

Appointment of

Deputy Director, Research and Innovation Office



Loughborough
University

Welcome

Thank you for your interest in this pivotal role at Loughborough University. If successful, you will join us at a time of significant transformation and growing ambition in our research and innovation (R&I) portfolio.

Our strategy; Creating Better Futures. Together, sets a bold trajectory to 2030, aiming to elevate our regional, national and global profile. We are committed to intensifying our activities and delivering high quality research with transformative impact, expanding international reach, and fostering support for student and staff entrepreneurship.

Our R&I ambitions are driven through the Research and Innovation Core Plan, which focuses on three key objectives: R&I Focus, R&I Culture, and R&I Impact. Through these, we aim to increase our market share of R&I funding, nurture a culture of creativity and openness, and amplify the real-world impact of our research. A newly established REF and Impact team will ensure a well-managed and robust submission, support development of strong impact case studies and across the University help translate research into meaningful outcomes.

We are also placing a growing emphasis on innovation and commercialisation. Our priorities include supporting spinouts and start-ups, strengthening our intellectual property (IP) portfolio, and accelerating the journey from discovery to deployment. We are creating a more coordinated and proactive environment for knowledge exchange, working closely with academic innovators to unlock the societal and economic value of their research. Partnerships are central to our success. We are deepening collaborations with industry, public sector bodies, and third sector organisations, locally, nationally, and globally to co-create solutions that address complex challenges. Strategic partnerships are enabling us to scale innovation, secure diverse funding streams, and embed our research in real-world contexts.

We are building a collaborative, inclusive, and vibrant research culture – one that empowers people to thrive and fosters interdisciplinary excellence. We support, inspire and empower all colleagues (researchers and research enabling staff) to achieve extraordinary things. The upcoming Loughborough University Research Academy, supported by a major alumni gift, will further connect and support our research community.

Thanks to the dedication of our academic and professional services teams, we are strengthening the foundations for world-class research and impact, underpinned by a dynamic, integrated and strategic Research and Innovation Office.

We are now recruiting a Deputy Director of the Research and Innovation Office, with in-depth knowledge of the research and innovation landscape, to help drive this agenda forward. Working closely with both of us, you will be a skilled and experienced leader, able to shape services, motivate teams, and influence stakeholders to maximise opportunities for Loughborough.

These are exciting times for R&I at Loughborough, and we look forward to receiving your application.

Professor Dan Parsons
Pro Vice-Chancellor for Research and Innovation

Jennifer Johnson
Director of Research and Innovation



About Loughborough University

Loughborough University is a place for risk-takers. For those with the imagination and creative enthusiasm to face challenge and overcome it. The determination to work hard in pursuit of critical, incremental advances.

It's a mindset that endures long past graduation, and nurtures a worldwide community united by the understanding that better isn't born, it's earned. This makes us stand apart from other institutions. It's why we're the world's number one university for sport-related subjects in the QS World Ranking by Subject 2024. It's why we're consistently ranked in the UK top ten. It's why we regularly walk away with top awards for student experience and facilities.

[*Creating Better Futures. Together*](#) is our bold and ambitious strategy that will guide the University over the next decade. It sets out our purpose, our values, and our aims, recognises the impact of our actions on the world around us, and reflects the challenges we face.

It's a strategy rooted in a heritage that began with our founding in 1909 as a top-level technical college. Today, our global community of 3,800 colleagues and more than 19,000 students continue to harness the power of research, innovation and community to address global challenges. From our 523 acre campus in the East Midlands and our London campus on Queen Elizabeth Olympic Park, we operate an endeavour with an annual turnover of over £300m.

Our sense of pride is rooted in much more than the excellence of our facilities. We stand apart from other institutions in our commitment to striving to be better, and to make those small, incremental differences – the marginal gains – that improve lives, expand horizons and broaden opportunity and accessibility for all.

Our world-leading, internationally excellent research and innovation offering is testament to this. A degree from Loughborough is more than a superb qualification. It makes every graduate a part of our story, our global community, and our relentless pursuit of better.

Deputy Director, Research and Innovation Office

The current research and knowledge exchange funding and policy environment is both vibrant and challenging. The need for holistic partnerships, global reach and collaborative approaches to conducting research and innovation is clear – alongside working within a complex regulatory and assessment environment. To be successful, the University needs to deliver:

- A nurturing, inclusive and collegiate research and innovation environment
- A combination of high quality fundamental and applied research that drives real world impact
- Engaging, accessible and useful expertise that creates new knowledge and intellectual property
- State-of-the-art facilities and research infrastructure, including physical, human and digital resources
- Strong partnerships with academic and non-academic organisations and productive relationships for our researchers and innovators
- A supportive innovation ecosystem that is dynamic and entrepreneurial
- A research and innovation environment reflecting high standards of research integrity

The University's strategy; [Creating Better Futures. Together](#) sets out an ambitious trajectory to 2030 and would see the University significantly increase its profile, ambition and reputation regionally, nationally and globally. As part of this we are more [ambitious in our Research and Innovation activity](#) delivering high quality research that has real impact along with a growing international profile and enhanced support for student and staff entrepreneurship. A more dynamic and integrated Research and Innovation Office underpins this step change.

