



**Job Title:** Professor in Pharmacy  
**Grade:** 10  
**Salary:** Competitive  
**Department:** School of Healthcare  
**Hours/Contract:** Full-time and permanent  
**Job Family:** Teaching and Research  
**Reference:** 13271

## Role Purpose

The University of Leicester School of Pharmacy is currently looking to appoint a pharmacy professor to provide leadership to the programme team either in a teaching or teaching and research role.

The University of Leicester MPharm programme, which includes 13-week placements in each of the first three years, uses a wide range of non-didactic teaching methods used, with limited reliance on laboratory classes. Consequently, whether teaching or teaching and research focused, the post requires individuals with broad pedagogical experience and an ability to think both differently and creatively about pharmacy education delivery. As a professor the post holder will be expected to undertake senior leadership roles such as programme lead, head of research, science or practice during their time at the University.

As a professor within the school, you will be expected to raise the profile of the new MPharm programme whilst developing and maintaining effective working relationships with a wide variety of external parties. This will be for the purposes of providing high-quality placement experiences for all of our students and for identifying joint research opportunities. Located in a School of Healthcare, next to schools of Medicine, Psychology and Biology the opportunities for interprofessional education and joint research working are extensive. With the College of Life Sciences Athena Swann gold award and being located in the UK's only plural city, expertise and leadership in creating and maintaining an inclusive culture is central to all roles within the University.

As an individual with a national or international reputation within their field the post holder will be expected to build the school's research infrastructure, whilst developing and delivering international quality research in any area of science, health services research or pedagogy.

## Main Duties and Responsibilities

### World Changing Research (T&R post only – 40%)

- Maintain a sustained and substantial portfolio of internationally recognised work in terms of originality, significance and rigour as appropriate to the field or discipline, and which have outstanding impact on society, economy, culture, industry, government, policy or practice
- Take the lead in securing sustained external research income of significant value on an individual and collaborative basis, as appropriate to the field or discipline
- Provide high quality PGR supervision and training, making significant contributions to recruiting and securing funding for postgraduate and early career researchers
- Lead and significantly contribute to strategic national and/or international research networks, partnerships and collaborations
- Engage in significant research and enterprise leadership, actively leading the promotion and embedding of an inclusive and respectful research culture.



Athena Swann  
Silver Award



Race Equality  
Charter  
Bronze Award



LGBT+ Inclusion Award  
2020 - 2021

**AWARDEE**  
ORGANISATION





- Support the research development of PGRs and colleagues, through mentoring, coaching and training

### **Research Inspired Education (T&R 40%, T focused 60%)**

- Undertake research-led teaching on undergraduate and/or postgraduate taught courses, incorporating innovative teaching methods and the latest educational concepts.
- Lead teaching delivery and assessment to ensure consistent high quality teaching practice, providing timely formative student feedback and assessment for coursework and examinations
- Lead the development, enhancement and achievement of the academic strategy in the School and beyond, actively contributing to the delivery of core educational business and leading activities/projects that drive innovation and have a beneficial impact
- Support the setup of an MSc in Health Psychology
- Lead the development, revision and updating of programmes at undergraduate and/or postgraduate level, ensuring that they are inclusive, embed key skills, and incorporate sustainable development goals.
- Build pedagogical knowledge and apply personal research to continuously develop own teaching practice and that of others, leading to improved delivery and outcomes, with regard for sector best practice
- Provide national and international leadership in an area of behavioural science through developing and maintaining an external profile
- Lead or support a comprehensive range of student support initiatives at School, College, and/or University level, including placement support, links with external organisations, personal tutor support, employability activities/projects and open days support
- Work with students to provide world class teaching and learning opportunities and an excellent student experience, regularly collecting and responding to student feedback to enhance teaching effectiveness and student experience
- Demonstrate wider educational impact through leading projects or scholarly discourse aimed at enhancing pedagogy or improving student outcomes

### **Our Citizens (20% T&R post, 40% T focused)**

- Influence initiatives and activities that contribute to national and international policies and decisions, generating a positive impact beyond the University and making a tangible contribution to society.
- Shape the practice or debate around policies and decisions, based on research evidence and/or scholarly activity
- Lead public engagement activities which have substantial impact, drive positive change beyond the University and share the benefits of Higher Education and research
- Actively engage with the academic discipline both nationally and internationally, representing the University through membership in significant external committees, bodies, reviews and panels, and/or leading significant projects, cross-institutional initiatives and volunteering activity, that demonstrate impact beyond the University



Athena  
Swan  
Silver Award



Race  
Equality  
Charter  
Bronze Award





- Assume leadership and managerial roles at the School, College, and/or University level, contributing to committee structures that support the University's 'Our Citizens' strategy, and leading planning and/or strategy efforts in the School/Department and beyond.
- Lead initiatives that actively contribute to and improve life on campus and the University's performance, including activities that support staff/student communities and advance equity, diversity and inclusivity.
- Mentor and support of PGRs and Early Career Researchers, nurturing them to become world leaders in their respective fields.

