

NRI Director



**UNIVERSITY OF
GREENWICH**

*Natural Resources
Institute*

Welcome from the Vice-Chancellor

Thank you for expressing interest in the role of Director of Natural Resources Institute (NRI). This is a pivotal role in the University leading the continued success of our Natural Resources Institute, internationally recognised for its ground breaking research and impact.

The University of Greenwich is a very special place and is rightly proud of its heritage in providing transformative experiences for students from all walks of life. We are equally proud of our high standards of applied research and enterprise which support economic growth, social impact and sustainability. As we move into a new era, we are passionate and focused on the future and our collective ambition is to become the best modern university in the UK by 2030.

We will achieve this by focusing on student experience and success, investing in our knowledge exchange capability and building upon our existing achievements in applied, impactful research.

We have ambitious plans for our three campuses in London and Kent and these are founded upon our commitment to build successful partnerships, providing sector leading facilities and attracting talent on a global scale.

We are particularly proud of our diverse student and staff body and our explicit commitment to equality, equity and inclusion.

We are looking for an exceptional individual to provide strong academic leadership and vision to take NRI into its next phase, driven by a commitment to world-leading and impactful research and knowledge exchange.

If you have a drive for excellence, ambition, professional credibility, and share our passion for higher education and its power to create opportunities and change lives for the better, I encourage you to make an application for the role.



Professor Jane Harrington
Vice-Chancellor



The Natural Resources Institute (NRI)

The Natural Resources Institute (NRI) is a specialist research, development and education organisation of the University of Greenwich with a focus on food, agriculture, environment, and sustainable livelihoods. At NRI we respond to complex, interrelated, global challenges by devising sustainable solutions that make a difference.

Our mission is to generate, apply and share knowledge and develop skills for a sustainable world. In the face of significant global challenges, including the ongoing crises in climate, health, conflict and food security, our work is critical to help improve lives, livelihoods and create a more sustainable world.

Using an interdisciplinary approach, we undertake research, teaching, training, consultancy and advisory work to address challenges affecting everyone from local farmers and smallholder communities in the developing world, to policy makers, industries and consumers worldwide.

Our unique team is composed of natural and social scientists, and specialised professional services staff, combining the necessary skills, knowledge and experience to tackle multifaceted issues.

We work together in partnership with researchers, farmers, governments, development organisations, and the private sector, along the food chain and across the world, to ensure our work has sustainable impact.

NRI has over 127 years of history. Pioneering work from our past includes locust control, safeguarding against foodborne diseases, controlling disease-transmitting species including tsetse and blackfly, and the discovery of aflatoxin – a dangerous toxin produced by fungi that can occur in some food crops.

Today, NRI's work focuses on achieving the UN Sustainable Development Goals; current work addresses global challenges including:

- Ensuring food security and improving nutrition
- Food loss and waste reduction and adding value to crops
- Sustainable Agricultural Intensification
- Adapting agricultural and natural resource systems to climate change and variability
- Plant, animal and human health, with a specific focus on vector-borne diseases

- Addressing gender and diversity inequalities in development
- Supporting and evaluating sustainable trade and responsible business and value chain development
- Innovating in land governance and rural finance to benefit poor people and support economic growth
- Capacity strengthening for high-quality research and innovation in agricultural development and food security

Our work and our scientists have won a number of prestigious prizes and awards, including:

- three Queen's Anniversary Prizes – the highest national honour awarded to higher and further education
- the Times Higher Education Award for International Collaboration
- the Guardian University Award for Research Impact
- the Rockefeller Foundation Cassava Innovation Challenge Award
- the work of NRI's Professor John Morton on a chapter of the Fourth Assessment Report of the Intergovernmental Panel on Climate Change was recognised as contributing to the award of the 2007 Nobel Peace Prize to the IPCC.

Our Queen's Anniversary Prize in 2019 was for 'smart and sustainable pest control'. This work focuses on providing sustainable, innovative pest management solutions to serious insect and rodent pests including: blackfly transmitting onchocerciasis ('river blindness'), rodents spreading disease and destroying crops and infrastructure, mosquitoes transmitting dangerous diseases including malaria, dengue and Zika, and insect pests that threaten the horticulture industry.

