



**UNIVERSITY OF LINCOLN  
JOB DESCRIPTION**

<b>JOB TITLE</b>	Professor of Education and Social Justice				
<b>ACADEMIC PROFILE</b>	Teaching and Research				
<b>DEPARTMENT</b>	School of Education				
<b>LOCATION</b>	Lincoln Campuses				
<b>JOB NUMBER</b>	CSS135	<b>GRADE</b>	SMG	<b>DATE</b>	February 2023
<b>REPORTS TO</b>	Head of School				

**CONTEXT**

The University of Lincoln aims to transform lives and communities, attracting talent from around the globe to create, for Lincolnshire and communities around the world, a virtuous circle of opportunity, prosperity, and economic growth. In research we have the long-term ambition to establish a global reputation for research, knowledge exchange and impact, and be amongst the top 15 in the UK by 2050.

The School of Education delivers highly successful undergraduate and postgraduate programmes and has a thriving postgraduate research community. Key priorities within the School are teaching and research.

We are looking to appoint a Professor of Education and Social Justice to actively engage with the School, and to establish a new research cluster, as it embarks on the next phase of its research strategy. We welcome applications that evidence a strong track record of gaining research funding, producing high quality outputs, cross-disciplinary collaboration, and impact. Areas of focus such as comparative education, equality, diversity and inclusion, education and gender, and access and participation are of particular interest. The appointed person will have an established and sustained profile as an expert within their field, having made an outstanding impact in a significant area of research that will enhance and improve the School of Education's national and international reputation.

Professors are involved in University service beyond the School and College and will make a major contribution to the work of the University.

**JOB PURPOSE**

Professors take on a major leadership role in relation to further knowledge and application of research and development of subject/course, pedagogical and all elements of excellence in student learning.

## KEY RESPONSIBILITIES & ACCOUNTABILITIES

### Research

A Professorship that is focused on research is a leadership role making a significant contribution to the research environment and the research profile of the School or College in a variety of ways, including:

- Maintaining an internationally excellent track record in research outputs, and provide a leading personal submission to the REF
- Effectively leading on aspects of the development of research within the School / College / University, such as:
  - Leading and managing a research centre, research group or impact case studies
  - Leading the School's response to major research initiatives (e.g. REF)
  - Coordinating a significant area of School research activity
  - Chairing relevant College or School committees
  - Representation of the School and /or College on University committees and working groups
- Attracting external, significant and sustained research funding from various sources, including research councils, charities, government-funded bodies and European Union and overseas bodies, to support and develop research
- Providing supervision and mentoring to academic and research staff, supporting them in developing a funding profile, the development of their personal research track record and research impact.
- Acting as PI on large-sized research grants
- Leading and managing collaborative research projects
- Supporting the School's international development, including forging international research links
- Attracting and supervising postgraduate research students
- Developing research through "impact" activities, e.g. influencing policy or public or professional discourse
- Enhancing the research environment of the University through wider engagement at College/University level, chairing external bodies, organising conferences and senior engagement with learned societies or major stakeholders
- Coaching and mentoring other colleagues in the development of their research profiles

### **Teaching and Learning**

Professors are expected to contribute towards teaching delivery and the creation of an engaging and innovative teaching environment that supports effective student learning and a high quality student experience.

Professors are expected to contribute to the subject portfolio of programmes, including postgraduate/research degrees by:

- Undertaking teaching at undergraduate and/or postgraduate levels and carrying out all related activities, achieving sustained levels of student progression and feedback
- Leading on research-engaged teaching in subjects and areas related to the post-holder's research and developing initiatives based on feedback which evidences impact
- Leading on improved approaches to teaching and learning, informed by pedagogic research and engagement with practice, within their own subject area(s), across the Department/School and ideally beyond the University
- Collaborating with colleagues in curriculum development and the advancement of the discipline within the University and disseminate best practice in teaching and learning
- Conducting academic administration, including contribution to programme and/or unit management duties, as appropriate
- Contributing to the development and implementation of learning and teaching strategies within the School and across the College / University
- Supporting students undertaking doctoral research in their subject and supervising them to completion.

### **External Engagement and Enterprise**

- Attract external funding where appropriate through enterprise activities including applied research, consultancy and knowledge transfer activity to achieve income diversification and improve academic reputation
- Engage with external employers and stakeholders on applied and related work where appropriate in the furthering of academic, professional or learning excellence and to improve the student experience
- Lead on and mentor colleagues on knowledge exchange activities and projects such as Knowledge Transfer Partnerships to enhance the skills of the University community
- Represent the School and University on external practitioner, employer, and policy bodies and networks such that the interests and strategies of the University are advanced
- Support and enable the development of academic and related (e.g. policy) partnerships and linkages that further the academic development of the School and the University's strategic plan
- Active involvement with academic and/or professional bodies
- Lead on and undertake public engagement activities

