

Job Description and Further Particulars

The Provost's Visiting Professor (PVP) Programme 2027–2028

Introduction to the post

Imperial College London is one of the world's leading institutions for research and teaching in the natural sciences, medicine, engineering and business.

We are looking for outstanding and enthusiastic researchers and educators to join Imperial as visiting academics by appointment through the **Provost's Visiting Professor (PVP) Programme**.

The Programme has been established to address underrepresentation in Imperial's academic community by building sustainable, long-term collaborations with distinguished academics from diverse and underrepresented backgrounds. These appointments will enhance Imperial's global academic networks, strengthen research and teaching partnerships, and raise the visibility of scholars from groups historically excluded in academia.

Building a diverse community of staff and students is one of the cornerstones of Imperial's Equality, Diversity and Inclusion Strategy. Imperial is committed to improving gender diversity and racial equality. It has developed plans to do this as part of its Race Equality Charter (REC) and Athena Swan action plans which aim to improve the representation, progression and success of women and minority ethnic staff and students at Imperial and within higher education.

By fostering meaningful engagement between visiting professors and their home institutions with Imperial academics and students, the PVP Programme helps to develop academic pipelines and inclusive networks that support future recruitment, mentorship and leadership opportunities for scholars from diverse backgrounds.

Therefore, **in line with the aims of the PVP Programme to address underrepresentation in academia, we particularly welcome applications from outstanding academics whose appointment would contribute to broadening the diversity of perspectives, experiences and role models within Imperial's academic community.** Applications are invited from scholars with international reputations in their fields.

The annual programme will host up to four new visitors per year with fixed-term appointments lasting between 6 and 12 months.

Appointees will be issued with a fixed-term contract of employment and paid at the appropriate Imperial academic Professors salary scale, along with a contribution towards relocation costs and a research support fund.



This is a superb opportunity for academics interested in spending a sabbatical leave from their current institution at Imperial, participating in this high-level, pivotal initiative programme.

The Provost's Visiting Professors will participate at Imperial by appointment in a host department, on the basis of both their proposed research programme and their plans for engagement with the wider Imperial community. It is expected that PVPs will deliver lectures and seminars in academic courses, well-publicised general-audience or public lectures, conduct workshops and meet with students and staff across the university.

Since 2022, the Programme has appointed as Provost's Visiting Professors senior leaders in their fields from Manipal Academy of Higher Education, Indian Institute of Science and The George Institute for Global Health in India; Muhimbili University of Health and Allied Sciences (MUHAS) in Tanzania; University of Bologna in Italy; Sorbonne University in France; University of Ghana; Nottingham Trent University; City University of Hong Kong; Ipsos UK; Botswana International University of Science and Technology; University of the Witwatersrand (Wits), University of Pretoria and North-West University, South Africa; Osaka University, Japan; Al-Zaytoonah University of Jordan; Royal Melbourne Institute of Technology (RMIT), Australia; University of Washington and the US National Cancer Institute-Center for Global Health; Sorbonne Université–CNRS, Paris; University of Pretoria, South Africa; University of Washington, Seattle.

Additionally, two senior leaders from the University of KwaZulu-Natal in South Africa and the National Space Research and Development Agency (NASRDA), Nigeria, undertook short visits to Imperial in order to build academic collaborations as part of the PVP Programme.



The post

Job Title:	Provost's Visiting Professor (PVP)
Department:	To be determined depending on the academic field of the postholders
Faculty:	Within the appropriate Faculty: Engineering, Medicine, Natural Sciences or Business School
Campus location:	South Kensington, White City or any other appropriate Campus
Job family/Level:	Academic Job Family, Professor level
Accountable to:	Provost and Deputy President
Responsible to:	Head of the Department where the postholder will be based
Mentor:	A Mentor will be assigned to each postholder
Key working relationships (internal):	Heads of Departments, Academics within the Departments and Faculties, Deans of Faculties, Faculty Operating Officers, Departmental Managers, Associate Provosts (Equality, Diversity and Inclusion), Associate Deans, Vice-Provosts, Vice-Deans, Director of Academic Services, and other senior staff across Imperial, the Inclusion Team, and Office of the Provost
Key working relationships (external):	Academic and Research Institutions, Government Bodies, Corporate Partners
Working hours:	As reasonably necessary but normally not less than 35 hours per week, to be undertaken in person at Imperial, in the United Kingdom (UK)
Contract type:	Full-time, fixed term contracts of between 6 and 12 months

About the role

We are seeking individuals with an international reputation and expertise in their field of research and a sustained track record in research (as illustrated by publications, prestigious presentations, patents and grant-funding), and who have made distinctive and impactful contributions to their field. It is expected that individuals applying from another academic institution be of Professor or Associate Professor status.