## Internal and External Relationships

Develop effective relationships across other Schools/Departments in the University that support and deliver the University strategy

Lead mutually beneficial, significant partnerships with external bodies, including other universities, NGOs, governments, SMEs, and national and/or international organisations, to develop the School/Department's impact agenda

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

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

Coordination with central University offices.

Key internal and external relationships will include:

- Head of School of Healthcare
- Head of School of Psychology
- Head of Division of Pharmacy and Optometry, School of Healthcare
- Director of Research within the School of Healthcare
- Research Group Leads in the School of Healthcare
- Head of College of Life Sciences
- Dean of Research for the College of Life Sciences
- Director of the Leicester Institute for Precision Health
- Director of NIHR ARC East Midlands
- Director of Leicester Clinical Trials Unit

## Planning and Organising

Shape the strategic direction in the research area, developing clear long term (many months/years) plans for sustaining and enhancing the research programme.

Long term planning and organisation of the delivery of teaching and assessment.

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





## Qualifications, Knowledge and Experience

### Essential

- Completed PhD in a relevant subject area\*
- Significant relevant experience in the design of Behavioural Sciences research \*
- Expertise that complements or enhances existing strengths within the Department/School\*
- Evidence of sustained and substantial publication of outputs (commensurate with disciplinary norms) that are internationally recognised and world-leading in terms of originality, significance and rigour, with an outstanding impact both within and beyond academia\*
- Robust future plans for research applications\*
- Sustained and substantial external research income, with a track record of successfully winning external funding that meets or exceeds the discipline benchmark\*
- Involvement in and leadership of relevant research and professional networks on a national and international level\*
- Evidence of successful leadership of a significant organisational unit or area of research and enterprise activity, such as a Research Institute, Centre, Group or equivalent unit\*
- Evidence of esteem in professional practice in pursuit of research, for example, through a track record of invited conference contributions and/or recognition as an international leader in the relevant academic discipline\*
- A sustained and substantial record of successful recruitment and supervision of PGR/PhD/MD students\*
- Substantial experience of teaching at undergraduate and postgraduate level and examination of doctoral candidates, evidenced by a record of excellent student outcomes\*
- Experience of management, development and delivery of undergraduate and postgraduate programmes\*
- Demonstrable commitment to continued development of own teaching practice and positive influencing that of colleagues\*
- A track record of supporting the development of PGRs and colleagues, through mentoring, coaching and/or training\*
- Evidence of sustained external recognition of teaching practice through positive module evaluation and sustained excellent feedback from students, peer review, and external examiners or external assessors\*
- Fellowship of the HEA or equivalent accredited teaching qualification, or commitment to gain an accredited teaching qualification on appointment within a set timescale\*

### Desirable

- Hold an MPharm degree at 2.1 or above\*
- Senior Fellowship of the HEA (or equivalent) or higher status\*
- Successful completion of CPD\*





- Experience of working with international partners\*
- Evidence of significant and positive outcomes from incorporating research or professional skills to improve the curriculum\*
- Evidence of leading and/or contributing to initiatives that have a positive impact on recruitment and student outcomes\*

## 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 develop innovative resource material to enhance teaching quality
- Ability to deliver classes using a comprehensive range of delivery methods, including lectures, seminars and tutoring
- Proven skills in coaching, mentoring and developing others, including students, early career researchers and colleagues
- Proven skills in pastoral care and motivation of students
- A commitment to the delivery of a high-quality service to students and to the alignment of research and teaching
- Ability to prioritise tasks within agreed work schedules
- Ability to lead the planning, organisation, implementation and delivery of 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

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.





## Supporting University Activities

As a University of Leicester citizen, you are encouraged to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We encourage all staff as citizens to work flexibly across the University if required. If supporting these activities is likely to affect your workload, please speak to your line manager in the first instance.

## 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

## Freedom of Speech

The University is committed to upholding freedom of speech and academic freedom within the law throughout our recruitment processes. We ensure that all candidates are considered based on merit and suitability for the role, without regard to their lawful viewpoints or the expression of challenging or controversial ideas. Our recruitment policies and practices are designed to protect applicants from discrimination or adverse treatment on the basis of their opinions, and to foster an environment where open debate and diverse perspectives are valued as essential to our academic mission.

## 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.

