

**JOB DESCRIPTION:** Associate PVC for Research & Impact

Date: 1 March 22

<p>Main purpose of job</p>	<p>The Associate PVC for Research &amp; Impact plays a key role in supporting the PVC/Executive Dean in setting the direction of the Faculty, leading on the development of the Faculty vision, direction and inspirational leadership for the academic development and delivery of the Research and Impact strategy:</p> <ul style="list-style-type: none"> <li>• strategic leadership and championing in the Faculty, research excellence and culture, and growing research activity and research income</li> <li>• support the PVC/Executive Dean of Faculty and the DVC Research &amp; Impact by providing strategic and operational leadership</li> </ul> <p>The Associate PVCs for Research &amp; Impact working together, and with the DVC Research &amp; Impact, have a key role in ensuring engagement with and delivery of the University's Research and Impact strategy and KPIs.</p> <p>This is a 0.6 - 0.8 FTE role. The remaining FTE is available to enable the role holder to maintain an active profile in research and/or scholarship (which is a requirement of the role)</p> <p>Note: Time to be agreed on appointment, to include consideration of contractual hours and other support that can be made available to facilitate this role.</p>
<p>Reporting to</p>	<p>PVC/Executive Dean Indirectly DVC Research &amp; Impact</p>
<p>Responsible for (people)</p>	<p>Jointly with the relevant Heads of Department, Directors of Research &amp; Impact</p>
<p>Main duties and accountabilities</p>	<p>Accountabilities common to all Associate PVCs</p>
<p>1</p>	<p>Shares collective responsibility with the wider Faculty Executive team for providing clear and effective leadership to the Faculty, providing support for new research initiatives and promoting a sense of collegiality and ambition, to deliver interdisciplinary academic excellence.</p>
<p>2</p>	<p>Has particular responsibility for ensuring alignment of activity to University and Faculty strategy for Research &amp; Impact, promoting cross-Faculty initiatives and supporting collaboration between Departments within the Faculty</p>
<p>3</p>	<p>Working with relevant DVCs and other Associate PVCs, and playing an integral role in the formulation and delivery of the University's strategy, and is an active member of and conduit between the relevant University committees and the Faculty.</p>
<p>4</p>	<p>Working with other Associate PVCs and colleagues to ensure that best practice is shared across the University and promoted within the Faculty.</p>
<p>5</p>	<p>Interacting nationally and internationally with external bodies and other organisations on behalf of the Faculty and the University.</p>
<p>6</p>	<p>Deputising for the PVC/Executive Dean as required.</p>
<p>7</p>	<p>Actively role model the University's expected leadership values and behaviours, promoting a culture of equality, inclusion and environmental sustainability</p>

8	Ensure effective communication and collaboration within the Faculty, across the University and with relevant external stakeholders to ensure joined up working, identify opportunities, maximise benefits and achieve goals.
	Accountabilities specific to the Research & Impact portfolio
9	Working closely with Directors of Research & Impact in the Faculty and Professional Services colleagues, and by facilitating the development of strong relationships with stakeholders within the University, promoting a vibrant, enquiring, collegial, and creative culture to support the highest quality research
10	Working with the Faculty APVCs to align priorities and in particular: <ul style="list-style-type: none"> <li>• with the APVC BEI to ensure maximising the exploitation and impact of the Faculty's research activity, and development of a financially sustainable research and innovation portfolio</li> <li>• Working with the APVC Global to ensure that international collaborative research activity is strongly encouraged, and fully supported, and new opportunities are explored for internationalising, sustaining and scaling-up Research and Impact initiatives with key overseas partners</li> <li>• Working with the APVC Education, promote and encourage the integration of research into taught programmes, thereby helping to translate excellence in research and scholarship into learning opportunities for students.</li> <li>• support for the development and promotion of cross-Faculty initiatives.</li> </ul>
11	Working with the Faculty lead for PGR to ensure PGR recruitment, student experience and quality of provision for research students.
12	Optimising research performance; overseeing the monitoring of activity with regard to research and impact targets; and participating in research and impact reviews.
13	With the PVC/Executive Dean, Deputy PVCs and Directors of Research and Innovation, supporting the coordination of REF submissions; leading and developing the academic REF team across the Faculty. If appropriate, advising on the allocation of outputs, impact and staff as appropriate between Units of Assessment.
14	Report on delivery against targets to Research and Impact Executive Committee and other forums as required.
15	Supporting and encouraging the professional development of Faculty staff at every career stage but with a particular focus on early career researchers.
Key liaisons	Membership of Faculty Executive Team Membership of relevant University committees/boards and other working groups within Faculty and across faculties/university to promote interdisciplinarity and to support university-wide strategic objectives.
Learning and development requirements and opportunities	Academic Leader Development Programme Personalised development plan in ePDR
Person specification (essential and desirable)	Associate Professors or Professors in any academic job family  Experience at a senior leadership level, with a clear vision for education and research and the ability to engage others in that vision  Experience of developing and implementing strategy, demonstrating an

	<p>ability to think and plan strategically, articulate priorities and imperatives, and deliver change</p> <p>Awareness of political issues and higher education regulation and understanding of how to operate effectively within these different environments</p> <p>Ability to think creatively and with vision and the willingness to suggest and try new and creative approaches to problems</p>
	<p>Strong communication skills with the ability to build and maintain effective and productive working relationships internally and externally</p> <p>A commitment to creating an environment for staff and students to thrive, that is inclusive, promotes equality and supports diversity</p> <p>Ability to delegate, to provide and respond to constructive feedback, monitoring and addressing performance, and building trust and teamwork</p> <p>Success in delivering results through effectively managing people, finances, and other resources to achieve these</p> <p>Credibility and expertise gained from personal and collaborative success in the specific academic theme (Education/Research &amp; Impact/Global Engagement/ Business Engagement and Innovation)</p> <p>Knowledge and experience in a cognate academic area of the Faculty</p> <p>Shares the University's ways of working collaboratively, sustainably and digitally and models this in their attitude and behaviour</p> <p>Ensures that the organisational values of Discovery, Respect, Excellence, Inclusion and Community are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly or raised with the relevant Line Manager or</p>
Term of office	3 years, usually ending on 31 July. Renewable subject to satisfactory review.
Recognition	A pensionable salary is payable for this role as approved by UEB. E&R staff will be expected to remain research active as part of this role.
Date last reviewed/approved by	March 22 Director of Human Resources