similar
- Soliciting and using peer review of education delivery and/or development<sup>13</sup>

### *Education leadership and management*

- A leadership role in Education <sup>14</sup>
- Contributions to education strategies, policies and development through committees, forums or review groups
- Leadership and/or management of selected aspects of the curriculum, (e.g. as module organiser/deputy, responsibility for another aspect of the student experience), or engagement in periodic reviews

### *Professional development referenced to UKPSF*

<sup>13</sup> e.g. publication, conference presentation, special interest group, engagement with external examiners or reviewers, peer-observation

<sup>14</sup> For example, Programme Director/deputy, Admissions Tutor, leadership role within collaborative education programme with other institution(s), representing Programme Directors'/Module Organisers' Forum on SLTC, member/Chair of Education Task & Finish Groups, Exam Board Chair/Deputy

- Working towards fulfilling the criteria for Senior Fellow HEA through ongoing commitment to professional development activities

***Internal contribution: Contributions to School functioning and development***

*Internal citizenship including contributing to supportive academic environment*

- Engagement in: Council; Senate or Senate subcommittees; Ethics, Biological Safety, AWERB and other safety committees;
- Ongoing contributions to School/Faculty/Department/MRC Unit interview panels and committees; organising events (e.g. related to education, research, capacity strengthening, research uptake); supporting broader education and doctoral degree processes; significant contributions to EDI related committees, networks and roles
- Contributing to success of those outside immediate research group and to flourishing academic environment (eg contributing to research proposal reviews and mock interview panels, mentoring both within formal scheme and informally) to help develop and motivate colleagues

*School leadership and management roles*

- ADoE, TPD, FRDD, DRDC, Centre Director/Deputy Director or theme leader, safety officer roles, Chair of Faculty or School committees
- Supporting School partnerships (beyond own specific research activities)

***External contribution: Broad engagement in activities beyond the School***

*External citizenship*

- Invited research and/or educational contributions to peer review bodies/roles, DSMBs, journal leadership, participation in professional organisations, learned societies, government and or parliamentary (e.g. APPG) committees, national/international meetings/working groups etc.

*Knowledge translation and enterprise*

- Exploiting research-based knowledge beyond academia, e.g. through IP exploitation, consultancies
- Participating in and developing external networks for the School's benefit, such as identifying sources of funding, contributing to student recruitment, securing student placements, marketing the institution, facilitating outreach work, or building relationships for future activities
- Documenting impact of research and helping prepare impact case studies
- Supporting public engagement including MOOCs/OERs or other educational outreach