



Professor/Reader in Cyber Security
School of Computing and Engineering
Applicant Recruitment Pack

Dear Applicant

Huddersfield is an amazing institution, taking its students on life changing journeys and providing a working environment where our colleagues can achieve career success and personal accomplishment. Originally from Huddersfield and having graduated in Engineering here, I am proud to lead this institution.



Here at the University of Huddersfield we have a lot to be proud of including collaborative research with some of the top universities in the world. We are the first University to receive the Global Teaching Excellence Award and achieved the TEF Gold Award. We have transformed our academic workforce and are now ranked in the top 5 for the percentage of academic staff with a higher degree and have set the expectation that all academic staff have doctorates and publish at least at an international level. We take leadership seriously and now are the first organisation in the world where all members of the Senior Leadership Team are Chartered Managers. This commitment to transformational leadership is underpinning our drive towards becoming a global University with the aim of creating partnerships with 140 of the top 300 world-leading Universities.

We have won numerous awards including University of the Year, Entrepreneurial University of the Year, Best University workplace, the Queen's Award for Enterprise and three national honours in the form of Queen's Anniversary Prizes.

We are a highly sustainable organisation and placed amongst the top 10 in the UK for financial sustainability, with no historic debt. As such we have been able to invest more than £150m over the last ten years in a top-class estate and facilities.

The University is a great place to work and our staff report they are proud to work here. We expect high performance from our colleagues and in return you can expect to work in a collaborative and engaging environment with an outstanding development support to all staff.

Yours sincerely

Professor Bob Cryan CBE DL

Vice-Chancellor

Great future

- 94% of our undergraduate students go on to work and/or further study within fifteen months of graduating (HESA Graduate Outcomes 2022/23, UK domiciled, other activities excluded).
- 98% of our postgraduate students go on to work and/or further study within fifteen months of graduating (HESA Graduate Outcomes 2022/23, UK domiciled, other activities excluded).

Research and innovation

- We've world-leading applied research groups in biomedical sciences, engineering and physical sciences, social sciences and arts and humanities.
- We're a dynamic institution that has quadrupled our research income and its postgraduate research in seven years.

Customer service

- Our Library was the first to gain the UK National Customer Service Excellence Award and is the holder of eight marks of distinction.



Award-winning

- Queen's Anniversary Prize (2021)
- Queen's Anniversary Prize (2019)
- A gold-rated University (TEF 2023)
- Global Teaching Excellence Award (HEA 2017)
- Queen's Anniversary Prize (2015)
- New University of the Year (Educate North 2015)
- Athena Swan Silver Award (2026)
- We are a five star University (QS awards 2020,2023)
- University of the Year (Times Higher Education 2013)
- Entrepreneurial University of the Year (Times Higher Education 2012)
- Queen's Award for Enterprise (International Trade 2013)
- Guardian Education Awards (Inspiring Leader 2013)

A Message from the Dean

The Department of Computer Science at the University of Huddersfield is on an exciting journey. Over the last decade, the Department has undergone a significant transformation in the quality, scale and impact of its research, establishing itself as an increasingly influential contributor to the UK's computer science research community. Today, the Department combines a strong tradition of applied, industry-engaged research with growing international recognition across areas including Artificial Intelligence, Cyber Security, Autonomous and Intelligent Systems, Sustainable Computing, Digital Twins, Data Science and Information Systems.

The evidence of this progress is clear. The proportion of the Department's publications appearing in the world's top 10% of journals has increased from just 4.3% in 2014 to over 30% in 2024, placing our performance alongside many of the UK's leading research-intensive institutions. Research income has grown substantially, exceeding £1 million annually, while our doctoral student community continues to expand and develop. These achievements reflect the dedication of our academic staff, the quality of our research culture and our ambition to deliver research that addresses some of society's most pressing challenges.

