Professor of Forensic Linguistics

Recruitment Pack

Ref: R0818
Dear Applicant

Thank you for your interest in this post and in the University.

At the University of Huddersfield we have a lot to be proud of. Not only are we climbing the education league tables in both the Guardian and the Times, we are also receiving national recognition for our work across a number of different areas. In 2013 we were named Times Higher Education University of the Year. This followed our previous success in 2012 as Times Higher Entrepreneurial University of the Year, our Vice Chancellor, Professor Bob Cryan being awarded the Guardian’s Inspiring Leader Award and being awarded two Queen’s Awards for Enterprise. And most

Over the last 5 years the University strengthened its position and reputation considerably. We are a growing force in applied research. We have made more than 30 professorial appointments since 2007 and established a series of top class research centres. The University is a major agent of social mobility and a high quality provider of professional education.

The University is a highly sustainable organisation. We are among the top 10 in the UK for financial sustainability and have no historic debt. As such we have been able to invest more than £100m over the last ten years in a top class estate and facilities. We plan to spend a further £70m over the next 5 years. We are also able to provide significant support for new research. The University is a great place to work. We have had IIP status for more than 10 years and our quality of working life surveys show staff are prouder and more content to work here than the average for the sector as a whole. Recently the University came top in all four featured categories in the Times Higher Education ‘Best University Workplace’ survey 2014. We provide outstanding development support to all staff.

The School of Music, Humanities and Media is looking to appoint a senior scholar to a Professorship in Forensic Linguistics to join the Linguistics and Modern Languages subject area and contribute to developments in research and teaching provision in this and related fields.

This further particulars booklet provides you with information about the post advertised, the School of Music, Humanities and Media and the University.

I hope the information in this booklet proves useful and gives you sufficient guidance to pursue your application. Further information is also available on our website www.hud.ac.uk. If you would like to have an informal discussion about the post please do not hesitate to contact Professor Dan McIntyre on 0044 1484 478444 or email d.mcintyre@hud.ac.uk.

If you are looking for a challenging and stimulating role in an enthusiastic and energetic environment then this could well be the one for you.

Yours sincerely

Professor Martin Hewitt
Dean of Music, Humanities and Media
1. The Role

Job Title: Professor

Responsible to: Dean/Head of Department

Grade: 10

Main Purpose

a) Lead an active research programme through the sustained output of high quality peer-reviewed research publications or other recognised forms of output, demonstrating high impact.

b) Make a significant contribution to the School’s research income, reputation and development of research culture

c) To contribute to the academic leadership of the School

d) Make an appropriate contribution to the teaching and postgraduate supervision within the School.

Main Duties and Responsibilities

1. Lead research, securing high quality outputs appropriate to the subject

2. Maintain individual record of academic distinction through securing academic awards, editorship of/refereeing for journals, grant reviewer for awarding bodies etc.

3. Disseminate research through publication, exhibition, performance and through contribution to major conferences and media events

4. Secure external funding through an active bid record and development of commercial opportunities

5. Lead and co-ordinate research grant applications based on research outcomes

6. Contribute to the teaching programmes of the School and to the revision and improvement of curriculum content and delivery, especially in respect of programmes aimed at the international market

7. Where appropriate, establish consultancy contracts based on research outcomes

8. Supervision of students for research degrees

9. Undertake external examining of research theses

10. Management of KTP programmes

11. To advise the PVC/Dean on the development of University and School research strategy, implementation and evaluation within the School, including the management of the REF or equivalent.

12. Represent a role model of best practice in research by mentoring early stage researchers through guidance and joint publication/bids

13. Contribute to staff and research student development programmes
14. Contribute to the teaching programmes of the School and to the revision and improvement of curriculum content and delivery

15. Act in an ambassadorial role outside the University

16. Ensure the implementation of the University’s policies and regulations within the remit of the postholder’s duties

17. Undertake other duties as directed by or in agreement with the Dean
2. The Person

The successful candidate will be able to demonstrate the following attributes:

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<thead>
<tr>
<th>Attributes</th>
<th>Essential</th>
<th>Desirable</th>
<th>Evidenced</th>
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<tbody>
<tr>
<td><strong>Experience</strong></td>
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<tr>
<td>Substantial experience of undergraduate and postgraduate teaching in Higher Education</td>
<td>Yes</td>
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<tr>
<td>A range of forensic linguistics methodologies</td>
<td>Yes</td>
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<tr>
<td>Experience of participating in implementation of strategic changes in research and teaching, internationalisation and external networking and partnerships</td>
<td>Yes</td>
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<td>Experience of research leadership and mentoring</td>
<td>Yes</td>
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<td>Yes</td>
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<td>Experience of successful postgraduate research supervision</td>
<td>Yes</td>
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<td>Experience of senior administrative roles</td>
<td>Yes</td>
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<td><strong>Qualifications/training</strong></td>
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<tr>
<td>Educated to PhD level in an area cognate to forensic linguistics</td>
<td>Yes</td>
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<td>Application form &amp; interview</td>
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<td>A teaching qualification in higher education or fellowship of the HEA or ability to acquire within 12 months of appointment</td>
<td>Yes</td>
<td>Yes</td>
<td>Application form &amp; Interview</td>
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<tr>
<td><strong>Special Knowledge/Achievements</strong></td>
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<tr>
<td>Research publications of international standing in refereed journals and/or books in forensic linguistics</td>
<td>Yes</td>
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<td>Application &amp; interview</td>
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<td>International research esteem and contribution to the discipline</td>
<td>Yes</td>
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<td>Experience of gaining and managing external funding</td>
<td>Yes</td>
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<td>Knowledge of statistics and ability to teach in this area</td>
<td>Yes</td>
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<td>Evidence of innovative teaching</td>
<td>Yes</td>
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<td><strong>Abilities/Skills</strong></td>
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<td>Ability to make a strong (4*) contribution to REF 2020</td>
<td>Yes</td>
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<td>Interview, presentation &amp; publications</td>
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<td>Ability to manage strategic change to meet the current challenges for higher education</td>
<td>Yes</td>
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<td>(shortlisted candidates will be expected to provide sample publications)</td>
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<td>Ability to make a significant contribution to the School’s key strategic targets</td>
<td>Yes</td>
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<td>Ability to obtain and manage external funding for research, or to generate external income</td>
<td>Yes</td>
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<td>Excellent written and spoken communication skills commensurate with senior management in higher education.</td>
<td>Yes</td>
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<td>Ability to influence, inspire and motivate staff, and deal empathetically with students and staff</td>
<td>Yes</td>
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**Award of Professor**

In addition to being able to demonstrate the attributes within the person specification you must also demonstrate you meet the following criterion:

- Evidence of outstanding contribution and sustained output of high quality peer-reviewed research publications or other recognised forms of output demonstrating high impact
- Eligible for submission to the REF (or equivalent exercise)
- Evidence of an established international reputation in a research field e.g. publications, regular invitations to be a contributor in major conferences, editorship of proceedings, performance, exhibitions, conference organisation.
- Sustained record of attracting funds
- Academic distinction e.g. academic awards, editorship of, refereeing for journals, grant reviewer for awarding bodies, services for learned societies
- Successful supervision of candidates for research degrees and external examining of research theses
- Evidence of outstanding teaching / supervision through the integration and dissemination of research outputs
- Doctorate
- Where applicable, commercial or industrial exploitation, if intrinsic to the research case, including national/international recognition of the quality of the work.
- A track record of strong academic leadership

Evidence will be measured through a range of:

- Relevant qualifications
- Career and experience
- Refereed and other publications, or their equivalent and their level of scholarship
- Submission to the most recent REF, or its equivalent
- Grants/awards received
- Invitations to deliver papers at external events/give exhibitions/ performances
- Successful supervision of candidates for research degrees and external examining of research theses
- Spin out companies established
- Exploitation of Intellectual Property Rights (e.g. patents and royalties)
- Number of successful KTPs
- Consultancy income and contracts
- Professional practice e.g. engagement with professional bodies
- Contribution to education, training or development in professional sector e.g. chairing bodies of national or international standing
- External appointments and external awards
- External Assessor Reports
- CPD
3. **Our Offer**

We offer a generous remuneration and benefits package:

- Starting salary grade 10 (£57,559 upwards)
- A final salary pension scheme (Teachers’ Pension Scheme)
- 32 days annual leave plus statutory holidays
- Significant opportunities for professional development
- A friendly and supportive work environment
- A range of voluntary benefits

Full details of all terms and conditions of employment are available on the HR website [http://www.hud.ac.uk/hr/policies/](http://www.hud.ac.uk/hr/policies/)

4. **How to Apply**

Applicants are asked to complete an application form. Attention is drawn to the person requirements listed above and any additional criteria as provided. Applicants are asked to provide evidence of their match to these criteria in some detail in their supporting statements. This information will be used to shortlist candidates.