Due to the nature of the PVP Programme, applicants will need to demonstrate evidence of contribution to the development and performance of colleagues through coaching and mentoring. Additionally, the post-holder must have the experience and capability to act as a role model in areas of high-quality research, teaching and management as appropriate, and an understanding of the UK context.

We expect the post-holder to participate fully in Imperial life, and support its objectives in equality, diversity and inclusion. The PVPs will be visible to the community through a set of agreed minimum engagement expectations including networking opportunities, lectures and seminars, and will actively engage students and staff across Imperial.

Key responsibilities

- Conduct high-quality research and teaching in the post-holder's field
- Contribute to the development of excellent teaching, teaching methods and assessments in the department to enhance the quality of teaching
- Reinforce Imperial's commitment to an open and rigorous academic community
- Give lectures and seminars in academic courses, and public lectures, as appropriate
- Conduct workshops and engage with students and staff across the campuses
- Make a significant contribution to building and establishing links between the appropriate departments and colleagues and between Imperial and the post-holder's home institution.
- Help Imperial build networks that will support recruitment of scholars with a focus on increasing applications from all sections of the community, particularly from underrepresented groups such as Black, minority ethnic and female scholars.
- Participate fully in life at Imperial, including engagement with and support for its objectives in equality, diversity and inclusion.

Other responsibilities and duties

Please note that job descriptions cannot be exhaustive, and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.

Additional responsibilities of the PVP Programme may include further teaching and engagement with the wider Imperial community as agreed with the Provost and Deputy President and Head of the host Department.

Person Specification

Applicants will be assessed against the following person specifications, taking into account the level of the position for which they are applying:

E – Essential: Requirements without which the job could not be done.

D – Desirable: Requirements that would enable the candidate to perform the job well.

Requirements	Essential (E) Desirable (D)	Assessed at Application (A) or Interview (I)
Education		
PhD in a relevant STEMB (Science, Technology, Engineering, Medicine and Business) subject for Imperial	E	A
Knowledge and Experience		
An international reputation and expertise in their field of research, evidenced by an excellent record of distinctive and impactful contributions to their field, including a portfolio of research publications, that would meet the criteria for appointment to the Professor grade at Imperial	E	A
Experience and excellence as a role model in areas of research, teaching and management as appropriate, for example by mentoring, coaching or supervision, in line with Imperial's values and strategy	E	A
Skills and Abilities		
Demonstrable ability to articulate, demonstrate and promote the value that diversity brings to the educational, research and wider academic landscape of a higher education institution, considering the aims of the PVP Programme	E	A / I
Demonstrable ability to work across departments in their intellectual endeavours, a willingness to engage in collaborative research, and an interest in engaging all parts of the Imperial community and wider public	E	A / I
Ability to communicate well, conveying ideas and concepts clearly and effectively	E	I

How to apply

Please apply online, via Imperial Jobs website, following the instructions on the application form.

Applicants should contact three referees before applying to ensure their willingness, if requested by Imperial, to provide a reference for your application. Applicants should also seek their employer's permission to take up an unpaid sabbatical leave to take up a fixed-term employment with Imperial, should they be successful for a PVP post.

We would encourage prospective candidates to identify the Imperial Department and/or research group that best suits their field of work and to make contact with them before applying.

Closing date

Applications for this role close on **Monday 1 February 2027 (23:59 hours, Midnight GMT)**.

Questions about the application process?

For queries on the application process, contact Maria Monteiro, Senior Appointments Manager.