In 2015, our Queen's Anniversary Prize was awarded for our work on the tropical root crop, cassava. This work looks at four key areas along cassava's journey from 'farm to fork'. They include: combating pests and diseases, adding value through processing and business development, reclaiming waste products from the cassava industry, and strengthening the capacity of developing-country scientists and practitioners. The work improves the lives of smallholder farmers in the developing world, through increased food security and better incomes.

In 2019, we were awarded a Research England/UKRI Expanding Excellence in England Award (£7.5m). Through this funding, we implemented our Food and Nutrition Security Initiative (FaNSI) to expand our research capacity with a specific focus on addressing climate change, food loss and waste, sustainable agricultural intensification and food systems for nutrition. This allowed the Institute to grow by 22 members of academic staff, three laboratory and greenhouse facilities and 20 PhD students.

NRI leads the UK Food Systems Centre for Doctoral Training. This innovative doctoral programme is developing the next generation of food system transformation leaders. Supported by the UK Government's Strategic Priorities fund, training is provided by a consortium of nine leading universities and research institutes, that enables participants to undertake cutting edge interdisciplinary food systems research.

The quality and impact of NRI's research is regularly assessed as part of the Research Excellence Framework. The Institute makes submissions to both the "Agriculture, Food and Veterinary Sciences" and the "Anthropology and Development Studies" Units of Assessment. In the latest assessment (REF2021), the whole of NRI's research environment was rated as internationally excellent or world-leading, in terms of vitality and sustainability. NRI's impact case studies were scored as 100% outstanding or very considerable in terms of the reach and significance of the impacts described.

Funders of our work are diverse and include: UK Research and Innovation (including Research England, BBSRC, ESRC, MRC and Innovate UK), Bill & Melinda Gates Foundation, McKnight Foundation, European Union, Africa Union, UK Government Departments (including FCDO and DEFRA) and private-sector companies.

Current and recent major projects and funding awards include:

- NRI's Food and Nutrition Security Initiative (FaNSI)
- African Cassava Whitefly Phase II
- UK Food Systems Centre for Doctoral Training
- Growing Kent & Medway, a UK Strength in Places Project
- African Post-Harvest Losses Information System Plus (APHLIS Plus)

- Blackfly Trapping – Improved Simulium Capture for Onchocerciasis Surveillance
- DualCassava – Dual-resistant cassava for climate resilience, economic development and increased food security of smallholders in Eastern and Southern Africa
- Enabling Research Tools for Cassava and Yam Virologists and Breeders to Reduce Root & Tuber Crop Yield Losses due to Viruses in Sub-Saharan Africa
- Natural Pest Regulation on Orphan Crop Legumes in Africa (NaPROCLA)
- Nutrition Research Facility
- Sustainability-Intensification Trade-offs in Coffee Agroforestry in Central America
- Value Chains Analyses (VCA4D)

Faculty, staff and leadership team

NRI is part of the Faculty of Engineering and Science. Operationally, NRI is organised into three departments: Agriculture, Health and Environment; Food and Markets; and Livelihoods and Institutions. The Management Team consists of the Director, Deputy Director/Director of Research, Director of Business Development and Partnerships, Director of Programme Development, Heads of Department, Director of Postgraduate Studies, Commercial Manager and Teaching and Learning Leader.

The NRI team has over 130 academic and professional services staff. Our academic staff include those with a significant responsibility for research, teaching, and staff focussed on translating research into impact through advisory roles, consultancy and communications. The academic background of our staff covers agriculture, food and nutritional sciences, environmental sciences, and social science. NRI's dedicated accounting, administration, budgeting, communications, executive, finance, IT, marketing and project management specialists are an integral part of the team.

Along with our full-time 21 Professors, a number of Emeritus Professors, Visiting Professors and Fellows add to the vibrant research community at NRI.

This Organisation Chart on the next page shows the current structure of NRI's management team.

Location

NRI is based at University of Greenwich's Medway campus in Chatham Maritime. Our location is close to London and the Kent coast and countryside with accessible transport links and road access.

