

Generic Role Profile

Professor

Role Purpose

The purpose of the role is to support and maintain the University's national and international reputation for excellence in teaching and research. Contribution to excellence in research will encompass international leadership in the post holder's relevant subject area through originality in research and scholarship and contribution to the advancement of knowledge in the subject area. Contribution to teaching will include an established reputation and contribution to teaching within the department/faculty. The role holder will participate in the overall contribution of the department/faculty, where appropriate.

Appointment

Recruitment to a role at this level is determined by personal merit and the application of criteria related to the duties of the role. Normally posts are created and filled through promotion's exercises in accordance with the criteria set out in Section 5 of the Senior Academic Promotions Guidance. However, some posts may be advertised and an appointment made by open competition.

All applicants are legally required to demonstrate the right to work/permission to work in the UK. The requirement for any higher level pre-employment checks is dependent on the role and is detailed in the advert and/or further particulars. Offers of employment will be conditional upon the satisfactory outcome of all required pre-employment checks and whether an outcome is satisfactory will be determined by the University.

Promotion

There are no progression arrangements above this grade.

Main Responsibilities

Key duties and responsibilities (Statute D, II, 4 and D, XIV, 9)	
1.	<p>Research – active:</p> <ul style="list-style-type: none"> investigating new areas of research within specialist subject area – this may involve national and international collaboration with members of other Higher Education Institutions or organisations; identifying research topic and initiating analysis that will be original and innovative; determining appropriate research methodologies for research; adapting research methodologies; applying appropriate research methodologies and analysing results/conclusions to formulate new concepts and ideas; monitoring progress on large research projects and writing reports to relevant bodies about progress of research; may lead team of researchers – recruiting, selecting and managing the work of staff, directing the research programme.
2.	<p>Research – publications:</p> <ul style="list-style-type: none"> writing national and international papers on topics relevant to specialist subject area. This will include journals, books and other material; identifying and initiating major research within his/her specialist subject area, for example where gaps in knowledge exist, or leading investigation into significant matters.
3.	<p>Teaching:</p> <ul style="list-style-type: none"> designing and developing innovative approaches to the learning experience for undergraduates and postgraduates with the intention of challenging thinking, fostering debate, and encouraging the development of intellectual reasoning and rigour; delivering teaching to graduate and undergraduate students.
4.	<p>Administration:</p> <ul style="list-style-type: none"> member of departmental/faculty subject group, determining teaching requirements; actively investigating funding opportunities within area of research – this will include submitting research grant applications; participates in relevant committees within department/faculty; may, on occasion, participate in school/University committees where appropriate and/or where invited.
5.	<p>Postgraduate Students:</p> <ul style="list-style-type: none"> mentoring and guiding the work and research of postgraduate students; providing references for students.
6.	<p>External:</p> <ul style="list-style-type: none"> attending conferences in specialist subject area to liaise and network with national/international colleagues the role holder will, on occasion, be invited to give presentations and lectures in his/her specialism; participating in external working groups – on occasions the role holder will be asked to participate in collaborative projects; originating and developing internal and external collaborative groups to pursue research and other interests and have an impact on events and decisions; may be asked to act as an external examiner for other institutions; may provide references on behalf of academic colleagues; will participate in peer review of publications; reviews research grant applications.
7.	<p>Other:</p> <ul style="list-style-type: none"> undertake other duties as appropriate.

Person Profile

Essential knowledge, skills and experience required for the role

- Educated to higher degree/PhD level in relevant specialist subject area.
 - Carrying out original/innovative research, actively contributing to the advancement of knowledge in the relevant subject area/s at a national and international level.
 - Established bibliography of research publications such as journal contributions, books, etc.
 - A previous and active participant in the national Research Assessment Exercise.
 - Engages in continuous professional development - keeps up-to-date with the latest thinking in specialist subject area/s by reading other academic material, attending conferences and active discussions with other academics in field – this may be internally at the University of Cambridge and/or with colleagues at other institutions.
 - Established national and international recognition and reputation in his/her field/s of research and academia.
 - Provides advice/guidance/opinion as a leading national/international authority in the specialist subject area/s.
 - Experienced in giving lectures and seminars to both undergraduate and postgraduate students and in designing and developing innovative material for teaching and seminars.
 - Is invited to give papers at conferences.
 - Is invited to give peer reviews.
 - Edits other research publications in specialist subject area.
 - Acts as external examiner for other Higher Education Institutions.
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Key Contacts