The University is recruiting to the new role of Deputy Director of the Research and Innovation Office. The Deputy Director will play a leading role in shaping and delivering the University's research and innovation activities, as well as supporting the establishment of a first-class service for our research and innovation community. In doing so,

the Deputy Director will work closely Director of Research and Innovation and with the Pro Vice Chancellor for Research and Innovation to create the right institutional environment, to represent and promote the University, and to support the University's researchers in undertaking excellent research and innovative activities.

The Deputy Director will be expected to support delivery of a high-performing service which can work across functions and across the institution to support new and exciting opportunities. You will help develop an agile service that is well-connected across academic schools and professional services but also across a suite of external stakeholders and partners to ensure that the University is able to plan strategically and be well-positioned to take advantage of opportunities. You will build on the existing structure to create an office which is best in class, valued by academic colleagues and senior staff internally as well as our external partners, for its expertise, guidance and support.

The University is looking for an outstanding professional to lead and manage a number of RIO teams across a range of responsibilities and who can gain the respect and trust of the community and of our external partners, collaborators, funders and customers. You will be an inspirational leader with expertise across the research and innovation landscape. You will have demonstrated the ability to lead large teams and deliver significant, institutional-level activity successfully. You will also have a proven track-record of delivering change and service improvement against key deliverables whilst motivating colleagues in a culture of continuous improvement.

Research and impact

Examples of our world leading research include:

The Minimum Income Standard

Since 2009, researchers in the Centre for Research in Social Policy have annually recalculated and updated the Minimum Income Standard (MIS), consulting with the public to determine the weekly budgets needed by different households to maintain an acceptable standard of living that supports participation in society.

The MIS now informs efforts to tackle low income in the UK. For example, it demonstrated that the National Minimum Wage is too low for many households to reach a minimum acceptable standard of living – encouraging employers to adopt instead the Real Living Wage. Now the MIS is being piloted and adopted worldwide – in France, Ireland, Japan, Mexico, Portugal, Singapore, South Africa and Thailand.

[Minimum Income Standard impact](#)

Closing the loop

Plastic waste is one of the most damaging and polluting by-products of human activity; 91% of plastics are not recycled. Loughborough's collaboration with Plastic Energy is safely recycling plastics to create a range of useful materials.

Plastic Energy's patented and proven technology – Plastic2Plastic – converts end-of-life plastic waste into an optimal feedstock (TACOIL) for making clean recycled plastics. Since April 2020, all TACOIL has been used to create new plastics, which benefits the circular economy. For every tonne of end-of-life plastic waste processed in Plastic Energy's plants, hundreds of litres of TACOIL are produced. Plastic Energy has a goal to recycle five million tonnes of plastic waste by 2030. Plastic Energy is a partner in the National Interdisciplinary Centre for the Circular Chemical Economy which the University leads and in 2022 it will open a specialist facility on the Science and Enterprise Park LUSEP, to continue to push the boundaries of chemical recycling.

[Plastic Energy impact](#)

Creating more opportunities in Parasport

The International Paralympic Committee (IPC) requires sports included in the Paralympic Games to have an evidence-based classification system. Working with international partners, Loughborough's Peter Harrison Centre (PHC) for Disability Sport research informed the basis for the new classification system for Paracanoe – the first of its kind – resulting in Va'a Paracanoe's debut in Tokyo, where ParalympicsGB's women won Gold and Bronze.

The PHC has also played a key role in supporting in many other Parasports including paratriathlon, wheelchair basketball, rugby and tennis. Most recently it has provided physiological support to wheelchair rugby in its Tokyo quest, where ParalympicsGB returned with Gold – the first-ever wheelchair rugby Paralympic medal achieved by any European team.

[Parasport impact](#)

A revolutionary 3D printing process

High Speed Sintering (HSS) – invented at and patented by Loughborough University – is the original 3D-printing process to enable low-cost, high-volume, mass manufacture of complex and customisable parts, that competes economically with injection moulding.

Since 2016, the global rollout of the HSS processes, under license to multiple companies has revolutionised the mass manufacture of polymer parts and is accelerating the shift towards digital manufacturing. Many sectors have adopted HSS in their end-product supply chains – including aerospace, automotive, consumer goods, healthcare and medical.

[High Speed Sintering impact](#)

Empowering the Global South to lead the sustainable energy shift

At COP26 we launched the £80m Centre for Sustainable Transitions: Energy, Environment and Resilience (STEER), which will give vulnerable populations in the Global South a voice, helping them to shape and benefit from the transition to sustainable energy.

STEER brings together two major programmes funded by the Government's Foreign, Commonwealth and Development Office – Modern Energy Cooking Services and Climate Compatible Growth – as well as innovative research and capacity building on community energy resilience and inclusive energy planning.

[STEER website](#)

Transforming understanding of children's mathematics learning

Understanding and improving mathematics learning is critically important for both individual wellbeing and a successful society. The Centre for Early Mathematics Learning (CEML), launched in 2022, is a pioneering research centre which focuses on children's early mathematical learning. Research already shows that substantial individual differences in mathematical achievement emerge early and can restrict a child's future potential.

