

FURTHER PARTICULARS OF ROLE

Reader in Dairy AgriTech
Full Time, Permanent
Barony Campus, Dumfries
ASWF/AGR/O22/23

ABOUT SRUC

SRUC (Scotland's Rural College) is a specialist higher education institution delivering tertiary education, research and consultancy.

We currently operate our main Higher and Further education activities from five campuses across Scotland – Aberdeen, Barony, Edinburgh, Elmwood, and Oatridge. We also deliver teaching in collaboration with the Glasgow Botanic Gardens.

SRUC employs approximately 1,300 staff operating from the five campuses, eight farms, 25 consulting offices, six research centres and eight veterinary surveillance centres located primarily across Scotland. The organisation's annual turnover is around £85 million.

SRUC's principal purpose is to advance education, science, research, and environmental protection and improvement in rural and land-based industries, both domestically and internationally. The commercial consultancy, skills training and knowledge exchange and some commercial research activities are undertaken through SAC Consulting – part of SRUC.

It is SRUC's intention to become a fully-fledged university – a new and unique establishment for the 21st century that is regional, accessible, and responsive to a diverse range of challenges in a transforming world. We will be a strong and unique anchor institution where research, skills and business converge. Such convergence will create new insights that deliver big strategic leaps and completely new propositions for business, society and government.

All of this activity is firmly rooted in our distinctive ethos of a Scotland-wide presence through regional centres of global excellence. Our objective is to deliver on shared goals with government, business and other partners to support transition to a fair and sustainable economy.

DIVISION

Academic



GROUP

Department of Agriculture – Dairy Research & Innovation Centre

ROLE REQUIREMENTS AND RESPONSIBILITIES

Detailed below are the job description, person specification and qualifications listing the essential and desirable requirements for the post, which will be used as the basis for shortlisting. When applying for the post please use the 'Supporting Statement' section of your application to address the list of requirements indicating how your qualifications, experience, skills, knowledge and disposition match the qualities in the list, together with examples if possible.

JOB DESCRIPTION

An exciting opportunity has become available for a Reader at our Dairy Research & Innovation Centre in Dumfries.

This post is part of the exciting £21.3 million Strength in Places Project "Digital Dairy Value-Chain for South-West Scotland and Cumbria" that SRUC is leading along with University of Strathclyde, University of the West of Scotland, CENSIS, First Milk Limited, Lactalis McLelland Limited, Kendal Nutricare Limited, Cows & Co Group Limited, National Milk Records PLC and SmartSTEMs.

Based in SRUC's Dairy Research & Innovation Centre and working with a wide range of project partners and stakeholders across South-West Scotland and Cumbria, the purpose of this post is to foster the development and adoption of useful agritech in the regional dairy sector by innovation scouting; participation in product development, including data management and integration, using SRUC's dairy farms as a test-bed; and outreach and knowledge exchange with the sector.

The post would be extremely suitable for a candidate with data engineering and database management background in the agri-tech sector. Familiarity with variety of Unix based development and (or) deployment environments would be advantageous.

It will involve close collaboration and building pipelines with data scientists developing a digital twin of the SRUC dairy farm and working on a range of data sources and project areas, including:

- Use of weather and farm information (including from networked meteorological stations) in the management of fertiliser, manure and agrochemical applications;
- Methods to monitor crop growth and quality;
- Development and use of methods to monitoring biodiversity;
- Use of animal mounted sensors in managing cow physiology, behaviour welfare;
- Developing new outputs based on high-throughput analysis of milk;
- Contributing to maintenance and curation of dairy farm datasets and affiliated databases;
- Use of research equipment for recording feed intake, meal patterns, methane emissions and energy expenditure.

The major elements of the role are to:

- Lead the development and implementation of research projects in the agritech area, focussing on establishment and maintenance of recording equipment and systems, and working with academic and industry partners in the region;
- Act as principal investigator or project leader on major research projects with a portfolio of research activity and publications of high quality, reputation, and impact;
- Lead major funding bids and related activities, including Knowledge Exchange, which develop and sustain support for the subject area and recognised excellence of SRUC;
- Participate actively in development of research and innovation strategy of the SRUC Dairy team, the Digital Dairy Chain project, and the wider SRUC community;
- Developing a programme of industry engagement and KE relating to the research projects. Present project results through a range of media, particularly through demonstration activities and events for businesses in the Strength in Places region of South-West Scotland and Cumbria. Also, making presentations to internal audiences;
- Continuous engagement with companies and research organisations to further digital technology integration with currently running research projects at the Dairy Research & Innovation Centre;
- Contribute to establishment of interoperable sensing and robotic machinery at the Dairy Research units via the latest tech available within or beyond the UK's dairy sector
- Provide advice to internal research projects for maximum technology; compatibility with a focus on digital twinning of the SRUC farms (both hardware and software);
- Contribute to teaching or training activities, at undergraduate and/or postgraduate levels and/or to professional audiences – developing a greater awareness of the role and opportunities for sensing and data in agri-food industries.
- Actively contribute to the subject specialism through learned societies, professional bodies, broader review and editorial processes.
- Engage in professional development activity relevant to the post and related professional practices.

