EDUCATION AND RESEARCH PATHWAY (RESEARCH) - PROFILES

Contents

About the Profiles

- There are profiles for Lecturer, Senior Lecturer, Associate Professor and Professor

- Each profile is broken down into 4 areas of activity:
    - Education
    - Research
    - Innovation, Engagement & Enterprise
    - Collegiality, Leadership, Management & Service

- Every area of activity has a descriptor of the expected level of performance

- Each area of activity is further broken down into several domains

- Each domain contains non-exhaustive lists of examples of the types of activity expected at each level

- Attainment is incremental from Lecturer to Professor

- Achievement is assessed against criteria that are indicative and flexible rather than prescriptive

- The criteria should be applied wholistically to assess overall career trajectory

Lecturer – Education and Research (Research)

Descriptor	Domains	Examples
EDUCATION Able to design, deliver, evaluate and assess teaching, to engage effectively with students and collaborate with colleagues to inform the enhancement of own and others' teaching practices.	**Knowledge and Professional Values** Engagement in continuing professional development and its application to the enhancement of educational practice and your trajectory as an educator	• Evidence of personal engagement in the scholarship of learning & teaching and to Continuing Professional Learning for example through PG Cert Higher Education, AdvanceHE fellowship or equivalent e.g. the AOME (Medical Educators Recognition) • Involvement in CPD activities, such attendance at workshops or conferences which have led to an enhancement in teaching practice • Enhancing practice by acting upon feedback for example from the peer observation process
	Curriculum development and learning environment Activities leading to demonstrable enhancements to curriculum, improvements to the learning environment or creating activities that develop individuals and diverse groups of learners	• Delivery of teaching which promotes student knowledge and skill development • Use of digital and/or other teaching technologies and resources for learning at module level • Creating an inclusive learning environment at module level • Working in partnership with students including responding to student feedback with evidence of impact on modules
	Learner support, community and impact Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact	• Delivery of personal tutoring to support students' learning and sense of belonging • Positive student feedback, sound peer review/ evaluation of teaching and assessment outcomes, peer observation outcomes • Providing feedback aimed at improving student learning • Contribution to activities which develop an inclusive community and belonging • Contribution to activities which improve student performance in relation to retention, progression, inclusion or Graduate Attributes at module level
	Influence on wider academic/learner communities Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students	• Working with other members of the programme team to improve teaching governance and delivery of the programme • Evidence of supporting colleagues e.g. through the peer observation process • Evidence of collaborative working in education, for example to review teaching approaches or module/programme curricula • Participation in discipline or department education projects or programmes with evidence of impact

Descriptor	Domains	Examples
RESEARCH Demonstrable capacity for and evidence of progressing the field nationally through ideas and knowledge	**Contribution to the generation of knowledge** Demonstrable contributions to the generation of knowledge and ideas, how these have been communicated and any funding or awards that recognise this activity	• Emerging high-quality peer-reviewed portfolio of published original research outputs[i] appropriate to the discipline • Adopting open research practices in support of research reproducibility and in line with disciplinary norms • Contributing to the development of bids for research funding or other acquisition of resources required to complete research which were either successful or highly ranked by an external committee; with comment on specific contribution to multi-applicant grants during bidding or delivery • Securing access to a library or special collection, obtaining travel grants,
	Contribution to the development of individuals Highlighting how expertise has been provided to teams, individual researchers and the wider academic community to support their advancement	• Contributing to the effective and empathetic supervision of diverse research students and/or other research staff; commenting on research student completion rates • Actively promoting and valuing equality and diversity, acting as a role model and fostering an inclusive research culture • Participating in an inclusive research culture with staff and students • Reviewing research drafts for students and colleagues
	Contribution to the wider research and innovation community Progressing the wider community through collaborative research networks and appointments of responsibility	• Networks of research contacts in the field and/or relevant multi-disciplinary communities, including participation/presentation at conferences and/or network meetings; • Acting as an occasional reviewer for research focused outputs such as peer reviewed journal articles or funding bids. • Participating in and setting up specialist groups and external working groups • Participating in or initiating collaborative research projects • Participating in international collaborations
	Contribution to broader society Exchanging knowledge with relevant stakeholders and with demonstrable impact	• Networking links with users of research such as industry, government, professional bodies which have a positive and measurable impact • Demonstrated ability to apply research to address policy (which would include University policy) and/or practice; • Assisting with Public Engagement with research