Emil: m.monteiro@imperial.ac.uk
Telephone: +44 (0)20 7594 5498

Introduction to Imperial



Since our founding in 1907, we have sought to be not only a world-leading university, but a world-changing one. We have combined our tremendous strength in science, engineering, medicine and business with scientific discovery, innovation and entrepreneurship, to create real-world impact.

Leading science – We are a science-based university with a difference. Our enduring STEMB focus, and the exceptional disciplinary foundations that underpin it, are the reason for our continued high-impact trajectory and place among the top ten universities in the world.

Interdisciplinary research – We are an ecosystem that thrives on connection and collaboration. The complexity of the challenges before us demands a truly integrated interdisciplinary approach. At Imperial, we forge links between faculties, departments, disciplines, industries, governments and more because we know that greater possibility for advancement is found at those intersections.

Inspiring students – We are a welcoming home for scientific imagination; a place where exceptional minds are enabled with inspiration, resource and freedom so that they might look deeper, dream further and ask bigger questions.

Meaningful impact – We have the spirit of a 117-year-old startup with an agility and orientation to the future that belies our age and heritage. Here you will find a culture of discovery, innovation and entrepreneurial thinking, where breakthrough science is chased, translated and applied at incredible speed and with transformative impact.

A trusted partner – We are an ally of progress, seen by many of the world's leading knowledge and technology-driven organisations as a cultivator of exceptional talent and future leaders, and trusted as the partner of choice for research, innovation and impact.

The legacy of London – We are a global hub in a global city. Our work shapes the world and our community reflects it, brought together by the undeniable

gravitational pull of London's energy, creativity, diversity, economy and opportunity.

Imperial's mission is supported by 9,000 highly diverse staff, who collaborate widely in the UK and internationally, often across disciplines. In 2024-25Imperial had a total turnover of £1,492.6 million, of which £447.4 million directly supported research through grants and contracts.

You can read our most recent Annual Report and Accounts on our website.

Imperial has a leadership model comprising the President, Professor Hugh Brady, and the Provost and Deputy President, Professor Peter Haynes.

Our strategy and achievements

Our strategy, Science for Humanity, is unashamedly ambitious in seeking to maximise Imperial's potential as a force for good in the world.

It builds on the University's strong disciplinary foundations, highly collaborative and collegial culture, passion for innovation, proven convening power, extensive global partnerships, incredible network of alumni, friends and supporters and world top ten rankings.

Our strategy highlights a number of cross-institutional initiatives that will consolidate our position among the world's leading institutions tackling global grand challenges.

This is complemented by our EDI strategy, Building Imperial's Future Together, which focuses on being a more equitable and inclusive institution as well as influencing EDI nationally and globally.

The Imperial Class of 2030 is an ambitious multi-pronged programme to nurture the most talented, the most enterprising and the most diverse graduating class we have ever had the privilege to serve. This will be in part driven by new investments in our Imperial Inspires Scholarship Programme, our digital and virtual learning environment, and our campuses, including the next phase of our White City Deep Tech Campus.

We will launch a major recruitment drive, the Imperial Future Leaders Campaign, and we are investing in leadership development and skills for our diverse community, including a new Imperial Future Leaders Academy for early-career staff.

We will launch the new Imperial Institute of Lifelong Learning, which will help future-proof careers, businesses and communities by providing the advanced skills training and values-driven leadership needed to thrive in a tech-enabled world.

We are creating a new approach to cross-institutional interdisciplinary working: the School of Convergence Science, which will bring intense focus, interrogation and research impact to the emergent forces shaping our future at an unprecedented scale, with four themes: (1) sustainability; (2) human and artificial intelligence (AI); (3) health and technology; (4) space, security and telecommunications.

Imperial in numbers

- More than 23,000 students from 150 countries
- 266,000 alumni worldwide
- Second best University in the World, QS World University Rankings 2027 (first in the UK and Europe)
- Top in the UK for research quality, REF 2021
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- University of the Year 2027 and University of the Year for Graduate Employment (The Times and Sunday Times Good University Guide 2027)
- TEF Gold Award 2023
- We have an international workforce from over 150 different countries.
- Of the staff body, academic and research staff make up 48% of staff and support services staff make up 52%.
- In a staff insight survey, 87% of staff responded that they were proud to work for Imperial.