The post-holder will perform additional duties as directed from time to time by the Head of Dairy Research Centre or Head of Department. The post holder must use their initiative in the conduct of their work and apply sound judgement at all times to ensure that they conduct themselves within the framework of SRUC regulations and procedures.

PERSON SPECIFICATION

Please see below details of the essential and desirable criteria required for this post. Applicants will be shortlisted based on meeting these criteria. Please ensure you complete your application form considering the criteria below:

Competencies	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> • Scottish Credit and Qualification Framework level 12 (Doctorate or similar) (or equivalent qualification/experience) in a relevant discipline. • Extensive and established reputation in research or else significant teaching and/or industry experience within the subject area. 	<ul style="list-style-type: none"> • Membership of a professional body e.g. fellowship of the HEA (ideally, but not necessarily, Senior Fellow).
Skills/Abilities	<ul style="list-style-type: none"> • Proven ability to plan and lead staff and efficiently deploy resources in support of major research and/or teaching activities. • Proven ability to develop and devise teaching and research programmes, techniques and methods • Ability to disseminate conceptual and complex ideas to a wide variety of audiences to promote understanding 	
Experience	<ul style="list-style-type: none"> • Recognised expertise in subject discipline/specialism to develop new knowledge and understanding within the field. • Substantial track record of published research and/or development and delivery of teaching, and proven track record to develop and devise teaching and research programmes, techniques and methods. • Experience of designing and implementing new assessment and grading activities. • Internationally, or nationally, recognised excellence and reputation in subject area • Track record of student supervision and development/mentorship/coaching of early career academic colleagues in subject area/research team 	
Knowledge	<ul style="list-style-type: none"> • Sustained engagement with current practice and developing knowledge • Understanding of relevant health and safety policies and procedures relative to the role, and the quality outputs and standards required. 	<ul style="list-style-type: none"> • A thorough understanding of, and/or track record in, contributing to broader academic leadership and management
Other Requirements	<ul style="list-style-type: none"> • Engagement with the current and future priorities of SRUC strategies, aims and ambitions 	

ENVIRONMENTAL RESPONSIBILITIES

SRUC expects the post-holder to carry out their job responsibilities in an environmentally aware manner, ensuring as little damage to the environment as possible. Our aim is to ensure all resources are utilised effectively and efficiently.

BRIEF STATEMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

EMPLOYER (Head Office)

SRUC, King's Buildings, West Mains Road, Edinburgh EH9 3JG.

GRADE AND SALARY

The appointment will be made on the Grade 2 scale: £45,476 – £52,619 per annum.

Any cost of living increases are normally awarded on 1st August each year.

CONTRACT TYPE

Permanent, Full-Time

LOCATION

Barony Campus, Dumfries

HOURS OF WORK

SRUC has a normal working week of five days (Monday to Friday) of 35 hours (excluding lunch breaks).

Staff may be expected to attend occasional evening and weekend meetings/events. Reasonable notice will be given, and the post holder may take compensatory time off in lieu (known as TOIL).

BENEFITS

ANNUAL LEAVE

Initially annual leave is 25 working days per annum (rising to 26 working days each year after 2 years service, 28 working days each year after 5 years service and 30 working days each year after 7 years service).

On average 12 fixed public and privilege days each year which are to be taken according to SRUC arrangements.

PENSION

All employees may choose to become a member of the Group Flexible Retirement Plan. Employee contribution is a minimum of 5% of salary and employer contribution is set at 10%. Contributions are paid through salary sacrifice which attracts income tax and NI savings for employees.

CYCLE TO WORK

SRUC can provide you with a new bicycle and the appropriate cycling safety equipment through a salary sacrifice scheme, providing the main use of the bike is for commuting to work. You will incur no tax and National Insurance on the benefit.

