

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:

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

Professor B) Distinction in teaching, in conjunction with research and scholarly work of international standing

This criterion will be demonstrated through:

- Evidence of established international reputation in the field of pedagogy evidenced by e.g. publications, teaching contributions for professional bodies, contribution to national/international curriculum debate in the subject area, membership of education or training committees of professional institutions or publication of widely used textbooks
- Evidence of sustained output of refereed, high-quality publications in journals, conference proceedings and/or books
- Expectation that the individual will be submitted to REF (or equivalent exercise)
- Significant competitive award/grant-capture for teaching and learning
- Successful supervision of students who gain prizes or other distinctions
- Evidence of contribution to University policy and practice in teaching and learning.
- Exceptionally positive feedback on teaching quality from appropriate sources
- Evidence of national reputation in research, for example, commissioned publications, successful conference organisation, regular invitations to participate in major conferences
- Doctorate
- Recognition as having made a significant contribution to the relevant profession
- A track record of strong academic leadership

Evidence will be measured through a range of:

- Relevant qualifications
- Professional Recognition
- Career and experience
- Engagement with pedagogic initiatives and projects
- Refereed and other publications, or their equivalent, and their level of scholarship
- Submission to the most recent REF, or its equivalent
- Grants/awards received
- Student achievements of distinction
- Invitations to deliver papers at external events/give exhibitions/performances
- Successful supervision of candidates for research degrees and external examining of research theses
- 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

Professor C) Distinction in achievement in enterprise, innovation and/or knowledge transfer

The criterion will be demonstrated through:

- A significant record in transfer of intellectual property into the wider economy
- A significant record of translation of research findings into clinical/industrial/commercial/ practice solutions
- Sustained success in securing major funding
- Significant and sustained industrial/commercial collaborations
- Evidence of significant influences on the formulation of policies or of practice in organisations outside the University
- A significant contribution to research or policy development in the field of knowledge transfer
- Demonstrable leadership in academic enterprise and new academic enterprise processes designed, initiated and managed
- A sustained record of supervision of postgraduate students on new business creation and technology or knowledge transfer projects
- High visibility involvement in regional, national and international enterprise bodies
- An established reputation for research
- Major innovation in linking research and knowledge transfer through consultancies, CPD, enterprise activities
- Evidence of outstanding teaching / supervision through the integration and dissemination of outputs
- Doctorate
- International contribution to developing the link between the discipline and its stakeholders through e.g. membership of international committees, publications
- A track record of strong academic leadership

Evidence will be measured through a range of:

- Qualifications
- Engagement in knowledge creation and transfer in industry, commerce, government or NGOs (as appropriate)
- External funding
- Consultancy income
- Number and quality of new business projects launched
- Success in raising capital in support of new business projects
- National and international reputation of new business projects
- Submission to the REF (or equivalent)
- Management of investment funds, grants and contracts

- Invitations to present external lectures and other contributions to conferences and other public events
- Enterprise outputs (e.g. patents, licences)
- Extent and nature of involvement in consultancy