Our values



Imperial is committed to equality of opportunity and to eliminating discrimination.

We have refreshed our values and launched a new Imperial Values and Behaviours Framework.

Our values are Respect, Integrity, Collaboration, Innovation and Excellence.

Learn more about our Values and Behaviours.

Sustainability

The Sustainable Imperial Strategy 2026-2031 builds on the university's achievements to date and aims to enhance sustainability across every part of the institution in the coming five years and beyond – spanning operations, education, research, innovation, partnerships and community action.

It is rooted in scientific rigour, with clear, measurable targets to track progress, and frames Imperial's ambition around two complementary goals:

- *minimising our environmental footprint* – by striving for net-zero carbon campuses for direct emissions by 2040, cutting indirect emissions, and embedding sustainable practice across the university.
- *maximising our positive handprint* – through education, research and innovation that support global sustainability transitions.



Imperial Global

We are bringing more of our work to the world, and more of the world to our work, amplifying our impact through a network of hubs in strategic global cities.

This network demonstrates our commitment to building long-term collaborations with a diverse range of partners and stakeholders, fostering new high-impact partnerships with industry, government and knowledge organisations, and giving us the opportunity to develop deeper links with our alumni.

Imperial Global Singapore builds on our longstanding partnership with Nanyang Technological University, Singapore (NTU Singapore) to enable scientists to rapidly scale new breakthroughs and technology to societal benefit and commercialisation in Southeast Asia, and working closely with university, industry, government and third-sector partners.

Imperial Global USA will enhance our research partnerships with US academic and industrial partners and support our growing US alumni network and student recruitment opportunities.

Imperial Global Ghana is a regional hub for collaboration that supports research, education and innovation opportunities. It builds on a growing network of African partners in university, government, development, and civil society to support the co-creation of research, education and innovation programmes. It provides an opportunity to understand local and regional challenges, and work in partnership on solutions to global challenges.



Imperial Global India* will drive high-impact science and technology programmes with academic, industrial and innovation partners, nurture a two-way flow of STEMB talent between our two countries and support our growing Indian alumni network. Imperial is proud to have longstanding research and education connections with India, and our liaison office in India's tech capital Bengaluru creates a powerful hub and communications channel for us to build on this strong foundation of collaboration.

*Imperial has applied to set up its own liaison office in India, which is pending approval from the relevant authorities.

Equality, diversity and inclusion

Imperial rightfully has a world-leading reputation for outstanding research and teaching. This is supported by highly effective, ongoing work to increase diversity, support under-represented groups and develop an inclusive culture. We believe that excellence thrives in an environment where everyone feels respected, supported, and empowered to succeed. Located in the heart of one of the world's most diverse cities, we are proud to champion equality, diversity, and inclusion (EDI) as a core pillar of our institutional strategy.

We are committed to embedding EDI into everything we do – from our research and teaching to our clinical practice, entrepreneurship, and public engagement. Our mission is clear: to achieve enduring excellence in science, engineering, medicine, and business for the benefit of society. To do this, we must reflect the richness of the world around us and ensure that all voices are heard and valued.

Imperial is more than a university – it's a community. And our success depends on creating a culture where everyone, regardless of background or identity, can thrive. We aim to foster a workplace and learning environment that celebrates difference, encourages collaboration, and enables all individuals to reach their full potential.

Why EDI Matters

We know that the best ideas come from diverse perspectives. To ask the right questions and find meaningful answers, we need to bring together people from all walks of life. Embracing equality, diversity, and inclusion isn't just the right thing to do – it's essential to achieving true excellence.

Our commitment goes beyond legal compliance or social responsibility. It's about recognising that excellence comes in many forms, and that a truly inclusive culture drives innovation, creativity, and progress.



Education



At Imperial we deliver a world-class educational experience.

Imperial offers all its students a world-leading, rigorous, evidence-based, inclusive educational experience embedded in a vibrant research environment.