Within the wider School of Science, Computing and Engineering, colleagues contribute to an active and collaborative research environment supported by substantial external funding from UKRI, Innovate UK, Horizon Europe, industry partners and government agencies. Our research centres and institutes provide a platform for interdisciplinary collaboration and offer opportunities to address challenges spanning health, transport, security, energy, manufacturing and the digital economy. We are particularly proud of our growing reputation for research with real-world impact, underpinned by strong relationships with industry, public sector organisations and international partners.

Looking ahead, our ambitions are considerable. We are preparing for REF 2029 with the clear goal of further enhancing the quality, visibility and impact of our research, while continuing to grow research income, doctoral completions and research partnerships. We are investing in areas of strategic importance, strengthening our research leadership capability and creating opportunities for colleagues to build internationally recognised programmes of research. We are seeking individuals who share this ambition and who can help shape the next phase of our development.

At the same time, the Department is undertaking a major transformation of its academic portfolio. Having recently refreshed our postgraduate provision, we are now embarking on a comprehensive review of our undergraduate curriculum. Developments in Artificial Intelligence, Cyber Security, automation, digital technologies, Skills England priorities and the Lifelong Learning Entitlement are reshaping both higher education and employer expectations. We are determined to ensure that our students benefit from a contemporary, research-informed education that equips them for success in an increasingly dynamic and technology-driven world.

This is therefore an exceptional time to join the Department of Computer Science. We are building on genuine momentum, investing in our future and creating an environment in which talented academics can make a lasting contribution. For colleagues with the vision, leadership and ambition to influence the future direction of research and education, the opportunities available at Huddersfield are significant.

Professor Leigh Fleming
Dean, School of Science, Computing and Engineering
University of Huddersfield

The Role – Professor

Job Description

Job Title: Professor

Responsible to: Head of Department of Computer Science

Main Objectives

- a) To lead an active research programme through the sustained output of high quality peer-reviewed research publications or other recognised forms of output, demonstrating high impact.
- b) To make a significant contribution to the School's research income, reputation and development of research culture.
- c) To contribute to the academic leadership of the School.

Main Duties and Responsibilities

- 1. Lead research, securing high quality outputs appropriate to the subject
- 2. Maintain individual record of academic distinction through securing academic awards, editorship of/refereeing for journals, grant reviewer for awarding bodies etc.
- 3. Disseminate research through publication, exhibition, performance and through contribution to major conferences and media events
- 4. Secure external funding through an active bid record and development of commercial opportunities
- 5. Lead and co-ordinate research grant applications based on research outcomes
- 6. Develop business partnerships and business development on a regional national and international scale
- 7. Where appropriate, establish consultancy contracts based on research outcomes
- 8. Supervision of students for research degrees
- 9. Undertake external examining of research theses
- 10. Management of KTP programmes
- 11. To advise the PVC/Dean on the development of University and School research strategy, implementation and evaluation within the School, including the management of the REF or equivalent.
- 12. Represent a role model of best practice in research by mentoring early stage researchers through guidance and joint publication/bids
- 13. Contribute to staff and research student development programmes
- 14. Contribute to the teaching programmes of the School and to the revision and improvement of curriculum content and delivery
- 15. Act in an ambassadorial role outside the University
- 16. Ensure the implementation of the University's policies and regulations within the remit of the postholder's duties
- 17. Undertake other duties as directed by or in agreement with the Dean

Person Specification

To be eligible for this role, you must meet the following essential criteria:

Qualifications

- PhD or equivalent doctoral qualification in Cyber Security, Computer Science, Digital Security, Information Security, or a closely related discipline.
- National or international standing in a relevant area of Cyber Security, evidenced through academic achievement, research leadership and professional recognition.
- Chartered Member of the Chartered Management Institute or be required to commence this within first 12 months of employment.

