Candidate Information Pack

Appointment of:

Professor of Interaction Design
An Introduction to Newcastle University

Newcastle University is a thriving international community of 28,000 undergraduate and postgraduate students from over 140 countries worldwide, studying at our main campus in Newcastle and at Newcastle University London, Newcastle University in Singapore and Newcastle University Medicine Malaysia.

Ranked in the top 150 of world universities, we aspire to be a people-focussed university that harnesses academic excellence, innovation and creativity to provide benefits to individuals, organisations and society as a whole. As a member of the Russell Group of research-intensive universities in the UK, we have a world-class reputation in ageing and health, cities, culture and creative arts, data, and energy.

The University traces its origins to 1834 and the need to address the economic, health and social demands of an industrial city. We are located in, and have contributed to, a region with a tradition of invention and innovation spanning more than 200 years, from the opening of the first permanent public railway line in 1825, through the birth of Pop Art in the 1940s to obtaining, in 2017, the world’s first licence for a pioneering technique to eradicate inherited mitochondrial disease.

The University’s main campus is located in the centre of Newcastle upon Tyne, the cosmopolitan capital of the North East of England. The city enjoys a worldwide reputation for the quality of its cultural and social life.

Academic Excellence

In June 2017 we were awarded Gold status in the TEF (Teaching Excellence Framework), and in 2018 we were ranked 9th in the Times Higher Education Ranking of Teaching in Europe, a ringing endorsement of our long tradition of excellence in teaching.

The 2014 Research Excellence Framework (REF) placed Newcastle University 16th in the UK for Research Power and the vast majority of our research (78 per cent) was assessed to be world-leading or internationally excellent. We also ranked:

- 4th amongst UK medical schools for Clinical Medicine Research Intensity.
- 3rd in the UK for English (1st for impact), and in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.
- 1st in the UK for Computing Science research impact, 3rd in the UK for Civil Engineering research power and 11th in the UK for Mathematical Sciences research.

We are a three-time winner of the coveted Queen’s Anniversary Prizes for Higher and Further Education, most recently in 2013 for our research into sustainable rural economies and societies, which has influenced policy and practice around the world. In 2005, we gained the Prize for our innovative solutions to mine water pollution, and in 2009 we were recognised for research into ageing. There are a number of characteristics that have defined us over the years and which will continue to be prominent features of our Vision. These include our clear focus on education and research that is of direct relevance to our city and region, a culture of openness and transparency and longstanding commitments to equality, diversity and inclusivity and academic freedom. We also have a proud history of championing social justice and we are dedicated to embedding it in our research, education and engagement activities.
Globally Ambitious

We have extended our reach beyond the UK by establishing a presence in Singapore and Malaysia. In 2008, in partnership with the Singapore Institute for Technology, we opened our Newcastle University in Singapore campus where we now offer five degree programmes supporting more than 700 students annually, together with a number of Masters programmes.

With the opening of Newcastle University Medicine Malaysia (NUMed) in 2011, we became the only UK University to have a fully owned medical campus overseas. NUMed delivers degrees in medicine and biomedical sciences to 800 students. The first doctors from NUMed graduated in June 2014.

Meanwhile, Newcastle University London, located in the City of London, opened in September 2015. Here we provide full and part-time undergraduate and postgraduate study programmes for students from all over the world, with a focus on business programmes. Newcastle University London also provides students and staff with increased links to national and international businesses.

The University is 27th in the Guardian University league tables 2019, 22nd in the Complete University Guide 2019, 21st in the Times/Sunday Times Good University Guide 2019 and in the top 150 of universities in the world in the QS World University Rankings 2018 and top 200 in the Times Higher Education World University Rankings 2018.

Student doctors at NUMed; the Newcastle Research and Innovation Institute in Singapore; and NU London.
Excellent Staff and Students

In 2015, Newcastle University won the Outstanding Leadership and Management Team category in the Times Higher Education Leadership and Management Awards for the second time in four years, receiving praise for our innovative programmes to develop leadership throughout the University and improve the diversity of those in senior positions.

In terms of staff and student numbers, the University has recently grown more rapidly than comparable institutions, with income of more than £511 million in 2017/18. We are one of the largest employers in the North East of England, with approximately 6,100 employees. Our recent engagement survey says our staff enjoy working here and we were placed in the top five of the best places to work, according to the Best UK University Workplace survey carried out by the Times Higher Education magazine in 2014.