The CEML is studying mathematics development in the early years and Key Stage 1, via advanced interdisciplinary research studies on mathematical learning and by working closely with educators to design educational activities and translate research into practice. The CEML have created a range of resources available to practitioners and parents.

[CEML Website](#)



Impact through innovation

Innovation is at the heart of the University's activities, enhancing the student experience, creating impact through economic development partnerships and LUSEP, our Science and Enterprise Park, which is home to more than 90 companies including early-stage start-ups, high-growth SMEs, R&D divisions of global brands and national sports organisations.

The University, as a regional anchor institution, engages with its local areas in the East Midlands and East London, to drive growth and regeneration.

LUSEP's recent developments include

- Land acquisition that increases the total site to 97 hectares, with the potential to triple in size by 2040 to accommodate businesses employing 6,000 people.
- 109,000 sq ft office headquarters for leading business management software provider The Access Group.
- The National Centre for Combustion and Aerothermal Technology (NCCAT) – a global open-access centre of excellence for low emission aerospace engineering, funded by BEIS, the Aerospace Technology Institute and Innovate UK.
- 33% expansion to SportPark, to further anchor the region as an internationally important Sports Innovation Hub.
- LU Inc. the University's business incubator for academic, graduate and local pre and early-stage startups, offering bespoke support and seamless transition to grow on space at LUSEP.

Loughborough University London

As the lead academic partner on the Queen Elizabeth Olympic Park, we worked closely with Here East, the London Legacy Development Corporation, the Mayor's Office and surrounding Boroughs to help build the economic and cultural legacy of the 2012 Olympics. Collaborative research here draws on cross-department expertise to address the biggest challenges facing the world today, and in 2024 LUL launched a set of research and innovation hubs, with the goal of driving change, fostering creativity, and contributing to a more inclusive, sustainable, and interconnected world.

Hub initiatives include

- AI-powered Sport, Health and Wellbeing for sport analytics and public health and wellbeing
- Developing interdisciplinary research methods for climate action
- Freire Lectures (since 2022), and Sustainable Development Symposium (2023)
- Partnerships with the V&A, BBC, Sadler's Wells, and Wayne McGregor Dance
- Cutting-edge businesses and start-ups (such as Abba Voyage, 59 Productions, and Plexal companies), and facilities partners (Here East and QEOP venues)
- Driving impact and change in policy, sport and geopolitics

Enduring, strategic collaborations

Dating back to the 1960s, our partnership with Rolls-Royce launched the Rolls-Royce University Technology Centre in Combustion System Aerothermal Processes which generates a significant annual research income and has led to the launch of NCCAT.

Through the Caterpillar Innovation and Research Centre, we deliver research that addresses root questions, discovering and developing new engineering processes and components applied worldwide by Caterpillar and its global supply chain.

Research commercialisation

Having built a strong IP portfolio, our recent prioritisation of research commercialisation is reflected in the achievements of the University's recent spinouts, all of which have attracted significant external investment.

Recent examples include

- Insurtech Previsico, which launched in 2019 and has raised over £2.7m investment to accelerate the impact of its next-generation global flood-warning
- solution. Increasing traction in the insurance market through partnerships with Zurich and BT, Previsico looks to raise up to £10m Series A funding in 2022, in order to increase its workforce to 70 by 2025 to extend global reach.
- Nanotechnology spinout Figura Analytics, launched in 2021, has raised £250k seed funding to develop a rapid testing technology platform to improve quality in the drinks manufacturing industry.

Licensing opportunities include

High Speed Sintering, which has created more than £1bn in new revenues for licensees and supply chain partners as well as thousands of high-value jobs.

Graduate enterprise

The Loughborough Enterprise Network (LEN) supports students and graduates at every stage of their enterprise journey. We provide skills training, funding and workspaces to get their businesses started.

His grandfather's dementia diagnosis in 2015 spurred engineering student Alex Nash's innovation to address a gap in the social care system caused by the absence of smart technology, to support caregivers to take pre-emptive care action faster, and help meet the desire for people to live independently for longer. Alex founded

Alcuris on LUSEP, creating 16 jobs and raising over £3m. Alcuris became part of The Access Group in 2021.

ACT Medical, a graduate startup, was awarded the inaugural International James Dyson Award for a device to reduce blood loss from knife wounds.

Joseph Bentley invented the device as part of his Product Design and Technology degree. Joseph's project was supported by LUinc. the University's incubator, based on LUSEP and part of LEN, and has now raised over £1m in funding and passed medical trials.

Kids grow a lot, we all know that, so why don't their prosthetics grow with them? That's the question Kate Allan founder of Expand Prosthetics asked herself.

Kate's solution: a 3D printed affordable and lightweight, prosthetic arm that is adjustable in length and width. The ExpHand is now being used by children in the UK and internationally, with product trials undertaken in Kenya and Egypt, and the product soon to be listed with the NHS. Kate was recognised with an Innovate UK Purple Plaque award, recognising Women in Innovation, and is amongst three more Loughborough graduate founder awardees.



