



**Faculty of Science**

**School of Pharmacy and Biomedical Sciences**

**Professor of Pharmacy Practice**

**ZZ601983**

**THE POST**

Please see the attached job description and person specification.

**TERMS OF APPOINTMENT**

Salary will be negotiable, in line with market remuneration. 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, details of which can be found on the University website:

<http://www.port.ac.uk/departments/services/humanresources/recruitmentandselection/informationforapplicants/removalandseparationguidelines>

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 mustbeyour 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.

To comply with UKVI legislation, non-EEA candidates are only eligible to apply for this post if it has been advertised for a total of 28 days.

If the position has a requirement for Disclosure and Barring Service check (DBS), this will be stated in the advert. The DBS Application Form will be provided once the selection process has been completed.

All applications must be submitted by Midnight (GMT) 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 Science |
| **Department/Service:**  **Location:** | School of Pharmacy & Biomedical Sciences  St Michael’s Building |
| **Position Reference No:** | ZZ601983 |
| **Cost Centre:** | 44056 |
| **Responsible to:** | Head of School of Pharmacy & Biomedical Sciences and the Dean of Science |
| **Responsible for:** | Research students and staff; colleagues within the cognate area |
| **Effective date of job description:** | October 2017 |

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| **Purpose of Job:** |
| To make substantial contribution to the School’s reputation for research excellence and to strengthen research leadership in the Faculty and School, with a particular focus on Pharmacy Practice. To develop the internal and external networks necessary for collaborative multidisciplinary research activity and funding; to lead the development of the research interest/activity of other colleagues within the School and/or Faculty; mentoring colleagues where appropriate. To generate external research funding and produce research, knowledge transfer and scholarly outputs of internationally recognised quality. To build pathways to impact and attract postgraduate students. To make a contribution to the School’s strategic management and leadership, including portfolio / course development and a willingness to deliver teaching activities at both undergraduate and postgraduate level. |

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| **Key Responsibilities:** |
| The appointee will, at a level commensurate with a professorial appointment:   1. Play a proactive role to strengthen, support and lead (in collaboration with the Associate Dean (Research) and the Associate Head (Research) the continuing growth of research activity and capacity within the School and Faculty. 2. To lead and maintain internationally competitive research by developing own research programme at the cutting edge of the subject area. 3. Mentor and support academic staff and students in their research endeavours; to provide subject specific and research related expert advice and guidance to strengthen the research environment in the School and Faculty. 4. To play a leading role in identifying and securing external funding through research grants; develop collaborative research and other income generating activities and help and support the efforts of others in raising such funding / income. 5. To contribute to the strategic planning and implementation of School, Faculty and University strategies. 6. Represent and promote the School’s research reputation nationally and internationally; to collaborate with both academic partners and user groups to deliver research impact. 7. To publish research outcomes in high impact international journals commensurate with Professorial standing and to disseminate the results through conferences and workshops and to contribute to the external visibility of the School and the University. 8. Lead research projects; foster internal and external multidisciplinary research collaborations. 9. To attract and supervise research students and post-doctoral researchers and other research support staff 10. To deliver inspirational, research-informed teaching at undergraduate and postgraduate level, including the supervision of undergraduate, postgraduate and doctoral students. 11. Demonstrate a collegial approach to own research and that of others. 12. Have a proactive approach to identifying own development needs and engaging in development programmes to address these needs. 13. Contribute to curriculum, course and portfolio development at all levels. To undertake academic duties to deliver high quality teaching, student learning support and assessment duties, 14. 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 School, 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 reflect and enhance the reputation of the School and University. 6. To comply with the University’s Health and Safety Policy. 7. To undertake any other duties as required by the Dean and Head of School.   **Risk Management:**  Professors are responsible for assessing and managing risk within the scope of the role, in line with the University’s Risk Management Policy and to escalate matters where necessary. They are also accountable and responsible for health and safety as defined in the Health and Safety Policy. |