Imperial is distinct as the UK's only STEMB university and has a crucial role in tackling humanity's most complex problems such as climate change, clean energy, global healthcare, responsible AI, international security, and innovation-driven economies. Our most pervasive pathway for international impact and influence comes from our highly skilled graduates. We train the next generation of innovators, researchers, doctors, entrepreneurs, and leaders to tackle these challenging problems in their stride. To do this our education must reflect modern, relevant, innovative, and evidence-based teaching practices.

The Learning and Teaching Strategy supports evidence-based innovation in education across Imperial, drawing on the great work that is already taking place.

The strategy was structured around the following strategic priorities which remain relevant:

- To deliver degree programmes that challenge students to achieve their full potential through discovery-based learning,
- To provide a diverse range of interactive teaching, assessment, and feedback approaches,
- To further embed our research into our education,
- To expand our global reach and diversify our student body,
- To expand continuing education opportunities that enable life-long learning,
- To foster greater collaboration across our academic disciplines,
- To employ creative thinking in the use of physical and virtual space to maximise the student experience.

As we embark on the next phase of this project the five fresh aims will build upon our progress. We will of course also be retaining and building upon approaches that have been successfully embedded across our community in recent years:

- Our commitment to students working in partnership with staff to transform our approach to teaching, assessment, feedback, and many more activities,
- Our work in the educational evaluation and research space,
- Our commitment to offer training and continuing professional development for staff,
- Our development of the physical learning environment,
- Our seed funds to enable bottom-up innovation,
- Our approach to capturing student feedback and tracking the actions it has informed,
- Our StudentShapers and I-Explore programmes,
- Our support for developing specific areas of the curriculum,
- Our sharing of the outputs, impact and linkages between activities undertaken as part of our Learning and Teaching Strategy.



Research

Imperial is a top global university thanks to its cutting-edge and influential research.

Students come here to learn from, and work with, some of the best researchers currently working in their fields.

Research Excellence

When it comes to research, at Imperial we share ideas, expertise and technology to find answers to the big scientific questions and tackle global challenges. We have a total research budget of £500 million and our aim is to have research widens the boundaries of knowledge and benefits wider society.

Our results in REF 2021 reaffirm that Imperial is the best place in the UK for academics to pursue their research – with Imperial ranking first in the UK for research outputs, research environment and first for research impact within the Russell Group.

Our research is also defined by its internationalism, innovation and impact. Two-thirds of it involves an international collaborator, spanning more than 130 countries, making us the UK's most international university.

And our talented staff don't just cross borders; they transcend traditional academic disciplines to tackle major societal priorities. Challenges like climate change, future energy supplies, antibiotic resistance and national security can only be tackled by bringing together highly collaborative, multidisciplinary teams.

Such partnerships require patience and curiosity and thrive in environments in which the facilities and research ethos are outstanding.

Imperial's world-leading expertise played a significant role in the global response to the COVID-19 pandemic and continues to contribute to research on infectious diseases and public health. Our MRC Centre for Global Infectious Disease Analysis publishes research and reports that inform health policy and epidemic preparedness worldwide. You can read their latest reports on the Centre's website.

There are many strands to a world-class research university. Imperial undertakes fundamental, discovery-led, as well as aspiration driven, research. We deliver impact through encouraging technology transfer, policy interventions, startups and industry partnerships. A commitment to excellence in all of these underpins everything we do.

You can learn more about the impact of our research in our REF case studies.



Our Faculties

Imperial has four faculties: the Faculty of Engineering, the Faculty of Natural Sciences, the Faculty of Medicine and Imperial Business School.

Faculty of Engineering

The Faculty of Engineering is one of four faculties within Imperial and is led by the Dean, Professor Omar Matar, FREng. The Faculty seeks to provide international leadership in engineering research and education and is widely recognised as a world-leading engineering school.

Our departments consistently excel in prominent league table rankings, while Imperial as a whole enjoys similar success. Our Faculty is unique in the UK in supporting world-class education and fundamental research across the full range of engineering disciplines.

Our academic departments deliver world-class education in engineering in order that our graduates possess the skills, knowledge and attitudes necessary to become international leaders in engineering industry and academia.

