

Further Particulars

(Overview, Role Detail, Person Specification, Application Process)

School of Arts, Media and Creative Technology

University Fellowship

Grade 8

(Ref: MPF4306)

Role title: University Fellow

Reports to: Appropriate Subject lead

Overview

University Fellowships are designed to provide talented early career researchers with the support required to develop into a leading research-active academic at the University of Salford.

The School of Arts, Media and Creative Technology is seeking to appoint up to 3 Fellows, in areas of growth, who have a strong track record in research, and can demonstrate the potential to make a leading contribution to the University through furthering the research excellence and reputation of the School.

The University will support Fellows by providing dedicated mentoring support from established research leader/s, as well as a bespoke cohort based development programme. Fellows will be awarded a £30K start up grant to allow them to establish themselves and develop at pace (split over the first 2 years).

Appointments will be made on open-ended basis, and at the end of the 5 year period of the Fellowship, post holders will transfer into an academic role.

About the School

The **School of Arts, Media & Creative Technology (SAMCT)** is a community of excellence for socially engaged teaching practice and research. The School's research excellence was demonstrated in the 2021 REF. The School achieved, for one of its returns, the highest Grade Point Average (3.25) for any unit of assessment in the University, with 94% of that unit's research outputs judged as world-leading or internationally excellent. In addition, two of its units of assessment had 100% of their research impact judged as world-leading or internationally excellent.

The School's research is structured into centres focussing on industry relevant outcomes: Creative Technology; Recovery, Resilience & Sustainability; Intelligence and Global Security; Design against Crime Solution Centre; Art & Design; and Practice as Research. The School offers significant opportunities for its staff and students through its industry engagement, partnerships, consultancy and CPD.

The School's research excellence is the platform for a breadth of teaching programmes and postgraduate research that feeds the Creative and Cultural industries. The School's graduates are sought after for their application of content and technology in the creative industries and across wider sectors of the economy

The School is located in flagship buildings at both Media City (Salford Quays) and the purpose-built New Adelphi building on the main campus. The New Adelphi Theatre hosts regular public performances.

The School aims to ensure that all staff and postgraduates involved in research and enterprise, regardless of their personal characteristics and background, are able to achieve their best, and that those with protected characteristics have an equal opportunity to succeed in their research studies and professional careers.

Areas

The School have identified a number of areas of growth where applications are invited:

Transdisciplinary, Human-centred Design Innovation and Practice

The School is seeking up to two experienced design researchers to expand its internationally-recognised research in transdisciplinary, human-centred design innovation.

The Design Against Crime Solution Centre has delivered collaborative research across Europe since 2005, coordinating the recent EU Horizon2020 [Cutting Crime Impact \(CCI\) project](#) and currently delivering the EU-funded [IcARUS project](#) on innovative approaches to urban security. The Centre's design research has real-world, practical impact, such as the award-winning [ProtectED](#) initiative, which in 2018 was spun out as a Community Interest Company.

This is an exciting opportunity to join a dynamic team of accomplished researchers, including [Professor Caroline Davey](#), delivering high-impact research across Europe in collaboration with other academic disciplines, public and private sector end-users and policymakers.

Successful candidates will have research and practical experience in a design discipline such as product design; service design; system design; or communications design. They will be naturally curious and a critical thinker, able to work well in a team and communicate effectively with practitioner partners in the private and public sectors. Both intuitive and analytical, they will have a strong aesthetic sense, be practically-minded — being business- and tech-savvy — and be someone committed to delivering impact. If you aspire to advance the field of design innovation through critical inquiry and practical impact, please apply.

Creative Technologies: Authenticity, Immersiveness and Representation

The Schools of Arts, Media and Creative Technology, are seeking to appoint a dynamic individual.

Creative technologies is a broadly defined multi- and interdisciplinary field addressing the impact of new technologies on communication. It uses critical and cultural theoretical approaches and/or practice-led methods to explore cultural and creative impacts of technologies in augmented and virtual reality, gaming, film, music, and podcasting, through to critical analysis of online media systems.