### **Citizenship**

- Support the Head of School in the management and direction of the School, as appropriate and as agreed with the Head of School
- Contribute to and support the University's strategy and strategic plan with leadership of activities contributing to general university life e.g. open days, student activities, alumni events, mentoring schemes, assisting professional services, engagement with student support and delivery of outreach activities e.g. school visits, local community activities
- Contribute to the efficient administration, organisation and development of professional practice and or scholarship within the School or College
- Participate in and, where appropriate, convene relevant related groups/committees in the School or College , as well as leadership/membership of committees/groups contributing to university life e.g. health and safety, equality diversity and inclusivity, sustainability, working groups
- 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 with/leadership of external partnerships contributing to the civic mission of the University. Participation of external activities such as volunteering, school governor, employment committees, third sector governance, cultural activities, other relevant community activities. Leadership and promotion of the university's civic mission through e.g. publications, talks, outreach

**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**

The role of Professor is key to the academic, development and performance of the University. Professors are expected to have an international reputation in their field, and also to mentor colleagues to drive improved outcomes and achieve their personal objectives and goals. They are also expected to engage in external networks in their area(s) of expertise and to generate income through research, scholarship and other externally-supported projects. Engagement with practice, enterprise, innovation and employer engagement may also be closely associated with aspects of a Professor's remit.

The successful candidate will be expected to mentor colleagues to drive improved research productivity and enable colleagues to achieve their personal objectives and goals. They are also expected to engage in external networks in their area of expertise and to generate income through research, scholarship and other externally supported projects.

The exact balance of duties will be agreed with your line manager depending on expertise, interest and the strategy of the University on an annual basis.

<b>Key working relationships/networks</b>	
<b>Internal</b>	<b>External</b>
<ul style="list-style-type: none"> <li>• Pro Vice Chancellor &amp; Head of College</li> <li>• Head of School</li> <li>• Other Professorial staff in the School and College</li> <li>• Other academics inside/outside the School and College</li> <li>• Researchers and research students / Educationalists, Programme Leaders and Principal Lecturers (Teaching)</li> <li>• Research and Enterprise / LALT</li> <li>• Service staff</li> </ul>	<ul style="list-style-type: none"> <li>• External agencies</li> <li>• External Examiners</li> <li>• Funding bodies e.g. Research Councils</li> <li>• Professional &amp; Regulatory Bodies, Educational establishments and organisations e.g. other universities</li> <li>• Research / Project collaborators and partners</li> <li>• Overseas partner institutions</li> <li>• Accrediting bodies</li> </ul>



**UNIVERSITY OF LINCOLN  
PERSON SPECIFICATION**

<b>JOB TITLE</b>	Professor of Education and Social Justice	<b>JOB NUMBER</b>	CSS135
<b>Selection Criteria</b>	<b>Essential (E) or Desirable (D)</b>	<b>Where Evidenced Application (A) Interview (I) Presentation (P) References (R)</b>	
<b>Qualifications:</b>			
PhD in relevant discipline or equivalent demonstrated research record of achievement (normally by publication but where appropriate through professional achievement)	<b>E</b>	<b>A</b>	
HE teaching qualification or recognition (PGCE(HE) or HEA Associate Fellow) OR a commitment to complete one within an agreed timescale	<b>E</b>	<b>A</b>	
<b>Experience:</b>			
Proven track record of internationally excellent and world leading research outputs	<b>E</b>	<b>A/I</b>	
A track record of leading activities that have significant impact within or beyond the University	<b>E</b>	<b>A/I</b>	
Broad teaching experience at undergraduate and taught postgraduate level	<b>E</b>	<b>A/I</b>	
Proven track record of sustained income generation to support research work	<b>E</b>	<b>A/I</b>	
Experience of leading a research team and educational projects	<b>E</b>	<b>A/I</b>	
Experience of leadership and administrative management in HE	<b>E</b>	<b>A/I</b>	
Experience of supervising research students to completion and/or supervision of research staff	<b>E</b>	<b>I</b>	
Experience of efficient administration and management of research and/or teaching programmes	<b>E</b>	<b>A/I</b>	
Significant experience of enhancing teaching quality and improving the student experience	<b>E</b>	<b>A/I</b>	
Sustained national / international reputation for research/teaching/pedagogy	<b>E</b>	<b>A/I</b>	
Responsibility for academic quality and standards assurance	<b>E</b>	<b>A/I</b>	
Educational leadership beyond own School	<b>E</b>	<b>A/I</b>	
<b>Skills and Knowledge:</b>			
Ability to develop and lead a portfolio of research/educational projects	<b>E</b>	<b>A/I</b>	
Ability to lead and motivate others	<b>E</b>	<b>I</b>	
Excellent written and verbal communication skills	<b>E</b>	<b>A/I/P</b>	
Extensive knowledge of the HE sector	<b>E</b>	<b>A/I</b>	
Ability to develop and maintain an effective professional network and engagement with key agencies	<b>E</b>	<b>A/I</b>	

Ability to apply research to teaching and learning	<b>E</b>	<b>A/I</b>
Excellent organisational skills	<b>E</b>	<b>I</b>
Ability to build effective working relationships with a wide range of staff and external agencies	<b>E</b>	<b>I/R</b>
<b>Competencies:</b>		
Flexibility and adaptability	<b>E</b>	<b>I/R</b>
Initiative and independence in thinking/approach	<b>E</b>	<b>I</b>
Commitment to the subject area and the drive to improve	<b>E</b>	<b>I</b>
<b>Business Requirements:</b>		
Ability and willingness to travel on School, College or University business, including overseas	<b>E</b>	<b>A</b>

**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.

<b>Author</b>	A. Backhouse	<b>HRBP</b>	D.B.
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