NRI's unique facilities include installations for our collections of whiteflies combined with quarantine insectaries and glasshouse facilities, and research facilities on fresh produce storage under controlled conditions at the Produce Quality Centre, based at NIAB-EMR in East Malling, Kent. In 2021, Professor Jane Harrington, Vice Chancellor of the University of Greenwich, opened three new buildings at NRI. These include the Agronomy Laboratory, a Food Product Development space and the Climate Change Greenhouse.

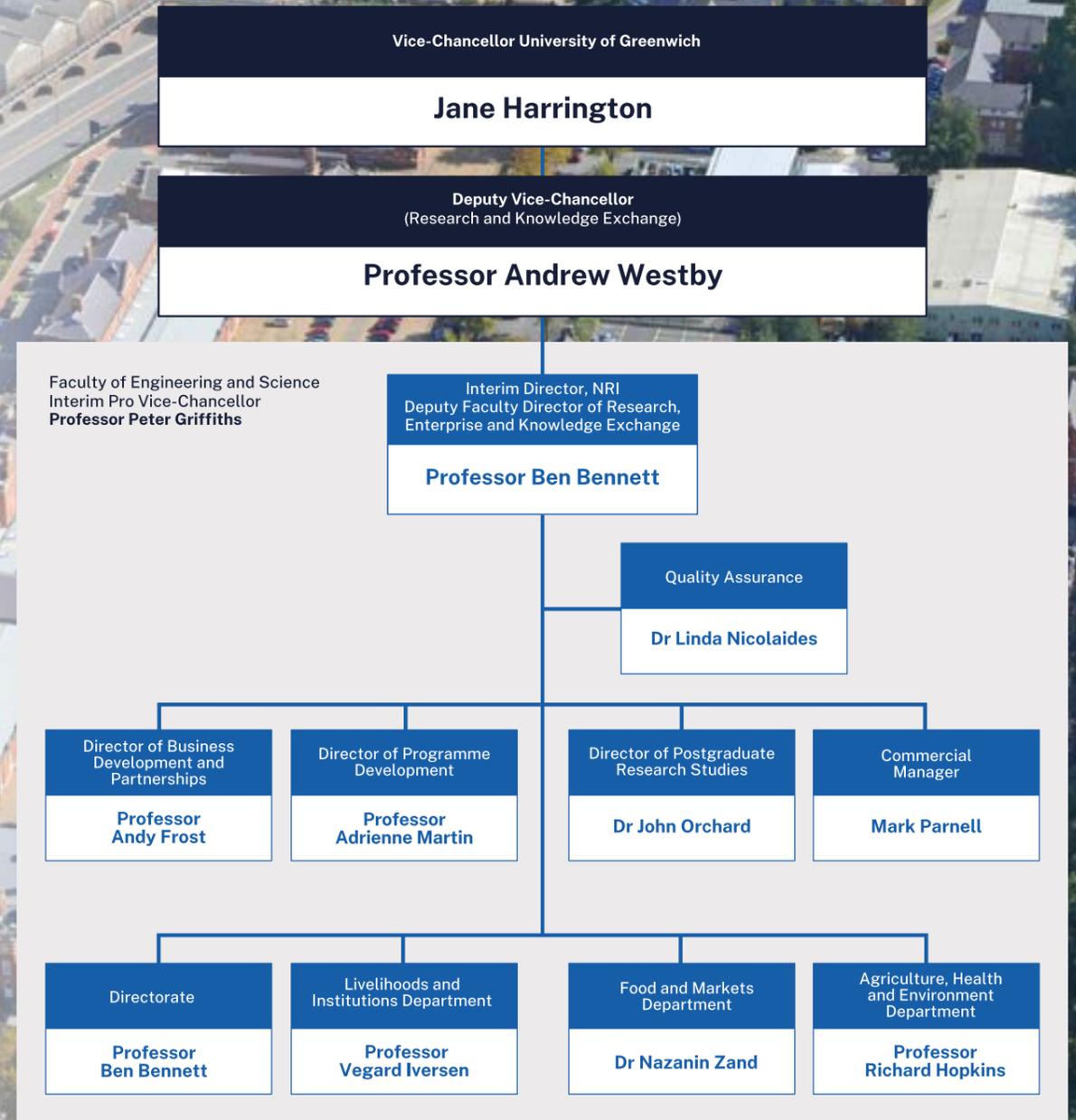
Partnerships and projects

Current NRI staff have extensive experience of work in developing countries. In our current portfolio of active projects valued at ca. £40million, we work in over 40 countries with more than 200 partners, including universities (UK, Europe and worldwide), the private sector (UK, Europe, developing countries and worldwide), civil society (international, e.g. World Vision and Farm Africa, and local), European Research Centres working on agriculture for development (NRI is a core member of Agrinatura and hosts the seconded Director; African organisations (e.g. RUFORUM, AGRA, FARA, ASARECA, CORAF, AFAAS) and global research and development partners (e.g. GFAR, FAO, WFP and CGIAR centres and programmes).

Teaching and Postgraduate Research Supervision

NRI's educational offer has grown substantially over the past few years, adding undergraduate degrees to its suite of programmes. There are currently over 50 Postgraduate Research Students working towards an MPhil or PhD degree in Agriculture, Food and Environment Sciences, or Development Studies. We have an annual cohort of around 250 students on Master's-level degrees, with MSc Programmes in Applied Food Safety and Quality Management, Food Innovation, Agriculture for Sustainable Development, Global Environmental Change, and Transformative Change for Sustainable Development. Our undergraduate programmes in Environmental Science, Climate Change and Biology are growing year on year. A new BSc Food Science and Nutrition has been approved and is being developed for validation.

Further information about NRI is available on our website www.nri.org



Great things about the University of Greenwich

- We have more than 125 years of experience providing quality education.
- We have won five Queen's Anniversary Prizes for Higher and Further Education, including a prize in 2019 for our Natural Resources Institute's ground-breaking work to find smart solutions for pest control in the developing world.
- Life-saving research carried out by the university includes projects to reduce loss of life during fire evacuations and to develop a trap for a malaria-carrying species of mosquito.
- The university has two Guardian University Awards for Research Impact. Guardian University Awards showcase world-class teaching, research, leadership and engagement within the higher education sector.