We provide our students with an outstanding engineering education, which brings together cutting-edge researchers, exceptional teachers and state-of-the-art facilities in inspiring physical and virtual environments. Students at Imperial will meet, work and live with people studying every aspect of engineering.

The Faculty is home to 9,000 students and is a powerhouse in research across the engineering sciences, with research funding in excess of £110 million per year.

The Faculty of Engineering is based at the South Kensington and White City campuses and comprises eleven departments covering all aspects of Engineering:

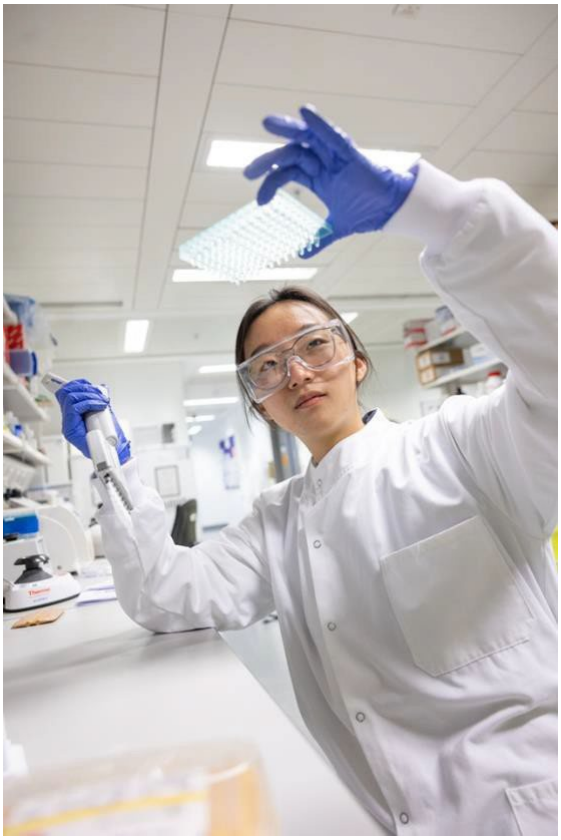
- Aeronautics
- Bioengineering
- Chemical Engineering
- Civil and Environmental Engineering
- Computing
- Dyson School of Design Engineering
- Earth Science and Engineering
- Electrical and Electronic Engineering
- Materials
- Mechanical Engineering



Faculty of Medicine

The Faculty of Medicine is led by the Dean, Professor Deborah Ashby. The Faculty was established in 1997, bringing together major West London medical schools into one world- class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities.

The Faculty is spread across several West London campuses, including South Kensington and the following hospital sites: Charing Cross, Chelsea and Westminster, Hammersmith, Northwick Park, Royal Brompton and St Mary's. The White City Campus (where the Faculty will also have a significant presence) is Imperial's major new campus in West London.



The Faculty of Medicine is the largest of the Imperial's academic groupings and is one of Europe's largest medical institutions in terms of its staff and student numbers and its research capacity.

The Faculty is home to more than 2,500 undergraduate students and 1,200 postgraduate students. The Faculty's turnover is approximately £300 million, with £200 million in turnover on research grants and contracts.

The Faculty is organised in eight world-class Departments:

- Surgery and Cancer
- Institute of Clinical Sciences
- School of Public Health
- National Heart and Lung Institute
- Brain Sciences
- Immunology and Inflammation
- Infectious Disease
- Metabolism, Digestion and Reproduction

Faculty of Natural Sciences

The Faculty of Natural Sciences led by Professor Richard Craster, enjoys an outstanding reputation for high-quality research and education.

With approximately 5,500 students a research income in excess of £70 million, it is home to the departments of Chemistry, Mathematics, Physics, Life Sciences, as well as the Centre for Environmental Policy and the Grantham Institute – Climate Change and the Environment.



Imperial offers significant opportunities for cross-disciplinary collaborations and, in pursuing a truly multidisciplinary approach, the Faculty addresses some of the world's most challenging problems.

Research and education take place in a diverse and stimulating academic environment, located across three Imperial campuses: South Kensington (central London), White City (west London) and Silwood Park (near Ascot in Berkshire).

The Faculty is led by the Dean, Professor Richard Craster, and is committed to continuing to attract and develop the highest quality students and staff for its successful undergraduate and postgraduate courses.

