



**Faculty of Medicine and Health**

**School of Psychology**

**Associate Professor or Chair in Behaviour Change**

We are offering an outstanding opportunity for an expert in Behaviour Change to grow and develop research in the unique context of an N8 Food consortium. Leading the ‘Improved Nutrition and Consumer Behaviours’ theme at Leeds, you will be encouraged and supported to build fresh research collaborations which can capitalise on the innovative application of behaviour change work.

As a strategic appointment at either Associate Professor or Chair in the area of Behaviour Change, you will be based in the School of Psychology, where we are ready to consolidate and grow behaviour change expertise. The role is part of the £16 million; five-year Agri-Food Resilience Programme funded by the N8 and HEFCE, the role offers unrivalled opportunities for cross-disciplinary relationships, spanning academia and industry across the N8 nationally and internationally. Many of these relationships are nascent, and ripe for creative growth. Potential directions for cross-disciplinary collaborations include research to change behaviour at the farm, supply chain or consumer level to increase resilience and improve nutrition with benefits for public health, reducing environmental impacts and increasing sustainability. A key partnership for the appointed candidate will be with the N8 theme lead, Professor Jason Halford at the University of Liverpool.

You will have an international reputation in behaviour change, with clear enthusiasm and capacity for large, multi-disciplinary grant applications and for publications of international standard with potential for impact. Our behaviour change team in the School of Psychology offer support, capacity and a creative environment to keep research forward-thinking, relevant and inclusive. Demonstrating an interest and ability to deliver engaging, research-led teaching to educate and inspire students is also essential.

We encourage applications from people who are seeking a supportive, ambitious research environment with exciting opportunities for the application of behaviour change within and across disciplines. You will have secured significant research income, and published extensively with a significant number of 3\* and 4\* REF equivalent outputs, and have a track record of excellence in teaching and leadership.

**The University of Leeds is committed to providing equal opportunities for all. The University is a charter member of Athena SWAN and holds the Bronze award. We will be happy to consider job share applications and are committed to flexible working for all our employees.**

**The salary will be between £48,327 - £55,998 at Associate Professor or a minimum of £61,178 on the Professorial salary scale.**

Informal enquiries regarding the post should be directed to Professor Louise Dye, School of Psychology, N8 Lead for Leeds, email: l.dye@leeds.ac.uk Telephone: +44 (0)113 343 5707

If you have any specific enquiries about your online application please contact Sue Curry, tel: +44 (0)113 343 1845; email s.e.curry@adm.leeds.ac.uk

**Job Ref: MHPSY1025 Closing date 19 January 2017**

**The N8: CONTEXT AND SUMMARY**

The N8 is a grouping of the eight leading research-intensive universities in the North of England. The member universities are Durham, Lancaster, Leeds, Liverpool, Manchester, Newcastle, Sheffield and York. The partners have a collective research income of £787m (2012/13) and employ over 15,000 academic staff. The partners provide a unique combination of complementary research strengths and capacity. The N8 Research Partnership aims to combine the research excellence of the member universities to stimulate and encourage research and innovation across a range of disciplines. The University of York leads the Agri-Food Resilience Programme on behalf of the N8. See <http://n8agrifood.ac.uk/about/our-vision/> for a brief overview of the aims of the Agri-Food Resilience Programme.

**The N8 Agri-Food Resilience Programme**

Guaranteeing sufficient, safe and nutritious food for a growing, increasingly affluent population is a significant long-term global challenge, beyond the capabilities of any single research group or university. The breadth of the challenge requires an integrated, large-scale, multi-disciplinary research effort.

In response to this challenge, the N8 Research Partnership has developed an ambitious programme in Agri-Food Resilience that aims to:

* Combine the world-leading crop and livestock research at the N8 universities with the translational capabilities embodied in the five university farms to create a single research programme focussed on ensuring the stability of national and global agri-food supply chains;
* Work with companies and farmers to apply the insights of the programme to increase the resilience and economic competitiveness of national and global agri-food supply chains;
* Develop and disseminate new models and organisational capabilities to create and implement large-scale, strategic research programmes that cross discipline boundaries, and integrate impact and knowledge exchange.

