UNIVERSITY OF LINCOLN
JOB DESCRIPTION

JOB TITLE	Associate Professor in Forensic Science				
ACADEMIC PROFILE	Teaching and Research				
DEPARTMENT	School of Chemistry				
LOCATION	Brayford Campus				
JOB NUMBER	COS840	**GRADE**	9	**DATE**	September 2021
REPORTS TO	Head of School				

CONTEXT

Associate Professors (APs) with an academic profile of Teaching and Research at the University of Lincoln are recognised among their peers as research leaders who have achieved a high standard of scholarship and have a substantial record of on-going research of international quality. Associate Professors will be expected to have an appropriate balance of research and teaching within their portfolio and to evidence potential to progress to a professorial appointment.

Associate Professors are also recognised among their peers as leaders in the development in teaching strategies within their discipline or the scholarship of teaching. They hold a substantial record in curriculum development and leadership and in successful and innovative research led teaching practice.

JOB PURPOSE

An Associate Professor will either undertake a leadership role in research or teaching with the School or engage the University of Lincoln with activities and practitioners beyond the University.

To generate high quality personal research outcomes and outputs, provide leadership in the development of research initiatives, and to contribute to research-related teaching and learning through delivery and curriculum innovation in their subject area.

To contribute to the development and management of the School with involvement in College activities and provide academic leadership over a subject area or range of programmes and/or to provide leadership in an area of research.

KEY RESPONSIBILITIES

Research
An Associate Professor (T&R) enhances and promotes the research culture in the subject area and contributes to the strategic development of research in their School or College, including by: • Demonstrating a strong international profile within their discipline (e.g. producing international conference papers and invitations as keynote speakers) • Conducting research of an international standard • Publishing (or equivalent) research outputs of internationally excellent quality. • Have sufficient outputs to be returned in the REF at a high standard inclusive of complex circumstances. • Developing externally funded research projects and acting as PI on research grants. • Working (possibly with others) on the writing of bids to external funding sources. • Contributing to research impact by participating in relevant research groups/committees, leading or contributing to impact case studies and engaging with activities that contribute towards the cultivation of an environment of impact • Linking their research profile to education and the professional sector as appropriate • Developing links with relevant local, national and international organisations with a view to enhancing research in cognate fields • Contributing to research development events and coaching and mentoring colleagues in the development of their research profiles
Teaching and Learning Support
Undertaking teaching at undergraduate and/or postgraduate levels and carrying out all related activities, achieving good sustained levels of student progression and feedback. The range of teaching duties may change from time to time Facilitate, develop, lead and support innovations in the teaching activities and curriculum development and delivery of the School and wider University Support the design and development of new or existing programmes, advising on ways to enhance the quality of engagement and influence of discipline specific professionals and enrich the student experience with a focus on employability through practitioner or employer led engagement Work with others to develop College policy that influences and promotes effective research in all aspects of the student learning experience Develop, implement and manage a community of practice to support staff new to teaching within the school to engage in research If appropriate, lead a subject area or range of programmes and resolve problems affecting the quality of course delivery and student progress within own areas of responsibility

Liaison and Networking
Work within an extended network or community suitable to their discipline, which can impact positively on the work of the University Take a lead role in the application of these networks to enacting the University mission and strategy Promote the reputation of the University within the wider higher education community through publications, contributions to conferences and liaison within the relevant subject centre Liaise with and develop internal networks, for example by chairing and participating in institutional committees Lead, develop and contribute to relevant external networks, professional, national or international bodies such as Higher Education Committees and high level advisory groups Monitor external funding opportunities and assist the College and the University in securing external funding Interact and collaborate with other internal Schools and Colleges and external institutions and bodies on the establishment of joint projects to enhance the quality of research, teaching and learning
Team Working
Work as a member of the School management team to contribute to the development and management of the School Provide academic leadership within the School over a subject area, a range of courses or programmes and an area of research or significant academic endeavor. Contribute significantly to the development and running of the School by taking on appropriate coordinating or leadership roles. Supervise or line manage other staff as appropriate. Act as mentor or appraiser to designated colleagues, advising on personal development and ensuring that they are meeting the standards required
Student Support
Act as academic tutor to students as allocated by the Head of School and act as first line contact for them for advice and support on academic matters, ensuring that students are directed to relevant support services when necessary. Supporting students undertaking doctoral research in their subject and supervising them to completion. Supervise student projects and placements as appropriate.

