

Candidate Information

Position:	Head of Research Strategy and Engagement
School/Department:	Research and Enterprise
Reference:	23/111278
Closing Date:	Monday 16 October 2023
Salary:	£58,850 - £68,194 per annum.
Anticipated Interview Date:	Thursday 23 November 2023

JOB PURPOSE:

The Head of Research Strategy and Engagement is a senior leadership position within the University's Research and Enterprise Directorate. The post holder will report to the Deputy Director of Research Services and provide leadership and strategic direction of the Research Strategy and Engagement team.

The role will provide oversight for the development and embedding of strategies and plans across a diverse range of priorities focussed on developing and sustaining an inclusive and collaborative research culture that enables the production of high-quality research outputs with the potential for wider societal engagement and impact.

The post holder plays a crucial role in managing strategic relationships and partnerships across the University and with key external stakeholders, including government departments and funders. Additionally, the post holder is responsible for the programme management of the institutional Research and Innovation Strategy, and oversight of research systems development and provision of management information to support strategic decision making.

MAJOR DUTIES:

1. Contribute to development and delivery of the University Research and Innovation Strategy, working closely with the Deputy Director of Research Services and Pro-Vice-Chancellor (Research and Enterprise).
2. Monitor, influence and interpret regional, national and international research policy developments and advise the Pro-Vice-Chancellor (Research and Enterprise), Deputy Director, Research Services and the University Management Board on trends and developments appropriate to the University. Assume responsibility for co-ordinating responses to research and innovation related consultations, ensuring that University and regional strategic interest are comprehensively articulated.
3. Lead on the development and embedding of institutional strategies and plans and university wide-initiatives across a range of priorities, to deliver against the Research and Innovation Strategy, working collaboratively with relevant professional services and academic colleagues.
4. Foster and maintain an extensive professional network and relationships with funders, government departments, professional organisations and other research organisations, representing the university and its interests at external fora.
5. Provide expert support, advice and guidance on research policy developments and implications to colleagues across the University, for example through the development of committee papers, reports and briefings.
6. Develop and lead a pro-active, focused and effective Research Strategy and Engagement team that is very well managed, highly motivated and respected and provides an excellent level of service to the research community across a portfolio of areas including research culture and environment, responsible research assessment and research quality, researcher development, research systems, and research information and intelligence. The Head of Research Strategy and Engagement will be the budget holder for the team and responsible for the allocation of strategic funding to support and pump-prime activity across the remit.
7. Provide professional leadership for the Research Excellence Framework (REF) (and subsequent exercises), supporting the Deputy Director Research Services and Pro-Vice-Chancellor (Research and Enterprise) in the development and implementation of the institutional REF strategy and in decision-making in relation to all aspects of the submission.

8. Provide oversight for the development and delivery of strategic initiatives that enhance and drive forward a culture of impact and engagement across the university. Support strategic development of an evidence base of impact arising from the university's research, demonstrating how the university is making a positive difference to society.
9. Provide professional leadership for the University Research Culture Programme supporting the Deputy Director and academic leadership in the development and embedding of the institutional action plan, making recommendations to develop and improve research culture.
10. Ensure the provision of key research management systems and high quality systems support, for example, management of the Central Research Information System (CRIS). Ensure the provision of information about the University's research and innovation activities to support strategic decision making, communicating the benefits and impact of research, and enhancing academic and civic reputation.
11. Ensure compliance with relevant concordats and standards such as the Concordat to Support the Career Development of Researchers, and the Declaration on Research Assessment (DORA).
12. Work closely with relevant senior colleagues to develop strategic messaging and dissemination of institutional research and innovation strategy, strengths and priorities, achievements and outcomes.
13. Undertake duties and projects as may be required by the Deputy Director, Research Services in support of the Research and Innovation Strategy agenda.

ESSENTIAL CRITERIA:

1. An Honours degree or equivalent.
2. Demonstrable knowledge and understanding of the UK Higher Education environment, including national policy for research, impact and innovation and the associated funding landscape.
3. Knowledge and understanding of national research assessment mechanisms.
4. Significant recent experience of strategic development and embedding of strategies and/or policies to support the development and management of high quality research outputs across a broad and diverse organisation.
5. Understanding of the impact of research culture on researchers and research outcomes and experience of supporting and facilitating a positive and productive research environment and culture.
6. Demonstrable success in building partnerships with key internal and external parties, to facilitate collaborative working.
7. Experience of analysing, and responding to, and influencing changes in government and funder policy.
8. Demonstrable leadership qualities that align with the University's Staff Charter alongside strong interpersonal, communication and influencing skills.
9. Ability to assimilate, analyse and convey ideas and information clearly and accurately, which may at times be complex, highly detailed, technical and specialist in nature.
10. Resilient and comfortable with complexity, with the ability to work under pressure, to appropriately prioritise and balance workloads.
11. Willingness to work flexibly and travel nationally and internationally to represent the University.

DESIRABLE CRITERIA:

1. A relevant postgraduate or professional qualification.
2. Extensive technical knowledge of all aspects of the Research Excellence Framework.
3. Appropriate level of IT skills and knowledge of relevant software packages.
4. Demonstrable evidence of project and financial/budget management skills.