Descriptor	Domain	Examples
INNOVATION, ENGAGEMENT AND ENTERPRISE Contributions in innovation, engagement or enterprise	**Outcomes and Impact** Delivering demonstrable outcomes and impact adding value through ideation and/or translation of ideas, methods, products, services or solutions for example to business, government, health and wellbeing, the environment, society, cultural life internally and externally with impact.	• Contributing to externally recognised data-based measures (e.g. HEBCI, QS Ranking, NSS) and follow on endeavours (e.g. change of policy, change to the health of society). • Delivering innovative, collaborative, enterprising activities that benefit the University (e.g. financial or reputational) working with individuals, communities or networks.
	Projects and Activities Designing, planning, managing and successfully delivering innovative project activities, including securing required internal and external resources from sponsors to underpin projects and the activities.	• Contributing to a project from inception to delivery and successful completion. • Attracting funding or resourcing from internal and external partners to carry out a project.
	Communication and Partnerships Delivering and engaging in internal and external impactful communication with reach. Identifying and developing meaningful partnerships with external stakeholders leading to impact.	• Contributing to innovative partnerships that add value to the University • Developing engagement through publications, conferences, or media • Engaging with employers relevant to the discipline e.g. for year in industry, summer placements leading to outputs.

Descriptor	Domain	Examples
COLLEGIALITY, LEADERSHIP, MANAGEMENT and SERVICE Able satisfactorily to contribute across a variety of administrative roles relating to academic activity	**Collegiality/Service** Provide reflective examples of how you have demonstrated sustained citizenship and **participated** consistently your period of appointment. Please provide evidence of impact appropriate to the level.	• An active contributor of a Department / School or cross-cutting theme (e.g. EDI, AI, employability, internationalisation, student experience, Welsh Language) activities, committees or working groups. • Contributing to Department / School development initiatives which might be research, teaching or student support related. • Take an active role in subject area home and international student recruitment activities. • Peer reviewing research outputs / grant applications / internal Doctoral student examiner • Contributing to the organisation of a conference or seminar series (e.g. discipline / School).
	Developing, Mentoring and Managing Others Management and development of others which may include mentoring, line management, or management of groups and units	• Formal or informal mentoring for a diverse group of colleagues / teaching assistants, paying attention to EDI principles. • Relevant training and experience that will lead to an ability to line manage a number of colleagues, recognising the specific needs of individuals from underrepresented groups • Upskilling colleagues
	Leading in the University Participation and leadership internal to the University that may be around a particular portfolio or responsibility for whole areas of activity	• Influencing the formulation of subject area or departmental decisions and activities. • Influencing a subject area development initiative which might be research, teaching or student support related. • Taking an active role in a subject area research group/centre/institute • Taking on responsibility and delivering a subject level administrative role (e.g. Exams Co-ordinator, Module Co-ordinator, AI officer, Admissions officer, Welsh Language Officer) • Share teaching or research best practice at a relevant meeting / committee / conference (providing CPD to others) • Participating in trade union activities (ensuring you demonstrate impact on partnership working and how you support colleagues and initiatives to improve the running of the university)

Senior Lecturer – Education and Research (Research)

Descriptor	Domains	Examples
EDUCATION Able to design, deliver, evaluate and assess teaching, to engage effectively with students and collaborate with colleagues to inform the enhancement of own and others' teaching practices	**Knowledge and Professional Values** Engagement in continuing professional development and its application to the enhancement of educational practice and your trajectory as an educator	• Evidence of personal investment in the scholarship of learning and teaching, ensuring that teaching is underpinned by the latest/current understanding of research/scholarship in the field (for example through AdvanceHE or equivalent e.g. the AOME (Medical Educators Recognition)) • Involvement in CPD activities, such as attendance at workshops or conferences, which have led to an enhancement in teaching practice • Enhancing practice by acting upon feedback for example from the peer observation process.
	Curriculum development and learning environment Activities leading to demonstrable enhancements to curriculum, improvements to the learning environment or creating activities that develop individuals and diverse groups of learners	• Continuous enhancement of teaching to promote student knowledge and skill development • Reflective use of digital and/or other teaching technologies and resources for learning at module level • Promoting an inclusive learning environment at module level • Working in partnership with students, including responding to student feedback, with evidence of impact on modules and programmes
	Learner support, community and impact Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact	• Delivery of personal tutoring to support students' learning and sense of belonging, recognising diverse needs and experiences • Providing student feedback for effective learning • Positive student feedback, sound peer review/ evaluation of teaching and assessment outcomes, peer observation outcomes • Development of activities which develop an inclusive community and belonging at subject or department level • Development of activities which improve student performance in relation to retention, progression, inclusion or Graduate Attributes at module level
	Influence on wider academic/learner communities Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students	• Working collaboratively with other members of the programme team to enhance design and delivery of the programme. • Mentoring colleagues and engaging positively in the peer observation • Contributing to School/department teaching development beyond the applicants assigned teaching duties • Participation in School or department education projects or programmes with evidence of impact