Student satisfaction at Newcastle University is consistently above the national average. Traditionally we have strong performance in the National Student Survey (NSS) with the 2018 survey showing that 86% of students were satisfied with their time in Newcastle – placing us joint 4th in the Russell Group and joint 36th in the UK. Newcastle University students are also among the most employable in the UK, 85.8% are in graduate level jobs or further study within six months of graduation, placing us 10th in the UK. While our 220,000-strong global network of alumni in 200 countries and independent states around the world encourages mutual support and connects us with every type and level of industry.

Investing in world-class facilities

The University’s financial position is strong: over the past few years we have invested approximately £100 million per year in our city centre campus and will continue to invest over the coming years. This has enabled us to achieve major refurbishments of our existing estate, for example the phased refurbishment of the Armstrong Building, and the development of outstanding new facilities such as our flagship, £58m Urban Sciences Building and the 1,277 bed Park View Student Village. Current projects include a new £25m Sports Centre and the refurbishment of the Claremont Complex.

We actively invest in projects that are helping to attract new businesses and jobs to the region. In partnership with Newcastle City Council, we are creating Newcastle Helix, a £350m urban regeneration project which is the largest of its kind in the UK. Here, we are investing £34m in a new learning, teaching and conference venue the Frederick Douglass Centre - named in honour of the 19th century social reformer and abolitionist who was associated with the Summerhill area of the city next to the Helix site. Also opening in autumn 2019 on Newcastle Helix, will be The Catalyst building – the £50m bespoke headquarters for our National Innovation Centres for Ageing and Data and the National Institute for Health Research Innovation Observatory. Together with the Urban Sciences Building, these innovation centres will create a full-scale demonstration site in the heart of Newcastle that will provide real-world solutions to the issues facing modern and growing cities that businesses and communities can get involved with and help to shape. These projects are creating high quality teaching, learning, social and living environments for our students and staff.

We also invest in cultural venues linked to our academic excellence. The Hatton Gallery is part of our world-class School of Arts and Cultures while the Great North Museum: Hancock (GNM) is home to extensive natural history, archaeology and ethnography collections. Managed on our behalf by Tyne & Wear Archives & Museums, the GNM and Hatton Gallery welcomed almost 580,000 visitors in 2017-18.
Organisation and Structure

Led by the Vice-Chancellor and President, Professor Chris Day, the other senior leaders of the University include our Deputy Vice-Chancellor, Professor Julie Sanders, and three cross-cutting Pro-Vice-Chancellors (PVCs) who provide strategic leadership on a University-wide basis for each of our three core academic functions: Education (Professor Suzanne Cholerton); Global (Professor Richard Davies); Research Strategy & Resources (Professor Brian Walker).

Delivery of the core academic functions occurs in our three faculties, each of which is led and managed by a PVC: Faculty of Humanities and Social Sciences (HaSS; Professor Nigel Harkness); Faculty of Medical Sciences (FMS; Professor David Burn); Faculty of Science, Agriculture and Engineering (SAgE; Professor Phillip Wright). The remainder of the Executive Board is made up of the Registrar (Dr John Hogan) and the Executive Directors of Finance - Richard Dale, People Services - Adrienne McFarland, Corporate Affairs - Abi Kelly and Academic Affairs – Dr Colin Campbell.

Each Faculty consists of a number of academic units, typically schools or research institutes. The core academic functions and line-management structures combine to form the academic map of the University in which we envisage the faculties as vertical columns, with the core functions as cross-cutting institutional activities. Interdisciplinary and cross-disciplinary activities are coordinated and supported by the functional PVCs. The academic enterprise is supported by a number of corporate activities within Professional Services, led and managed by the Registrar.

The University’s new Vision and Strategy, which launched in October 2018, comprises of four core strategies: Education, Research, Global, and Engagement and Place. Each of these is supported by a series of strategic enablers that provide a focus for a range of underpinning activities. This includes our People strategic enabler.

