

PROFESSOR OF PHYSICAL GEOGRAPHY

Job Ref: REQ260551

Successful candidates will have a sustained and continuing record of excellence which has contributed to the furtherance of knowledge in their discipline and is recognised in a well-established and high-profile international reputation. Evidence of significant academic leadership and a PhD or equivalent research experience are also essential.

School/Department summary:

The Department of Geography and Environment is a vibrant and inclusive academic community, internationally recognised for its interdisciplinary, collaborative research focused on understanding our social and environmental futures. Our taught programmes include five undergraduate and five postgraduate degrees covering a range of human, physical and environmental geography themes. We are part of a larger, world-renowned group of social and environmental scientists and humanities scholars in Loughborough's School of Social Sciences and Humanities.

Job Description

Job Family and Grade: Research, Teaching and Enterprise Grade 9

Job Purpose

- To work with other senior academic staff to ensure that the ambitions set out in the University's Strategy, Creating Better Futures. Together are achieved.
- To lead the development and implementation of research, teaching and enterprise strategy to maintain vitality in the activities of the School of Social Sciences and Humanities/University generally and in the academic area of Physical Geography.
- To engage personally with those activities, adding to the University's international reputation.

Job Duties

Academic Leadership

- To provide academic leadership for the activities of the School specifically in the Department of Geography and Environment 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 Physical Geography.
- 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 of Social Sciences and Humanities, Department of Geography and Environment, 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.

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 outlined in the document.

Organisational Responsibility

Reports to the: Head of Geography and Environment.

Person Specification

Below you will find the general person specification for a Professor role at Loughborough University.

Your application will be assessed based on the essential and desirable criteria listed below.

Applicants are strongly encouraged to explicitly demonstrate how they meet each essential (and desirable) criteria at the application stage. The criteria that you need to demonstrate in your application will be listed as Stage 1 in the table below.

Stages of assessment are as follows:

- 1 – Criteria measured within the Application
- 2 – Criteria measured at Test/Assessment Centre/Presentation
- 3 - Criteria measured at Interview

Essential Criteria:

Area	Criteria	Stage
Experience	Significant leadership experience gained within university or business settings which may include: • 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 Physical Geography and is recognised by an established and high-profile international reputation in that area.	1,3
	Experience of leading and participating in projects in 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
Training	Commitment to and evidence of continuing professional development.	1,3
Qualifications	Relevant PhD or equivalent research experience.	1
Other	Demonstrate an ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression.	1,3
	Fellow of the Higher Education Academy	1

Desirable Criteria: These are skills, experience and competencies that are additional extras that may be used to narrow the pool down if we receive a high volume of applications that meet the essential criteria.

Area	Criteria	Stage
Experience	Experience at research group head or equivalent level including: - 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: - 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

The appointment will be subject to the [University's Terms and Conditions of Employment](#) relevant to the job grade for Academic Related staff.

Salary will be on a Research, Teaching and Enterprise, Grade 9, at a starting salary to be confirmed on offer of appointment. In exceptional circumstances the University may offer a market supplement of up to 10% of the maximum salary per annum.

Shared University Responsibilities

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Support and contribute to the University's commitment to principles of equity, diversity and inclusion (EDI) while carrying out all duties, behaving in a manner that treats others with dignity and respect and upholds every persons right to lawful freedom of expression, freedom of speech and academic freedom. Further information about EDI at Loughborough and our strategic aims is available on our website.

Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous, Collaborative, Creative, Authentic** and **Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique.

If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique.

Read more about our [vision and values](#).

Our Accreditations



We 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 career.



We are proud to be a [Race Equality Charter Member](#). The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared a disability, provided that the essential criteria for the role are met. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.



We are proud supporters of the [City of Sanctuary movement](#) and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics, and students, who together work to make Higher Education institutions places of safety, solidarity and empowerment for people seeking sanctuary.

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.