

JOB DESCRIPTION

Job title:	Professor of Photographic Practice
Grade:	This post has been evaluated at Grade 9
Responsible to:	Director of The Institute of Photography
Date:	June 2015

Job purpose

To provide the academic and research leadership of Photographic Practice at Falmouth and contribute to the delivery of our strategic plan including:

To contribute to the advancement of knowledge through research, scholarship, knowledge transfer and/or professional practice that is of international distinction.

To contribute to the institution's strategic goals of growing Cornwall's economy and the associated measures linked to this.

To contribute to the institution's intellectual leadership and research management.

To contribute to the advancement of learning and teaching through significant curriculum development and pedagogical innovation.

The University takes Health and Safety matters very seriously. All staff have a responsibility to take reasonable care for the health and safety of themselves and others who may be affected by their actions and omissions. They also have a duty to comply with University's arrangements for Health and Safety. Staff with responsibility for others must ensure the proper enactment of University policy within their areas in line with levels of responsibility set out in the University's Health and Safety Policy.

Main duties and responsibilities

- a) To conduct research of the highest international standards and to lead, mentor and supervise the research of others in accordance with the University's Research and Innovation Strategy ensuring outputs of the highest quality and standing with maximum impact and public engagement.
- b) To secure substantial, external research funding and actively pursue grant applications on a rolling basis to sustain and grow research, knowledge exchange and innovation related to Performance.

- c) Through this, to contribute substantially to the University's REF submission.
- d) To contribute to the work of the University's Research & Innovation agenda by, for example, developing policy, action-planning and chairing Department-level groups on issues relating to Research and Innovation. To be directly involved in forming strategic objectives relating to Research & Innovation.
- e) Working with the Head of the Academic Unit, and colleagues in the Graduate School and the Academy of Innovation and Research, to promote and facilitate research, scholarship and Innovation activity that inform curriculum development and pedagogical innovation.
- f) Working with the Head of the Research & Innovation Office, the Head of the Academic Unit and the Graduate School to ensure the continued enhancement of the research student experience within the School and Graduate School.
- g) To promote an outward-facing, engaged research ethos in the University, mentoring colleagues, leading/co-ordinating teams undertaking collaborative research activity.
- h) To work closely with Head of Department, The Academy for Innovation and Research and the Graduate School to identify Research & Innovation related development needs across University staff and to contribute to the development of those needs through personally developing and delivering specialist seminars as required.
- i) To take a pastoral role supporting the well-being of staff and students, providing advice and guidance where appropriate and making referrals for further support where required.
- j) To provide postgraduate supervision support and development, supervisory training and mentorship.
- k) To contribute to the advancement of learning and teaching through significant curriculum development and pedagogical innovation.
- l) To help ensure the maintenance of research-informed curricula in the University through productive use of staff Research & Scholarly Activity (RSA) time and effective use of staff workload.
- m) To deliver up to 125 hours teaching per year, depending on the volume of externally-funded research and innovation projects won, in the relevant academic department.
- n) To contribute significantly to the Department and University strategic and academic management, including participation in committees and meetings.
- o) To develop and participate in internal and external networks (at regional, national and international level) for the purpose of undertaking collaborative work, generating

consultancy/income generating activities, convening symposia and conferences or any other activity enhancing the reputation and profile of the University and contributing to the development of the discipline.

- p) To enhance the University's external profile and act as an ambassador and advocate for its activities through contributions and representation on professional bodies, as part of learned societies, etc.
- q) To promote the regional, national and international profile of Performance Research at Falmouth by developing and negotiating strategic links with other HEIs, businesses, relevant organisations and external bodies in the areas of Research & Innovation.