Descriptor	Domains	Examples
RESEARCH Building an international[ii] reputation, influencing the field, through the distinction of their research ideas and outputs, which might include significant contribution to impact	**Contribution to the generation of knowledge** Demonstrable contributions to the generation of knowledge and ideas, how these have been communicated and any funding or awards that recognise this activity	• Publication of original peer-reviewed research outputs[1], appropriate to the discipline, which make internationally significant contributions to the field through their originality, significance and rigour • Adopting open research practices in support of research reproducibility and in line with disciplinary norms • Generating external income or other acquisition of resources required to complete research from funding bodies, either as an individual or as part of a team, e.g. UKRI, EU, charities or business as appropriate to the discipline noting specific contributions to multi-applicant grants, e.g. in the application stage and delivery. • Recognition by academic or professional bodies, for example, through prizes
	Contribution to the development of individuals Highlighting how expertise has been provided to teams, individual researchers and the wider academic community to support their advancement	• Effective and empathetic supervision (including joint or second supervising students) and mentoring of postgraduate research from diverse backgrounds, including DBA, PhD, MRes students; commenting on PGR completion rates with evidence of success from enrolment to completion • Effective and empathetic supervision and mentoring of Early Career Researchers with due regard to equality, diversity and inclusion principles • Supervision or joint supervision of postgraduate dissertations, theses and projects • Actively promoting and valuing equality and diversity, acting as a role model and fostering an inclusive research culture
	Contribution to the wider research and innovation community Progressing the wider community through collaborative research networks and appointments of responsibility	• Successful and meaningful contributions to knowledge communities within and beyond the university • Participation in enabling activities such as adding value to a multi-disciplinary network; • Within disciplinary norms, acting as a regular journal reviewer for appropriate journals relevant to the research endeavour • Presentations at international conferences, workshops and/or network meetings. • Active Membership of appropriate Professional Body / Learned Society • Participating in and setting up specialist groups • Participating in or initiating collaborative research projects nationally and internationally • Working with colleagues on the successful organisation of an international conference and editorship of proceedings
	Contribution to broader society Exchanging knowledge with relevant stakeholders and with demonstrable impact	• Productive knowledge exchange links e.g. with industry, government, professional and funding bodies which have a positive and measurable impact; • Evidence of positive stakeholder feedback • Contribution to impact case studies

Descriptor	Domain	Examples
INNOVATION, ENGAGEMENT AND ENTERPRISE Significant, impactful and growing contributions in innovation, engagement or enterprise	**Outcomes and Impact** Delivering demonstrable outcomes and impact adding value through ideation and/or translation of ideas, methods, products, services or solutions for example to business, government, health and wellbeing, the environment, society, cultural life internally and externally with impact	• Contributing significantly to externally recognised data-based measures (e.g. HEBCI, QS Ranking, NSS) and follow on endeavours (e.g. change of policy, change to the health of society) • Developing and/or delivering external agreements (e.g. TNE) demonstrating positive outcomes and impact of successful engagement • Delivering innovative, significant and growing collaborative enterprising activities that benefit the University (e.g. financial or reputational) working with individuals, communities or networks
	Projects and Activities Designing, planning, managing and successfully delivering innovative project activities, including securing required internal and external resources from sponsors to underpin projects and the activities	• Leading a project or programme from inception to delivery and successful completion. • Growing funding or resourcing from internal and external partners to carry out a project, consultancy or programme of work • Enabling collaboration with a diverse population of colleagues resulting in growing collaborative income • Exploiting intellectual property and knowledge for the benefit of society and / or the economy.
	Communication and Partnerships Delivering and engaging in internal and external impactful communication with reach. Identifying and developing meaningful partnerships with external stakeholders leading to impact	• Developing new, innovative, significant partnerships from initiation to delivery and maintaining existing partnerships that add value to the University, e.g. doctoral training centres, partnerships (academic or non-academic), activities, conferences, open access software tools with external stakeholders, e.g. with community groups, charities, schools, government, industry or health boards • Growing and innovative engagement through publications, conferences, or media with reach. • Engaging with employers relevant to the discipline e.g. for year in industry, summer placements

