



Job Title	Assistant Professor in Education
School/Department	School of Education and English
Job Level	UNNC Scale B Level 5
Job Family	Research and Teaching
Contract Status	This post is available from 1 Sept 2025 and will initially be offered on a fixed-term contract with the University of Nottingham Ningbo China for a period of up to five years and a probation period of 6 months. This contract may be extended on an indefinite basis based on mutual agreement.
Location	University of Nottingham Ningbo China
Hours of Work	Irregular working hours
Responsible to	Head of School, Education and English

Purpose of role:

The purpose of this role will be to lead and deliver individual and collaborative research and teaching in the area of Education, and make a contribution to the direction of research programmes in the School of Education and English

The role will be responsible for generating new intellectual understanding/knowledge through the application of knowledge and for developing ideas for application of research and teaching outcomes.

The post holder will develop new concepts and ideas and will be expected, where appropriate, to develop and win support for innovative research and/or teaching development proposals and funding bids.

The post holder will make a significant contribution to their academic unit via leadership and/or administrative management and/or co-ordination of specific initiatives.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
	Research	40%
1	To take the lead on, plan, develop and conduct individual and/or collaborative research objectives, projects and proposals either as an individual or as part of a broader programme.	
2	To establish a national reputation and regularly disseminate and explain research findings through leading peer-reviewed national publications (on a sustained basis), conferences and other appropriate media.	
3	To generate income by developing and winning support for innovative research proposals and funding bids. Where appropriate undertake consultancy projects where there is a demonstrable benefit to the University and academic unit.	

4	To build relationships and collaborate actively with internal and external contacts, nationally and if appropriate internationally to complete research projects and to advance the discipline.	
	Teaching	40%
5	To deliver teaching across a range of modules or within a subject area, providing curriculum leadership within own area of expertise	
6	Be responsible for the design of course modules and/or programmes of study in specialist area and for their quality. Where appropriate identify the need for developing the content or structure of existing modules and make proposals on how this should be achieved.	
7	To supervise and examine Post graduate, Masters and PhD students.	
8	To coach and support tutorial groups, developing their knowledge and their learning skills, and be responsible for the pastoral care of students within a specified area, dealing with sensitive issues.	
9	Be responsible for and comply with The University of Nottingham Teaching Quality assurance standards and procedures. Ensure teaching quality assessment and assessment of progress and other information is maintained and supplied to the University as required	
	Admin & Others	20%
10	Be responsible for administrative duties in areas such as admissions, timetabling, examinations, student attendance, and represent the school on various committees and working groups in the wider University and outside of the University and managing or monitoring assets and budgets allocated as part of the role.	
11	To contribute to student recruitment and secure student placements and provide appropriate advice to others involved in this activity	
12	Be responsible for the safe conduct of work within work area and teaching responsibilities ensuring that the School's arrangements for compliance with the University Safety Policy are implemented.	
13	Be responsible for and supervise practical work, including projects, field trips or placements, where it is part of the course, and advise students on techniques.	
14	To participate in training and staff development events as trainer or trainee as appropriate.	
15	To maintain appropriate professional development, expertise and awareness.	
16	To undertake other tasks and responsibilities as may reasonably be required.	

Person specification

	Essential	Desirable
Qualifications, certification and training (relevant to role)	PhD or equivalent in relevant subject area.	<ul style="list-style-type: none"> ▪ Higher Education teaching qualification or equivalent. ▪ Membership of a professional body where appropriate.
Skills	<ul style="list-style-type: none"> ▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex and conceptual ideas to those with limited knowledge and understanding as well as to peers, using high level skills and a range of media. ▪ Ability to devise, advise on and manage learning and research programmes. ▪ Ability to manage resources and an understanding of management processes. ▪ High level analytical capability to facilitate conceptual thinking, innovation and creativity. ▪ Skills in counselling, pastoral care and motivating students. ▪ Emerging skills in managing and motivating staff. ▪ Ability to build relationships and collaborate with others, internally and externally. 	
Knowledge and experience	<ul style="list-style-type: none"> ▪ Sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies. ▪ Experience of developing research methodologies and devising models, approaches, techniques, critiques and methods. ▪ Research experience within subject specialism. ▪ Experience and achievement in chosen field, reflected in growing and consistent national reputation. ▪ Evidence of publication record. ▪ At least 2 years relevant teaching and research experience in higher education sector; 	<ul style="list-style-type: none"> ▪ International reputation in specialist field which continues to grow. ▪ Experience, achievement and growing reputation in the discipline, reflected in relevant national committee memberships, and/or involvement in national research events. ▪ A consistent track record of published research in peer reviewed journals. ▪ Extensive experience and demonstrated success in delivering research results. ▪ Experience of devising, advising on and managing learning and research programmes. ▪ Experience of counselling, pastoral care and motivating students.