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| **Working Relationships (key individuals with whom the job holder would be working):** |
| 1. Dean of Faculty. 2. Associate Dean of Faculty (Research) and other members of the Faculty Executive as appropriate. 3. Head of School of Pharmacy and Biomedical Sciences. 4. Associate Heads of School for Research, Education and Innovation. 5. Director of the Institute of Biomolecular and Biomedical Institute 6. School research, academic , technical and administrative staff 7. Other researchers / academic colleagues in the Faculty. 8. External research collaborators. |

1. **PERSON SPECIFICATION**

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| --- | --- | --- | --- |
| **No** | **Attributes** | **Rating** | **Source** |
| **1.** | **Specific Knowledge & Experience** |  |  |
|  | Proven experience providing vision, leadership and support in the development of research. | E | AF,S |
|  | A track record of successful research supervision of doctoral students and or post-doctoral research staff | E | AF,S |
|  | Experience of teaching at undergraduate and postgraduate level | E | AF,S |
|  | A record of international excellence in research, publication and scholarly networks | E | AF,S |
|  | Evidence of ongoing research projects | E | AF,S |
|  | REFable outputs with GPA >3\* | E | AF,S |
|  | Recent record of success in attracting external research funding in support of internationally leading research. | E | AF,S |
|  | Experience of team leadership and supporting the career development of others; developing effective research groups | E | AF,S |
|  | Participation at conferences, colloquia and research seminars | E | AF,S |
|  | Experience of research collaboration and networking | E | AF,S |
|  | Evidence of successful conference organisation | D | AF,S |
|  | Engagement with a broad range of research areas and methods | D | AF,S |
| **2.** | **Skills & Abilities** |  |  |
|  | Well-developed leadership and research mentoring skills with the ability to support the professional development of staff in both an academic and research field | E | AF,S |
|  | Ability to produce original ideas, adapting to a constantly changing professional, research and educational environment | E | AF,S |
|  | Excellent organisational skills with the ability to deliver to deadlines whilst meeting expectations | E | AF,S |
|  | Excellent communication, presentation and interpersonal skills. | E | AF,S |
|  | Ability to lead a team, motivate others whilst being an effective and willing member of the team | E | AF,S |
|  | Ability to support the professional development of staff in a research field. | E | AF,S |
|  | Ability to deliver programmes of study in their specialist and related areas. | E | AF,S |
|  | National profile in Pharmacy Practice | D | AF,S |
|  | Experience of managing clinical trials unit | D | AF,S |
| **3.** | **Education &/or Training** |  |  |
|  | A doctoral qualification in relevant subject area | E | AF |
| **4.** | **Other Requirements** |  |  |
|  | International profile | E | AF,S |
|  | Commitment to collegiality | E | AF,S |
|  | Proactive, Flexible | E | AF,S |

**Legend**

Rating of attribute: E = essential; D = desirable

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

**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.** | | | |
| 1. International travel/Fieldwork   √  √ |  | 13. Substances to which COSHH regulations apply (including microorganisms, animal allergens, wood dust, chemicals, skin sensitizers and irritants) |  |
| 1. Manual Handling (of loads/people) |  | 14. Working at height |  |
| 1. Human tissue/body fluids (e.g. Healthcare workers, 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 (including lone working)   √ |  | 19. Compressed gases |  |
| 1. Repetitive tasks (e.g. pipette use, book sensitization etc) |  | 20. Small print/colour coding |  |
| 1. Ionising radiation/ non-ionising radiation/lasers/UV radiation | | 21. Contaminated soil/bioaerosols |  |
| 10. Asbestos and lead | | 22. Nanomaterials | |
| 11. Driving on University business (mini-bus, van, bus, forklift truck etc) | | 23. Workplace stressors (e.g. workload, relationships, job role etc) | |
| 12. Food handling | | 24. Other (please specify) | |

**Line Manager/Supervisor to sign below:**

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| **Signed** | S Ahmed |
| **Name (block capitals)** | PROF S AHMED |
| **Date** | October 2017 |
| **Extension number** | 3594 |

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.