Experience

- A substantial track record of internationally recognised research and high-quality scholarly outputs consistent with appointment at Professorial level.
- Success in securing significant external research funding and developing impactful research programmes in Cyber Security or a closely related field.
- Experience of providing research leadership, including leading research groups, centres, themes, laboratories, or major collaborative initiatives.
- Experience of contributing to research assessment and research environment activities, such as REF, unit of assessment coordination, impact development, or equivalent strategic research exercises.
- Experience of doctoral supervision to successful completion and the development of research staff and early career researchers.
- Experience of curriculum development and enhancement within higher education.

Knowledge and Abilities

- Expert knowledge in Cyber Security and a recognised area of specialist expertise.
- Ability to provide strategic leadership in Cyber Security and contribute to the future research direction of the Department.
- Ability to develop collaborations with academic, industrial, governmental, public-sector and international partners that strengthen research, innovation and knowledge exchange.
- Ability to secure major research funding, generate research impact, and support the Department's ambitions for REF 2029 and beyond.
- Ability to contribute to the transformation of undergraduate and postgraduate curricula, ensuring programmes remain research-informed, industry-relevant and responsive to developments in cyber security, digital transformation and emerging technologies.

Personal Qualities

- Collaborative and inclusive leadership, with a commitment to advancing equality, diversity and inclusion and fostering an environment in which colleagues and students can thrive.
- Commitment to research excellence, academic leadership and the development of people and research culture.
- Strategic vision, influence and credibility to advance the reputation and ambitions of the Department and University.
- Commitment to Equality, Diversity and Inclusion.
- Commitment to excellent customer service.
- Demonstrable personal and professional commitment to the University's strategy, vision and values.

Please make sure you tell us how you meet all elements of our person specification and provide us with examples of this in your supporting statement on our application form.

For those applying for the post of Professor you must be able to demonstrate how you meet the attributes stated on the person specification in addition to those stated below where different:

Professor A) Exceptional recognised achievement in research

This criterion will be demonstrated through:

- Evidence of outstanding contribution and sustained output of high-quality peer-reviewed research publications or other recognised forms of output demonstrating high impact
- Expectation that the individual will be submitted to REF (or equivalent exercise)
- Evidence of an established international reputation in a research field e.g. publications, regular invitations to be a contributor in major conferences, editorship of proceedings, performance, exhibitions, conference organisation.
- Sustained record of attracting funds
- Academic distinction e.g. academic awards, editorship of, refereeing for journals, grant reviewer for awarding bodies, services for learned societies
- Successful supervision of candidates for research degrees and external examining of research theses
- Evidence of outstanding teaching / supervision through the integration and dissemination of research outputs
- Doctorate
- Where applicable, commercial or industrial exploitation, if intrinsic to the research case, including national/international recognition of the quality of the work.
- A track record of strong academic leadership

Evidence will be measured through a range of:

- Relevant qualifications
- Career and experience
- Refereed and other publications, or their equivalent and their level of scholarship
- Submission to the most recent REF, or its equivalent
- Grants/awards received
- Invitations to deliver papers at external events/give exhibitions/ performances
- Successful supervision of candidates for research degrees and external examining of research theses
- Spin out companies established
- Exploitation of Intellectual Property Rights (e.g. patents and royalties)
- Number of successful KTPs
- Consultancy income and contracts
- Professional practice e.g. engagement with professional bodies
- Contribution to education, training or development in professional sector e.g. chairing bodies of national or international standing
- External appointments and external awards
- External Assessor Reports
- CPD

In the Professorial Conferment or Reader section of the application form please select the criteria you are applying under.

The Role – Reader

Job Description

Job Title: Reader

Responsible to: Head of Department of Computer Science

Main Objectives

- a) To maintain an active research programme through the sustained output of high quality peer-reviewed research publications or other recognised forms of output, demonstrating high impact.
- b) To contribute to undergraduate and postgraduate teaching.
- c) To contribute to the School's research income, reputation and research culture.
- d) To act as an ambassador and contribute to the research profile of the school.

