



UNIVERSITY OF LEEDS

## CANDIDATE BRIEF

Visiting Professor of Research Impact,  
Leeds University Business School



**Salary: Grade 10 (minimum £68,857 a year, pro rata)**

**Reporting to: Director of Research Impact**

**Reference: LUBSC1717**

**Closing date: 26 May 2024**

**Three-year fixed term up to 15% of full time (0.15 FTE)**

**We are open to discussing flexible working arrangements.**

## Overview of the Role

The Leeds University Business School (LUBS) is enjoying a rapidly growing reputation for the impact of its research in society and economy, benefiting many organisations and policy bodies outside of higher education. The School seeks to build on this reputation and strengthen its capability for engaged and impactful research by appointing leaders in unique roles of Visiting Professor of Research Impact.

Following the success of the first round of recruitment, we are now embarking on a second round with three more posts advertised. These posts are designed to attract successful leaders from business, industry and policy arenas to work for the School. They will help to promote research from LUBS to their external connections at various levels (regional, national, global) and deliver excellent impact that makes a significant and tangible difference to policy and/or the world of business.

This opportunity is to bring in people from business, public sector and policy to work with LUBS and support our mission and research strategy. You will have expertise aligned with one or more research domains at LUBS (accounting, economics, finance, international business, marketing and work & employment relations). It is expected that you will be a leader in your field with considerable experience of strategy and policy formation, be an innovator and creative thinker, as well as being an excellent communicator with extensive stakeholder contacts. Applicants are not required to have an academic background or academic track record but will be motivated to engage with academic researchers to collaboratively develop impactful recommendations for policy and practice.

## Main duties and responsibilities

It is expected that we will make three appointments of Visiting Professor of Research Impact. Individuals appointed will have a specific role and expectations and their title may reflect their area of expertise (e.g. Visiting Professor of Research Impact in Organisational Change). The key remit of the individuals appointed will be to champion our impact agenda, act as ambassadors of LUBS research in their professional communities, and engage with researchers to enable research projects to achieve impact, in particular, extending the range and significance of the impact achieved through various translation processes, and widen and deepen the external connections of our researchers in a specific area. The positions are faculty posts and





while there will be a linkage with a particular academic department, the appointees will work across departments and research centres. The role will include helping to drive our impact case studies from initial conception of an idea to delivery of real-world impact and a REF (Research Excellence Framework) case study.

- Leading, facilitating and championing direct collaboration with an external organisation (e.g. a company, government department or regional body) to create a mutually beneficial relationship. There could be a number of target external organisations but most likely the focus will be on depth rather than breadth;
- Proactively collaborating and engaging with LUBS researchers to disseminate research with the potential for impact on policy and practice;
- Making a significant contribution to the shaping of evidence-based recommendations that inform the development of policy or business practice;
- Developing new external relationships on behalf of an academic or a research centre with tangible outcomes;
- Working in support of our faculty External Engagement Strategy to help develop sustainable and well-grounded external relationships;
- Being attached to a specific impact case (or potentially more than one case) that is in development within the faculty, working specifically to help extend the reach and significance of the impact;
- Applying your leadership skills, knowledge and experience to help a particular research area (e.g. research centre or project team) to enhance the scope of its research collaboration and impact;
- Making a significant contribution to the development of externally funded research proposals by building links with external non-academic partners and by influencing the framing of the proposal and its intended impact on practice or policy.

### **Additional activities**

Subject to discussion with the Director of Research Impact and appropriate Departmental Director of Research, the role may also include activities that are broader to a particular department or centre:

- Engaging with and mentoring early to mid-career academics to help them with external engagement and generating more research impact. Also, advising on key issues or challenges on the agenda from the perspective of external organisations;



- Contributing to LUBS initiatives such as the Ideas in Practice corporate engagement series, LUBS Public Policy Forum and Research Impact Workshops;
- Working with academic colleagues on an application for an Impact Leadership Award to deliver some aspect of research impact with external audiences;
- Acting as the industry or policy expert in relation to an interdisciplinary research initiative, helping the academic team fully exploit the potential of the research to bring about change for good outside academia;
- Other activities related to the specific role and expertise of the individual to be discussed and agreed on appointment.

These duties provide a framework for the role and should not be regarded as definitive. Other reasonable duties may be required consistent with the grade of the post.

## Qualifications and skills

### Essential

Candidates are not required to have an academic background. The following qualities and experience are considered essential:

- An exceptional and experienced business or policy leader, Director or Senior Executive with demonstrable record of achievement and leadership in their particular field;
- A strategic and innovative thinker with a background of leading operations and initiatives across different areas of the business or policy area in which they work;
- An excellent communicator and relationship builder who is recognised by multiple stakeholders and has an external profile reflecting their business or policy expertise;
- A commitment to promoting and supporting diversity, equality and inclusion within LUBS and in the academic community.

### Desirable

- Excellent commercial and strategic acumen with a strong commitment to ethical and sustainable business;
- Extensive experience of leading and developing teams and ability to inspire colleagues to conceive and deliver ambitious objectives;



- Demonstrate international links and evidence of effective engagement with and influencing of national and international agendas related to their role;
- Inclusive leadership and people management skills.

## How to apply

You can apply for this role online; more guidance can be found on our How to Apply information page. Applications should be submitted by 23.59 (UK time) on the advertised closing date.

Your application should include:

- a **personal statement** (of up two pages of A4) explaining your motivation for the role and what you would be able to bring to the Leeds University Business School;
- your **curriculum vitae** giving full details of qualifications and experience.

## Additional information

### Working at Leeds

We are a campus-based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our [Working at Leeds](#) information page.

### Our University and School

As an international research-intensive university, we welcome students and staff from all walks of life. We foster an inclusive environment where all can flourish and prosper, and we are proud of our strong commitment to student education.

At Leeds University Business School, we work hard to ensure that our shared University values (collaboration, compassion, inclusivity and integrity) guide all our activities. We are committed to developing our culture so that we are able to work together to deliver our purpose to “make an exceptional impact on the economy, society and the planet”. We aim to do this by pursuing our goals of developing innovative solutions for society and building a community of responsible leaders.





Everyone at the Business School has a part to play in realising this vision - whether you are involved in education, research, external engagement or professional support. Everyone has skills, knowledge, talent and experience of value - we all have something to offer and we all have a part to play in contributing to collective success. This is at the heart of who we are and how we treat one another. We want all colleagues to feel excited about going to work, to feel valued, to be challenged, to feel part of something bigger and to have fun along the way. To make this a reality we expect all colleagues to champion our shared values, to help us to strengthen our culture and to contribute to our common purpose.

We are dedicated to diversifying our community and we welcome the unique contributions that individuals can bring, and particularly encourage applications from, but not limited to Black, Asian, people who belong to a minority ethnic community; people who identify as LGBT+; and disabled people. Candidates are always selected based on merit and ability.

We have identified that women are currently underrepresented in this role and particularly welcome applications. Candidates will always be selected based on merit and ability.

#### **Information for disabled candidates**

Information for disabled candidates, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at [hr@leeds.ac.uk](mailto:hr@leeds.ac.uk).

#### **Criminal Record Information Rehabilitation of Offenders Act 1974**

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