Descriptor	Domain	Examples
COLLEGIALITY, LEADERSHIP, MANAGEMENT and SERVICE Able satisfactorily to contribute across a variety of administrative roles relating to academic activity	**Collegiality/Service** Provide reflective examples of how you have demonstrated sustained citizenship and **participated** consistently your period of appointment. Please provide evidence of impact appropriate to the level	• An active contributor of a Department / School or cross-cutting theme (eg EDI, AI, ethics, employability, internationalisation, student experience, Welsh Language) activities, committees or working groups • Contributing to Department / School development initiatives which might be research, teaching or student support related • Take an active role in subject area home and international student recruitment activities • Peer reviewing research outputs / grant applications • Contributing to the organisation of a conference or seminar series (eg discipline / School) • Working with colleagues to ensure activities are aligned to the University and Faculty Research strategy for outputs and activity • Supporting on the delivery of a major grant or project, with demonstrable outcomes
	Developing, Mentoring and Managing Others Management and development of others which may include mentoring, line management, or management of groups and units	• Acting as a formal mentor or buddy for others (colleagues, teaching assistants) • Acting as an informal mentor or buddy for others (eg colleagues, teaching assistants) • Upskilling colleagues
	Leading in the University Participation and leadership internal to the University that may be around a particular portfolio or responsibility for whole areas of activity	• Influencing the formulation of subject area or departmental decisions and activities • Influencing a subject area development initiative which might be research, teaching or student support related • Taking an active role in a subject area research group/centre/institute • Taking on responsibility and delivering a subject level administrative role (eg Exams Co-ordinator, Module Co-ordinator, AI officer, Admissions officer, Welsh Language Officer) • Share teaching or research best practice at a relevant meeting / committee / conference (providing CPD to others) Participating in trade union activities (ensuring you demonstrate impact on partnership working and how you support colleagues and initiatives to improve the running of the university)

Associate Professor – Education and Research (Research)

Descriptor	Domains	Examples
EDUCATION Able to design, deliver, evaluate and assess teaching to a good standard, engage effectively with students and collaborate with colleagues to inform the enhancement of own and others' teaching practices	**Knowledge and Professional Values** Engagement in continuing professional development and its application to the enhancement of educational practice and your trajectory as an educator	• Evidence of personal engagement in Continuing Professional Learning for example through AdvanceHE fellowship or equivalent e.g. the AOME (Medical Educators Recognition) • Evidence of continuing personal engagement in the scholarship of learning and teaching, and its impact on student success • Enhancing practice by acting upon feedback, for example from the peer observation process
	Curriculum development and learning environment Activities leading to demonstrable enhancements to curriculum, improvements to the learning environment or creating activities that develop individuals and diverse groups of learners	• Design and delivery of teaching and assessment which promotes student skill development at programme level • Enhancement in the use of digital and/or other teaching technologies and resources for learning at programme level with evidence of impact • Creating an inclusive learning environment at module and programme level • Working in partnership with students to ensure diverse student voices are embedded within curriculum development at programme level
	Learner support, community and impact Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact	• Proactive engagement with personal tutoring, which generates positive feedback from a diverse range of students • Designing and assessing feedback for learning, with evidence of positive impact • Positive student feedback, sound peer review/ evaluation of teaching and assessment outcomes, peer observation outcomes • Development of activities which foster an inclusive community and belonging at subject or department level • Development of activities which improve student performance in relation to retention, progression, inclusion or Graduate Attributes at programme level
	Influence on wider academic/learner communities Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students	• Demonstrating leadership at programme level in fostering collaborative approaches to programme design and teaching methodologies • Mentoring colleagues and engaging positively in the peer observation process • Disseminating effective education practice to others with evidence of positive impact, e.g. via workshops, departmental or School seminars, conferences or blogs • Participation in School or faculty education projects or programmes with evidence of impact

