UNIVERSITY of GREENWICH

JOB DESCRIPTION

Job Title:	Professor of Rural Development and Head of Livelihoods and Institutions Department, NRI. **Professor** (Enterprise Career Pathway)	**Grade:**	**AC5**
Department:	Livelihoods and Institutions, Natural Resources Institute	**Date of Job Evaluation:**	
Role reports to:	Director of NRI		
Direct Reports	Academic members of Livelihoods and Institutions Department		
Indirect Reports: **Other Key contacts:**	Project controller NRI Deputy Director (Research and Enterprise), NRI Director of Programme Development, NRI Commercial Director, NRI Director Teaching, NRI Director PhD, other NRI Heads of Department, aid donors and other NRI clients, Faculty and University senior management.		
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:

This role is for a Professor of Rural Development on either the Research or Enterprise (this Job Description) Career Pathway who will also be Head of NRI's Livelihoods and Institutions Department.

The Livelihoods and Institutions Department (LID) of NRI is a dynamic group, currently of ten researchers, with backgrounds in sociology, social anthropology, agricultural economics, nutrition and other disciplines, dedicated to interdisciplinary, poverty-focussed research, consultancy and teaching on sustainable development. Themes and areas of work include:

- Climate change, agriculture and natural resources
- Rural institutions and agricultural policy (including agricultural innovation and service provision, and land policy)
- Equitable trade and responsible business
- Gender, social difference and social exclusion
- Monitoring & Evaluation and assessing impact on poverty and livelihoods
- Understanding policy processes and research-policy linkages.
- The interface between agriculture, nutrition and poverty

LID members work in these areas within projects of varying sizes led by themselves, other LID members, members of other NRI departments or with external partners.

It is expected that the post holder will have an international profile in one of the above work areas or a closely related area. The post holder will also will be responsible to the Director of NRI for the management of staff and other resources devolved to the Department. The Head of Department role will also include responsibility to the Director for the delivery of that part of the NRI business plan and strategic aims located within the Department.

It is anticipated that the post holder will divide their time equally between Head of Department managerial responsibilities and maintaining their own portfolio of research, publication, teaching and/or consultancy activities.

The post holder will facilitate the growth and development of Enterprise activity (for example, consultancy and technical assistance contracts with international development donors) across NRI and the wider university; provide strategic leadership across NRI and the wider university in achieving a complex set of outcomes for external clients, academics, students and employers. Significant income generation is critical as an enabler, as well as the ability to add value to the University's objectives in relation to enterprise and society engagement activities.

The post holder is expected to have and maintain strong stakeholder relationships at regional, national and international level, across enterprise and professional disciplines; with a proven track record of enterprise work, including social enterprise and obtaining funding. 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:

As Professor of Rural Development

- Lead the acquisition and management of substantial enterprise resources from a variety of sources (for example, consultancy and technical assistance contracts with international development donors) relevant to one of themes of the Livelihoods and Institutions Department.
- Development and leadership of enterprise or innovation consortia with external partners
- Enterprise Leadership at Institute/Faculty or University level including the development and implementation of strategy, policy and plans that promote enterprise excellence
- Acquiring and maintaining a portfolio of research and enterprise projects representing personal commissioning at around Full Economic Cost for about 50% of each year
- Accountability for the integration of leading enterprise work or expert input into widely used published teaching or professional training materials, where appropriate.

- Lead the development of novel taught programmes, including CPD and degree apprenticeships, integrating enterprise, innovation or external engagement activities
- Proactive participation in developing the academic or professional discipline
- Development, mentor and leading of significant research & enterprise groups including research students, research assistants/fellows or external facing staff, and possibly early career academics

As Head of Livelihoods and Institutions Department, NRI.