The Higher Education Funding Council for England (HEFCE) has awarded the N8 Research Partnership a grant of almost £8 million through its Catalyst Fund to develop this programme; the N8 universities will match this equally. The University of York will host the N8 Agri-Food Resilience Programme on behalf of the N8 Research Partnership.

Through this programme, the N8 aims to combine world-leading crop and livestock research - plus the facilities offered by six experimental farms across the N8 universities - with the partnership institutions’ vast expertise in social sciences, including business and management, to create a single multi-disciplinary research initiative. Key features include an N8 cadre of joint academic appointments working with a team of Knowledge Exchange fellows to deliver truly multi-disciplinary research, knowledge exchange and business engagement, and integrate with leading academic capabilities across the UK and internationally.

Together, the N8 universities have an impressive track record in agri-food science, with more than 370 researchers working on projects in this area and a portfolio of £269 million of research funding over the last six years.

**Three Research Themes**

Building on N8 research strengths in science, engineering and social science, the N8's aims will be achieved through three inter-connected multi-disciplinary themes, addressing key challenges in food security:

* Sustainable Food Production: Precision agriculture, soil regeneration, resilient and productive crops and livestock, novel diagnostics, predictive modelling and 'omics' to promote resilient, sustainable food production.
* Resilient Food Supply Chains: Adapting food supply systems to deliver increased resilience and nutrition while improving public health, reducing environmental impacts and sustaining economies.
* Improved Nutrition and Consumer Behaviours: lowering the burden of food production and distribution on the natural environment through changes in behaviour, diet and other socio-economic factors.

The three research themes will have dedicated academic Theme Leaders (For theme 3: Prof Jason Halford, University of Liverpool) who will work with the Academic Director and local leaders to create a paradigm shift in agri-food resilience research and innovation by capitalising on the unique strengths of the N8 consortium, namely:

Research excellence: from core underpinning sciences through to economics and public policy, harnessing the greatest concentration of bioscientists engaged in agri-food research in the UK.

Integrated research and translational capabilities to test agronomic effectiveness based around the six research farms across the N8; no other collaboration or centre can provide this range or scale of expertise.

Human capital and skills development: training the next generation of Agri-Tech scientists and leaders, and increasing links to further education.

The economic significance of agriculture, food and drink production and agricultural technologies sectors in the north of England, adjacent to major centres of population with significant consumer markets, and our capability to develop new forms of collaborative working with industry and other higher education institutions.

The track record and social capital to manage and develop a large scale collaborative research programme that will demonstrate the capability of the HE sector to collaborate and deliver research excellence, economic growth and best value / efficiency.

**HEFCE’s Catalyst Fund**

The HEFCE Catalyst fund supports innovative and exceptional activity across the higher education sector in teaching, research and knowledge exchange. The fund provides investment in projects that will achieve major strategic changes and provide on-going benefits for higher education and wider society that would not happen without additional support. http://www.hefce.ac.uk/funding/catalyst/

**MAIN POSTHOLDER RESPONSIBILITIES**

Provide a significant contribution to the strategic academic development, direction and leadership of the School of Psychology, University of Leeds and N8 programme theme.

* Undertake internationally leading research and inspirational teaching, developing a leadership role in translating excellence in research and scholarship into learning opportunities for students.
* Encourage wider involvement of relevant academic and research staff in N8 themes and opportunities
* Support and mentor less experienced academic and research staff to promote career development and the nurturing of academic talent within the School
* Promote and help to deliver excellence in research and student education for the School and the highest standards of student experience.

**KEY RESPONSIBILITIES – ASSOCIATE PROFESSOR**

**Research, Innovation and Impact:**

* To be recognised as an authority in the field of behaviour change, developing and maintaining an external profile as appropriate;
* Achieve sustained high levels of research funding individually and/ or in collaboration with others (especially N8 partners)
* To attract research income on an individual and collaborative basis, as appropriate to the discipline, to underpin high quality research activity
* To provide high quality postgraduate supervision and attract research students to the university and N8 partners
* To take part in knowledge transfer activities, where appropriate and feasible
* Develop and maintain networks and promote links with N8 partners and potential collaborators e.g. industrial partners, Research Councils and appropriate external organisations e.g. WRAP, FSA etc.
* Provide or develop academic leadership skills to guide colleagues working within own research area and more widely across the School, Faculty, University and N8, build a research team and promote the development of a vibrant and sustainable research culture, community and environment in the School and N8 theme.
* Attract high quality postgraduate research students to the University and provide them with excellent supervision which supports timely completion and subsequent employability, possibly in collaboration with theme or N8 partners
* Build and sustain relationships with external bodies to develop the School and N8’s innovation and impact agenda which will be an important deliverable for the Catalyst programme
* Promote the integration of research interests within the School, across the University and externally with N8 and other partners.