Main Duties and Responsibilities

- 1. Maintain active research securing high quality outputs appropriate to the subject.
- 2. Build and maintain individual record of academic distinction through securing academic awards, editorship of/refereeing for journals, grant reviewer for awarding bodies etc.
- 3. Disseminate research through publication, exhibition, performance and through contribution to major conferences and media events.
- 4. Secure external funding through an active bid record and development of commercial opportunities.
- 5. Lead and participate in research grant applications.
- 6. Design teaching materials and deliver across a range of modules or within a subject area using appropriate teaching, learning support and assessment methods.
- 7. Within the subject team plan, design and develop learning outcomes and materials contributing to revision and improvements in curriculum content and delivery.
- 8. Develop business partnership and business development opportunities
- 9. Where appropriate, establish consultancy contracts based on research outcomes, including management of KTP programmes.
- 10. Supervision of students for research degrees.
- 11. Where appropriate act as personal tutor.

12. Undertake external examining.
13. To contribute to the development of the School research strategy, implementation and evaluation within the School.
14. Contribute to the development of early stage researchers through guidance and joint publication/bids.
15. Contribute to the University's staff and research student development activities.
16. Ensure the implementation of the University's policies and procedures within the remit of the postholder's duties.
17. Undertake any other duties which fall within the remit of the post.

Person Specification

The successful candidate will be able to demonstrate the following attributes:

Qualifications

- PhD or equivalent doctoral qualification in Cyber Security, Computer Science, Digital Security, Information Security, or a closely related discipline.
- Established academic standing in a relevant area of Cyber Security, evidenced through research achievement, an emerging or established external profile, and professional recognition.
- Chartered Member of the Chartered Management Institute or be required to commence this within first 12 months of employment.

Experience

- A strong and sustained track record of internationally recognised research and high-quality scholarly outputs consistent with appointment at Reader level.
- Success in securing external research funding and contributing to the development of impactful research programmes in Cyber Security or a closely related field.
- Experience of research leadership, such as leading projects, research themes, laboratories, collaborative initiatives, or significant work packages.
- Experience of contributing to research assessment, research environment development, impact generation, or equivalent strategic research activities.
- Experience of doctoral supervision and supporting the development of research students, academic colleagues, or early career researchers.
- Experience of curriculum development, enhancement or innovation within higher education.

Knowledge and Abilities

- Expert knowledge in Cyber Security and a recognised area of specialist expertise.
- Ability to provide academic leadership in Cyber Security and contribute to the development of the Department's research direction.
- Ability to develop productive collaborations with academic,

Personal Qualities

- Collaborative and inclusive approach, with a commitment to advancing equality, diversity and inclusion and fostering an environment in which colleagues and students can thrive.
- Commitment to research excellence, academic leadership and the development of people and research culture.

industrial, governmental, public-sector and international partners.

- Ability to secure external research funding, generate research impact, and contribute to the Department's ambitions for REF 2029 and beyond.
- Ability to contribute to the transformation of undergraduate and postgraduate curricula, ensuring programmes remain research-informed, industry-relevant and responsive to developments in cyber security, digital transformation and emerging technologies.
- Ability to contribute to a vibrant research culture through mentorship, collaboration and collegial academic leadership.

- Academic credibility, initiative and the capacity to enhance the reputation and ambitions of the Department and University.
- Commitment to Equality, Diversity and Inclusion.
- Commitment to excellent customer service.
- Demonstrable personal and professional commitment to the University's strategy, vision and values.

Please make sure you tell us how you meet all elements of our person specification and provide us with examples of this in your supporting statement on our application form.