Our people

Loughborough University is a place for risk-takers. For those with the imagination and creative zeal to face and overcome challenge. The determination to work hard in pursuit of critical, incremental advances. It's a mindset that endures long past graduation, and nurtures a worldwide community united by the understanding that better isn't born, it's earned.



applications were made for around 6,000 undergraduate and postgraduate taught places in 2023/24



students from 130 different countries



of our students on campus are international

Our students

Student numbers 2023/24 UK/EU and international	
Undergraduate	15,200
Postgraduate taught	2,600
Postgraduate research	1,250
Further education	150
Other (including temporary exchange and staff research)	300

Our alumni

Loughborough University has a global community of 200,000 graduates.
£6 million has been donated by alumni and friends of the University over the last three years.

Our staff

Staff numbers (December 2023)	
Administrative, management and specialist staff	1,400
Researching, teaching, enterprise, specialist and supporting academic staff	1,400
Operational and technical staff	1,000

We have 3,800 members of staff. 20% of whom are international.



We have received the **Race Equality Charter Bronze Award** that recognises we are beginning our journey to advance race equality

Our collaborations

The University works with organisations worldwide, exchanging knowledge to drive innovation, boost performance and meet current and future challenges.

Loughborough's strategic partners include:

adidas volume.lboro.ac.uk/ winning-its-all-about-teamwork	Rolls-Royce University Technology Centre www.lboro.ac.uk/rolls-royce-utc
Joseph Rowntree Foundation www.lboro.ac.uk/research/crsp	SportPark www.LUSEP.co.uk/sport-park
Caterpillar Innovation and Research Centre www.lboro.ac.uk/caterpillar-irc	The Manufacturing Technology Centre (MTC) www.the-mtc.org
Leicester Biomedical Research Centre www.leicesterbrc.nihr.ac.uk	National Football League Academy www.nflacademy.com
National Centre for Sport and Exercise Medicine www.ncsem-em.org.uk	West Ham United Women www.whufc.com



Our achievements

We successfully combine a world leading research endeavour with arguably the UK's best student experience. We are home to the worlds leading academic lead elite sport ecosystem, as well an outstanding estate and innovative enterprise work.



OUR LONDON CAMPUS

OPENED IN 2015
AND HOME TO 800+ POSTGRADUATES



INTERNATIONAL
QS STARS SCHEME
2023

FIVE STARS PLUS INSTITUTION

– ONE OF ONLY 20 WORLDWIDE



QS WORLD
UNIVERSITY RANKINGS
BY SUBJECT 2025

**BEST UNIVERSITY
IN THE WORLD FOR
SPORTS-RELATED
SUBJECTS**




**7TH IN THE UK
FOR STUDENT
SATISFACTION**

NATIONAL
STUDENT SURVEY
2023



LSU ACTION
AWARDED
**QUEEN'S PLATINUM
JUBILEE AWARD**
FOR SUPPORTING LOCAL
COMMUNITY (2022)



BRITISH UNIVERSITY
AND COLLEGE
SPORT CHAMPIONS

**44 YEARS
IN A ROW**



**OVER
£20M**

**RAISED THROUGH
LOUGHBOROUGH
STUDENTS' UNION
RAG**



TIMES HIGHER
EDUCATION IMPACT
RANKINGS 2023

**1ST IN UK AND 15TH
GLOBALLY FOR
ADVANCING
AFFORDABLE AND
CLEAN ENERGY**



TEACHING EXCELLENCE
FRAMEWORK 2023

**AWARDED GOLD
OVERALL,
GOLD FOR STUDENT
EXPERIENCE AND
GOLD FOR STUDENT
OUTCOMES**




AWARDED
**SEVEN QUEEN
ELIZABETH
PRIZES**
FOR THE QUALITY OF
OUR RESEARCH



GREEN FLAG AWARDS
SINCE 2018

**ONE OF THE
NATION'S BEST
GREEN SPACES**



WHATUNI STUDENT
CHOICE AWARDS 2025

**3RD FOR
UNIVERSITY
FACILITIES**



THE COMPLETE
UNIVERSITY GUIDE
2026

**RANKED 7TH
OUT OF 130 UK
UNIVERSITIES**



Our strategic aims

Our marketing operation is informed by our institutional strategy, which establishes clear, ambitious development objectives for the University, and sets out how departments, teams and individuals support achieving these.

A more ambitious research and innovation endeavour

94% of our research is classed as 'world-leading' or 'internationally excellent' in REF2021. We are striving to maintain the quality of our research output as we increase its reach and impact.

Strengthen our leadership position in education and student experience

Awarded Gold overall, in student experience and in student outcomes in the Teaching Excellence Framework 2023, #1 in University Facilities in the WhatUni Student Choice Awards 2024, and top 5 in the UK for Student Experience in the 2023 Times and Sunday Times Good University Guide. Our extraordinary campus environment is enduringly popular with staff and students alike. We want to maintain that standing while expanding and extending our offer and our learning ecosystem into and beyond our local communities.