- We have won nine Times Higher Education awards, including Most Innovative Teacher and Outstanding Contribution to Innovation and Technology.
- We've a 1st class environment rating from the People & Planet University League for our environmental and ethical performance.
- 90% of our students are in employment or further study six months after graduation.
- We are proud of the diversity of our international student body and our engagement in transnational education. The university has around 15,000 students in ca.31 partnerships across 19 countries. Our UK-based students come from more than 146 countries, and in 2018-19 22% were domiciled from outside the UK.
- In the 2019 National Student Survey, more than 82% of our final-year undergraduate students said they were satisfied, overall, with their course, one of the highest scores among universities in London.
- Our Teaching Excellence Framework Silver rating indicates that we provide our students with engaging, personalised teaching that encourages their commitment to learning and study.
- Our academic staff includes recipients of the prestigious National Teaching Fellowship, which recognises and rewards individual excellence in teaching in higher education.
- Ofsted has given us its 'Outstanding' rating for the quality of our training in primary education.
- Two of the recent winners of the British Journal of Midwifery's Student Midwife of the Year award have come from the University of Greenwich.
- Nobel Prize winner Professor Charles Kao, pioneer of fibre optics, was educated here.
- Our alumni excel in every walk of life. They range from lawyer Shabina Begum, a campaigner for the empowerment and protection of women, to composer Guy Penwill, a member of a double Oscar-winning special effects team, and Abiy Ahmed, Prime Minister of Ethiopia and winner of the 2019 Nobel Peace Prize. Our annual Greenwich Portraits exhibition recognises some of our most outstanding alumni.
- Our Greenwich Campus is based on a UNESCO World Heritage Site, and we are custodian of 16 listed buildings of special architectural or historic interest.
- Improvements in our student experience include Dreadnought Building, a £25 million conversion which brings together all student-facing services on Greenwich Campus in one place for the first time; the Medway Student Hub, a new on-campus entertainment and social space; our award-winning Stockwell Street Building, which houses the main library; and the Cooper Powerhouse, a research, enterprise and teaching hub supporting student entrepreneurship.
- In 2018, we established the University of Greenwich International College (UGIC) in partnership with Oxford International. Located on our Greenwich Campus, UGIC is an embedded college which offers an exciting range of undergraduate and postgraduate courses for international students leading to progression to the university.