Descriptor	Domains	Examples
RESEARCH Has an international[ii] reputation for research and influencing the field, through the distinction of their research ideas and outputs, which may include significant contribution to impact	**Contribution to the generation of knowledge** Demonstrable contributions to the generation of knowledge and ideas, how these have been communicated and any funding or awards that recognise this activity	• Recognition by academic or professional bodies, for example, through prestigious prizes • Publication of a portfolio of peer-reviewed original research outputs[1], appropriate to the discipline, and which make internationally excellent, and increasingly world-leading, contributions to the field in terms of originality, significance and rigour • Adopting open research practices in support of research reproducibility and in line with disciplinary norms • Continuing success in obtaining significant research funding or other resources to underpin research e.g. from UKRI, EU, charitable trusts, third sector, and industry, as Principal Investigator and Coinvestigator with substantial input as appropriate to the field
	Contribution to the development of individuals Highlighting how expertise has been provided to teams, individual researchers and the wider academic community to support their advancement	• Effective and empathetic supervision (including joint or second supervising students) and mentoring of postgraduate research, including DBA, PhD, MRes students from diverse backgrounds; commenting on completion rates with evidence of success from enrolment to completion from • Effective and empathetic supervision and mentoring of Early Career Researchers with due regard to equality, diversity and inclusion principles • Supporting supervisors with the sharing of best practice and lessons learned and engagement with the PGR Office training programme to help shape and support training sessions and materials; Contributing to ensuring PGR activities support a culture of excellence and inclusivity • Research coaching of others including but not limited to support for Early Career Researchers, supporting colleagues with regard to grant applications and output enhancement, knowledge exchange and impact, undertaking peer review within disciplinary communities of practice • Actively promoting and valuing equality and diversity, acting as a role model and fostering an inclusive research culture
	Contribution to the wider research and innovation community Progressing the wider community through collaborative research networks and appointments of responsibility	• Invitations to present at conferences attracting international participation • Successful and meaningful contributions to research groups within and beyond the university, nationally and internationally; • Participation in enabling activities such as adding value to a multi-disciplinary network; • Peer reviewing and panel membership for funders • Active service within appropriate Professional Body / Learned Society • Organisation of an international conference • Leading a Faculty/School external-facing research activity, shaping its strategic positioning and development
	Contribution to broader society Exchanging knowledge with relevant stakeholders and with demonstrable impact	• Establishing and/or developing productive high level-relationships and research collaborations, with industry, government, professional, and multidisciplinary groups for knowledge exchange and leading to outcomes

		• Productive networking links e.g. with industry, government, third sector, and investors for exploitation of IP, which have a positive and measurable impacts beyond academia e.g. societal, economic, policy, practice
		• Advising key stakeholders, e.g. policy-makers at local, national or international level
		• Contribution to impact case studies, including as Author or Co-Author on an impact case study for REF

Descriptor	Domain	Examples
INNOVATION, ENGAGEMENT AND ENTERPRISE Recognised leadership through a significant, impactful and growing body of work in innovation, engagement or enterprise	**Outcomes and Impact** Delivering demonstrable outcomes and impact adding value through ideation and/or translation of ideas, methods, products, services or solutions for example to business, government, health and wellbeing, the environment, society, cultural life internally and externally with impact	• Leading significant and growing contributions to externally recognised data-based measures (e.g. HEBCI, QS Ranking, NSS) and follow on endeavours (e.g. change of policy, change to the health of society) • Initiating, developing and delivering of substantial external agreements (e.g. TNE) demonstrating positive outcomes and impact of successful engagement • Delivering innovative, highly significant and sustained collaborative enterprising activities that benefit the University (e.g. financial or reputational) working with individuals, communities or networks
	Projects and Activities Designing, planning, managing and successfully delivering innovative project activities, including securing required internal and external resources from sponsors to underpin projects and the activities	• Leading a significant project or programme of activities from inception to delivery and successful completion • Attracting substantial and growing funding or resourcing from internal and external partners to carry out a project, consultancy or programme of work • Leading (and supporting colleagues) with innovative, outstanding and growing engagement beyond academia e.g. citizen science, participatory arts, community-based learning, creating platforms to advance public knowledge, commercialisation, spinout, knowledge exchange and social enterprise activities • Planning and successful execution of a significant educational programme (e.g. CTDs, CPD or TNE) to meet external partner needs • Enabling collaboration with a diverse population of colleagues resulting in substantial and growing collaborative income • Exploiting intellectual property and knowledge for the benefit of society and / or the economy
	Communication and Partnerships Delivering and engaging in internal and external impactful communication with reach. Identifying and developing meaningful partnerships with external stakeholders leading to impact	• Developing new, innovative, significant partnerships from initiation to delivery and maintaining existing partnerships that add value to the University, e.g. doctoral training centres, international partnerships (academic or non-academic), transnational education (e.g. TNE) activities, conferences, open access software tools with external stakeholders, e.g. with community groups, charities, schools, government, industry or health boards • Growing impactful and innovative engagement through publications, conferences, or media with reach. • Extensive and growing contributing to committee, special interest group, review panels or network developing local/ regional policy or benchmark standards in external bodies • Driving the recognition by appropriate bodies, for example through awards, prizes, Fellowships, nominations etc. • Growing engagement with employers relevant to the discipline e.g. for year in industry, summer placements leading to outcomes