RAC MEMBERSHIP

All employees are eligible to join the RAC's discounted Membership Scheme which offers significant savings on normal subscription rates. Members can have more than one car covered. The number of call-outs is unlimited, although RAC reserves the right to review memberships and refuse renewals of memberships.

MOBILE PHONES

SRUC may provide a mobile phone to employees required to travel in the course of their duties.

FAMILY/LIFESTYLE FRIENDLY

SRUC is committed to assisting employees in achieving a work/life balance and has several supporting family/lifestyle friendly policies to reflect this. A brief outline of what is available to all employees is as detailed below:

Maternity pay and leave	6 months full pay + 3 months statutory maternity pay (after qualifying period)
Adoption pay and leave	6 months full pay + 3 months statutory adoption pay (after qualifying period).
Paternity pay and leave	2 weeks full pay for all fathers (after qualifying period).
Parental leave	Up to 13 weeks unpaid leave to a maximum of 4 weeks per year (pro rata for part-time staff) to spend with children under the age of 6, or in the case of disabled children until the age of 18.
Flexible working	SRUC is willing to consider requests for flexible working arrangements, such as part time and home working, for all groups of staff (regardless of their family situations), where such requests are consistent with operational needs.
Give as You Earn	Employees can make donations to a chosen charity directly from pay, up to an annual limit and receive tax relief.

CULTURAL AND RELIGIOUS NEEDS

We respect the cultural and religious lives of our staff. If you need time away from work, or special facilities, and can give plenty of notice for arrangements to be made, this will always be considered.

STAFF DEVELOPMENT

SRUC is committed to providing the development and training necessary to ensure that all employees have the knowledge and skills required to fulfil their job roles effectively.

Staff development is of major importance to SRUC and accordingly, we try to provide every opportunity for future career development. This includes thorough induction into the organisation and regular reviews of learning and development needs. SRUC was awarded Investors in People recognition in July 2010.

SPONSORED EDUCATION

As a learning organisation, SRUC is committed to investing in its employees and accordingly may fund courses that that will lead to an externally recognised qualification such as an HNC, HND or equivalent, undergraduate/postgraduate degree qualification, where such a qualification will demonstrate benefits to both the organisation and the individual.

TRADE UNION

Trade Union representation is recognised by SRUC. You may be contacted by relevant unions once you commence employment with SRUC. Members of staff are free to decide whether or not to become members of a trade union.

ADDITIONAL

EXPENSES

No assistance can be given towards expenses incurred in taking up appointment.

Assistance will be given towards travel expenses for interview.

TRAVELLING AND SUBSISTENCE

Travelling and subsistence expenses incurred in connection with the duties of the post will be paid according to the reimbursement rates in effect.

DRIVING LICENCE

If a driving is an essential or a major part of your job role in SRUC, you must have a full current driving licence at all times. If the post requires you to drive a minibus, then a D1 category will be required on your driving licence.

NO SMOKING POLICY

SRUC operates a 'No Smoking' policy.

EQUAL OPPORTUNITIES

EQUAL OPPORTUNITIES POLICY STATEMENT

It is the policy of SRUC to provide equality of opportunity for all applicants for employment and for all its employees.

This policy of equal opportunity will apply regardless of a person's gender, age, marital status, parental status, race, colour, nationality, ethnic origin, religious beliefs, HIV status, sexual orientation, gender identity, gender reassignment, transexualism or physical or mental disability, or any other inappropriate distinction.

SRUC is committed to the development and use of employment procedures and practices, which do not discriminate, and which will provide genuine equality of opportunity for all employees.

DISABILITY POLICY STATEMENT

SRUC is committed to a positive and pro-active approach to people who have a disability/learning difficulty (e.g. a physical disability, sensory impairment, medical condition, learning difficulty or mental health condition). SRUC would seek to enable employees with any such disability/learning difficulty successfully to pursue their work in equality with all other employees, through recognition of the additional support they may need to achieve this.

SRUC is committed to the Disability Confident scheme which includes recognition of the Two Ticks Positive About Disability process and guarantees an interview to people with disabilities who meet the essential criteria for a job vacancy. Human Resources will monitor compliance with this commitment.

Please inform Human Resources if any adjustments or support are required for interview, or whether any adjustments or adaptations may help you overcome operational difficulties presented by the job.

Although disabled applicants are not obliged to inform employers of their disability, they will still be covered by the Equality Act 2010 once their disability becomes known.

STANDARD PRE-EMPLOYMENT CHECKS

When recruiting new staff, we are required to ensure that the character and background of applicants are thoroughly assessed to maintain and implement an effective risk assessment and recruitment policy. We therefore take the following steps to vet any applicant:

1. REFERENCES

As part of the selection process references (employment and/or character) will be obtained on all potential new employees **prior to the commencement of employment**.

