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**Faculty of Technology**

**Institute of Cosmology and Gravitation**

**Professor**

**ZZ003544**

**THE POST**

Please see the attached job description and person specification.

**TERMS OF APPOINTMENT**

Full-time

Permanent

Salary is competitive. Salary is paid into a bank or building society monthly in arrears.

Annual leave entitlement is 35 working days in a full leave year. The leave year commences on 1 October and staff starting and leaving during that period accrue leave on a pro-rata basis. In addition, the University is normally closed from Christmas Eve until New Year’s Day inclusive and on bank holidays. Staff are likely to be asked to attend on weekends for recruitment activities at certain times of the year.

There is a probationary period of one year during which new staff will be expected to demonstrate their suitability for the post. Most academic staff new to Portsmouth will be expected either:

* to have already Descriptor 2 of the UK Professional Standards for Teaching and Supporting Learning in Higher Education and thus be Fellows of the HE Academy, or
* to achieve Descriptor 2 within their probationary year.

The UK Professional Standards are a set of standards for the HE sector and can be found at [www.heacademy.ac.uk/ukpsf](http://www.heacademy.ac.uk/ukpsf). The standards were updated in 2011. Successful achievement of one of the descriptors within the Standards Framework brings with it membership of the HEA at a level commensurate with the descriptor achieved (see table below).

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| Descriptor | HEA Fellowship Category | Target Group |
| D1 | Associate Fellow | Staff who support learning  Academic staff with limited teaching portfolios |
| D2 | Fellow | Early career teaching staff  Experienced academic staff with substantive teaching and learning responsibilities |
| D3 | Senior Fellow | Experienced academic staff who can demonstrate impact & influence through academic leadership &/or mentoring |
| D4 | Principal Fellow | Senior academic staff responsible for institutional leadership |

A discussion will take place at the formal selection interview about which Descriptor an individual should achieve within their probationary year. Therefore, it is important that applicants provide full information on the application form where they are in possession of a qualification in learning and teaching in HE and/or where they are already a Fellow of the Higher Education Academy.

It is a condition of the appointment for the proper performance of the duties of the post that the appointee will take up residence at a location such that they are able to fulfil the full range of their contractual duties. This residential requirement will be expected to be fulfilled within twelve months of taking up the appointment. The University has a scheme of financial assistance towards the cost of relocation.

The appointee will be eligible to join the Teachers' Pension Scheme. The scheme's provisions include a final salary based index-linked pension and a lump sum on retirement together with dependants’ benefits.

There is a comprehensive sickness and maternity benefits scheme.

**All interview applicants will be required to bring their passport or full birth certificate and any other 'Right to Work' information to interview where it will be copied and verified.** The successful applicant will not be able to start work until their right to work documentation has been verified.

Please note if you are the successful candidate once the verbal offer of employment has been made and accepted, references will be immediately requested. It is the University’s policy that all employment covering the past three years is referenced. A minimum of two references is required to cover this three year period of employment or study (where there has been no employment). One of your referees must be your current or most recent employer.

The University reserves the right to seek external opinion on a candidates' suitability as a reader or professor at the University of Portsmouth.

The successful candidate will need to bring documentary evidence of their qualifications to Human Resources on taking up their appointment.

If the position has a requirement for Disclosure and Barring Service check (DBS) or Non-Police Personnel Vetting (NPPV), this will be stated in the advert. Further information will be provided once the selection process has been completed.

All applications must be submitted by 23:59 (UK time) on the closing date published.



**UNIVERSITY OF PORTSMOUTH – RECRUITMENT PAPERWORK**

1. **JOB DESCRIPTION**

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| --- | --- |
| **Job Title:** | Professor |
| **Grade:** | 10 |
| **Faculty/Centre:** | Faculty of Technology |
| **Department/Service:**  **Location:** | Institute of Cosmology and Gravitation  Dennis Sciama Building |
| **Position Reference No:** | ZZ003544 |
| **Responsible to:** | ICG Director |
| **Responsible for:** |  |
| **Effective date of job description:** | July 2021 |

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| **Context of Job:** |
| The Institute of Cosmology and Gravitation (ICG) at the University of Portsmouth invites applications at the level of professor to strengthen its existing leadership in key astronomical surveys and to take a leading role in growing a university-wide initiative in the space sector and instrumentation. This includes a new CubeSat program. |

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| **Purpose of Job:** |
| To provide vision and strategic leadership in research in core ICG science to exploit our investments in key astronomical facilities in cosmology, astrophysics and gravitational waves; to build new initiatives in the space sector and instrumentation; to strengthen the research and innovation environment within the Institute of Cosmology and Gravitation and to actively support and mentor research staff and students; to undertake internationally outstanding research, innovation and scholarly activities; to provide academic leadership in teaching and curriculum development within the university; to seek research funding to help support core ICG research portfolio. |