**To provide academic leadership through:**

* Contribution to the overall work of the University and/or equivalent external organisations (including N8 partners) representing the school and faculty on appropriate committees and groups
* Effective contribution to the management and administrative processes and committee structures of the school, faculty and University
* Managing or leading major initiatives or areas of work (as either sustained or one-off projects) which facilitate school, faculty or University performance or business as required
* Involvement in the recruitment, management and development of staff and act as a mentor to colleagues
* The promotion of the values of collegiality within the academic community
* Actively promoting and embedding University standards of employment practices across the School.

**Teaching:**

* To undertake research-led teaching at different levels on undergraduate and/or postgraduate taught courses, regularly collecting, and responding to, student feedback
* To contribute at an appropriate level to school and faculty policy and practice in teaching
* To play a significant role in the design, development and planning of modules and programmes within the subject area as required
* To play a significant role in the review of modules and programmes and in quality assurance and enhancement as required
* To develop innovative approaches to learning and teaching as appropriate
* To provide timely feedback and assessment of coursework and examinations
* To provide general support and guidance to students, resolving issues and/or referring to specialist parties, where appropriate
* To act as a personal tutor, including pastoral care and supporting students in maximising the benefit of their time at Leeds
* To supervise students undertaking research projects as appropriate

**General:**

* To contribute to the development and achievement of University, faculty and school strategy within the context of an international, research-led university
* To be recognised as an authority in the field, developing and maintaining an external profile as appropriate to the discipline
* To maintain scholarly activity and keep up to date with developments in the field as necessary to carry out the duties of the post
* To carry out the duties of the post in accordance with the University values and standards, including the Leadership and Management Standard, and in line with University policies and procedures and local faculty/school benchmarks as appropriate, upholding high professional standards and leading by example
* To work with our students as members of a learning community to provide world class education and an excellent student experience
* To maintain own continuing professional development
* To maintain a healthy work environment, including ensuring compliance with legislation and the undertaking of risk assessments
* To integrate the University value of inclusiveness into all appropriate aspects of the job; respecting the dignity and diversity of all members of the University community and of visitors to the University

**This job description provides a framework for the role and it may be necessary for an Associate Professor to undertake any duties commensurate with the post as might reasonably be required**

**KEY RESPONSIBILITIES - CHAIR**

**Research, Innovation and Impact**

* Develop and lead excellent research, innovation and impact at national, N8 and international levels.
* Maintain and develop a high quality record of research output in leading internationally-recognised publications, with impact.
* Achieve sustained high levels of research funding individually and/or in collaboration with others (especially N8 partners)
* Develop and maintain networks and promote links with N8 partners and potential collaborators e.g. industrial partners, Research Councils and appropriate external organisations e.g. WRAP, FSA etc.
* Provide or develop academic leadership skills to guide colleagues working within own research area and more widely across the School, Faculty, University and N8, build a research team and promote the development of a vibrant and sustainable research culture, community and environment in the School and N8 theme.
* Attract high quality postgraduate research students to the University and provide them with excellent supervision which supports timely completion and subsequent employability, possibly in collaboration with theme or N8 partners
* Build and sustain relationships with external bodies to develop the School and N8’s innovation and impact agenda which will be an important deliverable for the Catalyst programme
* Promote the integration of research interests within the School, across the University and externally with N8 and other partners.