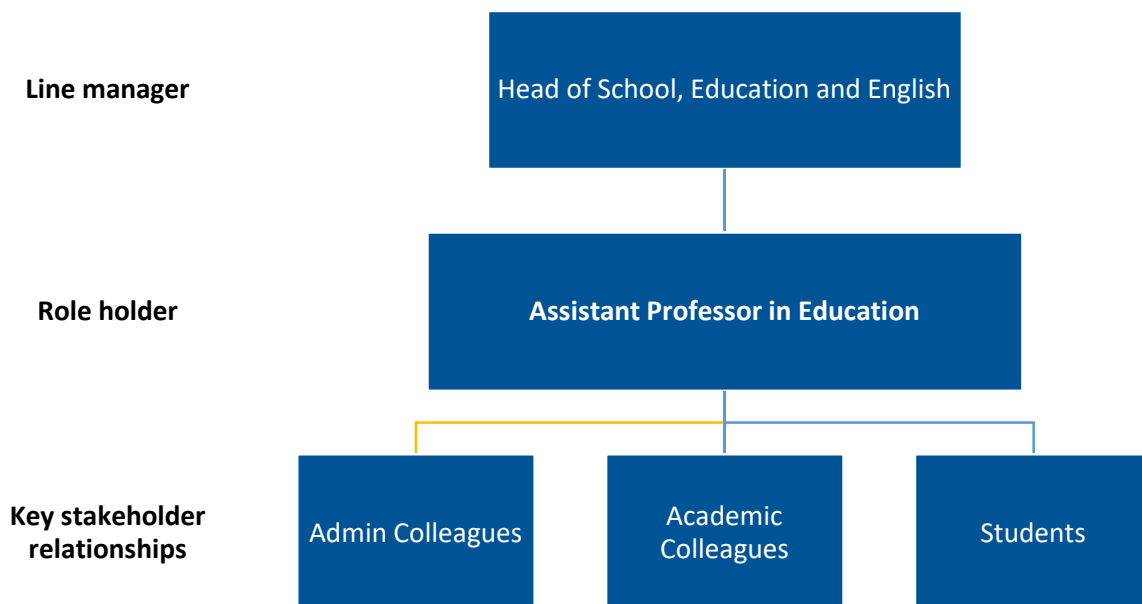
	<ul style="list-style-type: none"> ▪ Experience and demonstrated success in delivering teaching within an agreed quality framework. 	
Personal Attributes	<ul style="list-style-type: none"> ▪ Ability to work collaboratively in a multidisciplinary environment. ▪ Ability to work effectively in a multi-cultural environment. ▪ Ability and motivation to lead an independent successful research programme. ▪ Ability to work to deadlines and to prioritise tasks. 	<ul style="list-style-type: none"> ▪ Evidence of leadership quality in leading a team to achieve a task/project. ▪ Ability to attract students (undergraduate and postgraduate) to come and study at the University of Nottingham Ningbo China

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

Valuing people	Is always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.
Taking ownership	Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.
Forward thinking	Driven to question the status quo and explore new ideas, supporting the team to "lead the way" in terms of know-how and learning.
Professional pride	Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.
Always inclusive	Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

Key relationships with others





Job Title	Associate Professor in Education
School/Department	School of Education and English
Job Level	UNNC Scale B Level 6
Job Family	Research and Teaching
Contract Status	This post is available from 1 Sept 2025 and will initially be offered on a fixed-term contract with the University of Nottingham Ningbo China for a period of up to five years and a probation period of 6 months. This contract may be extended on an indefinite basis based on mutual agreement.
Location	University of Nottingham Ningbo China
Hours of Work	Irregular working hours
Responsible to	Head of School, Education and English

Purpose of role:

The role holder will be expected to make a significant leadership impact within their academic unit and in the research and teaching area of Education.