Build a more diverse, equitable and inclusive community

In any given year, we have over 3,500 international students from across the world join the Loughborough Family. Our vision and purpose is driven by courage, empathy, collaboration, responsibility, challenge and integrity, and our dedicated Equity, Diversity and Inclusion Services team is working to embed these values throughout our institution and in the wider HE sector.

Intensify and extend our international reach and impact

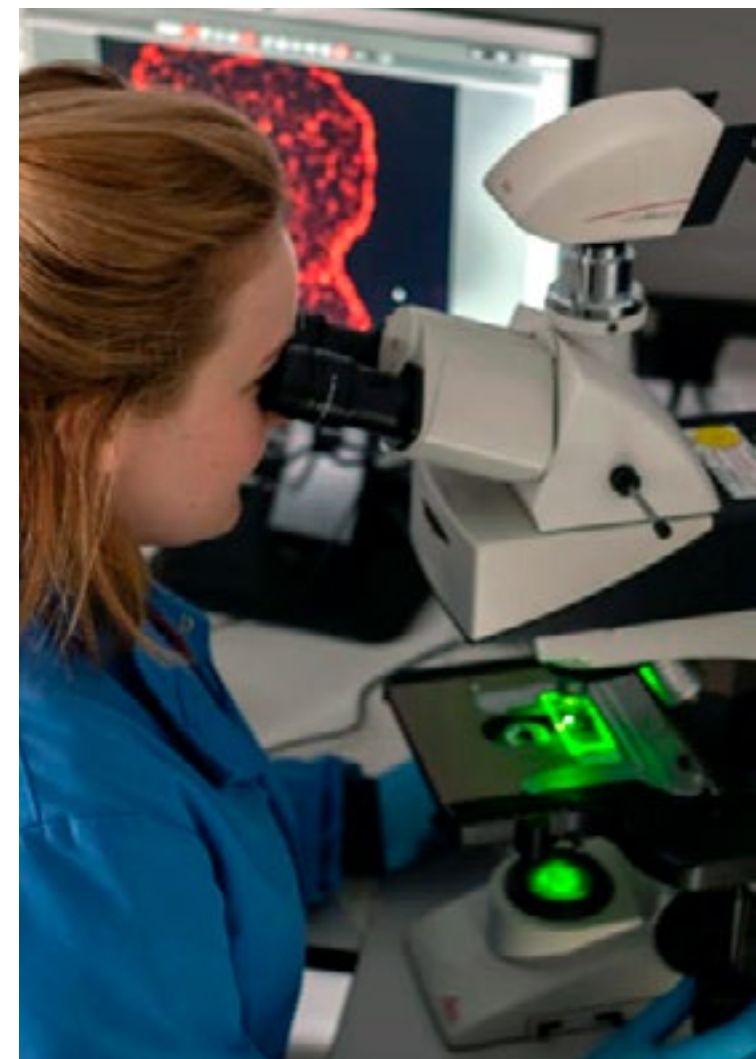
Our international community of more than 18,000 alumni, donors, partners and a growing global network of research and innovation partnerships is a crucible of academic and entrepreneurial excellence that has led to breakthroughs ranging from bringing clean hydrogen energy to off-grid farming communities in Malawi to establishing a transformative global supply chain partnership with MIT.

Leverage our excellence in sport to create new opportunities across our institution

Loughborough has been ranked #1 in the world for sport-related subjects in the QS World Rankings for eight years running, and has been named The Times and Sunday Times Sports University of the Year 2025. We're building on that legacy to embed the values, spirit and insight our sporting heritage provides to support interdisciplinary research partnerships across all subject areas, while also widening access and participation to ensure our sport offer includes everyone, regardless of ability.

Develop new, meaningful partnerships in the UK and internationally

We are taking our rich network of collaborative partnerships with UK universities, organisations and businesses global. We count the NHS, adidas, MIT, Rolls-Royce, Caterpillar and Toyota among our valued partners.





What we offer

A distinctive international reputation for excellence

The relevance of our research to real-life issues places us at the forefront internationally, increasing significantly the global visibility and reputation of the University. Our contribution, at the very highest levels, to new knowledge and understanding boosts our links with some of the best universities in the world and expands our breadth of well-established partnerships with leading international companies.

A life-shaping student experience

We provide our students with an exceptional learning environment that offers outstanding, innovative teaching, opportunities to contribute to pioneering research, and options to maximise their business potential, coupled with wide-ranging personal support. We engage with our students to ensure we deliver the best possible academic experience. There is high demand for our programmes and we deliver outstanding levels of student satisfaction.

Working in partnership with Loughborough Students' Union, we offer the best possible all-round experience, providing our students with a wide range of opportunities that enable them to achieve their full potential, professionally and personally as well as academically.

Outstanding partnerships to deliver social, economic and cultural prosperity

We pursue the commercial potential of our research and forge productive, collaborative links with partners across all sectors. We will meet their requirements and our activities helps support economic development and drive innovation and performance locally, nationally and internationally.

We work closely with local partners to enhance the social, cultural and economic wellbeing of the communities and regions in which we reside. We embed sustainability and social responsibility into all of our processes, operations and developments.

