

PROFESSOR AND ACADEMIC DIRECTOR OF UK SCALE CENTRE

Job Ref: REQ240691

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Loughborough University and the Loughborough Business School, through a new long-term partnership with the Massachusetts Institute of Technology Centre for Transportation and Logistics (MIT-CTL), has just established the UK Supply Chain and Logistics Excellence Centre (UK SCALE Centre) as the newest member of the MIT Global SCALE Network.

The UK SCALE Centre will focus on research, education, and working with industry, with the ambition of becoming the central hub for supply chain innovation and talent development in the UK. By working closely in concert with key stakeholders in the sector, the Centre will help to bridge the gap between academic research and industry R&D. We aim to drive forward innovative solutions to the biggest challenges facing the UK's logistics and supply chain capabilities. The Centre will also equip the next generation of researchers and professionals with the essential skills and knowledge of best practice to take leading roles in building the future of supply chains.

The Centre will join the established SCALE Network which is already operating around the world in countries such as Spain, Luxembourg, China and Colombia, becoming part of a global collaborative network. In total there are now six Centres of Excellence across four continents. These centres pool their expertise and work together on research projects that address real-world supply chain and logistics challenges, helping companies worldwide navigate an increasingly complex business environment.

The network supports over a dozen educational programs, engages more than 80 researchers and faculty, partners with 150 corporations, and boasts an alumni network of over 1,200 professionals worldwide.

Based at Loughborough University, the UK SCALE Centre will offer both Masters and Doctoral degrees, and the opportunity for MSc students to spend time at MIT's campus. A suite of executive education offerings will also be developed, which will be further customisable to offer bespoke training for individual organisations.

The Loughborough University campus is based in the heart of England. With world-class facilities and plenty of green open space, it has everything our students, staff, and visitors need on site. Loughborough is an exceptional University. Our excellent student experience, acclaimed research, unparalleled sporting achievements, outstanding teaching and learning, and commitment to change, allow us to offer something truly distinctive from that of other Universities.

Loughborough Business School at Loughborough University is internationally leading in research and teaching covering the disciplines of business, management, finance, accounting and economics.

We provide a high-quality education experience and undertake research that is tailored to the demands of today's business environment, certified through triple accreditation by AMBA, EQUIS and AACSB. This leading position is built and developed around a vibrant international community that provides an excellent environment for progressing an academic career.

Job Description

Please note that this is a generic job description for the position of Professor. However, the job duties for the Academic Director are only specific to this role

Job Grade

Research, Teaching and Enterprise Grade 9

Job Purpose

The post holder will be Professor and hold the additional leadership role as the Academic Director of the UK SCALE Centre to support the Centre Director to lead the growth and development of the UK SCALE Centre to become the locus for education, research and innovation in supply chain and operations management in the United Kingdom.

As Academic Director the post holder will provide academic leadership in the development and improvement of a high-quality programme portfolio, delivering a suite of programmes that are consistently relevant and attractive in the higher education market, and aligned with the School's vision and strategy of the UK SCALE Centre.

To play a lead role in the development and communication of the strategic vision for the academic area of the UK SCALE Centre.

To lead and participate in internal and external networks to foster collaboration and to promote, the Centre, the School and the University, nationally and internationally.

To monitor the external environment and ensure that the School and University capitalise on emerging opportunities and to review the scope of current academic provision of the UK SCALE Centre.

The Academic Director is expected to contribute, as other school members, in delivering world-class education at the master and doctoral levels and conducting high quality research in collaboration with industry and government that is publishable in international journals, academic proceedings, and trade journals.

To work with other senior academic staff to ensure that the ambitions set out in the University's Strategy, Building Excellence are achieved.

To engage personally with those activities, adding to the School's international reputation.

The postholder will join the School's [Management Science and Operations](#) discipline group.

Job Duties

Academic Leadership – Academic Director

- To provide academic leadership in the development of a high-quality MSc and Doctoral programme portfolio in the area of Supply Chain and Operations Management
- To ensure the suite of programmes are consistently relevant and attractive in the higher education market
- To lead the development and implementation of innovative teaching practice based on sound pedagogy and informed by research to maintain vitality in the activities of the UK-CENTRE.
- To engage personally with those activities, adding to the School's and the University's international reputation

Academic Leadership - Professor

- To provide academic leadership for the activities of the School specifically in the academic area as well as more generally across the School and the University.
- To pursue excellence in research, teaching and enterprise and to inspire others to do the same.
- To play a lead role in the development and communication of the strategic vision for the academic area.
- To lead and participate in internal and external networks to foster collaboration and to promote, the School and the University, nationally and internationally.
- To monitor the external environment and ensure that the School and University capitalise on emerging opportunities and to review the scope of current academic provision.