**Student Education**

* Inspire students through research-led teaching on undergraduate and postgraduate taught courses, achieving high standards of student feedback.
* Provide a significant contribution to School and, as appropriate, Faculty policy and practice in teaching, promoting world class education and an exceptional student experience.
* Take a significant role in the design, development and planning of modules and programmes.
* Take a significant role in the review of modules and programmes and in quality assurance and enhancement processes within the subject area.
* Develop innovative approaches to learning and teaching.
* Provide high quality student support, acting as a personal tutor, supporting involvement in Leeds for Life, and working with students as members of a learning community to sustain ‘The Partnership’.

**Leadership & Management**

* Make a dynamic, ambitious, energetic contribution to the development and delivery of the School’s academic mission.
* Provide a major input to the strategic academic development and direction of the School and the Faculty and to the academic leadership of the discipline.
* Make a significant contribution to the University through its governance structures and by representing the University externally.
* Engage with major initiatives and/or multidisciplinary areas of work which improve School, Faculty or University performance.
* Actively promote and engage with the University’s People Management Framework (http://www.leeds.ac.uk/hr/development/pmf.htm) to ensure high standards of employment practices and staff management across the School.
* Adhere to University values and standards, including the Leadership and Management Standard, and in line with University policies and procedures and local Faculty/School benchmarks as appropriate, upholding high professional standards and leading by example.
* Exercise leadership in alignment with the University Leadership and Management Standard (http://www.sddu.leeds.ac.uk/sddu-University-of-leeds-leadership-and-management-standard.html), ensuring that appropriate staff training and development is identified and undertaken.
* Sustain own continuing professional development as a leader.
* Maintain a safe and healthy work environment, including ensuring compliance with health and safety legislation and the undertaking of appropriate risk assessments.
* Comply with the University’s financial and procurement procedures and regulations, undertaking relevant induction/training.
* This job description provides a framework for the role and it may be necessary to undertake other duties commensurate with the post as might reasonably be required.

**PERSON SPECIFICATION**

Candidates will be expected to demonstrate appropriate levels of experience and skill to enable them to achieve the requirements of the job description. The following skills and abilities are essential in this context:

**Appointment to Associate Professor**

Already an established authority on a strong trajectory you will demonstrate the following:

**Essential**

* Have a PhD or other doctorate in a relevant discipline or equivalent research experience.
* A proven track record and an outstanding contribution to research and publication of original results at an international level.
* A well-established track-record of publication in high quality peer-reviewed journals.
* Well established track record of securing significant external research funding.
* Experience and proven ability to supervise research students.
* An enthusiastic, modern and versatile approach to teaching, including a willingness to conduct field based teaching, where appropriate.
* Detailed experience of teaching undergraduate and postgraduate students.
* Effective organisation and communication skills.
* The capacity to be flexible and work in co-operation with other team members.
* Ability to act as a role model to build trust through openness, honesty and integrity.
* Ability to balance the needs of the task, team & individual.
* Ability to adapt your leadership style to suit the situation.
* A willingness and capacity to take on a significant role in Faculty/School development.
* Capacity for original thought and to solve problems, identify issues and plan strategic action.

**Appointment to Chair**

A leading expert of international note within your field you will;

**Essential**

* Have a PhD or other doctorate in a relevant discipline or equivalent research experience.
* Evidence understanding of the principles of research-led teaching and a track record of integrating research with learning and teaching to deliver an excellent student experience, and an ability to lead the development a portfolio of modules.
* Demonstrate ability to provide academic leadership in research both by own work and through the encouragement and stimulation of colleagues.
* Demonstrate a track record of sustained delivery of ambitious and imaginative academic leadership.
* Evidence an excellent and sustained track record of research and publication meeting international standards of academic excellence, including a significant quantity of 3\* and 4\* REF equivalent published research.
* Show international links and evidence of effective engagement with and influencing national and international research agendas.
* Demonstrate ability to work across subject areas, linking appropriately with other disciplines and research groups.
* Demonstrate a track record of effective team working and collaborative development.
* Demonstrate an outstanding track record in the generation of significant research income from Research Councils and/or industry, and the development of sustainable research infrastructure.
* If the candidate has been substantially based in industry, he/she will need to demonstrate a track record in raising significant project funding and sustainable research infrastructure development, and have a knowledge of and ideally personal experience with, research funding routes available to universities.
* Demonstrate a track record in developing impact from his/her research, including ideally going beyond academic impact into aspects of social, economic, policy, or other impact areas.
* Demonstrate a track record in translating academic staff successfully through the academic pipeline from PhD students, to post-doctoral researchers, and through the academic career structure.
* A willingness and capacity to take on a significant role in Faculty/School development.
* Demonstrate excellent organisational and communication skills.
* Demonstrate ability to think laterally, to be imaginative and to anticipate trends and opportunities.