Applications can be from scholars deploying traditional academic research methods and/or those engaged with deploying technologies innovatively through practice-as-research. Given the importance of issues such as age, class, gender, race and power in this field, we encourage applications from those whose research goals and life experiences speak to many of the concerns raised in the programme of research to be conducted by the Fellow. Applications should demonstrate ability to develop or complement one or more of the following existing areas:

- Conceptual developments and applications of immersive and real-time technologies in educational and serious gaming, interactive simulations and/or virtual production.
- Immersive audio in music recording; spatialised audio in film.
- Truth, accuracy, authenticity and trust in technologised communication and media environments, including characteristics and consequences of (re-) presentations of the self in online media environments.

The Fellow will join the high quality team in Creative Technologies researchers at Salford whose work spans the fields of Culture, Communication and Media, Film, Music, and Performance.

Role Purpose

The University has embarked on a campaign to recruit 20 new University Fellows across our four Schools to build on the success of our REF results and grow our research portfolio and excellence.

Fellows will develop and lead distinctive strategic research, innovation and knowledge exchange activities aligned with the Innovation strategy of the School. Alongside research activity, Fellows will be expected to make a growing contribution over the duration of the Fellowship to the delivery of research-informed teaching in the School.

Key Accountabilities or Duties

The Fellows' initial focus will be on establishing their research careers, including the development of a research programme which complements existing research within the University, the production of high quality research outputs, applications for external research funding, and the development their careers. Fellows will be expected to make a growing contribution to the development and delivery of research-led teaching/training and academic leadership in their host School, particularly after the first two years.

Fellows will be required to plan and deliver their research independently, and to apply for and secure external research funding appropriate to the discipline. Fellows will develop the skills required to lead research, to supervise and train research students, and to teach undergraduates and postgraduates through agreed School duties.

Therefore, the main key accountabilities or duties across the whole lifetime of the University Fellowship will be:

Research

To undertake world-leading research and build a research programme and group.

- Undertake individual or collaborative research projects
- Identify external sources of funding and develop and contribute to funding bids – research, knowledge transfer and engagement grant applications
- Promote graduate studies by contributing to the supervision of postgraduate research students
- Write and contribute to publications in peer reviewed academic journals and/or disseminate research findings using other appropriate media
- Make presentations at conferences or exhibit work in other appropriate events, participating in dissemination and engagement activities to contribute to knowledge base of area of expertise, maximise policy, media industrial or community impact of research
- Extend, transform and apply knowledge acquired from scholarship to learning, research and appropriate external activities
- Contribute to impact generation, including but not limited to outreach, public engagement and industry / stakeholder policy change

Teaching and Learning

At year 3, an increasing contribution to teaching/training programmes (UG and/or PGT).

- Design research informed teaching material and deliver either across a range of modules or within a subject area
- Supervise student projects, including, where appropriate, PGT, field trips and placements
- Identify areas where current provision is in need of revision or enhancement
- Contribute to the planning, design and development of course and curriculum objectives and material, in collaboration with Student Information Directorate to ensure accuracy of central databases
- Set, mark and assess work and examinations and provide feedback to students
- Act as personal tutor to a group of students

Leadership, Management and Engagement

- Take a lead in own area of expertise, act as mentor for less experienced colleagues
- To engage with and participate in the University's PDR process as reviewer and/or reviewee, as appropriate
- Lead and co-ordinate the work of other staff to ensure projects are delivered to the standards required
- Co-ordinate colleagues to ensure student needs and expectations are met
- Plan, co-ordinate and implement research programmes or engagement projects; organisation of external activities such as student projects, field trips and industrial placements; manage or monitor research or engagement budgets and ensure effective use of resource; organise administrative duties
- Support colleagues with less experience and advise on personal development; train/advise on own area of expertise where appropriate; coach and support colleagues in developing research
- Collaborate with external organisations such as industry, public sector, charity and local community groups

This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.