Leadership
Associate Professors are expected to lead by example in research and to support the research activities of individuals/research groups in the area in which they are appointed. Candidates will therefore have to evidence their leadership skills relevant to research, as well as their own personal high quality research record. This record should cover such aspects as their research outputs (including publications), research grants and research supervision. The post holder will be expected to maintain and develop their own research at a high level and to be a significant contributor to external research audits.
Citizenship
Contribute to the wider mission and reputation of the University with active involvement in activities contributing to general university life e.g. open days, student activities, alumni events, mentoring, personal tutoring and engagement with student support and delivery of outreach activities e.g. school visits, local community activities Active participation in committees/groups contributing to university life e.g. health and safety, equality diversity and inclusivity, sustainability and working groups Engage in appropriate training programmes in the University, actively follow and promote University policies and participation in the staff appraisal scheme and yearly Individual Research Plan (IRP) Contribution to the future development of the University and support the University's wider social, cultural and economic development of our region, our 'civic' mission with engagement and/or leadership of external partnerships contributing to the civic mission of the University. Participation in external activities such as volunteering, school governor, cultural activities, community activities

In addition to the above, undertake such duties as may reasonably be requested and that are commensurate with the nature and grade of the post.

ADDITIONAL INFORMATION

Scope and dimensions of the role	
To be agreed between the post holder and the Head of School	
Key working relationships/networks	
Internal	**External**
• Pro Vice Chancellor & Head of College • Head of School • Academics throughout the University • College Senior Academics • Research and other students • College / School academic, administrative and technical staff • Professional services staff • Other Colleges within the University	• External agencies • Funding bodies e.g. Research Councils • Professional& Regulatory Bodies, Educational establishments and organisations e.g. other universities • Professors, Associate Professors, Senior Research Fellows and other researchers elsewhere • Overseas partner institutions • Accrediting bodies

UNIVERSITY OF LINCOLN PERSON SPECIFICATION

JOB TITLE	Associate Professor – T&R	**JOB NUMBER**	LS1031
Selection Criteria		**Essential (E) or Desirable (D)**	**Where Evidenced Application (A) Interview (I) Presentation (P) References (R)**
Qualifications:			
PhD in relevant discipline or equivalent demonstrated research record (normally by publication but where appropriate through professional achievement)		**E**	**A**
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one		**E**	**A**
Experience:			
Proven substantial track record of internationally excellent outputs that would be returnable in the REF		**E**	**A/I**
Experience of developing funded research projects in the specialist area		**E**	**I**
Experience of working within a research team		**D**	**A/I**
Experience of teaching undergraduate and/or postgraduate programmes		**D**	**I**
Experience of supervising research students		**E**	**I**
Experience of efficient administration and management of research and/or teaching programmes		**E**	**A/I**
Preparation of risk assessments for chemical laboratory environments, including COSHH		**E**	**A**
Skills and Knowledge:			
Evidence of a substantial research profile in subject area		**E**	**A**
Evidence of successful engagement (projects/funding) with key external agencies		**E**	**A**
Recent, internationally excellent research outputs		**E**	**A**
Ability to demonstrate leadership skills in relation to research initiatives		**E**	**I**
Ability to apply research to teaching and learning and assess across the range of taught levels offered		**E**	**I/R**
Excellent verbal and written communication skills		**E**	**I/R**
Team worker with good interpersonal skills, able to motivate others		**E**	**A/I**
Able to build effective working relationships with a wide range of staff and external agencies		**E**	**I/R**
Competencies and Personal Attributes:			
Flexibility and adaptability		**E**	**I/R**
Initiative and independence in thinking/approach		**E**	**A**
Commitment to the subject area and the drive to improve		**E**	**I**

Essential Requirements are those, without which, a candidate would not be able to do the job. **Desirable Requirements** are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Author	IJS	**HRBP**	SP