If you have previously been employed, your referees should be people who have direct experience of your work through working closely with you for a considerable period, and at least one of them should be your formal line manager in your most recent job. Otherwise they may be people who know you from recent college, school, or voluntary experience. It is helpful if you can tell us briefly how each referee knows you (e.g. 'line manager', 'work colleague', 'college tutor'). Your referees should not be related to you.

Your referees will be asked to comment on your suitability for the post and to provide details of the dates of your employment; your attendance during the last 12 months; and of any disciplinary processes which are still considered 'live'.

We will assume that we may approach them at any stage unless you tell us otherwise. If you wish us to ask for your permission before approaching a particular referee, or to contact them only under certain circumstances (for example, if you are called to interview) *you must state this explicitly alongside the details of the relevant referee(s).*

We have the right to withdraw a conditional offer of employment if the references are unsatisfactory, or if we are unable to obtain a reference without good reason within a reasonable time period.

2. MEDICAL

As part of SRUC's employment process, we ask all successful candidates to complete a pre-employment medical questionnaire. The pre-employment medical questionnaire will be issued to the successful candidate at the offer stage. Please note that any offer of employment is conditional upon the completion of satisfactory completed pre-employment medical questionnaire.

The purpose of the pre-employment medical questionnaire is to ensure we fulfil our responsibilities under the Health and Safety at Work Act 1974 and ensure that the proposed employment does not present any risks from a medical point of view.

3. DISCLOSURE SCOTLAND – PVG checks

The successful applicant for this post will be subject to a PVG Report as to the existence and content of any criminal record (known as disclosure) and any offer of employment will be subject to SRUC being satisfied with the outcome of the disclosure check.

SRUC may, following the check, terminate the contract with immediate effect if not satisfied with the suitability of the successful applicant for employment by reason of criminal record or antecedents. SRUC reserves the right to determine this issue at its sole discretion.

Application forms for PVG will be sent with the offer letter to the successful applicant. The form should then be completed in full and returned to Human Resources – we will then complete the necessary parts required by SRUC (including the payment details) for submission to Disclosure Scotland for processing.

Further information regarding disclosures and the Code of Practice and Explanatory Guide can be obtained from Disclosure Scotland's website at www.disclosurescotland.co.uk

APPLICATIONS

Applications from disabled applicants:

SRUC believes in equality of opportunity and freedom from discrimination for all its current and potential employees and strives to be a leader in the provision of this basic right and has accordingly made a commitment to improve employment opportunities for people with disabilities.

SRUC is an accredited member of the Department for Work and Pensions two ticks symbol 'Positive About Disabled People' in recognition of our commitment to meet the essential five criteria regarding the employment, retention, training and career development of disabled employees. This means that SRUC has undertaken to guarantee an interview to all applicants with a disability who meet the essential requirements of the job as contained in the person specification and will take all reasonable steps to meet any special requirements individuals invited to interview may have.

Please let Human Resources know if any adjustments or support are required for interview, or whether any adjustments or adaptations may help you overcome operational difficulties presented by the job.

Applications from Non-UK Nationals:

The Immigration, Asylum and Nationality Act 2006 makes it a criminal offence for employers to employ someone who is not entitled to work in the UK. We therefore ask applicants to provide proof of their right to work in the UK before employment can commence.

For academic and research vacancies, or posts that require very specialist skills we can apply for a work permit (although there is no guarantee that this will be granted) if there are no suitable EU candidates available to appoint. Applicants who would need a work visa if appointed to the post are asked to note that under the UK's new points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

- (i) they have sufficient English language skills (evidenced by having passed a test in basic English, or coming from a majority English-speaking country, or having taken a degree taught in English)

and

- (ii) that they have sufficient funds to maintain themselves and any dependants until they receive their first salary payment.

In the case of all other posts it is highly unlikely that a work permit would be granted, therefore if you are not currently eligible to work in the UK it is unlikely that we would be able to consider you for those posts.

Please refer to the Home Office website if you require further information on work permit requirements at: <https://www.gov.uk/government/organisations/uk-visas-and-immigration> .

Completing the application form:

Your application will be judged solely on the basis of how your skills and experience match the requirements of the post, which are detailed in these further particulars. We are happy to consider transferable skills or experience which you may have gained outside the context of paid employment or education.

