RESEARCH PATHWAY - 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 - Research

Descriptor	Domains	Examples
EDUCATION Able to deliver and develop routine teaching to a good standard.	**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 engagement in Continuing Professional Learning • Engaging positively in 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	• Effective delivery of teaching, mentoring or supervision, appropriate to the discipline, that leads to positive student outcomes • Understanding how different approaches to teaching contribute to student learning and skill development
	Learner support, community and impact Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact	• Supporting the student learning journey including delivery of personal tutoring, recognising diverse experiences • Successful supervision of project students for undergraduate or postgraduate taught degrees
	Influence on wider academic/learner communities Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students	• Evidence of collaborative working in education, for example reviewing teaching or supervisory approaches or module/programme curricula • Evidence of supporting colleagues e.g. through the peer observation process

Descriptor	Domains	Examples
RESEARCH Has achieved national standing for the quality of their research ideas and impact and is developing an international[i] profile.	**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	• Demonstrable capacity for and evidence of progressing the field nationally through ideas and knowledge • Developed independent, original, significant and rigorous contributions to subject area or body of knowledge • Emerging high-quality published original research outputs[ii] 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 noting specific contribution to multi-applicant grants during bidding or delivery • Recognition by academic or professional bodies, for example, through award of a fellowship • Securing access to a library or special collection, obtaining travel grant
	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 within 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 e.g. with users of research such as industry, government, professional bodies which have a positive and measurable impact • Supporting 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.	• Demonstrate 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 • 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. • 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 – Research

Descriptor	Domains	Examples
EDUCATION Able to deliver and develop routine teaching to a good standard	**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 engagement in Continuing Professional Learning • Engaging positively in 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	• Effective delivery of teaching, mentoring or supervision, appropriate to the discipline, that leads to positive student outcomes • Understanding how different approaches to teaching contribute to student learning and skill development
	Learner support, community and impact Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact	• Supporting the student learning journey including delivery of personal tutoring, recognising diverse experiences • Successful supervision of project students for undergraduate or postgraduate taught degrees
	Influence on wider academic/learner communities Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students	• Involvement in reviewing teaching or supervisory approaches or module/programme curricula • Contributing to discipline or department's educational/training teaching development beyond the applicants assigned teaching/supervisory duties

Descriptor	Domains	Examples
RESEARCH Building an international[i] 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 outputs[2], appropriate to the discipline, which make internationally excellent contributions to the discipline in terms of originality, significance and rigour • Adopting open research practices in support of research reproducibility and in line with disciplinary norms • Generating external income/resources from funding bodies, either as an individual or as part of a team e.g. UK RI, 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, including DBA, PhD, MRes students; commenting on research student 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 networking links with industry, government, professional and possibly 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 impact appropriate to the level	• An active contributor of a Department / School or cross-cutting theme (eg EDI, AI, research integrity, 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) • Unit, impact or environment lead for REF • 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 – Research

Descriptor	Domains	Examples
EDUCATION Able to deliver and develop routine teaching to a good standard	**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 engagement in Continuing Professional Learning • Engaging positively in the peer observation process
	Curriculum development, 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	• Effective delivery of teaching mentoring or supervision, appropriate to the discipline, that leads to positive student outcomes • Understanding how different approaches to teaching contribute to student learning and skill development
	Learner support, community and impact Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact	• Supporting the student learning journey including delivery of personal tutoring, recognising diverse experiences • Successful supervision of research students
	Influence on wider academic/learner communities Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students	• Involvement in reviewing teaching or supervisory approaches or module/programme curricula • Contributing to School or department's educational/training development beyond the applicants assigned teaching/suppervisory duties

Descriptor	Domains	Examples
RESEARCH Has an internationali reputation for 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[2], 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 researchers, 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 • 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 teams • Coaching of a diverse range 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 • 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 of supervision • 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	• Invited presentations at conferences attracting international participation • Active membership of national/international research groups/teams and networks. • Successful and meaningful contributions to research groups within and beyond the university, nationally and internationally; • Attracting funding and delivering internationally recognised seminar series/conferences • Peer reviewer for grant schemes, referee for leading academic journals and funding bodies, panel member for awarding bodies; • Editorial board member of an appropriate journal in field; • Significant services to learned societies