About the university

The university takes its name from the Royal Borough of Greenwich in London. Greenwich has a long and rich history which forms the backdrop and inspiration for today's university. Many of the buildings on Greenwich Campus were designed at the end of the 17th century by Sir Christopher Wren, one of Britain's greatest architects, and the work was overseen by Nicholas Hawksmoor and Sir John Vanbrugh, both towering figures in their field.

Altogether, the university is custodian of 16 listed buildings, including the grand former Royal Naval Barracks at Chatham Maritime in Kent, which is home to the Medway Campus.

The £76 million Stockwell Street Building continues this tradition of innovative architecture within the Maritime Greenwich World Heritage Site.

More information on [Governance and University Leadership](#) is available on our webpages.

Our vision, our values and our strategy

Our vision for 2030 is to be the best modern university in the UK.

Our university is a community of people from many walks of life. We take pride in the diversity of our subject expertise, the lived experience of our staff, students and alumni, and the diversity of campus experiences we offer. This diversity is our strength and enables us to say we are a university that empowers our students, staff and wider networks to make a difference locally, regionally, nationally and internationally, with equal intensity.

What makes the university distinctive is that we proactively support our students and staff to achieve their ambitions because of, rather than despite, their backgrounds.

The University of Greenwich Strategy is driven by the vision of 'Education without Boundaries', underpinned by the values of inclusivity, collaboration and impact, and principles of creating opportunities, building partnerships and delivering impact.

The University has four Strategic Priorities:

1. Student Success
2. Inclusivity and Culture
3. Research and Knowledge Exchange
4. Connected Sustainable Campuses

Education Without Boundaries means:

- Widening access to higher education for individuals who may otherwise not aspire to experience and benefit from it.
- Fighting for improved social mobility and equality, diversity and inclusions in everything that we do.
- Empowering our students to use their lived experience to stand out in their chosen vocation in the workplaces of tomorrow.
- Empowering our staff to innovate in a way that makes a difference academically, commercially and socially.
- Providing physical and digital campus services that foster a sense of community to build networks, peers, friends and connections that set our students up for life.
- Breaking down boundaries that exist within and between academic disciplines, locations and borders.
- Ensuring an equitable focus on local, regional, national and global agendas.

4th in the UK

for delivering degrees
around the world

The Higher Education Statistics Agency (HESA)

Over half
of our new students
come from some of the most
deprived areas in the country

Office for Students access and participation data, 2021

Study at a university with
internationally
recognised
green credentials

1st class rating
for our environmental and
ethical performance.



(2021 People & Planet University League)

1st
Class rating
by the People & Planet
University League
for our environmental
and ethical performance

57%
of our new
students
come from a
Black, Asian and
minority ethnic
background

Office for Student access and participation data, 2021

11th
worldwide
in the category
of reducing
inequalities

(The 2021 Times Higher Education Global Impact Ratings)

#1
modern
London uni
for graduate prospects

THE TIMES
THE SUNDAY TIMES
GOOD
UNIVERSITY
GUIDE
2022

Our faculties

Faculty of Liberal Arts and Sciences

The Faculty of Liberal Arts and Sciences covers a broad range of disciplines, including architecture, landscape architecture and the built environment; humanities and social sciences; law and criminology; and media and creative arts.

The historic Greenwich Campus and its proximity to London's galleries, museums and theatres are a major draw for our students, including those studying literature, history and creative writing.

Among our impressive facilities are industry-ready computer labs and video and film-making studios. The 100-seat Bathway Theatre in south-east London provides a venue for our drama students to put their learning into practice.

Many of the faculty's courses are accredited by the relevant professional bodies, ensuring that students graduate with the skills and knowledge required by their chosen professions.

Greenwich Business School

The Greenwich Business School has an international focus that fits perfectly with today's global economy. It offers dynamic courses that combine academic learning with hands-on experience, preparing students for successful business careers and leadership roles. A major benefit of studying at the Greenwich Business School is its location. Greenwich Campus is within easy reach of Canary Wharf, one of the world's key financial districts and a major provider of business internships, work experience and placements.

