

## JOB DESCRIPTION

**Job Title:** Professor of Sustainable Agriculture and Biodiversity/ Head of Department

**Grade:** AC5

**Department:** Agriculture, Health and Environment (AHED), Natural Resources Institute (NRI)

**Responsible to:** Director, NRI

**Responsible for:** developing a strategic vision and research direction, leading the implementation of this plan to achieve excellence in research, knowledge exchange, teaching and academic citizenship with a diverse team of staff.

**Key Contacts:** NRI's leadership team, Centre Leads, Lead for postgraduate studies, Lead for Laboratory and Technical Services, Head of Commercial Operations and faculty and university senior management.

**Standard Occupational Classification (SoC code):** 2311, 2321

**Non-Contractual Nature of Role Profile:** This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the University and the requirements of the job.

### PURPOSE OF ROLE

As leader of the Department, the Head is expected to maintain an internationally recognised profile commensurate with the requirements of a Professor while leading excellence in research, teaching and learning, knowledge exchange and academic citizenship while managing a team of over 40 diverse staff.

As a Professor of Sustainable Agriculture and Biodiversity, the role seeks to facilitate the growth and development of Research and Knowledge Exchange activity across the university. As an authority and lead figure in the international academic community, the successful candidate will provide strategic leadership across the university in achieving a complex set of outcomes for academics, students and employers. Significant income generation is critical as an enabler, as well as the ability to add value to NRI's and the University's objectives concerning research and knowledge exchange.

The post holder is expected to have and demonstrate a strong network of stakeholder relationships at regional, national and international levels, across their research disciplines; with a proven track record of globally leading publications at the highest level and obtaining funding at scale. The

post holder will be expected to provide strong leadership and to set standards of excellence.

*Post holders are expected at this level to build on those at previous levels, to demonstrate significant leadership in a subject area and local, national and international reputation and impact.*

## **KEY ACCOUNTABILITIES**

### **Team Specific:**

Professor (50% of the position):

- Develop and implement a portfolio of research activities leading to high quality outputs and contributing to societal impact.
- Develop, mentor and lead a significant research group including research students, research assistants/fellows and possibly early career academics.
- Lead research at Faculty or University level including the development and implementation of strategy policy and plans.
- Leading the acquisition and management of substantial research resources from a variety of sources
- Development and leadership of research or innovation consortia with external partners.
- Lead the supervision of research students at doctoral level.
- Lead the development of research training programmes or novel taught programmes, at the leading edge of the discipline.
- Lead on the supervision of student research at various levels.
- Contribute to the development of the academic discipline.
- Accountability for the integration of leading research and knowledge exchange work or expert input into widely used published teaching or professional training materials.
- Communicate research and enterprise results a various levels
- Evidence research and knowledge exchange impact from their work and that of their team.

Leading the Department (50% of the position):

- Provision of strategic leadership, developing and implementing a visionary departmental strategy that supports and contributes to NRI's mission, strategic plan and business plan in ways that contribute to the relevant Sustainable Development Goals and inclusive, sustainable local, regional and global food systems.
- Leading the acquisition, and implementation of large research and knowledge exchange contracts across the Department and across NRI's diversity of transdisciplinary expertise related to nature-based solutions to improve human, animal, and plant health, enhance ecosystem services, and maintain biodiversity.
- Grow the Department's Knowledge Exchange income and impact.

- Oversee, enhance and expand the formal and informal teaching profile of the Department, both through Programmes led by the department and jointly with other Schools in the University.
- Accountability and management of a Departmental budget, resources and infrastructure in collaboration with the Director, Deputy Director and the Head of Business Operations.
- Create an enabling environment for staff to excel and grow, providing mentorship for early career staff and developing team cohesion
- Maintaining NRI's accreditation to ISO 9001 and 27001 and maintenance of these standards through the Quality Management System
- Support the professional development of staff within the context of the University of Greenwich Career Pathways, including developing their skills in research, knowledge exchange and teaching.
- Collaborate with local communities, governments, NGOs, and international bodies to promote sustainable food and agricultural practices and policies.
- Contribute to the overall management of the Natural Resources Institute as a member of the Senior Management Team, and the effective operation of the Faculty.
- Deputise for the Director or other senior members of staff as and when requested

**Generic:**

- Clear recognition and esteem as an authority and leading figure by the international academic or community in their specific subject.
- Have overall accountability for the acquisition and management of external research resources.
- Integration research and scholarship into published teaching or training materials.
- Maintain high professional standing in their discipline and to develop further their own scholarly profile, including a program of high-quality research, disseminated primarily in high-quality refereed academic journals or similar avenues appropriate for the subject.
- A change agent who sees change as an opportunity for growth
- Efficiently implement approved policies, guidelines and standard operating procedures in relation to own academic duties.
- Maintain an overview of the welfare, progression, examination and assessment of allocated students.
- To keep abreast of development within the disciplines and profession and seek continuous improvement of own professional practice.
- Undertake other such duties as may from time to time be directed by the Pro-Vice-Chancellor or Deputy Vice-Chancellor, Research and Knowledge Exchange.