Person Specification

Qualifications

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	A degree or equivalent professional qualification	Essential	A
2	A PhD in a relevant area	Essential	A

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
3	Recent record of excellent publications, appropriate to stage of career.	Essential	A, I, P
4	Evidence of the ability to obtain funding to support research, appropriate to stage of career.	Desirable	A, I, P
5	Post-doctoral research experience or equivalent, preferably of at least two years.	Desirable	A, I, P
6	Evidence of experience in teaching and preferably achievement, e.g. reflected in a personal teaching portfolio.	Desirable	A, I, P
7	Experience of working collaboratively (e.g. with business, policy makers or other end users, with other disciplines).	Desirable	A, I, P
8	Strong stakeholder management skills with proven track record of successfully engaging and influencing staff at all levels.	Desirable	A, I, P

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
9	Good understanding of the potential non-academic impacts of the research and ways of engaging in order to achieve these.	Essential	A, I, P
10	An understanding of working with a diverse body of students and staff, creating an inclusive culture.	Essential	A, I, P
11	The public research and innovation funding sectors with knowledge of the priorities of relevant funding bodies e.g. UK Research Councils and Innovate UK, and other funding opportunities including European and global funding sources.	Essential	A, I, P

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
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12	Willingness to develop and conduct knowledge exchange activities including, for example engagements with businesses, industry, policy makers and public.	Essential	A, I, P
13	Familiarity with elementary financial planning, management of resources.	Essential	A, I, P
14	Ability to work with colleagues across the organisation in a respectful manner including collegiate support of colleagues.	Essential	A, I, P
15	Self-motivation and the ability to take the lead on tasks and work with a high degree of autonomy.	Essential	A, I, P
16	Commitment to supporting and promoting equality and diversity goals within the University.	Essential	A, I, P
17	Excellent communication skills with the ability to explain complex areas.	Essential	A, I, P

A = Application form I = Interview, P = Presentation, T = Test

Details of any assessments required will be provided in the invitation to interview letter.

Appointments to grade 7 and above will normally include a competency based interview and presentation.

Additional Information

The positions will be on the Academic Staff scale. Appointments will normally be made on the grade 8 academic scale (£43,414- £51,805), dependent on experience and the normal practice within the discipline.

University Fellow appointees will be subject to the standard University promotion criteria and process. During the Fellowship it is expected that Fellows will develop the evidence and track record required to make an application for promotion to Reader. Should an appointee not be ready to make an application for promotion after 5 years, they will transfer to the position of Lecturer.

Place of Work

The main place of work will be the University of Salford campuses, however we continue to operate informal hybrid working arrangements and are open to a mix of remote and campus-based working. There will definitely be a requirement for you to be on campus, but how that mix of remote and onsite works will predominately be down to the post holder to decide – we want Fellows to manage their own time and commitments and will discuss this as part of the selection process.

Application Process

When applying, it is essential that the following documents are attached (as PDFs):

- A curriculum vitae, including: career/employment history and details of any career breaks; a summary of formal training and qualifications; relevant experience and evidence of esteem such as prizes and memberships of professional bodies and a list of publications/outputs. Please restrict the total length of the CV and outputs list to a maximum of five-pages of A4.
- A covering letter addressing the person specification and stating which of the research area/s the application relates to (maximum three-pages).
- A two-page outline of your proposed research programme, including: a research plan which particularly concentrates on for the first 2-3 years and highlights in particular: the novelty;

details of any planned activities to maximise collaboration, partnership and knowledge exchange; plans for the £30K start-up funding.

You will be notified by email whether you have been shortlisted for interview and the dates of the interview. Interviews are expected to take place during the weeks commencing 20th and 27th March 2023.

The closing date for applications is 23:55 on 26th February 2023.

Informal Enquiries

Informal enquiries should be directed to Martin Bull, Associate Dean for Research and Innovation (M.J.Bull@salford.ac.uk).