

Professor Grade 10	Enterprise and Business/Professional Engagement
1 Enterprise and Business/Professional Engagement	<ul style="list-style-type: none"> • Contribute to the development of enterprise and business/professional practice and engagement strategies within the University/Department/School • Define relevant business engagement objectives and prepare high value proposals to secure funding from business, partners and agencies. • Act as project leader on business engagement projects at a strategic level • Act as a project leader in development of professional practise at the highest levels including development of national and international policy • Widely publicise examples on the impact of the university's research in creating intellectual property, start-ups and opportunities for business engagement in national/international fora on a sustained basis and present at national and/or international events • Develop innovative proposals for large scale knowledge exchange funded projects and partnership initiatives which are leading in the field and make a significant impact and raise the University reputation in enterprise and business engagement (evidence through inclusion in independent, blueprint strategy or report). • Generate new enterprise and business engagement ideas and identify, adapt, devise and build on appropriate research to deliver financial a reputational benefits through impact (£100's k PA) • Actively seek significant funding to support entrepreneurial and business/professional collaborations and secure it as far as is reasonably possible (£100's k PA) • Disseminate knowledge internally to ensure that best practice and opportunities informs departmental/Institute strategies for enterprise and business engagement. • Develop and promote the use of innovative partnerships and professions.
2 Contribution to Learning and Teaching	<ul style="list-style-type: none"> • Track record of successful mentoring students and/or staff in enterprise or professional practice at scale (100's of individuals). • Support the embedding of entrepreneurship and business engagement in learning and teaching activities in collaboration with industry/government partners etc, for example Graduate Apprentices • Support advancement in teaching practice and activities within the Learning and Teaching academy through alignment of new entrepreneurial activities and strategic partnerships • Disseminate best practice within and out with the University. • Make presentations at international conferences and other similar events, demonstrating evidence of esteem within the entrepreneurial and business communities e.g. through personal invitations to speak or present.
3 Communication	<ul style="list-style-type: none"> • Be routinely involved in complex and important negotiations internally and with external bodies. • Invited presentation to Industry Executive Teams, Professional Boards, etc. • Contribute to the communication of the wider University strategy on entrepreneurship and business engagement within the University/School/Institute.

4 Liaison and networking	<ul style="list-style-type: none"> • Chair and participate on internal committees and participate in University decision making and governance. • Take a leading role in senior external groups, e.g. committees in learned societies or professional institutions, editorial boards, organising committees of international conferences, businesses or government advisory groups. • Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the University. • Promote and market the work of the University/School/Institute to business in appropriate subject areas both nationally and internationally.
5 Managing people	<ul style="list-style-type: none"> • Exercise strategic/academic leadership for all subject area enterprise and business engagement activities • Act as line manager for matters relating to the employment of staff and ensuring the work is allocated fairly, according to skills and capacity. • Ensure that staff are suitably qualified to work within their own area. • Appraise and advise staff on personal and career development plans.
6 Teamwork	<ul style="list-style-type: none"> • Promote a collegiate approach and develop team spirit and team coherence. • Foster inter-disciplinary team working. • Develop and communicate a clear vision of the strategic direction of the University/School/Institute.
7 Pastoral care	<ul style="list-style-type: none"> • Responsible for the initial resolution of all student issues within and out with standard procedures. • Take overall responsibility for welfare of staff drawing on specialist advice and support as required. • Ensure that an appropriate framework is developed and used for pastoral care issues.
8 Initiative, problem-solving and decision-making	<ul style="list-style-type: none"> • Be party to strategic decisions at Institutional level • Lead the development of new and creative approaches in responding to enterprise and business engagement challenges • Initiate new and original solutions to problems. • Provide advice to external bodies • Independently devise and implement major strategic initiatives leading to substantial and long term business benefits to the University. • Determine academic standards within own areas of responsibility. • Contribute to the determination of the academic standards framework across the Institution • Determine the final allocation of resources within own area of responsibility. • Act as the final arbiter in local disputes.
9 Planning and managing resources	<ul style="list-style-type: none"> • Contribute to Institutional planning and strategic development. • Take overall responsibility for the organising and deployment of resources within own areas of responsibility.
10 Sensory, physical and emotional demands.	<p>†</p> <p style="text-align: right;"><i>Like all the elements, this builds on the demands in the profiles at lower levels. In this case, there is no additional demand</i></p>
11 Work environment	<ul style="list-style-type: none"> • Take overall responsibility for health and safety in own areas of responsibility. • Ensure that appropriate risk management processes are in operation.

<ul style="list-style-type: none">• 12 Expertise	<ul style="list-style-type: none">• Demonstrate clearly a track record of externally recognised authority with of national and international reputation evidenced through prizes, awards and acknowledgement by independent external experts and media citations in the field.• Evidence of practical delivery of substantial body of work which has had a significant impact on relevant professional field or sector at national and ideally, international level.• Track record of attracting significant funding through enterprise activities or via business engagement or via professional practice• Possess in depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.• Demonstrate a thorough understanding of institutional management systems and the wider higher education environment, including equal opportunities issues.
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