



**Reader**

**Edge Hill  
University**

## Academic Career Pathways

The University has introduced career pathways for academic staff. Academic staff now have a clear career pathway involving a series of levels with distinct roles profiles, each with its unique requirements. Each profile sets out what is expected of an academic at the particular level.

### Role Summary

A successful applicant to a readership will inspire best practice and promote enhancement activity relating to research. You will act as a key leader and expert advisor, solving research problems at the forefront of your field by responding creatively to these challenges and using innovative solutions.

Where appropriate, you will be engaging with the thematic priorities identified by UK Research and Innovation and identifying how you, and researchers in your area, might address the challenges identified.

You are able to demonstrate a high level of achievement in research, as well as impact at a regional and national level, with the potential for international reach, and are involved in collaborations with research users including business, industry and community organisations. You will have an outstanding track record of independent research of international standing amongst the academic community and, where appropriate to the discipline, you will be networked with researchers at other HEIs, both in the UK and abroad, and will be member of research teams.

You will work with the Associate Deans, Heads of School / Department and other senior colleagues to decide on the departmental research strategy and direction of research in your area, in accordance with University strategy, policy and procedures. With your own well-established individual research strategy that integrates with the University's research priorities, you will be active in making applications to external funders and presenting work for external peer review, as delivering on these research projects will be a core element of the role.

Edge Hill University is committed to promoting equality in all its activities and aims to provide a work, learning, research and teaching environment free from discrimination and unfair treatment. It is an Athena SWAN Charter member, with bronze accreditation, and has the HR Excellent in Research award.

## Duties and responsibilities

1. Responsible for the effective management of your own research activity and sustaining a leading research programme, which includes; making decisions regarding which projects to pursue, when to make research funding applications (and to which funder), actively developing and submitting competitive applications for external funding, managing the writing-up and dissemination of own research.
2. Maintain a regular output of high-quality peer-reviewed research which is published in monographs, edited books or leading journals and disseminated via other media as appropriate to the discipline.
3. Play a leading role in the formulation of research strategy for the subject area to support the best possible outcome in the next Research Excellence Framework (REF).
4. Support the development of a dynamic and sustainable research environment within the department to support the highest levels of engagement with research by all staff and students and to provide an attractive environment for external partners.
5. Establish and/or lead a research team, as appropriate to the discipline, including supervision of research students and staff. Where required, you will effectively manage research budgets according to funders and University requirements.
6. Represent the University through presentation at national and international events and participate in effective research networks with international reach to address key research questions in your field.
7. Deliver undergraduate and/or postgraduate teaching (lecturing or other teaching formats) and supervise individual and/or group student projects.
8. Commit to providing research leadership both within and outside your department with respect to your area of expertise, and the professional development of others. This might include mentoring, coaching, contribution to professional development events.
9. Take an appropriately active role in Faculty / Departmental-level strategic planning and contribute to the University's strategic planning process.
10. Actively involved in Faculty or University administrative functions including convening, leading and participating in relevant committees (i.e. research/ethics committees) and working groups, which approve and make recommendations for action in relation to research and research-related activities.
11. Carry out any other duties associated with the area as judged appropriate by the line manager.

**In addition to the above all Edge Hill staff are required to:**

- a) Adhere to all Edge Hill's policies and procedures, including Equality and Diversity and Health and Safety
- b) To demonstrate integrity and ethical conduct as identified in our Code of Practice for the Conduct of Research.
- c) Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons
- d) Undertake appropriate training and development as required
- e) Participate in Edge Hill's Performance Review and Development Scheme
- f) Adhere to Edge Hill University's environmental policy and guidelines and undertake tasks in a sustainable manner
- g) Demonstrate excellent Customer Care in dealing with all internal and external stakeholders.

## Person Specification:

Please note that applications will be assessed against the Person Specification using these criteria

### Qualifications

The successful candidate should:	Essential/ Desirable
PhD or equivalent in relevant discipline	Essential
Membership of professional body	Desirable

### Knowledge and Skills

The successful candidate should have:	Essential/ Desirable
Credible professional standing within the academic community, evidenced by peer review research outputs, grants, invitations to speak	Essential
Demonstrable and effective leadership skills (such as influencing, communication and engaging others) applied to research leadership roles	Essential
Very high level of effectiveness of own teaching, using your research to inform teaching and provide a high-quality student experience	Essential
Ability to provide research leadership within the department, faculty and at University level	Essential

### Experience

The successful candidate should have:	Essential/ Desirable
Established track record of regular output of highest quality published research	Essential
Able to demonstrate a high level of achievement in research with strong and growing reputation which is recognised internationally	Essential
Experience of undertaking research leadership roles	Essential
Success in grant activity and obtaining research funding, particularly from one or more of the following: industry, international sources, research councils, major charities	Desirable
Effective record of successful supervision of research fellows/assistants and students to doctoral level.	Essential
Evidence of engagement with the wider academic community, such as committee/editorial board membership, external roles	Essential

## Candidate guidance

When you are ready to start the formal application process, please visit [www.edgehill.ac.uk/jobs](http://www.edgehill.ac.uk/jobs) click 'vacancies' search for the role you wish to apply for, and click 'Apply online'. The online application form can be completed in stages and you can login/logout at any time. The form automatically saves as you enter your information and it is simple to move backwards and forwards within the form at any time prior to submission. Help is available at each stage to guide you through the form.

Before final submission, you can preview your application and can then choose to refine or submit the form.

### Salary:

Terms and conditions of employment: Will be those for Grade 11.

Salary for this grade: £54,131 - £59,135 per annum.

We look forward to receiving your application.