



JOB DESCRIPTION

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| Job Title: | Associate Professor (AC4)/Senior Fellow (AC3) of Crop Physiology (Research career pathway) | Grade: | AC3/AC4 |
| Department: | Agriculture, Health and Environment Department | Date of Job Evaluation: | |
| Role reports to: | Head of Department | | |
| Direct Reports | To be decided | | |
| Indirect Reports: | To be decided | | |
| Other Key contacts: | Director/Deputy Director of NRI, FaNSI Partnerships Director, Leader of Sustainable Agricultural Intensification Programme, NRI colleagues, Funders, Research Partners | | |
| 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:

The Natural Resources Institute (NRI) of the University of Greenwich is currently expanding its interdisciplinary research excellence to address food and nutrition security, especially in Africa. This expansion in capacity is funded by Research England as part of their highly competitive “Expanding Excellence in England” scheme, where NRI has received funding to appoint 22 members of staff, recruit 20 PhD students and enhance our research facilities.

Using a food systems approach, NRI and partners will focus on climate change, sustainable agricultural intensification, food loss and waste, and improved nutrition. More information on NRI’s Food and Nutrition Security Initiative can be found at www.nri.org/FaNSI.

This role will develop research on crop responses to abiotic and biotic stresses, particularly those affecting food (and nutrition) security in developing countries. Of particular relevance will be research on increasing crop resilience to climate change, soil degradation and increased incidence of pests and diseases. Research should be conducted in an inter-disciplinary approach collaborating with existing areas of expertise at NRI in chemical ecology, pest behaviour and agroecology.

While the purpose of this role is **mainly** to conduct high quality inter-disciplinary research, it will also contribute to teaching on undergraduate and postgraduate programmes. Teaching is foreseen as a maximum 20% of effort.

Specifically, this role (AC4 level) will provide leadership of Research and Enterprise activity at Faculty and Departmental level and implement strategies and plans to promote research excellence. As a lead figure in the national or international academic community, the successfully candidate will provide strategic leadership at Department and Faculty level in achieving a complex set of outcomes for academics, students and employers. Income generation is critical as an enabler, as well as the ability to add value to NRI’s Food and Nutrition Security Initiative.

An appointment may be made at the Senior Fellow (AC3) level where a suitable candidate has relevant skills, experience and profile. In this case the expectations would involve leading specific initiatives,

generating high quality research outputs and leading income generation for specific initiatives.

The post holder is expected to have, and maintain strong stakeholder relationships at regional, national and international level, across their research disciplines; with a proven track record of publication at the highest level and obtaining funding. The post holder will be expected to provide strong leadership and to set standards of excellence.

Note: The University of Greenwich is committed to promoting equality and diversity, and to providing an inclusive and supportive environment in which all individuals have the opportunity to contribute to their full potential. The University welcomes applications from candidates from diverse backgrounds.

KEY ACCOUNTABILITIES:

Team Specific:

- Contribute to subject or professional research in crop physiology leading to the publication and/or dissemination of original work of international excellence quality
- Lead the acquisition and management of substantial research resources from a variety of sources (Appropriate to level of appointment)
- Development and leadership of research or innovation consortia with external partners (Appropriate to level of appointment)
- Lead research at Institute/Faculty or University level including the development and implementation of strategy policy and plans (AC4)
- Acquire and maintain a portfolio of research and enterprise projects or contribute to teaching to achieve full personal commissioning at Full Economic Cost within two years of appointment.
- Lead the supervision of research students at doctoral level
- Accountability for the integration of leading research and enterprise work or expert input into widely used published teaching or professional training materials
- Lead on the supervision of student research at various levels
- Contribute to the development of the academic discipline.

Generic:

- Clear recognition and esteem as an authority and leading figure by the international academic or community in their specific subject (AC4)
- Have overall accountability for the acquisition and management of external research resources (Greater responsibility at AC4)
- 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
- 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 Head of Department or Director of the Natural Resources Institute.

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 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 the Faculty and University
- Adhere to and promote the University’s policies on Equality and Diversity and Information Security. Ensure compliance with Health and Safety regulations 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 the Natural Resources Institute/Head of Department.

KEY PERFORMANCE INDICATORS:

Performance Indicators will be established in consultation with the Director of NRI, Head of Department and Programme Leader 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):

- Leaders of relevant NRI programmes.
- FaNSI leaders
- Colleagues in the Natural Resources Institute
- Colleagues in the Faculty of Engineering and Science and wider University
- Donor/funding agencies
- Research partners

PERSON SPECIFICATION

| Essential | Desirable |
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| <p>Experience</p> <ul style="list-style-type: none"> • International research record in crop or plant physiology focusing on responses to abiotic or biotic stress • Proven track record of publishing a [sustained (AC4)] body of outputs with international impact at the highest levels of international excellence including world leading work as corresponding or senior author (AC3). | <p>Experience</p> <ul style="list-style-type: none"> • Thorough understanding of HE in the UK and in a business enterprise role (AC4) • Extensive knowledge of key policy issues at institutional, national and sector-wide level (AC4) • Proven track record of developing and implementing research and enterprise strategies and policies (AC4) |

- Proven, sustained track record of successful supervision of research activities of students at various levels, including PhD (AC4); some relevant experience (AC3)
- Proven track record of leading research or professional teams in complex and challenging environments and leading large projects (AC4); participating at project teams (AC3).
- Proven track record of leading and winning external funding bids (Appropriate to level AC4/AC3).
- Contribution to teaching/training in Crop Physiology.
- Proven track record of working with and managing complex, diverse public and private sector stakeholder relationships at international, national and regional levels (AC4)
- Experience of and willingness to undertake regular short-term international travel to developing countries (AC4 & AC3)

Skills

- Outstanding knowledge of the mechanisms for funding research and enterprise (AC4)
- Well-developed organisational and management skills
- 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

Qualifications

- PhD degree in a relevant subject e.g. crop physiology, agriculture, plant sciences
- Appropriate level of fellowship of the Higher Education Academy or willingness to achieve this.

Personal attributes

- Working knowledge of quality assurance/ enhancement and academic standards
- Extensive knowledge of key policy issues at institutional, national and sector-wide level
- Willingness to undertake regular short-term international travel to developing countries (AC3)

Skills

- Working knowledge of a second language of relevance to NRI's work.

Qualifications

- Postgraduate teaching qualification

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| <ul style="list-style-type: none">• We are looking for people who can help us deliver the <u>values</u> of the University of Greenwich: Excellence, Determination, Inclusivity, Ambition and Creativity | |
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