The role holder will participate in the School of Education and English (Eden) academic unit level organisation, management and strategic planning and will also contribute to the University’s strategic planning processes. They will act as principal investigator on major research projects in the field of Education and will identify opportunities for the development of new research projects.

The role holder will take responsibility for the quality of the design of Education courses/programmes to maintain the high teaching standards and contribute generally to the development of teaching, teaching methods and assessments in the EdEn academic unit.

The role holder may have line management responsibilities including the responsibility for the professional development of the EdEn team and contribute to the overall administration of the School.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
	Research	40%
1	To provide academic and organisational leadership to those working within Education research area(s), by for example co-ordinating resources, the work of others to ensure the effective delivery of research projects and agree objectives and work plans with the team.	
2	To act as the principal investigator on major research projects within the area of Education. Investigate and devise new research methods, generate new research approaches and contribute generally to the development of thought and practice in the field of Education.	

3	To interpret findings, review and synthesise the outcomes of research projects in Education and apply to research and teaching practice, where appropriate.	
4	To develop and sustain an ongoing national reputation as a research leader in Education, through original research work. Disseminate and explain research findings through leading peer-reviewed national and international publications, and present or exhibit at national/ international conferences and other similar events.	
5	To develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes.	
6	To investigate and develop new approaches, methodologies and techniques appropriate to Education research area.	
7	To lead major funding bids which develop and sustain research support for the Education specialist area and develop research initiatives to foster collaboration and generate income.	
8	To apply research results in public policy or commerce where there is a demonstrable benefit to the University and EdEn academic unit.	
9	To contribute to the development of research strategies and the teaching and learning policy in the School/Faculty of EdEn/FHSS.	
	Teaching	40%
10	To contribute to the curriculum leadership and the teaching and learning programmes in the EdEn academic unit e.g. through delivery of XXXXXX advanced research lectures to staff and/or delivery of course modules.	
11	To resolve problems affecting the quality of course delivery and student progress within the area of Education, referring more serious matters to others, as appropriate.	
12	Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.	
	Admin & Others	
13	To act as a line manager (including performance review) and personal mentor to peers and colleagues, where appropriate, and provide expert advice and coaching to colleagues and students internally and externally.	
14	To lead and develop internal (e.g. by chairing/participating in University Committees) and external relationships (e.g. external examiners/assessors and/or active researchers) to foster future collaboration.	
15	Be responsible for administrative duties in areas such as admissions, timetabling, examinations, student attendance, and represent the school on various committees and working groups in the wider University and outside of the University and managing or monitoring assets and budgets allocated as part of the role.	

16	To participate in training and staff development events as trainer or trainee as appropriate.	
17	To maintain appropriate professional development, expertise and awareness.	
18	To undertake other tasks and responsibilities as may reasonably be required.	



Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none">▪ Excellent oral and written communication skills in English, including the ability to communicate with clarity on complex information.▪ Proven ability to provide effective leadership and management of groups and teaching activities.▪ Proven ability with demonstrated success in obtaining sources of funding, providing effective leadership, planning, and building, resourcing a team and delivering research results.▪ High analytical ability to facilitate conceptual thinking, innovation and creativity.	
Knowledge and experience	<ul style="list-style-type: none">▪ Extensive track record of published research, development and delivery of teaching units, successful consultancy activities and/or delivery of specialist services to external customers/client▪ Extensive research and teaching experience with an established national and growing international reputation in the field of XXXXXXXX in higher education▪ Extensive experience in developing and devising new research programmes, models, techniques and methods.▪ Proven record of promoting and maintaining collaborative links with industry/business/community.	<ul style="list-style-type: none">▪ An understanding of University management systems and the wider higher education environment.▪ Previous experience of the supervision and pastoral care of students at all levels.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none">▪ PhD or equivalent in relevant subject area	<ul style="list-style-type: none">▪ Membership of a professional body, where appropriate.▪ Higher education teaching qualification or equivalent.
Statutory, legal or special requirements		

