

**University of Cumbria**

**ROLE DESCRIPTOR for PROFESSOR**

<b>Job Title</b>	<b>Professor of Mental Health</b>
<b>Institute</b>	<b>Institute of Health</b>
<b>Job Grade</b>	<b>Professor</b>
<b>Job Location</b>	<b>Lancaster or Carlisle</b>
<b>Responsible To</b>	<b>Director of Research and Knowledge Exchange for the Institute of Health</b>

<b>Responsible For</b>	Strategic Leadership for the Mental Health Leaders Award and associated team members The promotion and delivery of mental health research, scholarship, and knowledge exchange within the wider Institute of Health, the university and with external partners and communities. Development of and support for an early career mental health research pathway.
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**Role Descriptor**

The University of Cumbria has been awarded a prestigious NIHR grant called the Mental Health Leaders Award (MHLA). A significant part of this investment is to appoint a Professor of Mental Health (a 'Mental health leader') who will be a world class academic recognised as leading their field nationally and internationally and able to demonstrate an outstanding level of peer esteem. They will be recognised as having made an original contribution to the field of applied mental health research, demonstrated through a sustained record of leading-edge research and publication or professional practice.

The Professor of Mental Health will be responsible for the overall leadership and progression of the NIHR MHLA, playing a strategic part in its development in line with our 'Towards 2030' strategy. A key aim is to establish a critical mass of researchers to examine mental health prevalence and inequalities across the Cumbrian landscape. Co-production is central to our vision. Therefore, the Professor of Mental Health will be expected to lead on creating and embedding an inclusive PPI network into every aspect of the MHLA work, including priority setting, research development, communication, governance, knowledge mobilisation and impact. Within the first two years of MHLA the Professor of Mental Health will also develop an application for the NIHR Mental Health Group Award.

Ensuring the strategic direction of mental health research and knowledge exchange within the Institute of Health, will also be part of the role. Growth of mental health research outputs, research income, research culture and environment, relationships with partners for knowledge exchange opportunities and the development of research capabilities, capacity and scholarship across the academic members of the Institute of Health are key expectations of this role. Further, the Mental Health Leader will contribute to and play a pivotal part in progressing research across the whole of the Institute of Health, as well as leading on the Institute's contribution and actions as part of the wider University research and knowledge exchange plan and REF submission.

The aim of the MHLA is to build capacity and capability around a dedicated mental health leader and team at the University of Cumbria. The mental health leader will be personally developed and supported to drive a strategy for mental health and inequality research over forthcoming years, building a world leading flagship in this area that will

become self-sustaining through grant capture during this time. The Mental Health Leader will be supported by a senior research fellow, research assistant and a part-time administrator and will be provided with a full and iterative programme of development opportunities and support. This will be comprised of people (both incoming and existing, internal and external); a dedicated transformative mentoring and coaching approach with supportive training; a range of events and activities to encourage learning, partnership and co-working; and accessibility, priority and solution scanning.

### **Principal Duties and Key Objectives**

1. Provide strategic leadership for the Mental Health Leaders Award and its members
2. Provide wider leadership within the Institute of Health for research, scholarship, and knowledge exchange expansion by supporting the academic community research capability and capacity
3. Take a lead in establishing creative research links with associated disciplines, and take forward innovative and original collaborative working, ensuring the sustainable and long-term future of the research area.
4. Undertake research in own specialist area to a high level being recognised as a leader in the field.
5. Present at international conferences as leading edge "key-note" speaker and recognised authority in field, enhancing the reputation and standing of the University at every opportunity
6. Develop the mental health field as a discipline through editorships and memberships of public bodies which influence national and international agendas, being ready to advocate, promote and champion the field in the wider international sphere.
7. Be an intellectual leader in the mental health field, as demonstrated by output, standing and engagement with the relevant research communities.
8. As a senior researcher within the institution, be responsible for the coaching, support and development of other academic colleagues who are currently engaged in research or those who wish to develop their skills and abilities in research methodologies and impact.
9. Consider income generation opportunities within the field of research, allowing for peer engagement, nationally and internationally and building on the research portfolio and available resources for future projects and activities.
10. Undertake teaching in own specialist areas, within the needs of the Institute, as well as supervising M level and PhD level students.
11. Sustain and develop productive and sustainable links with partners regionally, nationally and globally.
12. Contribute leadership to wider cross university projects and committee's as required