The Faculty's academics are highly regarded for their commitment to research-led learning and teaching and the volume and quality of their research.

Cross-University interdisciplinary and inter-Faculty activities flourish, and enormous mutual benefit is gained from national and international alliances and collaborations with industry and with other institutions and organisations.

Imperial Business School

Imperial Business School is led by Dean, Professor Peter Todd. It educates more than 2,236 students in a variety of undergraduate, MBA, MSc and PhD programmes and has a considerable non-degree Executive Education programme portfolio.



The school was ranked in the top three Business Schools by the UK government's recent Research Excellence Framework (REF). It is amongst just one per cent of business schools worldwide to have been accredited by the three largest, and most influential, business school accreditation associations: AASCB, AMBA and European Quality Improvement System.

It is also one of the first business schools to receive a department level Bronze Athena Swan award from the Equality Challenge Unit (ECU), in recognition of its commitment to tackling gender inequality in higher education.

Imperial Business School has grown substantially in recent years, with major investment by Imperial.

The Business School has four departments as listed below along with a range of research centres including the Brevan Howard Centre for Financial Analysis, the Centre for Global Finance & Technology, the Centre for Climate Finance & Investment, and the Centre for Health Economics & Policy Innovation.

- Finance
- Economics & Public Policy
- Management & Entrepreneurship
- Analytics, Marketing & Operations

Our locations

Imperial's main campuses are located in South Kensington and White City. Imperial has six other locations in London based at Charing Cross, Chelsea and Westminster, Hammersmith, Northwick Park, the Royal Brompton, and St Mary's hospitals.

Imperial's Silwood Park Campus near Ascot focuses on ecology, evolution, and conservation.

The White City Campus is Imperial's 20-acre development in West London, a planned £2 billion investment that brings together world-class researchers, businesses, and partners from academia to work, share ideas, and turn cutting- edge research into benefits for society.

The campus is located in the heart of White City, one of London's most exciting, dynamic, and rapidly changing neighbourhoods, close to Hammersmith Hospital and the MRC London Institute of Medical Sciences. The area is home to pioneers in arts, culture, innovation, science, and learning – organisations like BBC Media Village and the Royal College of Art, as well as a growing number of life sciences and tech businesses.

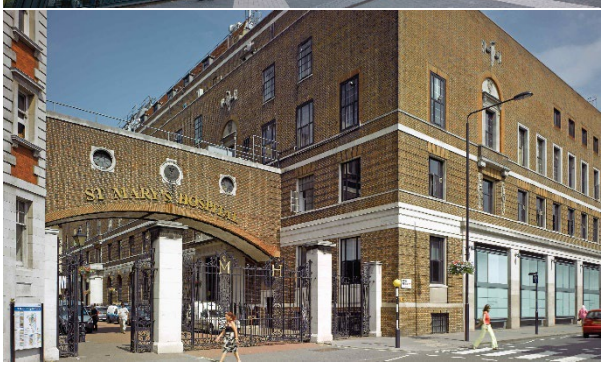
We are committed to making a positive impact, working with the local community to create new opportunities, develop talent, and make tangible improvements in areas like education, employment, enterprise and health.

Two cornerstones of this effort are The Invention Rooms and the School of Public Health, both exciting and important ways for us to work with our local communities.

The Sir Michael Uren Hub, also at White City, co-locates engineers, scientists, and doctors, in order to help solve complex medical challenges. Made possible through a generous donation of £40 million from Sir Michael Uren, an Imperial alumnus, it opened in 2019.







Further particulars

Annual Review Conversation

The Annual Review Conversation (ARC) is an opportunity for staff to have a discussion with their Line Manager, focusing on everything they need to thrive at work. Staff are required to participate in the review when requested to do so by the Provost and/or the Line Manager.

Office and Administrative Facilities

The post-holder will have office facilities, including a computer with internet access, and access to administrative support at the appropriate campus.