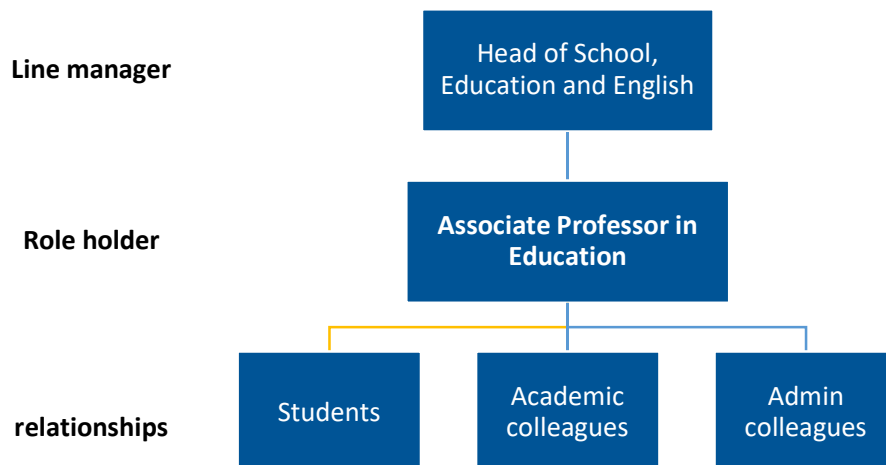


Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Understands that it is essential to provide a structure that people can thrive in. Knows how to communicate with people to create a healthy working environment and get the best out of people.
- Taking ownership** Communicates vision clearly, providing direction and focus. Knows how to create a productive environment where people are inspired and can work cross-departmentally in partnership.
- Forward thinking** Has the ambition to be a pioneer in own area, anticipating the future change, needs and challenges. Knows how to innovate within their work context and champions others to be inspired to be part of this ambition
- Professional pride** Keeps up to date on latest thinking, trends and work practices. Supports team to be thought leaders; willing to challenge if obstacles get in the way.
- Always inclusive** Establishes far reaching partnerships, well beyond own area across a broad range of networks. Understand role to pay due regard to the needs of the whole community.

Key relationships with others





Job Title	Professor in Education
School/Department	School of Education and English
Job Level	UNNC Scale B Level 7
Job Family	Research and Teaching
Contract Status	This post is available from 1 Sept 2025 and will initially be offered on a fixed-term contract with the University of Nottingham Ningbo China for a period of up to five years and a probation period of 6 months. This contract may be extended on an indefinite basis based on mutual agreement.
Location	University of Nottingham Ningbo China
Hours of Work	Irregular working hours
Responsible to	Head of School, Education and English

Purpose of role:

The Role holder will be expected to undertake academic leadership and managerial responsibilities within the School of Education and English. They will act as principal investigator on significant research projects in the field of Education, will identify opportunities for the development of new research projects, and provide guidance to junior staff in the areas of research and grant funding. Roles at this level will have a significant impact on the direction, strategy, objectives and results of the University by influencing and shaping the available resources as appropriate to meet the current and future needs of the University.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
	Research	40%
1	Plan and lead the development and implementation of research strategy within the School of Education and English. Develop and communicate a clear vision of the academic unit/University's strategic direction and ensure the delivery of University strategic plans within area of responsibility.	
2	Through original, recent and published research of international excellence, maintain and further develop an international reputation as a research leader in a major subject area. Where appropriate lead research and collaborative partnerships with other educational institutions or other external bodies and promote and market the work of the academic unit.	
3	Lead and support funding bids that develop and sustain research support for the specialist area and advance the reputation of the academic unit and the University.	
4	Lead the process of acquiring, analysing and interpreting research data and information, ensuring appropriate techniques, approaches, models and methods are selected, developed or devised for the purpose.	