Students choose from a wide variety of courses, including MBAs and research degrees. Subjects include accountancy and finance, business studies, economics, financial services, international marketing and personnel management. The school works with employers to develop courses that are accredited by the relevant professional bodies.

Faculty of Education, Health and Human Sciences

For more than 100 years, the Faculty of Education, Health and Human Sciences has provided high-quality education in a wide range of careers.

Many of our students go on to become teachers, nurses, midwives, paramedics, social workers, psychologists and public health professionals, or find other rewarding careers that also bring real benefits to society.

We focus on giving students the skills they need to start or grow their careers and meet the requirements of the relevant professional bodies.

Our teaching and research facilities are excellent, from clinical skill laboratories that replicate NHS wards to innovative facilities for learning to teach PE, design technology, music and science. Our tutors are active in research and leading authorities in their fields.

Faculty of Engineering and Science

From its base on the university's Medway Campus, the Faculty of Engineering and Science provides students with research-informed teaching supported by industry-standard labs and IT facilities.

The faculty has a strong background in research, with its academic disciplines of engineering, science and pharmacy delivering life-saving innovations in the UK and around the globe.

The faculty includes the Natural Resources Institute, a multidisciplinary organisation that provides award-winning research in areas such as food, agriculture and the environment.

Students study a wide range of subjects, from cybernetics and electrical and electronic engineering to pharmaceutical, chemical and environmental sciences; computer science, computing, mathematics and games and digital media. Leading professional bodies accredit over half of the faculty's courses.



Director of NRI - the role

Reporting to the Pro Vice-Chancellor and Dean of the Faculty of Engineering, the Director of NRI is a pivotal role at the University.

The Natural Resources Institute (NRI) is a specialist research, development and education organisation of the University of Greenwich with a focus on food, agriculture, environment, and sustainable livelihoods. The Institute is internationally recognised for its research excellence and impact.

The University of Greenwich is a special place because of our commitment to transforming lives through education without boundaries. We are proud of our history as an educational institution which provides opportunities for people of potential, regardless of background, and which enhances society through research and enterprise.

We are looking for an exceptional individual to provide strong academic leadership and vision to take NRI into

its next phase, driven by a commitment to world-leading and impactful research and knowledge exchange.

You should be a credible academic with demonstrable experience in at least one of the specialist areas of research undertaken by the Institute. You should have an ability to lead and inspire your team and to work proactively with internal and external stakeholders to advance our work. You will be part of the University's wider leadership team and will contribute to the success of the University's strategy to be the best modern UK University. You should be able to demonstrate a passion for and a clear commitment to equality, diversity and inclusion, as well as the mission, values and aspirations of the University of Greenwich.

Job Description

Job Title

Director, Natural Resources Institute

Grade:

Senior Management

Department:

Natural Resources Institute

Date of Job Evaluation:

June 2022

Role reports to:

Pro Vice Chancellor,
Faculty of Engineering and Science

Direct Reports

Deputy Director, Director of Business Development and Partnerships, Heads of Department; Director of Programme Development, Commercial Manager, Teaching and Learning Leader other senior colleagues on NRI Management Team

Indirect Reports:

Other Key contacts:

Deputy Vice Chancellors, Pro Vice-Chancellor (PVC/ Executive Dean) and members of the senior leadership team, Deputy Dean, Associate Deans, Faculty Operating Officer (FOO), other Heads of Schools and senior leaders in the University.

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:

- Provide strategic and operational leadership of the Natural Resources Institute (NRI), a specialist research, development and education organisation of the University of Greenwich with a focus on food, agriculture, environment, and sustainable livelihoods.
- Provide strong academic leadership and vision to accomplish NRI's mission to generate, apply and share knowledge and develop skills for a sustainable world. This will be driven by a commitment to world-leading and impactful Research and Knowledge Exchange, including performance in the Research Excellence Framework (REF) and Knowledge Exchange Framework (KEF) and Teaching and Student Experience.
- Create and maintain a collegiate atmosphere in which NRI's specialist academics can continue to deliver world-leading interdisciplinary research that responds to complex, interrelated, global challenges.
- Build NRI's specialist research-led teaching team to continue developing the next generation of specialists with the skills to devise sustainable solutions.
- Manage the day-to-day budget and planning and delivery of NRI's business plan.
- Act as an advocate for change, setting and meeting targets, adapting to challenges, and motivating staff in NRI to deliver its strategic priorities.