A culture of delivering excellence in all that we do

Through the integration of influential research, a vibrant enterprising culture and outstanding learning opportunities, we enhance our ability to drive forward solutions to contemporary global challenges.

We support staff to attain the highest standards, and our international profile attracts the very best in their fields.

We have cemented our position as the UK's premier university for sport and are recognised globally for our unique ability to shape sport and exercise policy and practice both nationally and internationally.

One outstanding university: two vibrant campuses

Our distinctive ability to integrate research, teaching and enterprise has strengthened the activities in which we excel and created new capacity in areas of excellence.

Our international ambitions are being enhanced through a thriving postgraduate campus on the Queen Elizabeth Olympic Park in London, complementing our outstanding green-field campus in Loughborough and creating distinct campus communities, that share a common ethos, purpose and values.

University governance

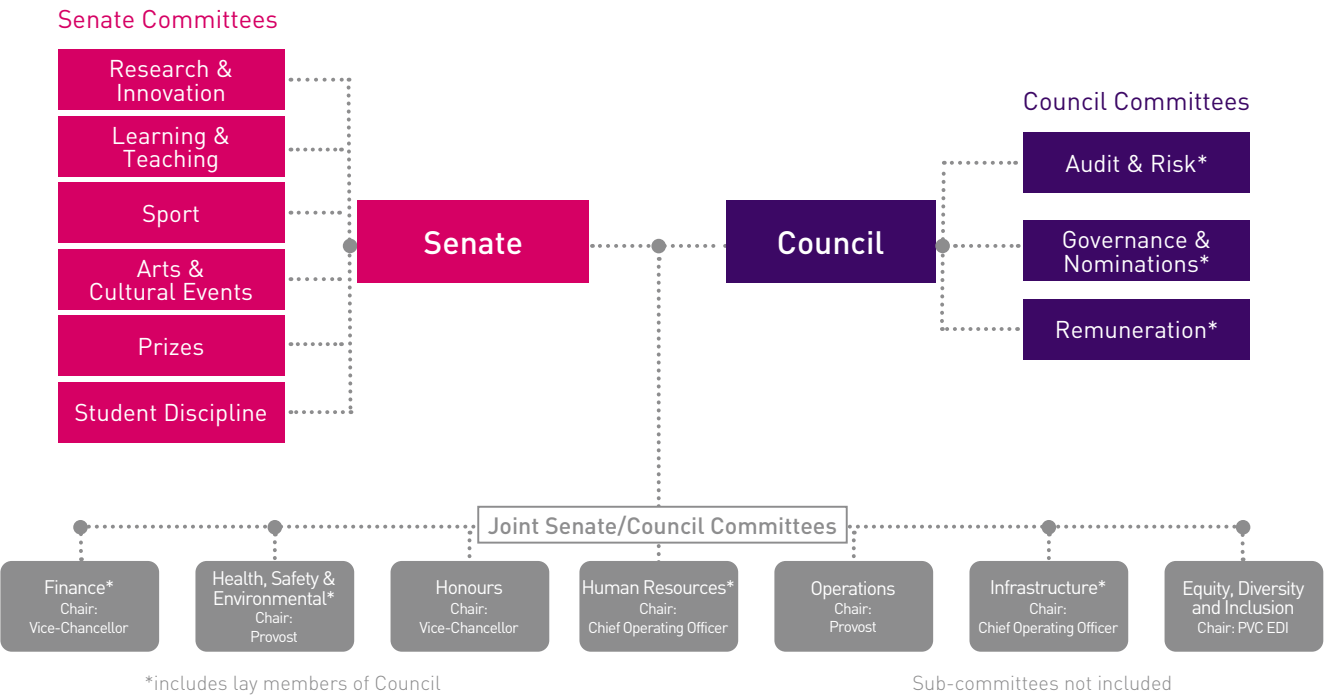
The University Senate

The University Senate is responsible for the academic work of the University, including programmes, examinations, teaching and research quality. Its membership is drawn from the University.