**FURTHER INFORMATION**

**Faculty Information**

With more than 6,000 students, 1,600 staff and annual research income of £50m, the Faculty of Medicine and Health at Leeds is bigger than some universities. Leeds has one of the largest medical and bioscience research bases in the UK, and is an acknowledged world leader in cancer, cardiovascular, psychiatric, genetic, musculo-skeletal and health services research. Treatments developed in Leeds are transforming the lives of people around the world living with conditions such as HIV, TB, diabetes and malaria.

**The School of Psychology**

The Department of Psychology was founded in 1949. It became a School in 1997, and is within the Faculty of Medicine and Health. The School took the title of School of Psychology in 2004 in order to demonstrate the scope of its academic activities and the strength of its interactions with a broad range of stakeholders.

The School is centrally located in the University, very close to libraries and other facilities. It is housed in a building combining two complementary architectural styles: a renovated Edwardian Terrace, where most teaching, research, clerical and administrative staff have their offices, and modern (1989 and 1991) purpose-built extensions where research and computing laboratories and teaching rooms are located. The School are currently engaged with extensive building and renovation work to improve the space and ensure that the buildings provide the infrastructure necessary for our world class teaching and research aspirations.

The School has a long history of research into human appetite, physical activity and obesity, and incorporates a Human Appetite Research Unit (known as HARU) which was established by Professor John Blundell in 1990. This research unit is probably the leading unit in the UK and has an outstanding international reputation. The research group has expanded and includes sub-groups which study “Nutrition and Behaviour” (which includes Professor Louise Dye, N8 Lead, and Associate Professor Clare Lawton, ‘Appetite Control and Energy Balance (Profs. John Blundell, James Stubbs and Associate Professor Graham Finlayson) and Infant Nutrition (Prof. Marion Hetherington). The post will also interact closely with the Health and Social Group (which includes Profs Mark Conner, Daryl O’Connor and Rebecca Lawton as well as experts in Behaviour Change such as Associate Professors Ian Kellar, Andrew Prestwich and Siobhan Hugh-Jones). Further particulars describing the Institute’s research activities can be found on the School’s Internet website (http://www.psyc.leeds.ac.uk/overview/).

It is anticipated that the Chair will form strong links with colleagues in the Centre for Decision Research (lead by Prof Wandi Bruin de Bruine, see <http://lubswww2.leeds.ac.uk/cdr/>) and Food Science, which includes the Nutritional Epidemiology Group (lead by Prof Janet Cade, see <https://www.food.leeds.ac.uk/research/sections/nutrition-and-public-health/nutritional-epidemiology.html>).

**ADDITIONAL INFORMATION**

**Terms and Conditions**

Details of the terms and conditions of employment for all staff at the university, including information on pensions and benefits, are available on the Human Resources web pages accessible via the links on the right hand side, or at <http://www.leeds.ac.uk/hr/index.htm>

Appointment to an academic or academic-related staff post confers the right to join the Universities’ Superannuation Scheme (USS), although membership of this scheme is not a condition of employment. Members of the scheme are contracted out of the State Earnings Related Scheme (SERPS).

Participation in the Staff Review and Development Scheme is a condition of employment for academic and related staff.

**Disclosure and Barring Service checks**

Enhanced Disclosure from the Disclosure and Barring Service (DBS) is not required for this position.

**Disabled Applicants**

The post is located in the Psychology Building. Disabled applicants wishing to review access to the building are invited to contact the department direct. Additional information may be sought from the Recruitment Officer, email disclosure@leeds.ac.uk or tel + 44 (0)113 343 1723.

Disabled applicants are not obliged to inform employers of their disability but will still be covered by the Equality Act once their disability becomes known.

Further information for applicants with disabilities, impairments or health conditions is available in the applicant guidance.