

JOB DESCRIPTION

Job Title:	Associate Professor (AC4)/ Senior Fellow (AC3) of Climate Vulnerability and State Fragility (Research career pathway)	Grade:	AC3/AC4
Department:	Livelihoods and Institutions	Date of Job Evaluation:	
Role reports to:	Head of Livelihoods and Institutions Department		
Direct Reports			
Indirect Reports:			
Other Key contacts:	Director/Deputy Director of NRI, FaNSI Partnerships Director, Leader of Climate Change 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 particular role is intended to enhance NRI’s capacity to research the combined and interacting impacts of climate change/vulnerability and state fragility on food and nutrition security, with a focus on sub-Saharan Africa. State fragility is considered to include political instability, including but not limited to the presence of armed conflict, and/or the failure of the state to provide an enabling environment for a functioning economy, especially in rural areas. Successful candidates may have a variety of disciplinary backgrounds, for example in political science, conflict studies, development studies, geography, social anthropology, social policy, international relations or economics. They may have research interests in a variety of fields, for example: either quantitative or qualitative analyses at different scales of potential causal effects of climate change on state fragility; the effects of state fragility or poor governance on the vulnerability to climate change of rural populations; the effectiveness of development, social protection or humanitarian interventions for populations subject to protracted crises involving both climatic factors and conflict.

Specifically, this role (at 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.

The main focus of this role is research and enterprise, but there may be a contribution to teaching activities, but this is not anticipated to be more than a 10-15% requirement.

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 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)
- Lead (AC4) or engage in (AC3) interdisciplinary research collaboration and team-building, within and beyond NRI
- Develop and lead research or innovation consortia with external partners including non-academic stakeholders (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.
- Develop, mentor and lead a significant research group including research students, research assistants/fellows and possibly early career academics (AC4)
- Lead the supervision of research students at doctoral level
- Be accountable for the integration of leading research and enterprise work or expert input into widely used published teaching or professional training materials
- 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.

Generic:

- Enjoy 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)

- Integrate 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
- 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.
- 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
<p>Experience</p> <ul style="list-style-type: none"> • International credibility within a field related to climate change and state fragility • Engaging non-academic stakeholders in the design, dissemination and uptake of research • Leadership of research projects (Appropriate to grade) • Proven track record of publishing a sustained body of outputs with international impact at the highest levels of international excellence including world leading work as corresponding or senior author (AC4) • Track record of publishing a body of outputs at the level of international excellence as corresponding or senior author (AC3) • 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 (AC4); participating at project teams (AC3). • Proven track record of leading and winning external funding bids (Appropriate to level AC4/AC3). • Proven track record of leading large enterprise and research projects. (AC4) • Proven track record of developing and implementing research and enterprise strategies and policies (AC4) • Proven track record of working with and managing complex, diverse public and private sector stakeholder relationships at international, national and regional levels (AC4) • Proven track record in effective financial management (AC4) • Experience of and willingness to undertake regular short-term international travel to challenging areas of developing countries <p>Skills</p> <ul style="list-style-type: none"> • Outstanding knowledge of the mechanisms 	<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) • Contributing to interdisciplinary research teams • Working knowledge of quality assurance/ enhancement and academic standards • Extensive knowledge of key policy issues at institutional, national and sector-wide level <p>Skills</p> <p>Working knowledge of French, Portuguese, Swahili,</p>

for funding research and enterprise (AC4)

- 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

Qualifications

- PhD degree in political science, conflict studies, development studies, geography, social anthropology, social policy, international relations, economics or another relevant subject.
- Minimum of Associate Fellow of Higher Education Academy or willingness to achieve this.

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

Arabic or African languages spoken in areas of insecurity or climate-related emergencies

Qualifications

- Postgraduate teaching qualification