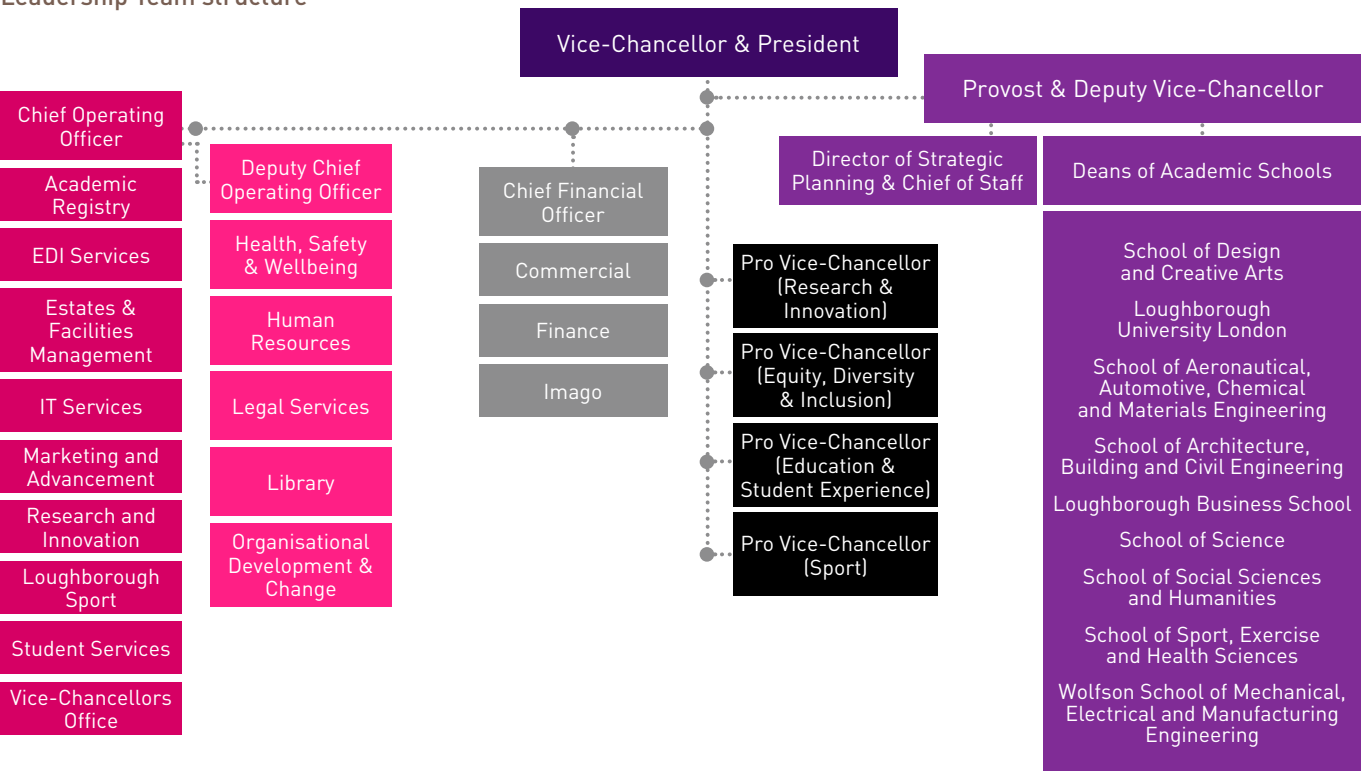
The University Council

The University Council is the governing body, responsible for the University's finances, buildings and land. It is the official employer of all staff and meets several times a year. Its Chair is the Senior Pro Chancellor, Christine Hodgson CBE.

Senate & Council structure



Leadership Team structure



The role

Deputy Director, Research and Innovation Office

Job Duties

- Contribute to development, delivery and monitoring of the University Research and Innovation Core Plan (strategy) and the RIO delivery plan, advising the PVC Research and Innovation at the highest level and working with the Associate Pro-Vice Chancellors and the school Associate Deans for Research and Innovation.
- Lead on the development and implementation of University wide plans and approaches to a wide range of research and innovation policy, governance and performance priorities (as appropriate to agreed remit), to deliver against the Research and Innovation Core Plan, gaining buy-in and engagement from relevant professional and academic communities and senior colleagues.
- As a member of the RIO Senior Management Team, work alongside the Director to lead and manage the team and to ensure a high quality of service delivery to internal and external stakeholders and partners.
- To provide expert advice and opinion on Research and Innovation developments and implications to colleagues outside of the service, for example through the development of committee papers, reports and business cases.
- To anticipate, influence and interpret regional, national and international research and innovation policy developments and advise the Director of RIO and the PVCR&I on trends and developments appropriate to the University.
- To effectively lead, manage and motivate 3 to 4 areas of RIO activity/responsibility, via the relevant Heads of teams – specific areas to be agreed with the Director and can be subject to change.
- To develop staff across the whole team, in include: career development and succession planning, spotting talent and providing the right incentives for staff to contribute effectively.
- Chair or be a member of relevant University committees, working groups and project teams as appropriate to the role and/or as specified by the Director or PVCR&I.
- Represent the Director on University committees, working groups and project teams, and external meetings as required.
- To maintain positive and productive relationships with other professional and academic teams and to proactively seek customer feedback; leading and contributing to the continual review of processes, procedures and practices within own area of responsibility to ensure that the needs and expectations of relevant stakeholders are met.
- Ensure fair and consistent application of University policies and procedures, and professional service standards within own area of responsibility.
- Lead the development of a collaborative, collegiate and inclusive culture, by creating opportunities for the sharing of information and good practice amongst others.
- Develop and maintain a specialist knowledge and expertise of own area of responsibility, providing leadership and guidance to others as appropriate.
- Direct and be accountable for relevant internal and external funds – this will include significant budgetary responsibility as appropriate to areas of responsibility.
- Develop and maintain an extensive professional network and relationships with funders, government departments, professional organisations, and other research organisations. Represent the University and its interests externally, identify and share practice, and influence external decision makers.
- To work in an agile and flexible manner to facilitate high quality service delivery which can both anticipate and respond to stakeholder needs.
- As a senior member of the University’s Professional Services, provide leadership on a range of matters cognate and beyond the immediate Research and Innovation Office operating area.
- Maintain a detailed understanding of all legal, ethical, political, and commercial issues relevant to the role.
- Any other reasonable duties as assigned by the Director, Research and Innovation Office.

