



## **Reader (R&T Track)**

COLLEGE OF XX  
SCHOOL OF XX

## **GRADE 9**

### **Job Purpose**

To make a substantial and positive contribution to the strategic direction of the School/College through leading and contributing to world-changing and internationally-competitive research, high quality teaching at both undergraduate and postgraduate level, securing research funding, and providing academic leadership and management within the School/College. To actively engage in relationships with external stakeholders that advance knowledge exchange, public understanding and outreach.

### **Main Duties and Responsibilities**

1. Undertake a leading role in the development and implementation of individual and/or joint research projects of international standard, and actively engage in shaping College/School research strategy and enhancing the quality of the School's research profile.
2. Act as principal investigator or project leader on major, externally funded, research projects with a portfolio of research activity and publications of high quality and impact. Take a lead in Knowledge Exchange activities which develop and sustain support for the subject area and recognised excellence for the University.
3. Actively participate in attracting high calibre research students to undertake doctoral research and provide leadership to early career staff and students through research collaboration, supervision and mentorship, assisting with difficulties e.g. learning support/problems as necessary.
4. Undertake academic management and leadership roles and responsibilities to ensure high quality course/programme administration, setting and monitoring standards and lead on the development of policy and practice across research and teaching teams (beyond subject/school level).
5. Create and develop effective networks with students, staff across the University, and external stakeholders to oversee the embedding of key University priorities such as graduate attributes, professional requirements, work-related learning, transitions support, student mobility and quality enhancement within credit bearing and non-credit bearing activities.

6. Develop a strategic approach to embedding learning technologies across the Subject/School and College to support and enhance course/programme delivery, course organisation, feedback and assessment within campus based, blended and online provision.
7. Lead the development of inclusive and innovative approaches to teaching, learning and assessment that recognise the needs of a diverse student cohort, taking appropriate responsibility for managing associated cultural changes and staff support and development.
8. Regularly attend and participate in appropriate activities to effectively contribute to the subject specialism, through learned societies, professional bodies, broader review and editorial processes. Disseminate research findings locally, nationally and internationally to enhance learning within the discipline and to represent the University externally.
9. Through an established network of external stakeholders, increasingly influence public understanding and/or professional policy and practice aligned with the strategic priorities of the School/College/University.
10. Engage in continuing professional development activities as appropriate.
11. Undertake any other reasonable duties as required by the Head of School.
12. To contribute to the enhancement of the University's international profile in line with the University's Strategic Plan, [Inspiring People Changing The World](#).

## **Qualifications**

Scottish Credit and Qualification Framework level 12 (PhD) or equivalent in related discipline with an extensive and established reputation in research and significant teaching experience within the discipline/subject area.

Recognised expertise in subject discipline/specialism to develop new knowledge and understanding within the field.

A thorough understanding of, and track record in, contributing to broader academic leadership and management at School/Service/College level.

Sustained engagement with current practice and developing knowledge.

Engagement with the current and future priorities of University/College/Service strategies, aims and ambitions.

Membership of a relevant professional body, if applicable.

## **Knowledge, Skills and Experience**

Proven ability to plan and lead staff and efficiently deploy resources in support of major research and teaching activities

Ability to disseminate conceptual and complex ideas to a wide variety of audiences to promote understanding

Ability to undertake academic leadership of groups/activities with substantial impact on finance and other resources

Ability to forge new and effective relationships with colleagues, internally and externally, to foster collaboration across the University and with colleagues in other institutions

Ability to demonstrate independent thought in order to generate original research and secure research income.

Substantial track record of published research of international standard compatible with enhancing the School's submission to the REF

Established track record of successfully securing funding for research projects, as appropriate for the subject specialism

Internationally recognised excellence and reputation in subject area and scholarship of teaching in the discipline

Proven track record of developing and devising teaching programmes, techniques and methods

Track record of student supervision and development/mentorship/coaching of early career academic colleagues in subject area/team.

Demonstrated commitment to open research, as appropriate to the discipline, through open data, open code, open educational resources and practices that support replication.

Proven commitment to supporting the career development of colleagues and to other forms of collegiality appropriate to the career stage.