Distribution of Academic Schools and line-managed Institutes

<table>
<thead>
<tr>
<th>Humanities and Social Sciences</th>
<th>Medical Sciences</th>
<th>Science, Agriculture and Engineering</th>
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<tbody>
<tr>
<td>Architecture, Planning &amp; Landscape Arts &amp; Cultures</td>
<td>Biosciences Institute</td>
<td>Computing Engineering</td>
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<tr>
<td>Newcastle University Business School</td>
<td>Translational and Clinical Research Institute</td>
<td>Mathematics, Statistics &amp; Physics</td>
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<tr>
<td>Combined Honours Centre</td>
<td>Population Health Sciences Institute</td>
<td>Natural &amp; Environmental Sciences</td>
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<tr>
<td>Education, Communication &amp; Language Sciences</td>
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<td>Newcastle University in Singapore</td>
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<tr>
<td>English Literature, Language &amp; Linguistics</td>
<td>School of Biomedical, Nutritional and Sport Sciences</td>
<td>Agri-Food Research &amp; Innovation</td>
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<tr>
<td>Geography, Politics &amp; Sociology History, Classics &amp; Archaeology</td>
<td>School of Dental Sciences</td>
<td>Digital Institute</td>
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<td>Newcastle Law School</td>
<td>School of Medical Education</td>
<td>Sustainability</td>
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<td>Modern Languages</td>
<td>School of Pharmacy</td>
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<tr>
<td>Humanities Research Institute</td>
<td>School of Psychology</td>
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<td>Institute for Social Renewal</td>
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<td>Institute for Creative Arts Practice</td>
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Living and Working in Newcastle

Newcastle is the cosmopolitan capital of the North East of England. Over the past 20 years, a cultural regeneration has changed the area beyond recognition, creating a stunning cityscape and a special place that rewards people who choose to visit, live, work, study and invest here.

Today, Newcastle is a modern, compact and culturally vibrant European city with a strong identity. The city centre is easy to get around and offers excellent shopping, restaurants, museums, galleries and cinemas. The city centre is renowned for its stunning architecture with many fine buildings and streets including Grey Street, described by renowned architectural historian, Nikolaus Pevsner, as ‘one of the finest streets in England’. Once a busy industrial and commercial dockside, Newcastle’s Quayside is now packed with cafés, bars and restaurants from which to enjoy views of the River Tyne and its bridges.

Neighbouring Gateshead, on the south bank of the Tyne, is now famed for its contemporary culture and iconic structures, including BALTIC, converted from a landmark industrial building in the 1990s. The Sage Gateshead concert venue occupies a curved glass and steel building designed by Norman Foster, the Stirling Prize – winning Gateshead Millennium Bridge and Antony Gormley’s Angel of the North.
Sports fans are spoilt for choice in Newcastle, with regular topflight football, rugby and basketball fixtures taking place in the city. Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county, one-day international, Twenty20 and Test matches. Nearby, Close House golf resort is listed among the UK’s top 100 golf courses and, every year, the world’s largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

The region is steeped in history. The Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, are only 30 minutes’ drive to the north, while to the west lies Hadrian’s Wall world heritage site. South of the city is County Durham where the ancient City of Durham is complemented by a heritage coastline and rural towns and villages.

Exceptional transport links connect the city and region to the rest of the UK, Europe and beyond. Newcastle International Airport is just over 20 minutes from the city centre by car or public transport, from where there are direct flights to and from London (Heathrow and Gatwick), Dubai, Amsterdarn, Brussels, Dublin, Paris, New York and over 65 other destinations around Europe, together with frequent flights to most major domestic hubs. The East Coast mainline provides direct access to London by train in less than three hours and Edinburgh in just over an hour, with trains running approximately every 30 minutes. The A1 (M) motorway links the area to London, Edinburgh and other major UK cities.

Getting around Newcastle on foot or by public transport is much easier than in many other urban centres. The modern, integrated transport system includes an extensive network of local buses and the Metro, which connects the airport, city centre, coast and Sunderland. Services are reliable and good value and make commuting extremely easy.

Our region is one of the best value places to live in the UK based on the average cost of living, and property is significantly more affordable than in many other parts of the country. From carefully restored Victorian terraces to contemporary city-centre apartments, semi-rural locations to a seafront home, the region offers a wealth of choice in accommodation.

Newcastle’s hospitals have an international reputation for excellence in health care, and the University works in close partnership with the Newcastle Hospitals NHS Foundation Trust. Our National Health services are some of the best in the country, and our hospitals – including the Royal Victoria Infirmary and the Freeman and Queen Elizabeth hospitals – are also significant employers.