		• Leading a Faculty/School external-facing research activity, shaping its strategic positioning and development • Peer reviewer for grant schemes, referee for leading academic journals and funding bodies, panel member for awarding bodies • Editorial board member of an appropriate journal in field • Significant services to learned societies
	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 your impact at the appropriate level	• An active contributor of a Department / School or cross-cutting theme (e.g. EDI, AI, research integrity, 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 – Research

Descriptor	Domains	Examples
EDUCATION Able to deliver and develop routine teaching to a good standard, and may focus on PGR-related activity	**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 engagement in Continuing Professional Learning • Engaging positively in 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	• Effective delivery of teaching mentoring or supervision, appropriate to the discipline, that leads to positive student outcomes • Understanding how different approaches to teaching contribute to student learning and skill development
	Learner support, community and impact Examples of enhancements to learner support, developing learner communities and which improve student belonging with evidence of impact	• Supporting the student learning journey including delivery of personal tutoring, recognising diverse experiences • Successful supervision of research students
	Influence on wider academic/learner communities Evidence of positive influence on colleagues and the wider academic community to improve the educational experience of students	• Involvement in reviewing teaching or supervisory approaches or module/programme curricula • Contributing to School or Faculty's educational/training development beyond the applicants assigned teaching /supervisory duties

Descriptor	Domains	Examples
RESEARCH Has achieved and sustained, outstanding and widely recognised international[i] eminence and authority in their field through the distinction of their research ideas, outputs, impact and leadership	**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 prizes • Publication of a significant portfolio of original research outputs[2] appropriate to the discipline and which include world-leading outputs in terms of originality, significance and rigour. • Adopting open research practices in support of research reproducibility and in line with disciplinary norms • A sustained record of generating and managing the means required to deliver innovative and distinctive research. As appropriate to the discipline • Successful and sustained collaborations with other research teams/institutions and significant and sustained success in obtaining research grants, individually or as a team leader, or key co-investigator. This may include but is not restricted to: a sustained track record of leadership in income generation appropriate to the discipline in order to support own group or field of work; Leadership of successful proposals for significant research projects and/or major fellowships
	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 • Attracting a number of high-quality postgraduate research students, from diverse backgrounds, on a continuing basis, and successfully supervising them to completion of their research degree studies; • Coaching a diverse range of colleagues with regard to grant applications, PGR supervision, ECR mentorship, outputs, partnerships, knowledge exchange and impact, undertaking peer review within disciplinary communities of practice • Leading cross-institutional and cross-disciplinary research groups • 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 groups into research teams. • Contributing to PGR activities/supervision that support a culture of excellence and inclusivity • Leading supervisory teams, sharing of best practice and lessons learned and engagement with the PGR Office training programme to help shape and support training sessions and materials; Taking a leading role to ensure activities are aligned to the University and Faculty strategy for PGR student supervision • 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	• Regular keynote/invited speaker invitations at 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 • Establishing and leading joint projects to develop international impact • Attracting funding and delivering internationally recognised seminar series/conferences; Organising an international conference in a new subject area. • Raising the research profile of Swansea University internationally.

	and appointments of responsibility	- Peer reviewer for grant schemes, - Significant services to learned societies - Editorial board member/referee for leading academic journals and funding bodies, panel member for awarding bodies; - Leading a significant Faculty 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 e.g. links with industry, government, professional and funding bodies which have a positive and measurable impact beyond academia - Outstanding, sustained and inclusive research that makes a demonstrable contribution to society and the economy, and is also of fundamental and transformative benefit to the University; potentially evidenced by: - providing advice to key stakeholders e.g. government or policy-making bodies at local, national or international level - Case studies supported with testimonials (not necessarily in REF format) illustrating how research has enhanced quality of life, culture, health, social wellbeing, equity, and the economy. - Exploitation of intellectual property for the benefit of society, the economy - 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 (e.g. EDI, AI, research integrity, 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] 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).

[2] 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)