On-line Applications:

You can apply online at www.sruc.ac.uk/jobs

In order to apply on-line, you will need to register your details/create an account to be able to access the current vacancies and submit an electronic application.

We would recommend that electronic applications are sent at least 24 hours in advance of the deadline, to ensure there are no technical difficulties.

All Applications:

Reference **ASWF/AGR/O22/23** should be quoted in all communications.

Closing Date:

The closing date for all applications is **15 February 2023**.

Please note that applications received after the closing date will not normally be accepted.

Interview:

Interviews will be held **in-person** at SRUC Barony campus

How will the information on the forms be used?

The information collected on the equal opportunities monitoring form does **not** form part of the selection process and will not be circulated to the selection panel. It will be used solely to monitor the effectiveness of SRUC's equal opportunities policy.

Your application form will be circulated to the selection panel. They will use this information to assess your suitability for the post against the selection criteria. If appointed, your application

will be retained on your confidential personnel file. If you are unsuccessful, your application will be retained for six months and then disposed of securely.

At all times the information will be held securely in accordance with the terms of the Data Protection Act 1998.

INTERVIEWS

Interviews:

Candidates selected for interview will be informed in writing of interview schedule and location.

Additional Interview Requirements:

You will be asked at a later stage whether you need us to make any adjustments for the interview.

If you wish to discuss any concerns about the application process and scheduling in this respect, please contact Human Resources on 0131 535 4414.

Candidates who are invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Details of the required documents will be sent to those candidates who are invited for interview and the relevant original documents must be brought along to the interview for checking and copying.

DISCLAIMER

These particulars are issued by Human Resources, SRUC, Edinburgh. They are intended to represent a description of the duties at the time of writing, although this accuracy cannot be guaranteed. SRUC reserves the right to vary these particulars or make no appointment at all. Neither in part nor in whole do these particulars form any contract between SRUC and any individual.

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JOB PROFILE FORM

<u>Current Job Title:</u>	<u>Senior Lecturer / Reader</u>
<u>Current Grade:</u>	<u>Grade 2 (indicative)</u>
<u>Generic Job Family:</u>	<u>Academic</u>
<u>Location:</u>	<u>Any campus</u>
<u>Division:</u>	<u>Academic</u>
<u>Line Manager:</u>	<u>Head of Department</u>
<u>Date Form Created:</u>	<u>07.06.2021</u>

PART ONE: JOB PROFILE

1. **Main Purpose of the Job:**

- Develop and manage significant research and/or teaching activities.
- To make a substantial and positive contribution to the strategic direction of SRUC through leading and contributing to high quality and internationally-competitive research (including securing research funding) and/or to high quality teaching (at FE and/or undergraduate and/or postgraduate level), and by providing academic leadership and management within SRUC.
- Leadership in the development and implementation of student supervision and mentoring/coaching early career staff in the relevant subject/research area, providing specialist advice and support.
- Responsibility for academic leadership and management of research and/or teaching, and setting standards and monitoring progress.
- Manage staff and other resources efficiently and effectively.
- Develop and lead in knowledge exchange activities.
- Be an institution lead at local, national and international events and sector engagements.
- Contribute to the academic leadership and management of SRUC by chairing committees, leading on key processes.

2. Scope of Job:

Learning, Teaching and Scholarship

- Lead the development, application and maintenance of academic standards in a defined area of work and act in a senior role within the department/faculty/institution to advance student academic development.
- Maintain a portfolio of teaching activity of high quality, reputation and impact (including course delivery, design and/or development).
- Planning, delivery of teaching, and assessment in relevant subject area(s).
- Develop approaches to teaching and learning which are innovative in the subject area and reflect best practice.
- Participate actively in the development of subject based pedagogy and teaching, learning and assessment strategies.
- Contribute to the development of teaching and learning policy and practice locally, nationally and/or internationally.
- Involvement in continuing professional development in relation to teaching and, where appropriate, related professional practices.
- Successful coordination, support, supervision, management and/or mentoring of others in relation to teaching and learning.

Research

- Lead the development and implementation of individual and/or joint research projects and participate actively in the development of the departmental/faculty/institutional research strategy; act as principal investigator or project leader on major research projects with a portfolio of research activity and publications of high quality, reputation and impact.
- Lead major funding bids and related activities, including Knowledge Exchange, which develop and sustain support for the subject area and recognised excellence of the institution.
- Actively contribute to the subject specialism through learned societies, professional bodies, broader review and editorial processes.

*NB. a Teaching and Research contract will combine elements of both tracks.