- Contribute to the development of an NRI-wide business plan, within the context of the Institute's mission and strategy, and including business targets for LID that cover direct costs and University overheads.
- Lead development of a LID strategy to meet business objectives in the long-term, consistent with LID interests and experience and NRI's mission.
- Ensure on an ongoing basis that LID acquires the level of business required to meet the business plan in the short, medium and long term, which includes effective management of staff and quality control of outputs.
- Contribute to the professional development of LID staff in research and consultancy within the context of the University of Greenwich Career Pathways, including developing their skills in research, enterprise and teaching.
- Perform day-to-day line management of staff within the Department including responsibility for matters such as staff workloads, conduct of staff appraisals, compliance with NRI and UoG policies and procedures on discrimination, inclusion, travel, health and safety etc.
- Develop and maintain excellent relationships with clients (typically but not exclusively international development donors and consultancy companies in the international development field) and academic partners in UK and internationally, to develop and sustain the business, including communication with and accountability to clients and noting feedback as well as researching, contacting, expanding and enhancing the NRI client base.
- Plan for and implement, within the framework of NRI and University policies and in collaboration with the NRI Directorate and Human Resources, new recruitment for expansion of the department and succession planning for key Department members.
- Act as a resource person and practice leader for staff in LID and other NRI Departments within at least one of the LID themes and areas of work outlined above.
- Optimise the research activity and research quality of the department to increase the contribution to future Research Excellence Framework submissions.
- Maintain an international profile for the department as a whole.
- Working with the NRI Teaching and Learning Leader, oversee the expansion of Undergraduate and Masters level teaching in LID, through programmes led by other NRI departments and in the longer term through new programmes led by LID.
- Contribute to the overall management of NRI 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 professional community in their specific subject
- Have overall accountability for the acquisition and management of external enterprise resources

- Integration of enterprise and scholarship into published teaching or training materials
- Maintain high professional standing in their discipline and develop further their own scholarly profile, including a program of high quality scholarship, disseminated primarily in professional refereed journals.
- 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 in the work area and seek continuous improvement of own professional practice.
- Undertake other such duties as may from time to time be directed by the PVC, Deputy Vice-Chancellor, Research and Enterprise.

Managing Self:

- Develop, as appropriate, 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 the University values and creates 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:

- Commitment to key strategic priorities of NRI, the Faculty and University
- Adhere to and promote the University's policies on Equality and Diversity 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.

Additional Requirements:

Any other duties commensurate with the post and grade as agreed with the Director of NRI in consultation as necessary with the PVC of the Faculty and the Deputy Vice-Chancellor.

KEY PERFORMANCE INDICATORS:

Performance Indicators will be established with the Director of NRI in consultation with the DVC (Research & Enterprise) and Director, GRE as part of the post holder's annual Appraisal and Professional Development Review and with due regard to the University's KPIs.

KEY RELATIONSHIPS (Internal & External):

Heads of Department will be regarded as senior staff in NRI and will work directly under the management of the NRI Director.

They will be expected to:-

- work closely with the NRI's Deputy Director, Commercial Director, Director of Research and Enterprise, Director of Programme Development and Leader of Teaching and Learning to ensure that the Department delivers its part of NRI's strategy, in the formulation of which the Department will have had a significant role;
- liaise with other NRI Heads of Department to ensure optimum use of NRI staff resources in bid development and implementation of project activities.
- consult regularly with departmental colleagues in the execution of their duties;
- undertake other duties that may be required from time to time by the NRI Director.

PERSON SPECIFICATION	
Essential	**Desirable**
Experience • International credibility within a field of work covered by the Department • Proven track record of delivering a significant and sustained body of impacts or outcomes with demonstrable benefits to businesses, the public sector or society in general at the highest levels of international excellence in terms of reach and significance • Extensive knowledge of key policy issues at institutional, national and sector-wide level. • Publishing outputs or reports in media appropriate for the subject or profession, which demonstrate international levels of excellence • Proven track record of leading and winning external funding bids • Proven track record of leading large enterprise and research projects. • Proven track record of leading research or professional teams in complex and challenging environments. • Proven track record of developing and implementing research or 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 of strategic planning and managerial leadership • Working knowledge of quality assurance/ enhancement and academic standards • Proven track record in effective financial management • Experience of influencing academics, researchers and employers • Experience of and willingness to undertake regular short-term international travel to developing	**Experience** • Thorough understanding of HE in the UK and in a business enterprise role • Successful supervision of PhD students • Proven, sustained track record of successful supervision of enterprise activities of students at various levels

countries **Skills** • Outstanding knowledge of the mechanisms for funding research and enterprise. • 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 for a range of audiences • 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 **Qualifications** • PhD degree in a relevant subject **Personal attributes** • We are looking for people who can help us deliver the values of the University of Greenwich: Excellence, Determination, Inclusivity, Ambition and Creativity	**Skills** • Proficiency in one or more major non-English languages spoken in developing countries **Qualifications** • Postgraduate teaching qualification • Minimum of Associate Fellow of HEA or significant teaching experience. • Professional qualification appropriate for the subject **Personal attributes** • N/A