5	Organise national and/or international workshops to further disseminate and explain research findings.	
	Teaching	40%
6	Contribute to and/or lead the development of the curriculum in own area, demonstrate innovative/leading edge approaches to learning that achieve the educational standards of the School/ Department and, where appropriate, professional body. Disseminate best practise in teaching and learning methodologies within and outside the university.	
7	Deliver lectures and provide advice, instruction and examination in the subject at all levels, from undergraduate teaching to advising on post-doctoral research.	
	Admin & Others	20%
8	Chair committees and participate in University decision making and governance and contribute to the development of academic policies across the University.	
9	Provide intellectual leadership of the School's academic community, providing direction and mentoring for less experienced colleagues. Lead, appoint, manage and develop individuals and/or teams to deliver the research and/or teaching plans. Foster inter-disciplinary team working to develop team spirit and team coherence.	
10	Responsible for the management and resolution of all student and/or team issues drawing on specialist advice and support as required.	
11	Responsible for the organisation and deployment of resources within area of responsibility.	
12	Lead and develop internal and external networks to foster collaboration, share information and ideas and promote the subject and the University.	
13	Contribute to the running and strategic direction and development of the University through designated committees or project activities.	
14	Participate on national and international bodies; act as an advisor to government and in any other external advisory capacity. Where appropriate contribute to the development of higher education processes in the UK.	
15	Participate in training and staff development events as trainer or trainee as appropriate. Maintain appropriate professional development, expertise and awareness. Undertake other tasks and responsibilities as may reasonably be required.	



Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none">▪ Excellent oral and written communication skills in English▪ High level analytical capability to facilitate conceptual thinking, innovation and creativity▪ Proven skills in coaching and developing others in best practice techniques.▪ Proven ability to lead, motivate, develop and manage the performance of a team.▪ Proven ability to plan and lead the delivery of research and teaching programmes, and to develop sources of funding.	<ul style="list-style-type: none">▪ Skills in pastoral care and motivating students at all levels.
Knowledge and experience	<ul style="list-style-type: none">▪ In depth knowledge of Education specialism to enable the development of new knowledge, innovation and understanding in the field.▪ Established and widely recognised excellence and reputation in the Education specialist subject area amongst peers nationally and internationally.▪ Extensive experience in leading the design of research techniques and methods.▪ Extensive experience and capability to act as a role model in the areas of research, and teaching, as appropriate.▪ Previous experience and success in raising capital in support of new business projects, management of investment funds, grants and contracts.▪ Previous success in transferring research results to commercial professional or other practical use.	<ul style="list-style-type: none">▪ An understanding of University management systems and the wider higher education environment.▪ Significant record of supervision of postgraduate students on industrial or knowledge transfer projects.▪ Previous leadership experience.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none">▪ PhD, or equivalent supported by extensive and high level research and teaching experience in relevant area.	<ul style="list-style-type: none">▪ Higher Education teaching qualification or equivalent.▪ Membership of a professional body where appropriate.
Statutory, legal or special requirements		



Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Role models the highest ethical standards to cultivate a collaborative workplace that develops talent and enhances wellbeing, whilst also balancing the needs of the various stakeholders.
- Taking ownership** Translates the vision into a strategy for own area, enabling people to take the right action for the wider organisation. Can resolve complex problems, balancing the needs of varied stakeholders.
- Forward thinking** Always has the overall strategic goal in mind, manages to stimulate agile and forward thinking in others, motivating them and giving them the confidence to drive for continuous improvement.
- Professional pride** Goal is to be best in class; ensuring this can be achieved in line with long term strategy regardless of short term challenges. Supports people to do what is best for both the organisation and the department.
- Always inclusive** Promotes how collaboration and positive partnerships are essential to success, constantly looking ahead to explore how to involve other potential stakeholders.

Key relationships with others