**Managing Self:**

- Develop expertise in research-led teaching with an increasing degree of autonomy.
- Keep abreast of developments within the field and seek continuous improvement of own professional practice.
- Actively participate in established professional development framework activities.
- Behave in a manner which reflects NRI and the University's values and create a positive environment for work and study.
- Maintain a high standard of student engagement and satisfaction.
- Seek to maximise the learning outcomes of students.

**Core Requirements:**

- Adhere to and promote the University's policies on Equality, Diversity and Inclusion and Information Security.
- Ensure compliance with Health & Safety and Data Protection Legislation.
- Support and promote the university's Sustainability policies, including the Carbon Management Plan, and carry out duties in a resource-efficient way, recognising the shared responsibility of minimising the university's negative environmental impacts wherever possible.
- Adhere to current legal requirements and best practices relating to digital content and accessibility, including Web Content Accessibility Guidelines when creating digital content.

**Additional Requirements:**

Undertake any other duties as requested by the line manager or appropriate senior manager, commensurate with the grade (Any other duties commensurate with the post and grade as agreed with the NRI Director, PVC of the Faculty and the Deputy Vice-Chancellor).

This is a professional, demanding role within a complex organisation with an ambitious strategic plan and agenda for change. The role holder will be expected to show flexibility in working arrangements, including working hours, to ensure that NRI delivers the required level of service.

**KEY PERFORMANCE INDICATORS:**

Performance Indicators will be established in consultation with the NRI Director as part of the post holder's annual Appraisal and Professional Development Review and with due regard to NRI's and the University's KPIs.

**KEY RELATIONSHIPS (Internal & External):**

- Deputy Director, NRI HoDs, Faculty PVC, professional services and finance staff, external stakeholders and funders.

**PERSON SPECIFICATION**

## **EXPERIENCE:**

### **Essential Criteria**

- Thorough understanding of HE in the UK and in a business enterprise role.
- Extensive knowledge of key policy issues at institutional, national and sector-wide levels.
- Proven track record of publishing a significant and sustained body of outputs with international impact at the highest levels of international excellence including world-leading work as leading, corresponding or senior author.
- Proven, sustained track record of successful supervision of research activities of students at various levels.
- Proven track record of leading and winning external funding bids.
- Proven track record of leading research teams and successful supervision of PhD students.
- Proven track record of developing and implementing research and enterprise strategies and policies.
- Proven track record of working with and managing complex, diverse public and private sector stakeholder relationships at international, national and regional levels.
- Extensive experience in team leadership, strategic planning and management.
- Working knowledge of quality assurance/ enhancement and academic standards.
- Proven track record in effective financial management.
- Experience of influencing academics, researchers and employers.

### **Desirable Criteria**

- Leadership of research projects.
- Academic leadership at a level equivalent to an NRI Head of Department.
- Evidence of innovation in strategic research

## **SKILLS:**

### **Essential Criteria**

- Outstanding knowledge of the mechanisms for Higher Education funding.
- Well-developed organisational and management skills.
- Able to develop and implement staff training.
- Well-developed interpersonal skills and ability to motivate others.
- Excellent written and oral communication skills.
- Commitment to the promotion of high standards and excellence.
- Ability to think strategically and conceptually.
- Capacity to listen and consult, good negotiation skills.
- Capacity to make informed decisions.

- Ability to work effectively and deliver under pressure.
- Able to use IT effectively.
- Well-developed project management skills.
- Ability to communicate to diverse audiences

**Desirable Criteria**

- Experience in change management.

**QUALIFICATIONS:****Essential Criteria**

- PhD degree in a relevant subject, that could include Agriculture, Agricultural Microbiology, Agronomy, Bioinformatics, Crop Science, Environmental Science, Entomology, Plant Pathology, Soil Science, Virology or Zoology or a related field.
- Minimum of Associate Fellow of HEA or significant teaching experience.

**Desirable Criteria**

- Postgraduate teaching qualification.

**PERSONAL ATTRIBUTES:****Essential Criteria**

- We are looking for people who can help us deliver the [values](#) of the University of Greenwich: Inclusive, Collaborative and Impactful.
- A leadership style that supports NRI's and the University's values
- Willingness to travel overseas on a regular basis

**Desirable Criteria**

- N/A