

Role:	Director of Research and Impact
Main Purpose of Job	<p>Main purpose: providing Departmental vision, direction and inspirational leadership for the academic development and delivery of the Research and Impact strategy:</p> <ul style="list-style-type: none"> • strategic leadership and championing departmental research excellence and culture, and growing research and impact activity • supporting the APVC Research & Impact and Head of Department by providing strategic and operational leadership • working with DoBEIs, DoPGR, DESEs and DoGEs in areas of shared interest and responsibility and to ensure that synergy between portfolios is maximised and that departmental resources are allocated to optimise the delivery of all thematic strategies <p>This is a 0.4-0.6 FTE role, reflecting the strategic importance of the role while enabling the role holder to maintain research active, (which is a requirement of the role).</p>
Reporting to	<p>Head of Department</p> <p>Matrix reporting to APVC Research and Impact</p>
Responsible For	<p>The Director of Research and Impact will lead a team responsible for different aspects of the Department's research and impact activities, the size and composition of which will vary by Department, and this will include departmental Directors of PGR.</p>
Main duties and accountabilities	<p>The Director of Research and Impact acts as the senior lead responsible for Research and Impact within a department. Accountable for:</p> <ul style="list-style-type: none"> • Promoting a vibrant, enquiring, collegial, and creative culture to support the highest quality research • Working with other Departmental Directors: <ul style="list-style-type: none"> ○ with the Director BEI to monitor development of (REF) impact case studies portfolio; and manage a sustainable research and innovation project portfolio and pipeline (applications, awards, income, etc.) independent of source of funding ○ with the Director of Global Engagement to ensure that international collaborative research activity is strongly encouraged, and fully supported, and new opportunities are identified and explored for internationalising, sustaining and scaling-up research and impact initiatives with key overseas partners

	<ul style="list-style-type: none"> ○ with the Director of PGR to ensure PGR recruitment, student experience and quality of provision for research students, including through research funding. ● Developing and delivering research and impact strategies for the department, including financial and cost recovery planning, and proactively engaging with horizon scanning and research funding opportunities. ● Delivering and supporting a vibrant research environment, including culture (EDI, research integrity and reproducibility, open research, research ethics) and facilities, informing REF submissions. As part of this ensure appropriate support for early career staff. ● Optimising research performance (publications, esteem measures and other outputs like impacts); overseeing the monitoring of activity with regard to research and impact targets; and participating in research and impact reviews, ensuring these inform REF submissions. ● Supporting the promotion of staff in issues of external recognition via research prizes and other esteem indicators. ● Developing an understanding of the institutional strategic direction and initiatives being coordinated at Faculty level through APVC-R&I and the DVC R&I and implementing this at Department level. ● Working effectively with the Professional Services RS team to ensure that department ambitions can be supported with appropriately skilled and experienced staff. <p>All Departmental Directors are also accountable for:</p> <ul style="list-style-type: none"> ● Collective responsibility for providing clear and effective leadership to the Department, providing support for new research initiatives and promoting a sense of collegiality and ambition, to deliver academic excellence. ● Supporting alignment of activity to University strategy for Research & Impact between Departments within the Faculty. ● Being an active member of and conduit between relevant committees, forums and working groups and the Department. ● Relationship management, internally (other departments and institutes) and externally (academic partners).
Key liaisons	<p>DoR&I; DoBEI; DoGE; DoPGR; HoD</p> <p>Membership of Departmental Executive Team</p>
Learning Development requirements and opportunities	<p>Personalised development plan in ePDR</p> <p>ASPIRE/Advance HE framework</p>

<p>Person specification (essential and desirable)</p>	<p>Senior Lecturer, Associate Professor or Professor in E&R job family</p> <p>A significant track record in research, excellent communication and relationship building skills and the ability to build and maintain a strong team</p> <p>A commitment to creating an environment for staff and students to thrive, that is inclusive and promotes equality and diversity</p> <p>Shares the University's ways of working collaboratively, sustainably and digitally, and models this in their attitude and behaviour</p> <p>Awareness of key aspects of higher education research landscape including policy, politics and regulation, REF, and how these apply to their relevant Department</p>
<p>Term of office</p>	<p>3 years, usually ending on 31st July (where appointments are made mid-year, consideration will be given to extending the initial term so that it expires on 31 July. REF cycles should also be taken into account). Renewable subject to satisfactory review</p>
<p>Recognition</p>	<p>Workload allocation in the range 0.4-0.6 FTE, agreed by Head of Department. We welcome requests for job shares or other creative approaches to roles to take account of individual circumstances and/or for operational or strategic reasons.</p>
<p>Date last reviewed/approved by</p>	<p>April 2022</p>