### **Additional Information:**

As a senior post holder, you will demonstrate professionalism, technical competence, good interpersonal and networking skills and the ability to work independently as required. You will at all times operate within established University regulations and procedures and will need to demonstrate an understanding of the needs of a large, complex, multi campus University. On occasions and in line with operational needs you will be required to travel to other campuses and sites, nationally or internationally. As a senior post holder, you will be expected to work flexibly in discharging duties. The normal working week is defined in the contract of employment but because of the nature of the post, you will be required to work flexibly and for such hours as are necessary to fulfil the responsibilities of the post. In addition to the duties listed here, you will be required to perform other duties which are assigned from time to time. However, such other duties will be reasonable in relation to the grade. It is the University's intention that this role description is seen as a guide to the major areas and duties for which the post holder is accountable. However, the business will change, and the post holder's

obligations will vary and develop. The description should be seen as a guide and not as a permanent, definitive and exhaustive statement.

### **Other Information:**

It is a condition of employment that all academic staff are either already accredited by Advance HE as a Fellow against Descriptor 2 of the National Framework of professional standards for teaching and supporting learning or complete such accreditation within 3 (full-time) years of commencement.

Where relevant, an acceptable Disclosure via the Disclosure and Barring Service is required prior to confirmation of appointment offer (successful candidate only).

On occasions and in line with operational needs you will be required to:

- work different hours including at weekends/evenings;
- travel to other campuses and sites as necessary.

In addition to the main duties listed above, you will be required to perform other duties, which are assigned from time to time. However, such other duties will be reasonable and in relation to the grade.

It is the University's intention that this job description is seen as a guide to the major areas and duties for which the post holder is accountable. However, the business will change and your obligations will vary and develop. This job description should be seen as a guide and not as a permanent, definitive and exhaustive statement.

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### **Our Values:**

At the University of Cumbria, our values shape the way we work, our culture and environment.

#### *We are PERSONAL*

Individuals are at the heart of what we do, and our culture of belonging recognises and supports every person. As an institution, we have mutual respect for those we work with and for and we care about understanding each other's challenges and helping one another to thrive.

#### *We are PROGRESSIVE*

As a university we have a determination to deliver our mission, which keeps us open to opportunities in front of us. We encourage thoughtful and inspirational ideas, and we tackle problems proactively, with optimism, creativity and courage.

#### *We are ENGAGED*

As stewards of knowledge and place, it is our privilege to champion the region and advocate for the value of education. The University of Cumbria is welcoming to different perspectives, expertise and experiences and we are committed to building and nurturing strong links with our communities.

### **Providing an Inclusive Environment:**

The University of Cumbria is committed to providing an inclusive environment, where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting and celebrating differences, to ensure that we generate a sense of understanding and belonging.

The university recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias.

We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate, beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the

grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

**Health & Safety Statement**

All employees at the University of Cumbria are required to ensure that all duties and responsibilities are discharged in accordance with the University's Health and Safety at Work policy. They should take reasonable care for their own health and safety and that of others who may be affected by what they do or do not do. Employees should correctly use work items provided by the University, including personal protective equipment in accordance with training or instructions.

**Person Specification****Qualifications, knowledge and experience**

A relevant first and doctoral degree.

Record of academic leadership and development, in higher education and/or research, in area relevant to the Institute.

High personal academic and/or professional standing in an area relevant to the Institute, in terms of subject credibility.

A research profile, supported by outputs and research income including grants as relevant to the role, that indicates leadership in the field.

Experience of leading and enabling high quality research, enterprise, and engagement, with a strong commitment to relevance and impact.

Experience of leading the achievement of high-quality learning and teaching with a strong commitment to enhancing the student experience.

Substantial experience of effective people and project management across multidisciplinary groups.

Proven experience of developing and delivery of partnerships with businesses and other employers.

Higher education teaching qualification / membership of the Higher Education Academy and membership of a professional institution.

**Key competencies**

Develops and maintains a portfolio of research and engagement activities that develops excellence in the relevant subject area(s).

Leads on development of the subject, particularly but not limited to research and engagement.

Ability to work collaboratively with the Senior Management Team of the Institute and wider University to ensure the strategic development of the Institute and University.

Able to effectively present to and facilitate influential groups both within the University and externally.

Ability to build and expand networks and partnerships, within the Institute and University, as well as externally, to achieve strategic and operational objectives.

Evidence of promoting and celebrating a vibrant and inclusive culture and academic community, which is informed and enriched by learning and teaching, an outstanding student experience, research, enterprise, professional practice, and pedagogic expertise.

**Other**

Commitment to the strategic plan and values of the University especially in relation to equality of opportunity at work, a healthy and safe working environment and the expected behaviours of an effective leader.