

## Job Description

Job title	Associate Professor/Reader/Professor
Department	WMG
Grade	8/Reader/9

Job purpose (a brief summary of the role)	This is an exciting opportunity for you to develop your own academic career and profile by supporting the work of WMG and its partners in the area of Advanced Electrical Machines.
Duties and responsibilities	<p><b><u>Research and scholarship</u></b></p> <ul style="list-style-type: none"> <li>• Identify an appropriate research strategy, develop, and manage research and act as principal investigator and project leader.</li> <li>• Contribute to the research activities of the department by developing, planning and co-ordinating a broad research activity or programme, sustaining an extensive track record of published research findings, maintaining an expert reputation in own subject area at (inter) national level, and providing guidance to staff and students on own specialist area.</li> <li>• Work with industry partners to translate their complex industrial problems into academically robust programmes of research.</li> <li>• Apply for, negotiate and manage research funds to enable research activity and support the research standing of the University.</li> <li>• Manage and develop research staff and students, technical and other support staff engaged in research.</li> <li>• Publish and disseminate research and scholarship outcomes in relevant refereed journals and conferences of international standing, and in other appropriate outlets.</li> <li>• Engage in external academic activities in accordance with the department's research strategy and which enhance national/international research profile. Such activities may include, for example, membership of committees of academic bodies, external examining, participation in knowledge transfer, outreach activities and public engagement, development of industrial links and other related activities, and journal editorships.</li> <li>• Develop strong outcomes and broad impact across society, the economy, the environment and through policy from research projects and outputs by working in partnership with industry, the third sector and government.</li> </ul> <p><b><u>Teaching and Learning Support</u></b></p> <ul style="list-style-type: none"> <li>• Engage in teaching at all levels using relevant teaching methods, e.g. lectures, seminars, tutorials, etc, working as part of the teaching team.</li> <li>• Develop and apply appropriate teaching techniques and materials, which may be novel or innovative, which create interest, understanding and enthusiasm amongst students. This will include contribution to regular reflection on the enhancement of departmental curricula and delivery mechanisms.</li> <li>• Undertake curriculum design and deliver material across a range of programmes of study at various levels, using appropriate teaching, learning support and assessment methods, reviewing and improving as required.</li> <li>• Supervise research students (PhD, MPhil, MSc).</li> <li>• Supervise undergraduate student projects and, where appropriate, placements and field trips.</li> </ul>

- Take responsibility for academic duties (i.e. setting examination questions, marking, invigilation and pastoral support of students) required to sustain the delivery of high quality teaching. Coordinate and undertake pastoral support for students within the programme, course or modules for which the post holder is responsible, liaising where necessary with other University agencies such as the Senior Tutor's Office. Provide first line support for colleagues, referring them to sources of further help if required.
- Support student recruitment and widening participation endeavours, encouraging access to higher education from all segments of society, for example by supporting school outreach programmes.

#### **Administration and Other Activities**

- Contribute to the efficient management and administration of the department by performing administrative duties and by taking on appropriate departmental responsibilities. Such duties may include, for example, Discipline Group Lead, Admissions Officer, Associate Dean etc. or serving on departmental or University committees.
- Provide leadership to those working within programme areas, as course leader or equivalent, by for example co-ordinating the work of others to ensure that courses are delivered effectively or organising the work of a team by agreeing objectives and work plans.
- Manage spaces, equipment and lab areas as appropriate, ensuring Health and Safety best practice is embedded and appropriate training is organised for users to work safely.
- Likely to contribute to the management or monitoring of budgets (either project-based or departmental) and/or may contribute to the establishment and management of programme/departmental financial plans and budgets, in collaboration as appropriate.
- Contribute to the development of teams and individuals through the appraisal system and by providing advice on personal development.
- Act as a personal mentor to peers and colleagues.
- Otherwise contribute to the effective operation of the department as required, maintaining a collegiate approach.

### Person Specification

*The Person Specification focuses on the essential and desirable knowledge, skills, experience and qualifications required to undertake the role effectively. This is measured by (a) Application Form, (b) Test/Exercise, (c) Interview, (d) Presentation.*

Essential Criterion No.	Essential Criterion Description	Measured by
E1	Honours degree (2.1 or above) and a PhD in a relevant subject (e.g. electrical machines) or appropriate professional experience.	A
E2	A PhD or equivalent qualification in an appropriate subject or appropriate professional experience.	A
E3	Knowledge of electrical machine types and their applications	A & C
E4	Experience in the design and manufacture of high-performance electrical machines	A & C
E5	Internationally distinguished record of scientific publications (Prof) Nationally distinguished record of scientific publications (Assoc Prof)	A & C
E6	Demonstrable knowledge of specialist field at international level (Prof) Demonstrable knowledge of specialist field with developing international profile (Assoc Prof)	A & C
E7	Ability to identify industrial partners and liaise with them to turn their complex issues into academically robust programmes of research	A & C
E8	Ability to initiate and develop relationships with industrial contacts to achieve successful funding applications	A & C
E9	Evidence of excellent teaching, supervision and lecturing experience at University level, with the ability to mentor colleagues (Prof/Assoc Prof)	A,C & D
E10	Ability to develop the curriculum and take responsibility for effective and efficient delivery of teaching programmes using appropriate assessment techniques	A,C & D
E11	Ability to work as a strong team member using leadership and excellent communication skills (both verbal and written) with the aim to encourage the next generation of talent	A & C
E12	Understanding of equal opportunity issues.	A & C
E13	Engagement in continuous professional development.	A & C
E14	Strong record of success in securing external research funding (Prof) Ability and experience in securing sustained external research funding (Assoc Prof)	A & C