



UNIVERSITY OF  
LINCOLN

## UNIVERSITY OF LINCOLN JOB DESCRIPTION

<b>JOB TITLE</b>	Associate Professor in AI for Defence & Security				
<b>ACADEMIC PROFILE</b>	Teaching & Research				
<b>DEPARTMENT</b>	Centre for Defence & Security AI				
<b>LOCATION</b>	Lincoln Campuses				
<b>JOB NUMBER</b>	CHS218	<b>GRADE</b>	9	<b>DATE</b>	April 2025
<b>REPORTS TO</b>	Director, CDSAI				

### CONTEXT

The Centre for Defence & Security AI (CDSAI) at the University of Lincoln seeks an ambitious candidate with an impressive applied AI research profile to be appointed at Associate Professor level. CDSAI is a new university research and innovation centre launched in 2024, strongly linked to the UK's defence and security establishment (military, government, industry) at national and regional levels. The growth of the Centre is a university priority and investment is being made in hiring an excellent team to drive its success.

We are a university looking to the future where we serve and develop our local, national, and international communities by creating purposeful knowledge and research, confident and creative graduates and a dynamic and engaged workforce. We are achieving this through a culture of enterprise and innovation and are particularly known for our work in applied AI, for example at [LIAT](#), the Lincoln Institute for Agri-Food Technology, which was awarded the prestigious Queen's Anniversary Prize in 2023 for innovation in agri-food technology. We're now looking to build on this strength and extend that AI-related impact into wider applications and in our prioritised sectors. Situated in Lincolnshire, close to several important RAF and Defence bases, the University prioritises and is proactively supportive of Defence and Security work.

The post holder is expected to lead the growth of a research portfolio and will be strongly supported in doing so by academic and professional services colleagues. As well as pursuing research grants, the post-holder will be able to contribute to collaborative project work with local military and industry partners and participate in the regional 'DecisionWorks' collaborative initiative. To encourage a focus on research and innovation excellence, there will be no teaching commitments for an agreed period of time and there is provision for a university-funded PhD student to be recruited immediately. The primary focus will therefore be on acquiring external funding, supervising postdoctoral researchers (we are hiring) and PhD students, publishing in the highest quality journals and conferences, strengthening industry partnerships, contributing to real-world applications with positive impacts, and conducting, directing and leading research and innovation activity to fulfil the University's ambition and strategic objectives. Associate Professors are involved in university service beyond their local team. They demonstrate continuous academic attainment and achievement, as well as providing academic leadership through active contribution to their discipline; maintaining, enhancing and improving the University's national and international reputation in their academic field.

The University is committed to building a culturally diverse institution, where all staff and students can flourish and feel valued for their contribution and individuality. We are encouraging talented people, whatever their background, to work and study here. All appointments are made on merit. Candidates must be willing to go through UK national security vetting processes.

The successful candidate will be part of CDSAI, a new and ambitious research and innovation centre. The team is small to start out and there will be a close pool of colleagues, focused on the development of AI-based software systems, to work with as well as a much larger and multi-disciplinary network of colleagues in the wider university. By joining at this stage, there is plenty opportunity for someone ambitious to have significant impact, take on leadership roles, secure high visibility and to take their career to the next level, knowing that there will strong support from the University.

#### **JOB PURPOSE**

The post-holder will be critical to the success of the Centre and hence to the University's ambitions. In general, Associate Professors take on a major leadership role in relation to further knowledge and application of research and also in the development of subject/course, pedagogical and all elements of excellence in student learning. The emphasis for this post is on research and innovation. Key colleagues will come from within the Centre (including the Centre Director, [Prof. \(of Practice\) Fiona Strens](#) and [AI lead Prof. Simon Parsons](#)) and from the School of Engineering & Physical Sciences and LIAT. Additionally, the post-holder will take on leadership of a multi-disciplinary community of interest focused on 'high-stakes decision-making in an AI era', which includes social scientists, psychologists and criminologists, as well as computer scientists and engineers.

The post-holder will be based in the newly-refurbished and well-equipped 'DecisionWorks' location on the main Lincoln campus (Brayford). This is part of a collaborative setting with researchers, local entrepreneurs, companies large and small, and defence stakeholders close-to-hand. Some flexibility on working patterns is acceptable if compliant with the University's policy on hybrid working, and some travel to external conferences and stakeholder meetings will be expected.

## KEY RESPONSIBILITIES

### Research

The primary ambition in creating this post is to deliver research leadership within a focused, collaborative research and innovation centre. 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/Centre and 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.
- Having 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 medium-sized 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**

The primary ambition in creating this post is to deliver research leadership within a focused, collaborative research and innovation centre. To accelerate progress, there will be an agreed period of time following appointment when the post-holder will have no teaching responsibilities.