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 and Procedures.
- All staff should hold a duty and commitment to observing the [University’s commitment to Equity, Diversity and Inclusion](#) and duties must be carried out in accordance with this.
- 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.

Organisational Responsibility

- Reports to the Director, Research and Innovation Service.

Person profile

AREA	ESSENTIAL CRITERIA
Experience	A strong track record of experience and successful delivery in at least one of the following areas, with further experience in at least one other of these areas, in a higher education environment:
	R&I quality and policy (including research assessment, ethics and integrity, governance, research culture etc.)
	R&I operations (including post award, reporting and contracts)
	Research development (including pre award costing)
	Partnership development and management
	Intellectual Property Commercialisation and Incubation
	Experience of leading and managing teams in the delivery of high-quality services, projects and outcomes – where you may not always have direct line management responsibility.
Skills and abilities	Significant experience of people management and development (3+ years).
	Experience of developing and implementing strategies to support the development and management of high-quality research across a broad and diverse organisation.
	Tact and diplomacy when dealing with sensitive and confidential information.
	Ability to think strategically about your area of expertise in the context of the Research and Innovation Service objectives, supporting the University’s Corporate Strategy and within the changing external environment.
	Ability to lead and motivate academic and professional staff from across a range of University departments, role modelling and inspiring a collaborative approach.
	Resilient and comfortable with complexity, with the ability to manage multiple and competing deadlines and strands of work.
	Ability to build constructive and effective networks both within and outside of the University.
	Ability to work independently and as part of a team with a positive, inclusive, reflective, and collegial leadership style. This includes setting direction, meeting the needs of our stakeholders, communicating, influencing, and empowering others to deliver, fostering collaboration, and driving innovation and change, and acting with integrity.
	Ability to plan and organise resources to support the delivery of the Service’s objectives, and in the context of the University’s Corporate Strategy.
	Outstanding verbal, written communication, influencing, advocacy and negotiation skills with the ability to receive, understand and convey ideas and information clearly and accurately, which may at times be complex, highly detailed, technical or specialist in nature
	Credibility and gravitas to work at a senior level with the University leadership team and external organisations. Ability to lead, motivate and inspire people across the organisation and its partners.
	Experience of effective people management and development, including the management of diverse teams.
	Experience of marshalling and managing significant (people, non-staff, financial) resources, including when these are not under the role-holder’s direct control
	Competent IT/internet user.

Knowledge	Extensive knowledge of the UK Higher Education environment, including national policy for research and innovation, and the associated funding landscape. To include knowledge of research funder requirements and good practise across a board range of research management functions. A sound understanding of the impact of research culture on colleague experience and research outcomes.
Training	Willingness to undertake appropriate further training.
Qualifications	A strong educational profile including a graduate qualification or equivalent by experience.
Other	Commitment to observing and promoting Equity, Diversity and Inclusion at all times.

AREA	DESIRABLE CRITERIA
Experience	Substantial experience of supporting and facilitating Knowledge Exchange preferably in Higher Education but potentially in other public sector, RTO or IP-rich business.
	Experience of building networks and of influencing and inspiring external partners to build mutually beneficial collaborations and create new opportunities
	Experience of leading large teams with a wide or varied remit
	Experience of working as a member of a senior team in a large and complex organisation
Skills and abilities	Experience of analysing, and responding to, and influencing changes in Government policy
	Ability to travel within the UK and internationally, as required
	Completion of a recognised leadership development programme
	Completion of a recognised change management programme

Conditions of service

The position is FULL TIME and OPEN-ENDED, although part time or job share will be considered. Salary will be on Management and Specialist job family Grade 9, starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's Terms and Conditions of Employment for STAFF GRADES 6 AND ABOVE, 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 can be found [HERE](#)

The University offers a wide range of employee benefits which can be found [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 at: <https://www.lboro.ac.uk/services/hr/topics/childcare-support>)

In addition, the University is supportive, wherever possible, of flexible working arrangements.

We also strive to create a culture that supports equity 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 www.lboro.ac.uk/services/hr/athena-swan

Application and interview

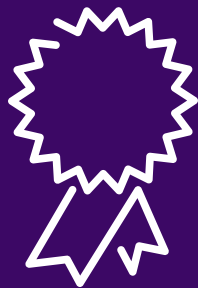
Application

Informal enquires can go to RIO HR rio.hr@mailbox.lboro.ac.uk

The selection process will include an initial longlist call in early September, followed by psychometric testing (OPQ), and a final in-person interview scheduled for mid to late September.



This publication is available in other formats. Please email Visual.Identity@lboro.ac.uk and quote reference 88740 to request a copy suitable for your needs.



**RANKED
TOP 10**
FOR THE LAST 10 YEARS
COMPLETE UNIVERSITY GUIDE
2017-2026