Employees are also required to comply with all Imperial policies and regulations paying special attention to:

- Confidentiality
- Conflict of Interest
- Data Protection
- Equal Opportunities
- Financial Regulations
- Health and Safety
- Information Technology
- Smoking
- Private Engagements and Register of Interests

All employees are expected to adhere to the principles set out in its Equal Opportunities in Employment Policy, Promoting Race Equality Policy and all other relevant guidance/practice frameworks. They must also undertake specific training and assume responsibility for safety relevant to specific roles, as set out on Imperial's Website: Health and Safety Structure and Responsibilities page.

Imperial is a proud signatory to the San-Francisco Declaration on Research Assessment (DORA), which means that in hiring and promotion decisions, we evaluate applicants on the quality of their work, not the journal impact factor where it is published. Find out more on our website.

Imperial believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes where their use is shown to be necessary for developing new treatments and making medical advances. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in Imperial's care are treated with full respect, and that all staff involved with this work show due consideration at every level:

Learn more about animal research at Imperial on our website.

We are committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We therefore encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation.

We are an Athena SWAN Silver Award winner, a Disability Confident Leader and a Stonewall Diversity Champion.

Salary and conditions of service, including benefits

A full set of terms and conditions will be given to the successful candidate, together with Imperial's most important policies, which affect staff. The principal terms and conditions are as follow:

The post will be commensurate at the Professor level of the Academic Job Family.

Contribution towards travel and visa costs may be provided to the postholders.

Any salary increases or performance payments will be determined in accordance with procedures which govern senior academic staff.

Annual cost of living increases will be determined by Imperial through its local collective bargaining machinery.

Salaries are payable on the 24th day of each month (the exception being December) by transfer to a bank or building society account. Deductions in respect of income tax and National Insurance contributions will be made from salaries at the statutory rates.

Academic staff normally take annual leave during Imperial vacations and by arrangement with the Head of Department in the light of academic and departmental requirements.

Annual leave entitlement is 43 days for full time staff (pro rata entitlement for part time staff). This is inclusive of 8 days for Public holidays and a total of 8 University closure days each year when Imperial is closed over Easter and Christmas.

At the beginning of the leave year staff will be required to allocate the appropriate number of days of their mandatory leave entitlement to cover the University Closure days and Public holidays that fall within that leave year. For part-time staff the allocation should cover their normal working days that fall upon a College closure day, bank or public holiday during that leave year.

The occupational pension scheme is the Universities Superannuation Scheme (USS). Staff members who are already members of the Federated Superannuation System for Universities (FSSU) or the National Health Service Superannuation Scheme (NHSPS) may, if they are still eligible, retain their membership in these schemes.

Unless stated otherwise in the offer of employment, or agreed by the head of department, the appointment may be terminated by either side by giving a minimum of three months' notice in writing. For academic members of staff who wish to give notice of their intention to resign from Imperial the last day of service should fall on one of the following dates: 31 December; 31 March; 30 June or 30 September or at the end of a term by agreement with the Head of Department.

All staff have a probationary period of six months, with the exception of Assistant Professors, who normally serve three years.

Staff on a fixed term contract receive notice of the ending of their employment within that contract. No further contractual notice will be given unless the contract is to terminate prior to the end date specified in the offer of employment. In these circumstances the notice from Imperial would be as above.

Total Remuneration Package

Our Total Remuneration Package (TRP) for staff is a key component of realizing Imperial's strategic aim. The TRP is the overall package of pay, recognition, pensions and other benefits by which we compensate staff for their contributions to Imperial's mission.

Imperial supports many initiatives to support staff in their personal life (flexible working, private health insurance, staff networks, support for staff, childcare and carers).

Benefits to support an active lifestyle and health initiatives such as cycle to work scheme, whereby you apply for an interest free loan for the purchase of a bicycle to encourage cycling to work for fitness.

Childcare

Our staff have access to the Early Years Education Centre (EYEC) which is Imperial's 'Outstanding' Ofsted rated nursery, located at the South Kensington Campus. We also have other affiliated nurseries located at other campuses. All staff working directly with children have specialist training, and children benefit from continuity of care.

Imperial offers support with EYEC fees in the form of a salary sacrifice scheme enabling parents to pay fees before tax and national insurance contributions are taken. A reduced fee rate is available for students.

