

Job Title: Associate Professor

Grade: 9

Salary: £59,139 to £66,537 per annum, pro-rata if part-time

Department: Population Health Sciences

Hours/Contract: Full-time, or job share considered, Permanent

Reference: 10782

Role Purpose

To draw on extensive academic excellence to underpin and carry out activities across a range of areas of academic and university life that aligns with [the University's strategic themes](#) of 'World Changing Research' and 'Our Citizens', together with the University's values.

Our approach to the academic career structure recognises the plurality of academic careers and encourages a balance between breadth and specialisation. This is underpinned by the Academic Career Map, which articulates the expectations of academic staff at each stage of their academic career, and clearly establishes what they can do in order to progress their academic career at Leicester.

Main Duties and Responsibilities

World Changing Research (60%)

- Maintain an emergent portfolio of internationally recognised publications that are world-leading in terms of originality, significance and rigour in the field of renal medicine, with an impact on health policy, clinical practice, the economy, and wider society
- Engage in research and enterprise leadership, making contributions to promoting and embedding an inclusive and respectful research culture
- Help draw together the existing expertise in implementation science from across the University to develop the capacity to become a centre of excellence in the field
- Secure sustained external research income on both an individual and collaborative basis, prioritising UKRI, European and NIHR funding
- Provide high quality PGR supervision and training, contributing to securing funding for postgraduate and early career researchers and increasing PGR recruitment within the disciplines of renal medicine and implementation science
- Participate in and lead strategic national and/or international research networks, partnerships and collaborations
- Support the research development of PGRs and colleagues, through mentoring, coaching and training

Research Inspired Education (20%)

- Undertake and lead research-led teaching on undergraduate and postgraduate taught courses including the MRes Applied Health Research and MSc Quality and Safety in Healthcare
- Contribute to the development, enhancement and achievement of the academic teaching strategy in the School





- Support module assessments, providing timely formative student feedback and assessment for coursework and examinations
- Provide support and contribute to student support initiatives at School and College level, including, placement support, personal tutor support, and open days support
- Work with students to provide world class teaching and learning opportunities and an excellent student experience, collecting and responding to student feedback

Our Citizens (20%)

- Contribute to initiatives and activities that inform national and international policies, generating a positive impact beyond the University with a tangible contribution to society
- Contribute to the practice or debate around policies or practice, based on research evidence and/or scholarly activity
- Participate in public engagement activities, including authoring articles in non-research publications and online, which raise the external profile of the University and share the benefits of Higher Education and research
- Undertake roles on external committees, reviews and panels and/or contribute to conferences and volunteering initiatives which demonstrate impact beyond the University
- Participate in and undertake leadership roles at School, College, and/or University level, contributing to management and administrative processes and committee structures
- Lead and support the recruitment, management and development of staff and students, through coaching, mentoring and supporting recruitment activities

Internal and External Relationships

Whilst the post will be based in the Department of Population Health Sciences, the postholder will be expected to develop mutually beneficial, effective relationships across Schools/Departments in the University, particularly the Social Science Applied Healthcare & Improvement Research (SAPHIRE) group, with a particular focus on drawing together experts in implementation science to coordinate activities to maximise impact and build capacity.

Additionally, the postholder will join and contribute to the Leicester renal research team in the Department of Cardiovascular Sciences, with research activities specifically aligned to delivering the goals of the kidney lifestyle research program.

Represent the University nationally and internationally, including at committees, conferences and meetings.

Work collaboratively with members of the module delivery team and participate in teaching team meetings.

Coordination with central University offices, including for timetabling of teaching activities.

Planning and Organising

Shape the strategic direction in the research area, developing clear long-term plans for sustaining and enhancing the research programme, initially aligned to the core ambitions of the kidney lifestyle research program.



Play a key role in drawing together expertise in implementation science from across the University, to form a centre of excellence in implementation science to support internal and external partners to enhance research design and delivery with individual consideration to the challenges of implementation, to facilitate early translation of research findings and impact.

Participate in the departmental operational planning process, supporting the strategic direction of the Department/School and College.

Qualifications, Knowledge and Experience

Essential

- Completion of a PhD in a relevant medical, biological or social science *
- Demonstration of expertise in the field of implementation science or research that addresses the challenges to translation and adoption of clinical research findings *
- Sustained publication of outputs that are internationally recognised and world-leading in terms of originality, significance and rigour *
- Robust future plans for external grant applications *
- Involvement in and leadership of relevant research and professional networks on a national and international level *
- Experience of teaching at undergraduate and postgraduate level
- Evidence of leadership and involvement in significant internal and external committees and groups, and engagement with business, community and/or educational partners
- Fellowship of the HEA or equivalent accredited teaching qualification, or commitment to gain an accredited teaching qualification on appointment within a set timescale

Desirable

- A track record of successful supervision of PGR/PhD/MD students
- Evidence of successful external grant income
- Evidence of sustained positive outcomes from incorporating research or professional skills to improve the curriculum
- Evidence of previous research in the field of renal medicine

Skills, Abilities and Competencies

Essential

- High level of proficiency in English, sufficient to undertake research, teaching and administrative activities and to communicate effectively with staff and students*
- Ability to lead, motivate, develop and manage the performance of a team
- Ability to work independently and as part of a multi-disciplinary team
- Excellent interpersonal skills, to develop networks and form collaborations
- Effective presentation skills
- Ability to deliver classes using a comprehensive range of delivery methods, including lectures, seminars and tutoring
- Skills in coaching, mentoring and developing others, including students, early career researchers and colleagues
- Skills in pastoral care and motivation of students
- Ability to prioritise tasks within agreed work schedules





- Ability to plan, organise, implement and deliver programmes of work
- An awareness and understanding of diverse community issues and a strong commitment to equity, diversity and inclusivity and continuous improvement in pursuit of Operational Excellence

Desirable

- Ability to teach classes using distance learning
- Ability to provide support to students via Blackboard

**Criteria to be used in shortlisting candidates for interview*

Criminal Declaration and Disclosure and Barring Service (DBS).

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS). The successful applicant for this post will, therefore, be required to give consent for the University to check and obtain appropriate clearance with the DBS for the existence and content of any criminal record in the form of a Standard Disclosure.

Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

NHS Research Governance

Where it is determined that the duties of this post for the purposes of research involve work with the NHS, it is necessary to ensure that the performance of the duties attached to the post are covered by NHS research governance arrangements and the appointee must comply with all such arrangements, which may include occupational health clearance and DBS clearance.

Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

University Values





Inclusive - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful - As Citizens of Change we will generate new ideas which deliver impact and empower our community

Equity and Diversity

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equity support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equity, diversity and inclusion.