Descriptor	Domain	Examples
COLLEGIALITY LEADERSHIP, MANAGEMENT and SERVICE Track-record of management capability within the School or Department. Demonstrates leadership ability within a wider group or department	**Collegiality/Service** Provide reflective examples of how you have demonstrated sustained citizenship and **contributed** consistently. Please provide evidence of impact at the appropriate level	• An active contributor of a Department / School or cross-cutting theme (e.g. EDI, AI, ethics, employability, internationalisation, student experience, Welsh Language) activities, committees or working groups • Contributing to Department / School development initiatives which might be research, teaching or student support related • Take an active role in subject area home and international student recruitment activities • Peer reviewing research outputs / grant applications
	Developing, Mentoring and Managing Others A significant contribution to the management and development of a diverse range of colleagues which may include mentoring, line management, or management of groups and units	• Contributing to the organisation of a conference or seminar series (eg discipline / School) • Formal or informal mentoring (including guidance towards successful probation outcomes) of a diverse group of colleagues / teaching assistants • Relevant training and experience that will lead to an ability to line manage a number of colleagues, recognising the specific needs of individuals from underrepresented groups • Maintain professional qualifications and take part in mentoring of internal / external colleagues seeking qualifications • Acting as a PDR reviewer for colleagues • Track record of acting as an internal and/or external examiner for Doctoral students
	Leading in the University Contribution to leadership internal to the University, with significant impact on a particular portfolio or taking responsibility for whole areas of activity	• Taking a leadership role in formulating and delivering inclusive Department decisions, strategies and activities • Influencing the formulation of School policy in relation to strategic activities. Leading a Department / School development initiative which might be research, teaching or student support related. • Taking a leading role in a School research group/centre/institute • Unit, impact or environment lead for REF • Taking on responsibility and delivering a department / School level administrative role (eg Exams Co-ordinator, Module Co-ordinator with multiple teaching staff, AI officer, Admissions officer, Welsh Language Officer) and introducing development initiatives • Contributing significantly to trade union activities (ensuring you demonstrate impact on partnership working and how you support colleagues and initiatives to improve the running of the university)

Professor – Education and Research (Research)

Descriptor	Domains	Examples
EDUCATION Able to design, deliver, evaluate and assess teaching to a good standard, engage effectively with students and collaborate with colleagues to inform the enhancement of own and others' teaching practices	**Knowledge and Professional Values** Engagement in continuing professional development and its application to the enhancement of educational practice and your trajectory as an educator	• Evidence of sustained personal engagement in the scholarship of learning & teaching and to Continuing Professional Learning for example through AdvanceHE fellowship or equivalent e.g. the AOME (Medical Educators Recognition) • Involvement in CPD activities, such as attendance at workshops or other courses which have led to an enhancement in teaching practice and student success. • Enhancing practice by acting upon feedback, for example from the peer observation process
	Curriculum development and learning environment Activities leading to demonstrable enhancements to curriculum, improvements to the learning environment or creating activities that develop individuals and diverse groups of learners	• Leadership in the design and delivery of teaching and assessment which promotes student skill development at department or School level • Enhancement in the use of digital and/or other teaching technologies and resources for learning at department or School level with evidence of impact • Leading the development of appropriate, effective and inclusive learning environments and curricula at Department and School level • Working in partnership with diverse populations of students, ensure the student voice is embedded within policies and practices at Department and School level
	Learner support, community and impact Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact	• Proactive engagement with personal tutoring, which generates positive feedback from a diverse range of students • Evaluating and promoting feedback for learning, with evidence of positive impact • Positive student feedback, sound peer review/ evaluation of teaching and assessment outcomes, peer observation outcomes • Development and evaluation of activities which create an inclusive community and belonging at department or School level • Development of activities which improve student performance in relation to retention, progression, inclusion or Graduate Attributes at Department level
	Influence on wider academic/learner communities Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students	• Demonstrating leadership at departmental or School level by ensuring collaborative approaches to programme review, teaching, and learner support • Mentoring colleagues and ensuring processes are in place for effective peer observation • Disseminating effective education practice to others with evidence of positive impact, e.g. via workshops, school or faculty seminars, conferences or blogs • Participation in institutional or external education projects or programmes with evidence of impact