For those applying for the post of Reader, you must be able to demonstrate how you meet the attributes stated on the person specification in addition to those stated below where different:

Distinction and recognised achievement in research and/or innovative application

This criterion will be demonstrated through:

- Evidence of a high reputation in research with distinction in prospect
- Evidence of sustained output of high quality research publications or other recognised forms of output
- Expectation that the individual will be submitted to REF (or equivalent exercise)
- Evidence of an established national reputation in a research field e.g publications, conference organisation, invitations to participate in conferences
- Doctorate
- Record of attracting funds
- Academic distinction e.g. academic awards, editorship of, refereeing for journals, grant reviewer for awarding bodies, services for learned societies
- Successful supervision of candidates for research degrees and external examining of research theses
- Where applicable, commercial or industrial exploitation, if intrinsic to the research case, including national recognition of the quality of the work

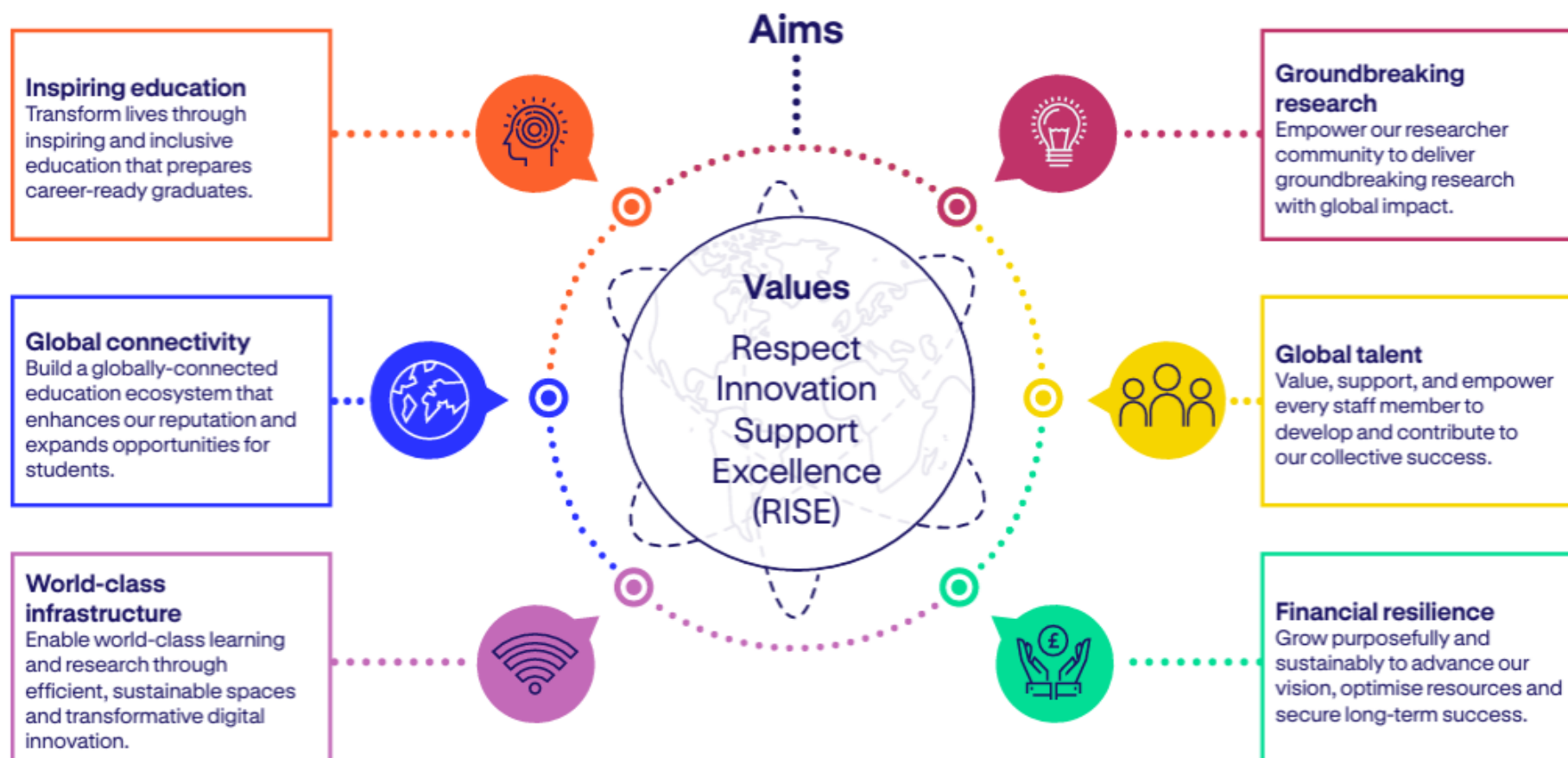
Evidence will be measured through a range of:

- Relevant qualifications
- Career and experience
- Refereed and other publications, or their equivalent and their level of scholarship
- Submission to the most recent REF (or equivalent)
- Grants/awards received
- Invitations to deliver papers at external events/give exhibitions
- Successful supervision and joint supervision, of candidates for research degrees and external examining of research theses
- External appointments and awards
- External Assessor Reports
- CPD

Please select 'Reader' in the Professorial or Reader conferment section of the application form.

2030 Strategy

Vision: A globally-recognised University that transforms lives through inspiring education, groundbreaking research, and international engagement.





Equality, Diversity, Inclusion and Staff Networks

The University embraces and celebrates the diversity of our staff, students and applicants and works to ensure University policies, practices, procedures and projects are inclusive. Central to our strategy is inspiring and enabling all our students to succeed and we have committed to eliminating attainment gaps in degree outcomes, student continuation and graduate employment outcomes.

The University of Huddersfield is proud to have been accredited as a Disability Confident Leader, building on our previous accreditation as a Level 2 Disability Confident Employer.

The University has a number of staff networks which provide an opportunity for staff who share a protected characteristic to network, obtain peer support and share information. Our networks include the following:

- LGBTQI+ Staff Network
- Race Equity Staff Network and Affinity Groups
- Staff Disability Network and Neurodiversity Group
- Women's Staff Network
- Inclusive Allies Staff Network

Further information on the staff networks detailed above can be found on our [Equality, Diversity and Inclusion web pages](#)





Terms and Conditions

- This post is offered on a permanent basis on commencement and is full time (1.0 FTE).
- Professorial: Competitive salary on the Professorial pay scale (£73,672 per annum upwards)
Reader: Competitive salary on Grade 9 pay scale (£61,732 per annum upwards)
- Annual leave entitlement for Professorial appointments is 32 days and for Reader appointments 37 day, plus statutory and discretionary holidays throughout the year.
- Enrolment into the Teacher's Pension Scheme or Universities Superannuation Scheme (subject to conditions) is automatic.
- Should you have any queries about working at the University, or any of the terms and conditions of employment stated above, please contact HR@hud.ac.uk



Working at the University of Huddersfield

When you join our team, you'll have access to a wide variety of staff benefits, ranging from wellbeing initiatives and staff networks, to support for your personal development.

Wellbeing

The University is accredited by the Workplace Wellbeing Charter, the national accreditation standard that recognises an organisation's commitment to improving the lives of those who work here. This accreditation demonstrates our commitment to creating a culture that values health and wellbeing.

Personal and Professional Development

You will have access to a wide range of development opportunities to support you. Please take a look at our People and Organisational Development web pages where you can find more details.

Employee Benefits and Discounts

You can take advantage of a wide variety of employee benefits, ranging from salary sacrifice schemes to retail discounts from local companies.

Campus Facilities

Although we enjoy a town centre location, our campus has a canal side location and many green spaces to enjoy. We have a range of delicious food outlets on campus, and access to gym, swim and fitness classes through our ActiveHud membership and benefits. If you drive to work, on appointment you can apply to join the waiting list for our chargeable University car parks.

We're based in the town centre which means we have easy access to local supermarket and shopping facilities.



How to Apply

Here you can [find out more about our School of Computing and Engineering.](#)

If you would like to discuss this opportunity further or have any questions about the role, please contact Professor Andrew Crampton via email: a.crampton@hud.ac.uk.

Closing date for applications is 9 November 2026

Reference: R8230

Interviews are expected to take place on 30 November 2026.