In due course, the post-holder may take on some of the normal teaching and learning responsibilities associated with a post at this level:

- 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.
- Facilitating, developing, leading and supporting innovations in the teaching activities and curriculum development and delivery.
- Supporting 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.
- Working with others to develop College policy that influences and promotes effective research in all aspects of the student learning experience.
- Developing, implementing and managing 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**

CDSAI is highly dependent on effective internal and external networks and the creation of strong collaboration to achieve its aims. The post-holder will be expected to engage fully with this:

- Working within extended networks and communities suitable to the discipline and sector focus, impacting positively on the work of the University.
- Taking a lead role in the application of these networks to enacting the University mission and strategy.
- Promoting the reputation of the University within the wider higher education community through publications, contributions to conferences and liaison within the relevant subject centre.
- Liaising with and developing internal networks, for example by chairing and participating in institutional committees.
- Leading, developing and contributing to relevant external networks, professional, national or international bodies such as Higher Education Committees and high level advisory groups.
- Monitoring external funding opportunities and assisting the Centre, College and the University in securing external funding.
- Interacting and collaborating 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**

The post-holder will be expected to:

- Take on a leadership role in the Centre as a key member of the management team, contributing to the development and management of the Centre.
- Provide academic leadership over a growing research and innovation portfolio.
- 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**

The post-holder may be asked to:

- Act as academic tutor to aligned students;
- Support 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.

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 Centre Director	
Key working relationships/networks	
Internal	External
<ul style="list-style-type: none"> <li>• CDSAI Team</li> <li>• Head of College</li> <li>• Computer Scientists in LIAT and SEPS</li> <li>• Multidisciplinary academics throughout the University</li> <li>• Research and other students</li> <li>• Professional services staff including Research Development team</li> </ul>	<ul style="list-style-type: none"> <li>• Grant funding bodies e.g. Research Councils</li> <li>• Industry/Government funders &amp; partners</li> <li>• Professional &amp; Regulatory Bodies, Educational establishments and organisations e.g. other universities</li> <li>• Researchers in other universities, nationally and internationally</li> </ul>



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## UNIVERSITY OF LINCOLN PERSON SPECIFICATION

<b>JOB TITLE</b>	Associate Professor in AI for Defence & Security	<b>JOB NUMBER</b>	CHS218
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<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 (normally by publication but where appropriate through professional achievement)	<b>E</b>	<b>A</b>
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	<b>E</b>	<b>A</b>
<b>Experience:</b>		
Proven substantial track record of internationally excellent outputs that would be returnable in the REF	<b>E</b>	<b>A/I</b>
Experience of developing funded research projects in the specialist area	<b>E</b>	<b>A/I</b>
Experience of delivering AI-based software solutions in a research or commercial context	<b>E</b>	<b>A/I</b>
Experience of working in Defence/Security sector	<b>D</b>	<b>A/I</b>
Experience of working within a research team	<b>D</b>	<b>I</b>
Experience of teaching postgraduate students	<b>D</b>	<b>I</b>
Experience of working in multi-disciplinary teams	<b>D</b>	<b>I</b>
Experience of supervising research students (preferably to completion)	<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>
<b>Skills and Knowledge:</b>		
Ability to build a substantial research profile in subject area	<b>E</b>	<b>A/I</b>
Ability to engage successfully (projects/funding) with complex external organisations	<b>E</b>	<b>A/I</b>
Ability to deliver AI-based software solutions	<b>E</b>	<b>A/I</b>
Ability to deliver excellent research outputs, evidenced through recent achievements	<b>E</b>	<b>A/I</b>
Ability to lead research initiatives	<b>E</b>	<b>I</b>
Ability to apply research to teaching and learning and assess across the range of taught levels offered	<b>D</b>	<b>I/R</b>
Excellent oral and written communication skills	<b>E</b>	<b>I/R</b>
Good team working and interpersonal skills, ability to motivate others	<b>E</b>	<b>I/R</b>
Ability to build effective working relationships with a wide range of people, internally and externally	<b>E</b>	<b>I/R</b>

<b>Competencies and Personal Attributes:</b>		
High levels of ambition	<b>E</b>	<b>I/R</b>
Adaptability and resilience	<b>E</b>	<b>I/R</b>
Initiative and independence in thinking/approach	<b>E</b>	<b>I/R</b>
Commitment to the subject area, the sector, and a drive to improve	<b>E</b>	<b>I</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>	FS	<b>PBP</b>	GPH
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