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| **Key Responsibilities:** |
| **Research**   1. To lead and maintain our internationally competitive research in cosmology and astrophysics from key astronomical facilities (Euclid, Rubin, DESI, 4MOST and LIGO). 2. To play a leading role in developing new university wide activities in space experiments and instrument development, 3. To play a leading role in identifying and securing external funding through research and innovation grants; and in developing collaborative research and other income generating activities; 4. To publish research outcomes in high impact international journals and to disseminate the results through conferences and workshops and to contribute to the external visibility of the department and the university. 5. To collaborate with academic partners and user groups to deliver research impact. 6. To contribute to the strategic planning and implementation of the department and faculty. 7. To provide subject specific and research related expert advice and guidance to support and develop the research and innovation environment in the department and the faculty. 8. To mentor and support research staff and students in their research and innovation endeavours. 9. To attract and supervise research students, and post-doctoral researchers and other research support staff.   **Teaching**   1. To deliver inspirational teaching and where appropriate research-informed teaching. 2. To design and be responsible for the content of specific areas of teaching and learning at undergraduate and postgraduate levels. 3. To undertake academic duties to deliver high quality teaching, student learning support and assessment. 4. To support and comply with the university teaching quality assurance standards and procedures.   **Additional duties**   1. To make an important contribution to the leadership and management of the department, including supporting early career staff and developing new collaborative initiatives. 2. To undertake such specific management roles/committee work as may be reasonably required. 3. To participate in relevant professional/advisory activities. 4. To engage in continuous professional development. 5. To undertake external commitments, which enhance the reputation of the University. 6. To undertake any other duties as required by the dean of faculty and ICG directors. |

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| **Working Relationships:** |
| 1. Executive Dean of Faculty  2. ICG directors  3. Associate Dean (Research)  4. Subject group leader  5. Research group and academic colleagues and support/technical staff  6. External research collaborators |

1. **PERSON SPECIFICATION**

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| **No** | **Attributes -** | **Rating** | **Source** |
| **1.** | **Specific Knowledge & Experience** |  |  |
| 1.1 | Track record of high quality and high impact research publications in cosmology using large astronomical surveys. | E | AF,S |
| 1.2 | Strong record of securing external funding for internationally leading research | E | AF,S |
| 1.3 | Leading roles in collaborative research projects, involving academics and/or users | E | AF,S |
| 1.4 | Experience of building and mentoring a successful and productive research team | E | AF,S |
| 1.5 | Experience of space sector such as mission design, instrumentation and working with space agencies | D | AF,S |
| 1.6 | Sustained record of international leadership in research field | D | AF,S |
| **2.** | **Skills & Abilities** |  |  |
| 2.1 | Ability to provide vision, leadership and support in the development of research and/or innovation | E | AF,S |
| 2.2 | Ability to support the professional development of staff in a research field | E | AF,S |
| 2.3 | Excellent communication and interpersonal skills | E | AF,S |
| 2.4 | Ability to forge interdisciplinary and international collaborations | E | AF,S |
| 2.5 | Ability to effectively manage relations with a variety of stakeholders both internal and external to the university | D | AF,S |
| 2.6 | Project management skills | D | AF |
| **3.** | **Qualifications, Education & Training** |  |  |
| 3.1 | PhD in Physics, Astrophysics or a related discipline | E | AF |
| **4.** | **Other Requirements** |  |  |
| 4.1 | Ability to motivate and engage others in research | E | AF,S |
| 4.2 | Ability to work on own initiative and as part of a team | E | AF,S |
| 4.3 | Ability to work to tight deadlines | E | AF,S |

**Legend**

Rating of attribute: E = essential; D = desirable

Source of evidence: AF = Application Form; S = Selection Programme (including Interview, Test, Presentation

**JOB HAZARD IDENTIFICATION FORM**

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| **Please tick box(s) if any of the below are likely to be encountered in this role. This is in order to identify potential job related hazards and minimise associated health effects as far as possible. Please use the** [**Job Hazard Information**](http://www.port.ac.uk/departments/services/humanresources/occupationalhealthservice/jobhazardinformation/filetodownload,164407,en.doc) **document in order to do this and give details in the free text space provided.** | | | |
| 1. International travel/Fieldwork | X | 13. Substances to which COSHH regulations apply (including microorganisms, animal allergens, wood dust, chemicals, skin sensitizers and irritants, welding fume) |  |
| 1. Manual Handling (of loads/people) |  | 14. Working at height |  |
| 1. Human tissue/body fluids (e.g. Healthcare settings, First Aiders, Nursery workers, Laboratory workers) |  | 15. Working with sewage, drains, river or canal water |  |
| 1. Genetically Modified Organisms |  | 16. Confined spaces |  |
| 1. Noise > 80 DbA |  | 17. Vibrating tools |  |
| 1. Night Working   (between 2200 hrs and 0600 hrs) |  | 18. Diving |  |
| 1. Display screen equipment | X | 19. Compressed gases |  |
| 1. Repetitive tasks (e.g. pipette use etc) |  | 20. Small print/colour coding |  |
| 1. Ionising radiation/non-ionising radiation/lasers/UV radiation | | 21. Soil/bio-aerosols |  |
| 10. Asbestos and or lead | | 22. Nanomaterials | |
| 11. Driving on University business: mini- bus (over 9 seats), van, bus, forklift truck, drones only) | | 23. Workplace stressors (e.g. workload, relationships, job role etc)  X | |
| 12. Food handling | | 24. Other (please specify) | |

**Completed by Line Manager/Supervisor:**

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| **Name (block capitals)** | Adam Amara, ICG Director |
| **Date** | July 2021 |
| **Extension number** | 3107 |

Managers should use this form and the information contained in it during induction of new staff to identify any training needs or requirement for referral to Occupational Health (OH).

Should any of this associated information be unavailable please contact OH (Tel: 023 9284 3187) so that appropriate advice can be given.