Research

- To pursue an 'internationally competitive' personal research programme consistent with the research priorities of the school that increases the global visibility and reputation of the University.
- To secure external research funding.
- To supervise and manage research projects.
- To publish the outcomes of research in outlets of international standing.
- To attend and contribute to the organisation of major international conferences.
- To supervise postgraduate students at Masters and Doctoral levels.
- To initiate, lead and collaborate in research initiatives with colleagues both within the University and externally.
- To initiate, lead and collaborate in research initiatives with other HEIs and other relevant bodies.

Teaching

- To lead colleagues in the School in delivering an exceptional learning environment for students.
- To teach and inspire undergraduate and postgraduate students, and to conduct associated assessments.
- To provide academic and pastoral support to undergraduate and postgraduate students.
- To promote the use of a range of methods and techniques in teaching, learning and assessment.
- To engage in the evaluation and development of modules for which you have responsibility, in terms of content, delivery and assessment.
- To be responsible for the design and content of specific areas of teaching and learning within the School's undergraduate and postgraduate programmes.
- To lead colleagues in the continuous review and development of the School's taught programmes and the curriculum.

Enterprise

- To initiate and lead engagement with business, public and voluntary organisations through knowledge exchange activities such as student projects and placements, research collaboration, consultancy and specialist training.
- To create social, cultural and economic impacts from academic, especially research, activity.
- To secure external funding in support of these activities.
- To seek opportunities for the commercialisation of research and the formation of social enterprises.

Related Activities and Functions

- To appraise and advise staff on personal and career development plans.
- To work effectively with relevant administrative, technical and academic staff in the School and across the University.
- To carry out specific administrative roles and functions as may be reasonably required.
- To take part in and, on occasion, act as chair of one or more of the School's committees.
- To engage in training programmes in the University (e.g. through Staff Development) which are consistent with your needs and aspirations and those of the School.
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.
- To engage fully with the annual Performance and Development Review (PDR) process.

Points to Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed

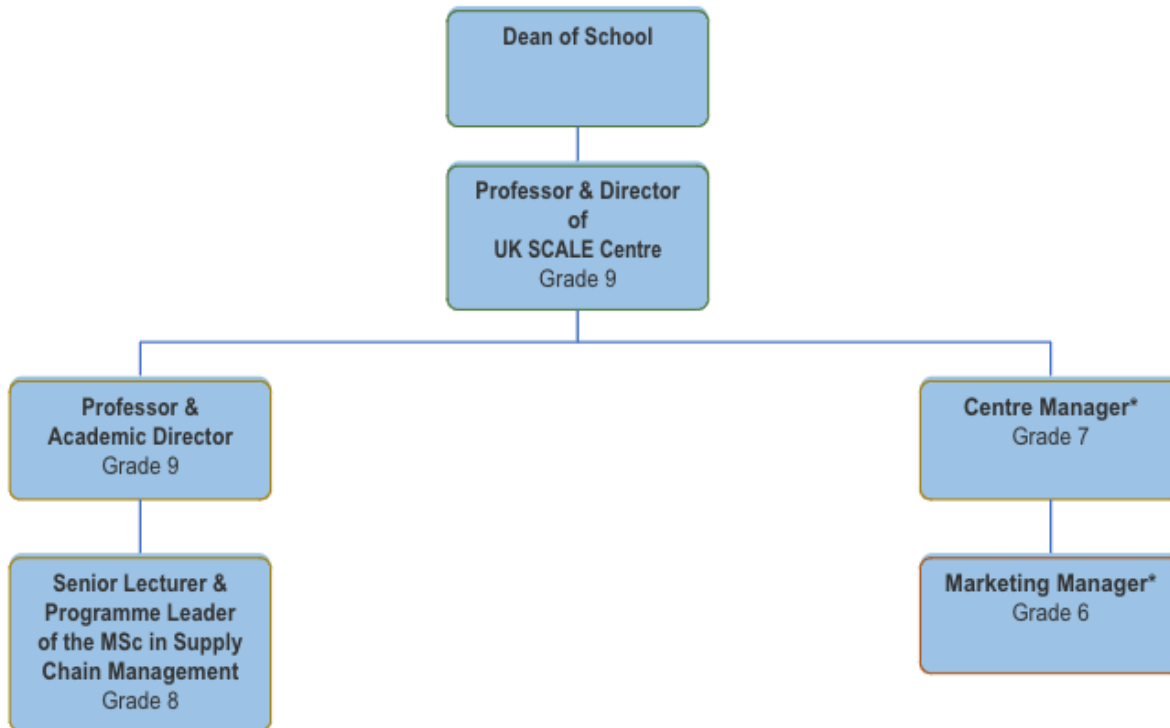
Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

