

Specialist Knowledge

**A** Research knowledge and intellectual growth

**A1**  
Understand and communicate field relevant advances in knowledge; proven ability to conduct high quality research and research outputs of international excellence; produce competitive application for external funding.

**A2**  
Expert knowledge of a multiple themes in related disciplinary areas and understand practical implications, within and beyond UK; successful external funding award; invited speaker at events of international status; develop external networks; evidence the impact, reach and significance of research; active role in interdisciplinary work; strong pipeline and body of published work in quality journals. Joining doctoral supervision teams and either leading or supporting senior staff in supervising doctoral students. Supporting research centres

**A3**  
Research reputation of international standing; sustained internationally excellent outputs; steering research strategy; leadership in grant getting; publishing frequently in leading journals/conference proceeding; evidencing the impact of research; sustained record of successful supervision; active in inter-University research projects; established reputation with external bodies/clients.  
  
Taking responsibility for running a research centre

**B** Teaching knowledge and intellectual growth

**B1**  
Develop teaching materials and excellent teaching; use a range of appropriate methods of assessment and feedback; have input into curriculum development; work is underpinned by a knowledge of pedagogy; recognising and responding to student diversity; courses designed; lead a unit/module.

**B2**  
Innovation in teaching and learning e.g. the introduction of new module or programme development, development of digital resources; support quality assurance and enhancement of teaching; influence disciplinary teaching at department level or beyond; contribute to knowledge of pedagogy and/or teaching practice; influence others' teaching; lead a programme or set of modules.

**B3**  
Steering teaching strategy; leadership of a portfolio of programmes; working with external agencies to improve the student experience; authorship of teaching materials recognised externally e.g. books, web resource; scholarly publications - recognised as advancing learning, teaching or assessment and feedback in a subject/discipline area; establishing and developing sustainable teaching-related networks.

**C** Engagement knowledge and intellectual growth

**C1**  
Pro-active engagement in formal departmental activities; representing the department's activities externally; participation in external engagement activity that promotes the University and has a positive reputational impact; involvement in policy initiatives.

**C2**  
Engages in dialogue with public and policy makers and practitioners; lead successful engagement initiative; set up, develop and sustain new relationships with client organisations; record of success in business generation; evidence of active engagement with international partners.

**C3**  
Produce work that informs policy development and/ or change business practice. Reinforces the connection between academia and policy-makers; leading and securing productive high-impact partnerships with business, policy makers or other users of our research and teaching expertise with evidence of significant income generation.

**D** Leading and Managing

**D1**  
Understand and practice key aspects of diversity, inclusivity and respect in all aspects of work. Identify and appreciate good leadership, management and professional practice. Contribute to REF/TEF submissions. Contribute to accreditation events (EQUIS, AACSB etc.)

**D2**  
Actively practising diversity, inclusivity and respect in an internal leadership role. Executing appropriate leadership & management opportunities. Leading and managing appropriate funding application/ revenue raising activities. Contribute and lead in specified areas on REF/TEF submissions and accreditation events for your institution

**D3**  
Lead diversity, inclusivity and respect initiatives; align activities with wider societal issues; lead large extra-institutional funding/revenue generation bids; support others on funding/revenue generating activities. Lead on REF/TEF submissions and accreditations for your institution

Culture and Community

**E** Achieving Success

**E1**  
Sets feasible career goals and explore ways to develop your career network; look after self and develop resilience skills. Identify and learn to work with an appropriate mentor.

**E2**  
Works with others in developing a career plan; offers mentoring support and advice to others; Looks after self and others to ensure health and well-being.

**E3**  
Mentors and guides others and extends and manages career networks. Mentoring others beyond own Department/University. Seeks opportunities to develop others. Develops plans to foster others' resilience and well-being.