

Person Specification

Post Title:	Professor of Accounting & Finance	Post No:	B1780
Organisation Unit:	Nottingham Business School		
Grade:	Professorial Band 1/2/3	Date Compiled:	September 2016

Attributes	Essential *	Desirable
Knowledge	<p>Internationally recognised with expert knowledge of accounting and finance</p> <p>Expert knowledge of research methods in accounting and finance</p> <p>Advanced knowledge of national and international funding streams.</p> <p>Substantial understanding of research applications and national and international impacts within the discipline.</p>	
Skills	<p>Proven ability to conduct, lead and manage internationally leading innovative research.</p> <p>Proven ability to develop, contribute to and implement a research strategy.</p> <p>Excellent interpersonal, communication and networking skills.</p> <p>Proven leadership skills and ability to inspire, motivate, manage, mentor and coach research students and staff, and academic staff undertaking/wishing to undertake research.</p> <p>Outstanding ability in teaching and facilitating student learning, with excellent undergraduate and postgraduate researcher supervision skills.</p>	

	<p>Ability to develop sustained working relationships with external organisations including academic/professional centres of excellence and institutes, ideally both nationally and internationally.</p> <p>To have produced personally led research outputs and achievements sufficient in number and quality to ensure inclusion as part of an NTU submission to REF 2020 for the relevant Unit of Assessment.</p> <p>Proven ability to produce at least 4 high quality outputs within a 5 year period equivalent to REF 3* (internationally excellent) or 4* (world leading).</p>	
Experience	<p>Active participation in previous Research Excellence Framework exercises and/or Research Assessment Exercises.</p> <p>Sustained record of production of at least 4 high quality outputs within a 5 year period equivalent to REF 3* (internationally excellent) or 4* (world leading).</p> <p>Sustained track record of securing significant external research funding from diverse sources.</p> <p>Demonstrable experience of exceeding average individual income for the discipline over a rolling 5 year period, as informed by REF 2014.</p> <p>Experience of conducting research that makes an impact on the internal research environment of an institution and building academic capacity.</p> <p>Evidence of contribution to the development and/or implementation of a research strategy.</p>	

	<p>Experience of developing sustained relationships and collaborative working partnerships with colleagues and external organisations.</p> <p>Demonstrable experience of making a significant contribution as a teacher, tutor or facilitator of student learning, commensurate with practice within discipline.</p> <p>Experience of leading, inspiring and motivating researchers and mentoring junior staff.</p> <p>Significant involvement in national and international conferences.</p>			
Qualifications	<p>A first/second degree/higher research degree in the relevant discipline</p> <p>A relevant postgraduate qualification</p> <p>Membership of a recognised professional body</p>		A relevant professional qualification	
Competencies	COMPETENCY	LEVEL	COMPETENCY	LEVEL
	<p>Communication and Influencing</p> <p>Communicates effectively with a wide range of diverse internal and external stakeholders, influencing and negotiating change. Networks internally to keep ahead of developments.</p> <p>Organisation and Delivery</p> <p>Takes account of organisational priorities to ensure that operational and strategic plans are being implemented and achieved.</p>	<p>3</p> <p>3</p>	<p>Customer Focus</p> <p>Provides a quality service that is regularly reviewed. Anticipates customer needs. Actively seeks feedback on services from customers and makes appropriate changes to services and to underpinning policy/strategy.</p> <p>Team Working</p> <p>Leads aspects of team work, seeking and implementing improvements to the team's outputs/services and developing colleagues within the team. Challenges colleagues.</p>	<p>3</p> <p>3</p>

	<p>Leading and Coaching</p> <p>Is visible and publicly champions initiatives to provide direction. Takes responsibility for an area of work and for its outputs. Makes time to get to know people and motivate them. Regularly reviews performance of self and others.</p> <p>Creativity and Innovation</p> <p>Reviews, tests and implements new concepts, models and approaches to practice in support of service development and delivery.</p> <p>Entrepreneurial and Commercial focus</p> <p>Keeps up to date with the factors influencing the commercial context of Higher Education and actively seeks out opportunities for income generation, commercial exploitation, and to ensure that NTU retains a competitive edge within the sector.</p>	<p>3</p> <p>3</p> <p>4</p>	<p>Making Informed Decisions</p> <p>Uses a wide range of complex data to take controlled risks to achieve greater gain. Uses trends and data to establish controls and performance indicators.</p>	<p>3</p>
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Person Specification drawn up by:	Caron Keeton	Date: August 2015
Approved for department by:	Yvonne Barnett	Date: August 2015

* Please note: in compliance with our obligations under the Immigration, Asylum & Nationality Act 2006, we will require to check original documentary proof of eligibility to work in the UK

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