UK SCALE Centre Resource Structure



Resource growth in addition to the above will be subject to Centre development

**these vacancies will be advertised in October 2024*

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application.

Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria – Academic Director

Area	Criteria	Stage
Experience	Substantial line management responsibility, including experience of conducting staff performance and development reviews and management of HR issues.	1, 3
	Experience of managing staff issues such as poor performance	1, 3
	Experience of supporting colleagues through probation and promotion	1, 3
	Experience of implementing EDI policy and practices into day-to-day activities	1, 3
	Experience of resource planning including the use of Workload Planning systems	1, 3

Desirable Criteria – Academic Director

Area	Criteria	Stage
Experience	Experience of working with Professional Services colleagues	1, 3
Skills and abilities	Experience of leading organisational change and working within a rapidly changing organisation.	1, 3

Essential Criteria – Professor

Area	Criteria	Stage
Experience	Significant leadership experience gained within university or business settings which may include: <ul style="list-style-type: none"> • project management • leading collaborations • managing professional staff (academic or otherwise) within a team. • managing budgets 	1,3
	Evidence of research and/or academic activity in a subject/discipline consistent with the needs of the School.	1
	A sustained and continuing record of excellence which has contributed to the furtherance of knowledge in the academic area, and is recognised by an established and high profile international reputation in that area.	1, 3
	Experience of leading and participating in projects in an internationally recognised academic research including sustained experience at a senior level.	1
	Evidence of authoring a substantial body of original work, in the highest quality refereed academic journals as judged against international norms.	1
	Extended experience of successfully supervising the projects of taught and research students or company staff at equivalent levels.	1,3

	Experience of presenting research work at international scientific conferences.	1
	Experience of teaching and assessment at undergraduate and postgraduate level and of curriculum development.	1,3
	Experience of work in or in collaboration with other businesses	1
	Candidates from outside of academia must be able to demonstrate the ability to make the transition to becoming a top academic	1,2,3
Skills and Abilities	Demonstrated ability to develop a major original research programme on your own initiative and to persuade others of its importance orally and on paper.	2,3
	Demonstrated ability to secure substantial research funding and/or enterprise funds from external / company sources on a regular basis.	1,3
	Demonstrated ability to create social / cultural / economic impacts from professional activity.	2,3
	Ability to stimulate and inspire others as reflected in academic leadership and influence beyond own discipline/institution.	2,3
	Excellent communication and interpersonal skills which give you the ability to engage with students, colleagues, business and other agencies on a wide variety of matters.	1,2,3
	Experience of leading a team.	2,3
	Excellent IT skills.	1
Training	Commitment to and evidence of continuing professional development.	1,3
Qualifications	PhD or equivalent research experience in supply chain management, transportation, logistics, operations management or related discipline	1
Other	Commitment to observing the University's Equal Opportunities policy at all times.	1,3
	Fellow of the Higher Education Academy	1

Desirable Criteria – Professor

Area	Criteria	Stage
Experience	Experience at research group head or equivalent level including: <ul style="list-style-type: none"> Strategic planning and delivery. Promoting your organisation. 	1,3
	Experience in commercial exploitation of products / services or formation of social enterprises.	1,3
Skills and abilities	A sound understanding of the structure of universities and issues facing the UK higher education sector, for example: <ul style="list-style-type: none"> Research funding opportunities in UK HE. The challenges faced in recruiting students to UK HE. 	2,3 1
Qualifications	Appropriate professional status	1

Conditions of Service

Salary will be on Research, Teaching and Enterprise Grade 9, minimum £73,039 per annum, at a starting salary to be confirmed on offer of appointment. Subject to annual pay award, in exceptional circumstances the University may offer a market supplement of up to 10% of the maximum salary quoted per annum.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available [here](#).

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available [here](#))

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see [here](#).