



JOB DESCRIPTION

Appointment of Reader or Professor of Education

The University of Brighton (UoB) is seeking to appoint a new Reader or Professor in Education to contribute to the leadership of a vibrant community of education researchers.

The successful candidate may be considered for the title of Professor or of Reader if the relevant criteria are met. The title will be determined by academic and professional standing. Further information can be found below:

Reader

The title of **Reader** can be conferred upon staff or applicants who have met the criteria for the University's criteria for Principal Lecturer, demonstrated particular and sustained excellence in research and scholarship as described below, and shown evidence of potential for further achievement in this respect. Exceptional qualities and excellence are sought. Appointments are based upon performance both within and outside the university and on potential for further development in the following areas:

- Research contribution and professional standing. This is normally reflected in scholarly publications in refereed journals, or other appropriate sources given the nature of the discipline. Research grant income and successful supervision of research students will also be taken into account. Professional standing may be indicated by successful involvement on external committees or with professional bodies
- Teaching contribution and quality teaching commitments and methods, new course development, participation in validation procedures and short course contributions
- Managerial and leadership abilities including responsibilities undertaken and successfully accomplished. This might include responsibility for a major course or designated co-ordinating role either in a school or faculty or both in relation, for example, to a complex multi-subject degree.

Professor

Candidates who wish to be considered for the title of **Professor** should indicate this clearly in their application. Candidates will be assessed for the level of their academic leadership and professional standing by means of the following criteria:

- Contribution by research, professional practice and academic leadership to the advancement of learning and/or application of knowledge;

- Contribution as a teacher to the advancement of their subject and to the development of students' learning;
- National standing in their subject or their profession.

As appropriate to the discipline, evidence of:

- Academic leadership with proven ability to lead, develop and manage individuals and teams to achieve school and University goals.

It is expected that Professors will show evidence of an upward trajectory of research, enterprise or teaching performance together with demonstrable increase in leadership, internal and external visibility and academic citizenship.

Responsibilities

In addition to grant capture and the further development of their own publications portfolio, the appointed candidate will contribute to:

- The high quality of empirical, theoretical and methodological work associated with education research at the UoB;
- Research leadership in education;
- The development of research capacity across the School of Education and the University;
- Undergraduate and/or postgraduate teaching, as appropriate, relating to their research interests, knowledge and expertise;
- Inter-disciplinary teams and working across the university;
- Planning and preparations for REF.

We are particularly interested in applications from colleagues whose work fits with one or more of our four research and enterprise groups, namely:

- Children and Young People's Voice and Education
- Pedagogy, Professional Learning and Organisational Change
- Higher Education Pedagogies and Policy
- Narrative and Biographical Methodologies in Education.

Selection Criteria

Essential criteria are those which an appointee must have in order to adequately perform the post; while **desirable** criteria are those that may enable the candidate to perform better or at a higher level.

The criteria below indicate the qualities that are needed to do the job well. Candidates will be selected according to the extent to which they satisfy these criteria. Evidence of potential will also be considered. Most of the criteria must normally be met in order to qualify for selection and, where they apply specifically to the title of Professor or Reader, these have been annotated. Otherwise, selection criteria apply to both.

Essential:**Knowledge, qualifications and experience**

- A doctorate in a relevant area of research An established (Reader) or outstanding (Professor) track record of peer reviewed journal articles and other internationally excellent or world-leading publications in Education
- A track record (Reader) or significant record (Professor) of research grant awards as Principal Investigator
- Successful supervision of research degrees
- Competent IT skills and effective use of IT for teaching and learning.
- Knowledge and experience of education systems
- Contribution to national and international research communities and networks (Professor)
- Contribution to the development and maintenance of a strong research culture.

Teaching and learning expertise

- Competent use and development of a variety of teaching and learning strategies and methods of assessment
- Enthusiasm for drawing on scholarship, research and professional activity to support learning.
- Recognition and respect for the contribution made by students to each other's learning.
- Effective use of feedback from students and colleagues in reflecting upon own teaching practice and professional development.

Teamwork and collaboration

- Consultative and co-operative working with others, including support staff, to achieve agreed outcomes and smooth-running programmes.
- Ability to lead a team effectively.

Communication and presentation

- Ability to produce research material that is clear, well-structured, varied and appropriate to the subject and the situation
- Competence in guiding and supporting colleagues and students, including clear feedback about strengths and weaknesses.
- Effective methods for communicating full and timely information to students and colleagues, including support staff, to ensure mutual understanding, smooth-running programmes and the needs of all parties are met.

Contribution to the school and university

- Commitment to institutional policy and procedures.
- Achievement of School aims through successful management and participation in strategic development of research at School and University working groups and committees.

Management of others

- Ability to recruit, induct and develop staff who meet agreed standards and objectives.

- Commitment to support university staff management policies and procedures and to keep up to date, including attending relevant University of Brighton workshops.

Motivation

- Commitment to meeting agreed aims and standards on own initiative and to ensure continuous self-development.

Organisation

- Efficient and able to balance and meet priorities.

Physical

- Ability to undertake all the physical requirements of the job.

ADDITIONAL INFORMATION

- The annual leave entitlement for a Reader is 35 working days and for a Professor is 30 working days, pro rata for proportional (part-time staff). This is in addition to the statutory holidays applicable in England, local discretionary holidays and days when the university is closed in the interests of efficiency.
- This is a permanent, full-time post. The nature of the post is such that staff are expected to work such hours as are reasonably necessary in order to fulfil their duties and responsibilities. It would therefore be inappropriate to define the total hours to be worked in any week. A reasonable norm for full-time staff, however, having regard to the contractual position of other senior staff in the institution, would be thirty-seven, although this should not be regarded as a minimum or maximum.

The University has an attractive range of benefits and you can find more information in the [Working here](#) section of our website which includes information on [Equality, diversity and inclusion](#) and [Benefits and facilities](#).

DBS

A DBS check will be required for candidates who will work directly with children and/or vulnerable adults.

Professional development

The UoB Research Services team organises a wide range of workshops covering all aspects of researcher development including research degree supervision, research methodology, writing successful bids for funding, intellectual property and negotiations and contracts. Our Research, Enterprise and Social Partnerships Office also offers a co-ordinated central service to advise and assist university research staff applying for grants from UK Research Councils, the European Commission, the NHS and similar external bodies including advice and guidance on application procedures, regulations, staffing, costing and protection of intellectual property. The UoB website offers a wide range of helpful information on all aspects of Research and Enterprise at Brighton. See <https://www.brighton.ac.uk/research-and-enterprise/enterprise/index.aspx>

Salary Reader from £52,560 – £60,905 AC4

Professor - Band 1 £62,727 – £70,583; Professor – Band 2 £70,583 - £81,796