Postholders are expected to engage in and undertake:

- Professional development activity appropriate/relevant to the post and related professional practices.
- Any other reasonable duties commensurate with the grade and nature of the post.

This is a generic job profile covering a range of functions (e.g. across teaching and research). Postholders will not necessarily carry out all of the duties set out in this job profile, and the duties listed are not exhaustive.

3. Position in Organisation:

- Reports to Head of Department.
- The postholder will be required to work in collaboration with colleagues in terms of both supplying and collating information and in planning, organisation and implementation of academic tasks.
- Postholders may be responsible for the line management of a number of Teaching Instructor/Research Assistant, Teaching Associate/Research Associate and/or Lecturer/Research Fellow postholders, and/or technical staff (normally no more than 6).
- Postholder will be expected to work autonomously with meetings as appropriate with line manager.

4. Dimensions and Limits of Authority:

- Roles at this level will predominantly focus on research and/or teaching, as well as academic leadership.
- Roles at this level reflect extensive academic or professional experience, leading, developing and co-ordinating a substantial teaching/research/leadership activity within SRUC.
- Role holders will possess a thorough understanding of their subject specialism to enable the development of new knowledge and understanding within the field.
- Postholders may be responsible for research and/or teaching budgets in their area.

5. Contacts/Communications:

- Actively engage in relationships with external stakeholders that advance knowledge exchange, public understanding and outreach.
- The postholder will have regular contact and work in collaboration with other academics both within and out with their department, across the wider organisation and beyond.
- They will have direct contact with students and will be expected to undertake mentoring, teaching and assessment of the same.
- They will be in regular contact with members of the academic support services both at a faculty level and in support of the Registry, CELT and ROS functions supplying and collating information, and participating in administrative functions, as required.
- Research active colleagues will be expected to be in contact with funders and other stakeholders, and be in a position to identify and influence new funding opportunities and to be able to seek and negotiate new contracts.
- Colleagues involved in teaching will be involved in reporting and presenting to such quality assurance bodies as relevant to their subject area.
- All staff will be expected to be involved in advocating on behalf of SRUC, as well as in outreach activities (including, where applicable, student recruitment activities) with the general public, schools and other bodies, including open and applicant days, to promote SRUC.

6. Qualifications:

Either:

A.

- Scottish Credit and Qualification Framework level 12 (Doctorate or similar) (or equivalent qualification/experience) in a relevant discipline,
- extensive and established reputation in research or else significant teaching experience within the subject area, and
- membership of a professional body where appropriate e.g. fellowship of the HEA (ideally, but not necessarily, Senior Fellow).

Or B.

- Relevant professional qualification (e.g. MRCVS, MD or LLB), and
- postgraduate specialist qualification in a relevant discipline or equivalent experience.

7. Experience:

At this level postholders would need to demonstrate activity in Teaching & Scholarship and/or Research, as well as administration/management of SRUC academic activities.

- Recognised expertise in subject discipline/specialism to develop new knowledge and understanding within the field.
- Substantial track record of published research and/or development and delivery of teaching, and proven track record to develop and devise teaching and research programmes, techniques and methods.
- Experience of designing and implementing new assessment and grading activities.
- Internationally, or nationally, recognised excellence and reputation in subject area.
- Proven ability to plan and lead staff and efficiently deploy resources in support of major research and/or teaching activities.
- Proven ability to develop and devise teaching and research programmes, techniques and methods
- Track record of student supervision and development/mentorship/coaching of early career academic colleagues in subject area/research team.
- Ability to disseminate conceptual and complex ideas to a wide variety of audiences to promote understanding.
- A thorough understanding of, and/or track record in, contributing to broader academic leadership and management.
- Sustained engagement with current practice and developing knowledge.
- Engagement with the current and future priorities of SRUC strategies, aims and ambitions.
- Understanding of relevant health and safety policies and procedures relative to the role, and the quality outputs and standards required.

8. Working Environment:
<ul style="list-style-type: none"> • Shared office or single occupancy office as appropriate • Regular time likely to be spent in classrooms, laboratory type working environment and/or outdoors • Out of hours working as required e.g. to fulfil teaching / research obligations, open or applicant days. • Ability/willingness to travel to other SRUC / SRUC Partnership organisation locations as required to fulfil the requirements of the post

PART TWO: DUTIES & KEY RESPONSIBILITIES
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1. Learning, Teaching and Scholarship or Learning, Teaching and Research or Research (as outlined above), including professional development activities	50%
2. Internal administration	30%
3. External engagement and knowledge transfer	20%