Education here also has a strong reputation, with a choice of excellent state and private schools, several FE colleges and of course our world-class universities.
The Faculty of Science, Agriculture and Engineering (SAgE)

The Faculty of Science, Agriculture and Engineering’s (SAgE) continued success and planned growth builds on the region’s and University’s history of world leading innovation. From disciplinary excellence in Engineering, Computing, Agriculture and the Sciences, we are growing world-class multi- and cross-disciplinary work within SAgE and with the Faculties of Medical Sciences, and Humanities & Social Science.

Current successes include: the National Innovation Centre for Data; our role in the UK Collaboratorium for Research on Infrastructure and Cities; our leadership of the National Centre for Energy Systems Integration; our status as a designated Academic Centre of Excellence for Cyber Security Research; and work in Bio-engineering. In Agriculture, we are part of two Government Centres for Agricultural Innovation. New facilities at our farms offer increased opportunities for teaching and research and work with commercial partners.

As well as technical excellence, our research and teaching spans socio-technical work and into policy impact through, for example, our Centre for Rural Economy, Institute for Agri-Food Research and Innovation, and governance of maritime environments. Highlights of our policy work include transport and marine, where we provide the Chief Scientific Advisers to the Government’s Department for Transport and the DEFRA-sponsored Marine Management Organisation.

Learning and Teaching is underpinned by traditional and innovative pedagogy ranging from research-led teaching to experiential learning. We are one of only eight research-intensive Russell Group universities to have achieved gold, the highest rating, in the Teaching Excellence Framework. All of our degree courses are research-informed and delivered with input from industrial, NGO or governmental partners. Based in a city famed for its friendliness and vibrancy, our students’ experience is envied by many around the world.

We also work closely with industrial partners and are one of just four UK universities with ‘Principal Partner Status’ with Siemens. Less-known is our work with domestic appliance giant, Dyson. A long-standing relationship with Northumbrian Water Limited will soon enter a new phase through a new strategic partnership. Other commercial partners include ICT giant Microsoft and global engineering consultancy Arup.

We have strong international links and lead the University’s Singapore presence. Our footprint in Singapore is growing with the opening of the Newcastle Research and Innovation Institute (NewRIIS) - a >1000m2 space for postgraduate and staff researchers, CPD training and a base to work with industry. We are also delighted, to have recently established research work at the University’s medically-focussed Malaysia campus through our Tropical Centre for Water, Environment and Community Health.

Our ‘Science and Engineering Excellence project’ addresses how we build on our successes and shape our faculty’s future. This is a once in a generation opportunity to shape the philosophy, culture and estate that underpin our work in science and engineering. It is an exciting time for science and engineering at Newcastle University.
The School of Computing

The School of Computing at Newcastle University is one of the strongest in the UK, and one of the longest established. Grounded in a tradition of core computer science, our work in education, research and industry engagement is inspired and focussed by business, social, and scientific needs, and consequently involves collaboration across traditional discipline boundaries.

The School has grown considerably in recent years, from 35 academic staff in 2014 to 58 today. In addition we have 66 research staff employed on projects and 1,075 taught students and 134 PhD students. The School is supported by a Professional Services team of 30.

Research in the School is diverse, including: human-computer interaction; data science; computer science education; secure and resilient computing; model-based design and formal methods; networked and ubiquitous systems; bioinformatics, synthetic biology and neuroinformatics. It is supported by funding from the UK Research Councils, Innovate UK, the European Commission (from H2020 and the ERC) and many other sources. Researchers in the School collaborate with colleagues across the University. For example, we work with the Faculty of Medicine in synthetic biology and gamification of treatment, and with the Faculty of Humanities and Social Sciences in approaches to city planning. There are strong collaborations with other schools in the Faculty of SAgE in a range of topics from precision agriculture to assessing flood risk. The last research assessment exercise (REF 2014), in which all UK Universities participate, ranked Newcastle computer science 1st in the UK for the economic and social impact of its research, and 9th for research overall.

Our educational work values the same openness, developing computational thinking and skills in talented students from as wide as possible a range of backgrounds. We develop and offer undergraduate programmes in Computer Science and Software Engineering, and optional specialisations in cyber-security, bio-computing and game engineering. At MSc level, we offer a range of specialist and general programmes both for graduates in computing and other disciplines. We are members of the Institute of Coding, developing innovative materials for graduate apprenticeships. The School leads two centres for doctoral training, training over one hundred PhD students over five years, one of which is in the area of Digital Civics and sits in the Open Lab group.