<u>Key contact(s)</u>	<u>Purpose of contact</u>	<u>Frequency of contact</u>
Students	Lectures and supervisions	daily
Other Departmental/ Faculty staff (academic)	Teaching programme, committee work, discussions re: specialist subject area or research etc.	daily
Administrative staff (non academic)	Administrative matters	daily
Academic staff at Other HEI's	Conference discussions, collaborative projects, research discussions etc.	ad hoc
Organisations and Businesses	Discussions about collaborative projects and research etc.	ad hoc

Service Delivery

- Role holder takes feedback from students to develop and monitor teaching in his/her specialist subject area. S/he is likely to do this as part of a working group within the department/faculty.
 - Role holder may participate in committee work that affects the running and development of facilities, policies and procedures within the department/faculty and/or the University as a whole.
 - Role holder contributes to the setting of standards for the work of the Department/Faculty.
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Decision Making

i. Decisions taken by the role-holder without reference to others.

- Determines own research topic and publications material.
- Writes own teaching material and handouts.
- If applicable, the allocation of work to research grant employees.
- Expenditure of research grant money.
- The role holder allocates marks to examination papers.

ii. Decisions taken by the role-holder in collaboration with others.

- As an active member of the department/faculty, the role holder participates in planning and determining priorities in both teaching and administration.
- The role holder participates in smaller subject groups that review and monitor teaching in specialist subject areas within the department/faculty.
- The role holder may, on occasion, participate in the recruitment and appointment of academic staff in external institutions.
- The role holder may, on occasion, participate in collaborative research projects or publications, for example taking joint decisions about the direction of research.
- If applicable, the role holder may participate in the recruitment and selection of research grant employees.
- The role holder, with other academics, marks examination papers.
- Admission of postgraduate students.

iii. Decisions taken by others following advice or input by the role-holder.

- The role holder provides advice and guidance to postgraduate students regarding their studies and research.
 - The role holder may, on occasion, provide editorial recommendations to external publishers.
 - The role holder may review grant applications on behalf of funding bodies.
 - The role holder contributes to decisions on the structures of Tripos/courses.
 - The role holder is involved in staff restructuring/s in the department/faculty and in the delegation of ongoing responsibilities to staff.
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Problem Solving

- The role holder will be dealing with a number of students who, on occasion, will need support and advice. This may include referring students to other sources of help and may be of a personal nature where tact and diplomacy is required.
 - The role holder is likely to deal with attendance problems such as students missing lectures, not submitting work etc.
 - The role holder will often have to consider the implications of limited funding for research and how money is most appropriately applied to research projects.
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Work Environment

Either:

- The role holder works in an office environment, using standard equipment.

Or:

- The role holder works in a lab/research environment, using specialist technical equipment where consideration for the health and safety of his/herself and of others working in the area is an important requirement.

Or:

- The role holder has responsibility for a number of staff within his/her environment where consideration for the health and safety of his/herself and of others working in the area is an important requirement. This may include lab/research environments, where specialist equipment is being used.
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Teaching/Training

a. Team Development

- May induct new member of academic staff in department/faculty.
- Acts as mentor to new member of academic staff in department/faculty.
- Participates in departmental/faculty appointments committee.
- Performs appraisals.
- Gives guidance, support and specific training to other members of staff within department/faculty and/or postgraduate students.

If applicable:

- May induct new members of research team.

b. Teaching and Learning Support

- Gives lectures and seminars to students (undergraduate and graduate). This will include tripos lectures, MPhil lectures and supervision of project work.
- Designs and develops innovative approaches to the learning experience for undergraduates and postgraduates with the intention of challenging thinking, fostering debate, and encouraging the development of intellectual reasoning and rigour.
- Assessing student work and giving feedback.
- Assessing feedback from students and making necessary adaptations to teaching material and course content.
- Introducing into course content, the latest thinking in his/her specialist subject area.