

Professor and Head of the Department of Law

JOB DESCRIPTION

Purpose of the role

The Professor and Head of Department is a strategically important leadership role that contributes to the design and implementation of the Department, School and Faculty's strategic objectives. The role is critical in terms of providing leadership and support to academic colleagues within the department through creating a positive, engaging, and inclusive work environment in which teams can develop and thrive. The Professor and Head of Department will work with academic colleagues, creating a culture of empowerment and collaboration which delivers research excellence and world class student experiences.

The role reports to the Head of School of Social Sciences, and has a key part to play in collaborating with other colleagues to develop all strands of the School's research and academic strategies and to lead the delivery of those priorities within the department. The role holder is a critical adviser to the Head of School, using deep expert knowledge of their academic field and the sector to shape both School and departmental strategies across a range of strategic academic priorities.

ACCOUNTABILITIES

People leadership

- To lead the departmental academic team to deliver excellence in teaching, research and student experience, by providing a clear strategy and purpose to the department's academic team, providing opportunities for continuous feedback, review and improvement.
- To actively promote a culture of equity, diversity and inclusivity, ensuring that all colleagues, regardless of protected characteristics, have equal voice and opportunity to flourish, develop and progress within the department.
- Developing an open and transparent departmental communication and engagement plan, role-modelling the creation of strong links between teams across the school and faculty.

Strategic academic leadership

- To make a critical contribution to School's agenda around teaching and learning, research excellence and knowledge transfer, social responsibility and EDI priorities and to ensure that these objectives are fully embedded in the departmental strategy – fostering public engagement, social responsibility ambitions, and EDI through and across the department.
- To lead the regular review of teaching and research programmes to ensure contribution to academic strategic objectives. To ensure that the departmental strategy and plan is developed, communicated and aligned with School and Faculty strategic priorities.
- Where relevant, to liaise with Heads of Research Centres to develop and maintain a strategy for research excellence, including embedding the Department's research funding strategy and maintaining an overview of REF 29 preparations. To ensure that the academic development of the department is maintained and enhanced by

maintaining and growing the appropriate links with relevant professional bodies and external networks.

Department planning

- To develop a transparent, continuous and rolling annual academic plan for the department with clear accountabilities and purpose, regular progress reviews, measures of success and evaluation. To ensure that there is a fair and transparent balance of academic workloads across the department in line with the agreed workload allocation model.
- To ensure that the department sets and meets reasonable targets on student recruitment targets, finance, NSS, EDI and other agreed key performance indicators.
- To ensure that appropriate departmental governance leads to successful and timely delivery of reporting and governance requirements in accordance with quality assurance, University, Faculty and School policies and the provision of the Charter, Statutes, Ordinances and Regulations.

Student experience

- To provide the vision for and oversee delivery of recruitment, academic support, wellbeing and progression of students within the department.
- To lead on the development and evaluation of excellence in the student experience, aligned to the needs of the diverse student body, promoting student engagement and evaluation of the education provision.
- Driving continuous improvement in the student experience and outcomes using critical metrics, such as NSS and student evaluation, to identify opportunities for enhanced, inclusive and world class experiences.

This is a permanent academic appointment at professorial level. The appointment as Head of Department will be for an initial term of three years.

PERSON SPECIFICATION

- A PhD in Law or equivalent qualification or experience.
- Distinguished record of research excellence demonstrated through high-quality international publications.
- Proven track record of securing and leading major research grants, with evidence of research that impacts on policy and practice.
- Experience of interdisciplinary research leadership and collaboration.
- Experience of successful academic leadership and management.
- Experience of developing and implementing strategic plans that align departmental objectives with institutional priorities.
- Demonstrable evidence of high-quality teaching, including innovation in curriculum design, assessment, and delivery to enhance student engagement and learning outcomes.
- Experience of successfully supervising doctoral students through to completion.
- Commitment to supporting, mentoring, and developing colleagues at all career stages.
- Ability to foster a positive, inclusive, and high-performing departmental culture.
- Strong communication, interpersonal and influencing skills, with the ability to build and sustain effective relationships internally and externally.
- Evidence of promoting and embedding equality, diversity, inclusion and collegiality across academic and student communities.
- Understanding of quality assurance, governance and performance management processes within higher education.
- Ability to analyse data and use evidence-based approaches to improve departmental performance in research, teaching and student experience.
- Commitment to the University's core values of academic excellence, social responsibility and inclusion.