Descriptor	Domains	Examples
RESEARCH Has an international[ii] reputation for sustained leadership in the research field, through the distinction of their ideas, outputs and impact	**Contribution to the generation of knowledge** Demonstrable contributions to the generation of knowledge and ideas, how these have been communicated and any funding or awards that recognise this activity	• Recognition by academic or professional bodies, for example, through prestigious prizes • Publication of a significant portfolio of original research outputs[1] appropriate to the discipline and which make world-leading contributions to the field through their originality, significance and rigour. • Adopting open research practices in support of research reproducibility and in line with disciplinary norms • Continuing success in obtaining significant research funding or other resources to underpin research e.g. from UKRI, EU, charitable trusts, third sector, and industry as Principal Investigator and Coinvestigator with substantial input as appropriate to the discipline and research undertaken • Developing and leading an individual or collaborative, internationally recognised research programme
	Contribution to the development of individuals Highlighting how expertise has been provided to teams, individual researchers and the wider academic community to support their advancement	• Leading the growth of PGR numbers, e.g. through externally funded places bringing benefits to multiple academics within subject specialism • Successful supervision of doctoral students, from diverse backgrounds, to completion; • Integrating Equality, Diversity and Inclusion into research design and delivery, and into the management of research teams in an appropriate and meaningful manner, for example by encouraging staff from underrepresented group into research groups • Mentoring including but not limited to support for diverse groups of Early Career Researchers , supporting colleagues with regard to grant applications and output enhancement, knowledge exchange and impact, undertaking peer review within disciplinary communities of practice • Track record of acting as an internal and/or external examiner for Doctoral students • Supporting supervisors with the sharing of best practice and engagement with the PGR Office training programme to help shape and support training sessions and materials • Contributing to PGR activities/supervision that support a culture of excellence and inclusivity
	Contribution to the wider research and innovation community Progressing the wider community through collaborative research networks and appointments of responsibility	• Regular invitations to present at international conferences attracting international participation • Leading contributions/ senior advisory position to professional committees and learned societies e.g., grant awarding bodies, professional associations, with national or international bodies • Membership of national/international groups/teams and networks. • Attracting funding and delivering internationally recognised seminar series/conferences • Peer reviewer for grant schemes, • Editorial Board member, referee for leading academic journals and funding bodies, panel member for awarding bodies; • Significant services to learned societies • Leading a Faculty/School external-facing research activity, shaping its strategic positioning and development
	Contribution to broader society Exchanging knowledge with relevant stakeholders and with demonstrable impact	• Productive networking links e.g. with industry, government, third sector, and investors for exploitation of IP, which have a positive and measurable impacts beyond academia

		• Established and/or developing productive high level-relationships and collaborations, e.g. with industry, government policy-makers at local, national or international level, professional, and for knowledge exchange. • Contribution to research case studies, including as Author or Co-Author on an impact case study for REF