Over the last two years the School has been reviewing its teaching and in September 2019 launched its new undergraduate curriculum, providing more experience for students to work as a team and develop a portfolio. This means that we will give our students a wider range of skills that employers look for. The School has a popular placement programme in undergraduate stage 3, with at least a third of the cohort (90 from a total of 240) taking a one year placement before their final year. From the 2016/17 DHLE survey 89% of our undergraduate students and 95% of our postgraduate taught students were in work or further study six months after graduation.
Our Home: the Urban Sciences Building and Newcastle Helix

In 2017 the School moved to a purpose-built home in the Urban Sciences Building, which provides a base for all of the School’s students and teaching activities, and has won numerous awards. Staff and students from the School were closely involved in the building’s design, delivering an outstanding and varied working environment. Crucially, the building itself provides for laboratories that support new collaborations with other science and engineering disciplines. These include the UK Collaboratorium for Research on Infrastructure and Cities, the National Centre for Energy Systems Integration, and the Urban Observatory, which gathers huge amounts of data on everything from flooding to air pollution, traffic flows and even the behaviour of bees, so that informed decisions can be made as we develop our cities for the future. We host the Siemens Mindsphere lab – a collaboration of researchers from Siemens and the School and only one of two such laboratories in the UK, working on the potential of cloud and Internet of Things technology in areas as diverse as manufacturing and energy storage.

The USB is set at the heart of Newcastle Helix, Newcastle’s flagship development and is the only city centre quarter of its kind in the UK. The Helix is bringing together academia, the public sector, communities, business and industry to create a place where hundreds of researchers, businesses and progressive homeowners live and work side-by-side. The site is a 24-acre testbed and collaborative ecosystem for public and private bodies unlike anything else in the UK. Adjacent to the USB and the School is the National Innovation Centre for Data, providing a space for business to work exceptionally closely our technologists to help them unlock the benefits of data science.
The Post

The School of Computing is recruiting a Professor of Interaction Design to join the Open Lab academic group. Open Lab is an Interaction Design and Ubiquitous Computing research lab with a leading international reputation for cutting edge research in the human-centred design of digital technologies. They are at the forefront of research in the area of digital social innovation and currently host an EPSRC Digital Economy Research Centre (DERC) and Centre for Doctoral Training (CDT) in Digital Civics. The Professor will join the Lab’s new Director (Prof David Kirk) to evolve and develop the lab into its next stage of life. We are looking for candidates with an international outlook who have a strong background in Interaction Design, Human-Computer Interaction, or Ubiquitous Computing. Deep understanding of design theory as it pertains to interaction design is particularly welcome.

We are particularly interested in growing expertise within the lab in areas around Human-Data Interaction, collaborative technologies and sustainable HCI.

Specific Responsibilities of Position

1. Leadership in research and scholarship (broadly construed to include professional work as well as REF appropriate outputs) in the school in collaboration with the Director of Research, professoriate and academic groups.
2. Co-management of Open Lab and its major funded projects including the Centre for Doctoral Training in Digital Civics.
3. Support for advancing the vision and strategy of Open Lab and the wider School of Computing.

Person Specification

<table>
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<tr>
<th>Qualifications</th>
<th>Essential or Desirable</th>
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<tr>
<td>1. An excellent first degree and PhD in a relevant field</td>
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<td>2. A Higher Education Teaching qualification or equivalent experience</td>
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Knowledge, Skills and Experience

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<th></th>
<th>Essential or Desirable</th>
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<tbody>
<tr>
<td>1. A strong track record of publishing research outputs in internationally excellent and high impact academic conferences, and journals in areas of Interaction Design, HCI, human-centred or ubiquitous computing</td>
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<tr>
<td>2. Evidence of an excellent international reputation in the fields of</td>
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<td>Requirements</td>
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<td>3</td>
<td>Significant experience in an interdisciplinary environment and proven ability to work with an interdisciplinary team</td>
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<td>4</td>
<td>Experience of managing and delivering large-scale projects and working with collaborators across conventional academic boundaries, and between universities, public, 3rd sector organisations, and business</td>
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<td>5</td>
<td>An extensive portfolio of research funding, with a preference for digital economy related projects</td>
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<td>6</td>
<td>Experience and understanding of research ethics and conducting work in sensitive settings</td>
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<td>7</td>
<td>Demonstrable PhD supervision capability and experience, from project inception through to completion</td>
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**Attributes/Behaviours**