General duties and responsibilities

- a) To work within and actively support the equality and diversity policies and practices of Falmouth University.
- b) To notify a more senior member of staff of any errors or concerns at the earliest opportunity.
- c) To participate in the Annual Performance Development Review Process.
- d) To ensure that the University's cross-cutting themes of partnership, equality and diversity and sustainability inform all activity related to the role.
- e) To ensure communications systems and practices support effective management arrangements and promote good relations with staff and students.
- f) To work within a framework of effective governance, ensuring compliance with relevant Regulations, Legislation/Policies and Procedures.
- g) To be responsible for your own continuing self-development.
- h) Working within the Health and Safety at Work Act, the post holder has a legal duty to take reasonable care for Health and Safety both for themselves and others who may be affected by their actions. They are also required to undertake Health and Safety training commensurate with the level required by the post and to take part in risk assessment procedures and the implementation of agreed recommended work practices within the area.

The post holder has a direct responsibility to ensure a safe and healthy environment for students under their supervision, by ensuring that:

- Falmouth's safety policies and requirements are implemented.

- That risk assessments are completed for relevant activities (e.g. fieldwork, performances, exhibitions, etc.) undertaken by students under their supervision, and that any resulting actions are taken and that safe working practices are followed.
 - Correct and timely communication of safety issues both to their superiors and students is carried out as relevant to their responsibility.
 - They work within a framework of effective governance, ensuring compliance with relevant Regulations/Legislation/Policies and Procedures.
 - Students under their supervision fulfil their responsibilities under the University's Health and Safety Policy.
- i) To undertake other duties not specifically stated above, which from time to time are necessary for the effective performance of the Universities business without altering the nature or level of responsibility involved.

Measures and Indicators of Success

- a) Measures and indicators of success in this role will be agreed at regular intervals and as part of the annual PDR (Performance Development Review) process, and will include, but are not limited to:
- The number of research, knowledge exchange and innovation bids submitted and won.
 - The number and quality of research outputs of international significance.
 - Level of contribution to the achievement of targets set out in the Falmouth Strategic Plan and in the Research & Innovation Strategy.
 - Delivery of the necessary growth and academic quality required to support achievement of the University's strategic objectives: in particular, Research Degree Awarding Power and Growing Cornwall.
 - The University's performance in quality assurance reports and audits.
 - The Departments' performance in relation to the University's key performance indicators.
 - The performance of the Departments' portfolio in the National Student Survey, the HEA's Postgraduate Taught / Research Experience Surveys, in HESA-monitored statistics such as graduate employability and student retention.

PERSON SPECIFICATION

Job title: Professor of Performance Research

Attributes	Essential requirements	Desirable requirements
<p>Education and Qualifications</p>	<p>PhD or equivalent standing, through publishing research and/or professional practice in a relevant area.</p>	<p>A Readership or equivalent; election to a fellowship of a professional body, learned society, etc.</p>
<p>Experience and Knowledge</p>	<p>Sufficient in-depth knowledge of photography research to enable to development of new knowledge, innovation and understanding in the field.</p> <p>A research and/or professional practice publication record of international standing.</p> <p>Evidence that previous work has informed thinking and developments in the field.</p> <p>Experience of outstanding contribution to the advancement of knowledge through research, scholarship, knowledge transfer and/or professional practice that is of international distinction.</p> <p>Experience of high level of achievement in the contribution to the advancement of learning and teaching through significant curriculum development and pedagogical innovation.</p> <p>Professional recognition and standing amongst internal and external peers.</p> <p>Experience of intellectual leadership and management of research and professional practice.</p> <p>Experience of convening symposia, international performance events and/or academic conferences.</p>	<p>Evidence of having influenced international level policy debates, supplied professional advice or set a new standard in relevant area of expertise.</p> <p>Evidence of managing organisational performance, change management and operational efficiency.</p>

	Active membership of national/ international bodies (e.g. Research Council panels, advisory boards, peer review colleges, etc.).	
Skills and Personal Requirements	<p>Proven ability to win major research grants, including significant research council awards.</p> <p>Ability to lead research and collaborative partnerships with other educational institutions, organisations or bodies.</p> <p>Ability to contribute to the development of internationally recognised intellectual property.</p> <p>Ability to lead and coordinate significant research groups and disseminate best practice within the institution and internationally.</p> <p>Ability to communicate and disseminate research to a varied audience of stakeholders and to act as an advocate for the discipline and the University.</p> <p>Ability to represent the University at an appropriate level on professional bodies, learned societies, etc.</p>	