Key Accountabilities:

Strategy Development and Delivery

- Develop and deliver with the NRI Management Team on NRI's strategic priorities reflecting the University strategy and sub-strategies.
- Working with the NRI Management Team ensure delivery of NRI's business plan.
- As a member of the Faculty's senior leadership/ executive team, support the development, deployment and delivery of the Faculty's strategy and business plan.



- Working with the NRI Management Team, ensure the delivery of research and knowledge exchange, learning and teaching, employability and student experience strategies and targets at the NRI level.
- Working with the NRI Management Team and PVC, develop a clear vision for shaping NRI's contributions within the wider University context.
- Professional Leadership
- Act as an adviser to the faculty leadership on relevant areas of responsibility, ensuring that expert professional knowledge is maintained.
- Faculty Management and Planning
- Under the direction of the PVC, and working with the FOO, plan, organise, monitor and review the business operations, resources and income generation for NRI in order to deliver its aims and objectives.
- People Leadership and Management
- Manage, develop, and provide leadership to the Deputy Director, Directors, Heads of Departments and other members of the NRI Management Team.
- Lead and motivate cross-functional groups of people across NRI to secure a high level of individual, team and organisational performance.

Project Management

- Work internally with the NRI Management Team, and where appropriate the Faculty Leadership/Executive team, to embed projects in NRI and within the wider Faculty where relevant.
- Research and Knowledge Exchange/ Teaching and Student Experience
- Embedding the following principles into the work of NRI:
 - Creating opportunities for individuals and society. Attracting, retaining and empowering staff and students to act as leaders in the Equality, Diversity and Inclusion (EDI) agenda.
 - Building Partnerships. Working in partnership to make, build and apply innovative solutions that will accelerate our progress across multiple contexts;
 - Equitable partnerships and ethics. A commitment to equitable partnerships and to the highest standard of ethics;
 - Delivering Impact. Focusing on achieving short- and medium-term milestones to help track our progress towards our goals whilst ensuring that they map to medium- and long-term impact indicators.

- Within NRI:
 - Lead on the development of research, knowledge exchange and enterprise activities to meet the University strategic aspirations and performance indicators (such as performance in future REF and KEF exercises)
 - Ensure development of a supportive and engaging research and knowledge exchange culture and environment.
 - Ensure staff development in research and knowledge exchange
 - Lead in the acquisition and management of resources to support teaching, student experience or subject-related work to meet University strategic aspirations.
 - Champion and promote innovation in Learning, Teaching and Assessment including research-informed learning and teaching
 - Lead on the development and enhancement of curricula, policy or initiatives in teaching and learning, research and enterprise, employability outcomes and the student experience at the leading edge of practice.
- Lead or contribute significantly to major national and international academic activities that lead to relevant outputs, e.g. peer-reviewed research publications
- Support the development of research and knowledge exchange across the Institution.
- Brand Ambassador and Advocate
- To act as a brand ambassador actively promoting NRI and the University to internal and external audiences.
- Make a significant contribution to the University's national and international profile in research and knowledge exchange, learning and teaching, and the student experience.

Governance

- Ensure that NRI complies with legal requirements, and with University instructions, decisions, policies and procedures.

Partnership Working and Relationship Management

- Cultivate, develop and maintain good working relationships with internal and external bodies (including national and international organisations, industry contacts) to promote the work of NRI, and secure support for its aims and objectives. Ensure effective operation of an NRI Advisory Board.

Representation

- Represent NRI on internal and external bodies, committees and boards, including attendance at local, regional and international activities.

Core Requirements:

- Adhere to and promote the University's policies on EDI 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:

- Undertake any other duties as requested commensurate with the grade.
- This is a 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.

Leadership behaviours

All senior managers will demonstrate the following leadership behaviours:

- Leads Authentically, Empathetically and Inclusively
- Demonstrates and articulates high expectations of self and others to improve and sustain performance. Seeks to give feedback that is credible and challenging, as well as supportive and encouraging to improve performance where needed. Inspires and actively empowers individuals and teams to deliver on tasks, to maximise their performance and

potential. Is aware of their biases and preferences and seeks out and considers different views and perspectives to inform decision making.