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<tbody>
<tr>
<td>1</td>
<td>Awareness of self and others: recognising and limiting bias, showing empathy and perceptiveness, cultural sensitivity, emotional control.</td>
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<tr>
<td>2</td>
<td>Independence: challenging the status quo, seeking clarification, questioning assumptions, encouraging diverse views</td>
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<td>3</td>
<td>Performance focus: focus on goals and priorities, an entrepreneurial spirit, setting high standards, supporting a learning culture</td>
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<tr>
<td>4</td>
<td>Professionalism: care and diligence, investing in self-development, taking responsibility, acting with integrity, championing the organisation</td>
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<tr>
<td>5</td>
<td>Ethical outlook: expressing the University’s values, displaying high standards of conduct, managing institutional and individual priorities, identifying and managing conflicts of interest, treating others fairly</td>
<td>E</td>
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The Professorial Role, Pay Structure and Pay Review Process

The key areas of activity of all academic staff, including professors, at Newcastle University are summarised in the Academic Job Summary [http://www.ncl.ac.uk/hr/recruitment/role-profiles.php](http://www.ncl.ac.uk/hr/recruitment/role-profiles.php). The information below is designed to build upon the Academic Job Summary and specify the levels of expertise and contribution expected of professors. Progression to professorial status at Newcastle is governed by the Procedure and Criteria for Promotion to a Personal Chair.

Professors at Newcastle University are leaders within the academic community. They have a national and international reputation in their academic field and demonstrate leadership both within the University and externally, with recognition often extending beyond academia into relevant policy and practice communities. Like all academic members of staff, unless explicitly specified to the contrary, professors are expected to do research, and expected to do teaching. Engagement is not normally a separate third activity, but in the main derives from research and teaching activities. The University engages with civil society as an educational and research institution, and therefore the expectation is that engagement activities will be carried out not just in the sense of good citizenship, but specifically based on academic expertise and experience.

Professors may or may not have line management responsibilities such as those carried out by the Head of an Academic Unit. However, it is expected that all professors should provide leadership within their academic discipline and make an appropriate contribution to the management of their academic unit, faculty and/or to the University.

Depending on the academic focus of the particular role performed by an individual, the following activities and achievements, viewed within the context of their academic discipline, are illustrative of the normal level of expectations for those holding a professorship at Newcastle University:

**Research and Innovation**

- Achieve regular outputs, of high impact, in top media for the relevant discipline; this is likely to include publications in top-tier, high-impact journals and in some disciplines research monographs, but may also include exhibitions, performances, commissioned research reports, and a range of other outputs.
- Achieve consistently high levels of research income from prestigious, peer-reviewed funding sources.
- Lead and direct a substantial programme of research (which may include research groups and/or facilities) often including responsibility for the mentoring and development of academic colleagues.
- Achieve and maintain an international reputation in the discipline and, where appropriate, contribute to societal challenge themes.

**Teaching and Learning**

- Publish highly regarded text books and other teaching materials.
• Lead in the design and implementation of programme, curricular and related innovations that make a major positive contribution to the student learning experience and the academic and financial success of the academic unit.
• Establish and maintain national or international eminence through the exercise of leadership within professional bodies and participation in policy circles. Create and/or lead substantial, multi-institutional, regional, national or international educational programmes or facilities.
• Make a sustained, high-quality contribution to pedagogic research.

Engagement

• Make a major contribution to intellectual, cultural, social or economic life at regional, national, or international level.
• Lead and direct substantial and financially positive commercial activities and collaborations.
• Play a leading role in the development and/or application of public or professional policy or practice at national, European or international levels.
• Develop and maintain innovative and/or creative partnerships with external bodies (public, private or voluntary), to address societal challenges in line with University strategy.

Professorial Band Profiles

In order to determine professorial pay in a transparent and equitable manner, the University references a three band pay structure within the professorial grade. This structure is designed to appropriately reflect and reward continuing scholarly attainment and achievements, the exercise of academic leadership, and contributions made to the life, work and sustainability of the University community.

The band profile descriptions below are used in assigning all Newcastle professors to an appropriate point on the professorial scale.

**Band 1**

Band 1 is the normal entry band for newly promoted Newcastle professors. It is also sufficiently broad to allow progression within the band as professors develop their career and standing.

For appointment or promotion to this level, a professor will have a national and international reputation in the relevant discipline with established evidence of academic excellence. The detailed criteria are set out in the University’s professorial promotions criteria.