Descriptor	Domain	Examples
INNOVATION, ENGAGEMENT AND ENTERPRISE Recognised, extensive leadership through a highly significant, impactful and sustained body of work in innovation, engagement or enterprise	**Outcomes and Impact** Delivering demonstrable outcomes and impact adding value through ideation and/or translation of ideas, methods, products, services or solutions for example to business, government, health and wellbeing, the environment, society, cultural life internally and externally with impact	• Delivering innovative, highly significant and sustained collaborative enterprising activities that benefit the University (e.g. financial or reputational) working with individuals, communities or networks • Leading significant and sustained contributions to externally recognised data-based measures (e.g. HEBCI, QS Ranking, NSS) and follow on endeavours (e.g. change of policy, change to the health of society • Enabling of and collaborating on delivery of our civic mission • Leading and facilitating development and delivery of significant education or research or innovation based opportunities with diverse groups of collaborators
	Projects and Activities Designing, planning, managing and successfully delivering project activities, including securing required internal and external resources from sponsors to underpin projects and the activities	• Leading a highly significant project or programme of activities from inception to delivery and successful completion • Attracting substantial and sustained funding or resourcing from internal and external partners to carry out a project, consultancy or programme of work • Leading (and supporting colleagues) with innovative, outstanding and sustained engagement beyond academia e.g. citizen science, participatory arts, community-based learning, creating platforms to advance public knowledge, commercialisation, spinout, knowledge exchange and social enterprise activities • Planning and successfully executing a highly significant and substantial educational programme (e.g. CDTs, CPD or TNE) to meet external partner needs • Leading collaboration with a diverse population of colleagues resulting in substantial and sustained external collaborative income • Producing case studies supported with testimonials (not necessarily in REF format) illustrating how innovation, engagement and enterprise has enhanced quality of life, culture, health, social wellbeing and the economy. • Exploiting intellectual property and knowledge for the benefit of society and / or the economy
	Communication and Partnerships Delivering and engaging in internal and external impactful communication with reach. Identifying and developing meaningful partnerships with external stakeholders leading to impact	• Leading development of new, innovative, highly significant partnerships from initiation to delivery and maintaining existing partnerships that add value to the University, e.g. doctoral training centres, international partnerships (academic or non-academic), transnational education (e.g. TNE) activities, conferences, open access software tools with external stakeholders, e.g. with community groups, charities, schools, government, industry or health boards • Engaging in an innovative, sustained and impactful manner through publications, conferences, or media with reach • Driving the recognition by appropriate bodies, for example through awards, prizes, Fellowships, nominations etc. • Leading sustained engagement with employers relevant to the discipline e.g. for year in industry, summer placements leading to significant outcomes

Descriptor	Domain	Examples
COLLEGIALITY, LEADERSHIP MANAGEMENT AND SERVICE Leadership which may be within the University or within a discipline or related academic activity	**Collegiality/Service** Provide reflective examples of how you have demonstrated sustained citizenship and **represented** your discipline (or beyond) and thereby contributed consistently	- A specific representative role on a Faculty / University or cross-cutting theme committee or working group (eg EDI, AI, ethics, employability, internationalisation, student experience, Welsh language), demonstrating your impact in representing your area / department / School - Providing support in School / Faculty strategic development initiatives which might be research, teaching or student support related - Lead on home and international School/Department student recruitment activities - Leading the organisation of a conference or seminar series at School / Faculty / national disciplinary level - Significant contribution to University processes (e.g. coordination of peer review of teaching or research, disciplinary panel work, grievance investigations, student complaint work, fitness to practise)
	Developing, Mentoring and Managing Others Taking responsibility for the management and development of a diverse range of colleagues, involving representation of a portfolio or subject area	- Line managing a group of colleagues or unit within the department / School and providing career development advice, recognising the specific needs of individuals from underrepresented groups - Mentoring diverse groups of colleagues
	Leading in the University Participation and leadership internal to the University that may be around a particular portfolio or responsibility for whole areas of activity	- Taking a leadership role in formulating and delivering upon inclusive school strategies, decisions and activities - Influencing the formulation of Faculty policy in relation to strategic activities - Leading a Faculty/University development initiatives which might be research, teaching, EDI, Welsh Language or student support related - Unit, impact or environment lead for REF - A leading role in an institutionally significant research related activity (e.g., institutes and centres, networks with external partners) - Leading PGR admissions/recruitment and active membership of PGR committees at a Faculty level - Develop initiatives to share education, research or EDI best practice at a relevant Faculty / University meeting / committee / conference - Take representational responsibility for trade union activities (ensuring you demonstrate impact on partnership working and how you support colleagues and initiatives to improve the running of the university)

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[1] Monographs and books, contributions to edited volumes, scholarly editions, catalogues, major research databases, software, commercial, entrepreneurial or industrial products, clinical practice developments, educational products, policy publications, evidence synthesis pieces and outputs in media)

[2] Please note, you do not have to travel abroad/internationally to achieve/fulfil international requirements. It is recognised that international travel is not possible or feasible for numerous individuals and thus international events/awards etc include those hosted in the UK/attended by international delegates. Evidence of contribution at a level of international recognition/reputation is required (i.e., the work has received international recognition, has impacted internationally, is engaged with internationally).