Leads Change

- Shapes and articulates the overall vision, setting a clear direction that engages and connects people in the delivery of change plans. Learns from experience and has confidence to try new ideas, drawing from internal and external sources. Willing to take on new challenges and maximises future opportunities and possibilities. Fosters a growth mindset.

Builds Trust

- Builds trust in a shared purpose and empowers team members to achieve objectives. Uses clear language, actively listens, encourages feedback and can be trusted to deliver. Influences with integrity, actively builds working relationships and challenges inappropriate behaviour. Values equality and diversity and personally demonstrates an inclusive approach.

Thinks and Acts Strategically

- Understands the context and environment in which the University operates and how its performance compares to its competitors. Seeks and assimilates different types of information to make informed decisions that are consistent, clearly communicated and followed through. Demonstrates sound judgement based on a set of clear values. Develops effective networks and partnerships both internally and externally. Actively refers to the University's strategy and contributes to the student experience.

Personally Effective

- Has the ability and confidence to interact effectively with people in a range of contexts. Demonstrates emotional self-awareness and reflects on the potential impact of their behaviour on others. Exhibits an engaging, energetic and enthusiastic leadership style, role modelling expected behaviours and encouraging feedback on own performance.

Key performance indicators

- Deliver the NRI business plan as agreed with the University.
- Ensure the contribution of NRI to the University research and knowledge exchange KPIs

Key relationships (Internal & External):

Pro Vice-Chancellor (PVC/Executive Dean) and members of the senior leadership team, Deputy Dean, Associate Deans, Faculty Operating Officer, other Heads of Schools.

Person specification

Experience

- Significant experience of strategic and operational leadership, including line management of a significant number of senior professionals.
- Technical management of significant programmes of research, consultancy and advisory services relevant to development
- International recognition in at least one area of research and/or professional practice relevant to the mandate of the Institute
- Evidence of interdisciplinary research/knowledge exchange leadership and associated partnerships development, focused on achieving societal or economic impact.
- Wide range of experience in both practical and academic aspects of food security and sustainable development.
- Proven track record of winning or managing the winning of external resources for research and/or knowledge exchange
- Evidence of talent development through mentoring, and training, and of building effective teams.
- Broad understanding of development priorities and policies of international agencies
- Track record of developing and implementing education or student experience strategies and policies (Desirable)
- Working knowledge of quality assurance/enhancement and academic standards is desirable

Knowledge and Skills

- Excellent leadership skills, including the ability to motivate a large and diverse workforce to achieve high levels of individual, team and organisational performance.
- Skills in business management and demonstrated ability to meet financial targets and control expenditure
- A broad understanding and appreciation of common and unique aspects of research, professional practice, and teaching at NRI.
- Well-developed organisational and management skills
- Well-developed interpersonal, presentational and communication skills with the ability to motivate and influence others.
- Capacity to listen and consult, good negotiation skills
- Strong decision-making skills, able to assess information accurately and effectively, and take ownership of results.
- Well-developed management skills and the ability to use innovation and creativity to solve complex problems.

Qualifications

- PhD degree or equivalent professional practice in a relevant subject

Personal attributes

- A commitment to delivering our values of being inclusive, collaborative, and impactful.
- Respect for the purposes of the University and a belief in, and commitment to, the role of higher education, research and knowledge exchange in society.

How to Apply:

Applications should consist of a full academic curriculum vitae detailing relevant qualifications and experience, full employment history and achievements. CVs should be accompanied by a covering letter describing briefly how candidates meet the criteria outlined in the person specification, why the appointment is of interest and what they believe they can bring to the role.

For further information and instructions on how to apply, please visit <https://candidates.perrettlaver.com/vacancies>, quoting reference 5821.

The closing date for applications is midnight (GMT) on **Monday 18th July 2022**.

Informal enquiries regarding this opportunity are welcome, and should be made to Senior Research Associate, Thomas Eade on: thomas.eade@perrettlaver.com or +44 (0)20 3928 7349.



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