Professors who achieve movement to a higher point within Band 1 will be demonstrating continued development in the role as measured against the generic activities expected of professors (described above) and the particular requirements of the role in question.

**Band 2**
Professors who reach this band are working at a level significantly higher than the entry level for a Newcastle professor. Individuals have a sustained, distinguished record of internationally-recognised achievement in their field; their expertise is in significant demand from partners within or beyond academia and/or they are asked to fulfill major international roles within the discipline.

They will be national leaders in their field and have established themselves as an acknowledged international authority. Their academic work is likely to have made a significant and lasting mark.

Some professors may progress from Band 1, their role and contribution having grown sufficiently to be recognised in this way. Senior lecturers or readers are not normally promoted directly to Band 2. External appointments are only made to Band 2 where the professor is already well established at another institution or working at a comparable level outside academia.

**Band 3**

This band is reserved for the small number of professors who bring great prestige to the University through their sustained record of academic achievement at the highest international level. This may take the form of leadership of world-leading research, election to the most prestigious learned societies, a leading role in high-impact interdisciplinary collaborations with a broad range of academic, industrial or governmental partners, or a position of unequivocal international authority. Their work will be recognized internationally as outstanding and they will have made a formative and lasting contribution to their field of study.

Band 3 professors may have progressed from Band 2, or in exceptional circumstances may have been appointed directly to this band. External appointments are only made to Band 3 where the professor has achieved international status of the highest level. Authority from the Vice Chancellor is required to appoint to Band 3.

**Pay Ranges**

(Ranges are based on professorial pay scale effective from 1 Aug 2018)

Band 1: £65,409 - £71,835

Band 2: £73,487 - £97,675

Band 3: £99,760 +

**Annual Pay Review Process**

Cases for pay progression will be considered through the Professorial Pay Review process, which commences in February each year, with decisions taking effect the following 1 August.
Employee Benefits

The University is committed to providing a great range of benefits and discounts for our staff and includes:

• Excellent pension schemes (e.g. USS, NHS).
• Excellent salary sacrifice schemes, cycle to work scheme and pensions.
• Generous annual leave of up to six weeks per year in addition to a Christmas closure period. You also have the opportunity to purchase a further two weeks additional leave per year.
• Family friendly leave policies, a staff volunteering scheme and career break scheme.
• NCL Rewards which offers nearly 6,000 discounts at national retailers, holiday providers, cinemas, leisure attractions and much more.
• Web store – offering discounts on local sports tickets, theatre shows and other attractions.
• Discounted regional travel scheme including bus, metro and rail.
• On-site Sports Centre and Library.

More detailed information at www.ncl.ac.uk/hr/

Equality & Diversity

We are committed to academic excellence, equality of opportunity, valuing individual differences and the diversity this brings. We aim to develop a fully inclusive University community which recruits and retains staff and students from all sectors of society, that they can be developed within a positive and supportive culture and encouraged to flourish and reach their potential.

These fundamental values are central to ensuring that all individuals are treated with dignity, fairness and respect. The fostering and promotion of good relations and understanding between and among staff and students, irrespective of identity or background, is expected of everyone that works or studies at the University. By fully embracing equality and diversity, the University is better able to engage with our customers, respond to new and evolving business challenges and create better working environments for staff.

Information for Overseas Employees

Essential information for international staff arriving to work at Newcastle University can be found in our Welcome Pack at http://www.ncl.ac.uk/hr/support/new.php
How to Apply

Newcastle University now invites applications for the position of Professor of Interaction Design.

Applications should consist of a full academic CV and a covering letter, of up to two sides of A4 paper, outlining your interests in and vision for the role.

For further information and to apply for this position please visit: http://www.ncl.ac.uk/vacancies/

For a confidential discussion about this role please contact Professor John Fitzgerald, Head of Newcastle University School of Computing at comp.hos@ncl.ac.uk and Professor David Kirk at David.Kirk@newcastle.ac.uk

Appointment Timetable

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Opening Date</td>
<td>11.12.2019</td>
</tr>
<tr>
<td>Closing Date</td>
<td>20.01.2020</td>
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<tr>
<td>Formal Interviews</td>
<td>05.03.2020</td>
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</tbody>
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An artist’s impression of the new £50m headquarters for our National Innovation Centres, currently under construction on Newcastle Helix.