The timetable is as follows:

<table>
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<tr>
<th>Event</th>
<th>Date</th>
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<tr>
<td>Advert closes</td>
<td>25 April 2014</td>
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<tr>
<td>Interviews</td>
<td>22 May 2014</td>
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</tbody>
</table>

5. **School of Music, Humanities and Media**

Dean: Professor Martin Hewitt  
Head of Music & Drama: Professor John Bryan  
Head of History, English, Languages & Media: Professor Paul Ward

The School is currently sited in four buildings on the Queensgate campus and comprises seven academic subject areas – Drama, English Literature and Creative Writing, History, Linguistics and Modern Languages, Journalism and Media, Music, and Music Technology – each with its own distinctive character but sharing a common interest in communication, creativity and culture in their various forms. Members of staff in the School enjoy a high reputation for research and scholarship with many being assessed as undertaking work of international excellence. They teach on a wide range of degree courses that combine both high academic standards and the development of skills that are relevant to the world of employment. All recent Teaching Quality Assessments have been excellent and the School consistently outperforms the national average for graduate employment in many of its subject areas.

There are over 2000 students in the School, studying full- and part-time for both undergraduate and postgraduate degrees, who are drawn from a wide range of backgrounds, reflecting the School’s commitment to widening participation.
Inspiring

All recent Teaching Quality Assessments have been excellent and we consistently outperform the national average for graduate employment in many of our subject areas. We play a major role in the wider community, through a wide range of activities including the world-famous Huddersfield Contemporary Music Festival, the Huddersfield Literature Festival, museum exhibitions, concerts, operas, theatrical performances, poetry readings, creative writing workshops, language services and short courses.

Innovative

We have an excellent reputation for research and scholarship, regularly attracting external funding from bodies such as the Arts and Humanities Research Council, the Leverhulme Trust and the Wellcome Trust. Much of our research is conducted in partnership with colleagues in the cultural and creative industries.

The School has high-quality specialist facilities for the teaching of music technology, media, drama and modern languages and makes extensive use of computing and information technology in supporting its teaching across all subjects.

International

In the most recent Research Assessment Exercise (RAE 2008), much of our research was recognised as being of a high international standard, or world leading. We have a number of collaborative research projects and a growing Erasmus programme.

Department of History, English, Languages and Media

Linguistics and Modern Languages at Huddersfield is part of the Department of History, English, Languages and Media and is a thriving subject area with a strong research culture in English language, linguistics and modern European languages. In the most recent national Research Assessment Exercise (2008) 70% of our published research was judged to be ‘internationally significant’ to ‘world leading’ in quality.

There are currently 9 academic staff members in Linguistics and Modern Languages (3 Professors (Lesley Jeffries, Dániel Kádár and Dan McIntyre), 1 Principal Lecturer (Malcolm Pollard), 4 Senior Lecturers (Alison Crutchley, Liz Holt, Jim O’Driscoll and Brian Walker) and 1 temporary Lecturer (Jane Lugea).

Linguistics and Modern Languages is housed in West Building, near the main entrance to campus and just three minutes’ walk away from the Library and Computing Centre. Linguistics and Modern Languages is home to the internationally recognised Stylistics Research Centre (www.hud.ac.uk/src) and Centre for Intercultural Politeness and academic staff hold committee positions in a number of national and international organisations, including the Linguistic Politeness Research Group and the Poetics and Linguistics Association (PALA), the world’s leading organisation for the study of stylistics.
6. The University

Our strategy map
2013-2018

Our Vision:
To be an inspiring, innovative University of international renown

Our Mission:
To deliver an accessible and inspirational learning experience, to undertake pioneering research and professional practice, and to engage fully with employers and the community

Our Values:
Ambition, Student-Focussed, Pioneering, Integrity, Respect, Excellence (ASPIRE)

Our students can expect:
- An education that challenges and creates excellent career opportunities
- To learn from staff at the leading edge of knowledge and application
- High quality physical and supportive learning environments

Our partners can expect:
- A responsive and flexible University that delivers high quality work efficiently and effectively
- To deal with leading experts in their field
- High quality and fit for purpose facilities

AIMS

Inspiring
- To inspire our students to attain the highest academic and professional standards
- To inspire our students to enjoy an outstanding University experience
- To inspire employable and enterprising graduates

Innovative
- To increase the number of our research active staff and the quality of their outputs
- To increase the quantity and quality of our postgraduate research student community
- To increase the quality and range of our external research, enterprise and innovation income

International
- To become an increasingly popular destination of choice for world class international students
- To ensure our international students have an inspiring world class student experience
- To become ranked as an outstanding international university

ENABLERS

Developing and empowering staff
- To establish an effective leadership and management culture which secures continuous improvement
- To identify and develop the human talent of the University to secure continuous improvement and clear succession planning
- To provide a fair, transparent and motivational reward structure

Financial sustainability
- To generate sufficient cash to meet strategic investment plans and economic contingency
- To maintain financial strength
- To ensure all Schools and Services maintain financial and operational viability

Efficiency and effectiveness
- To improve core processes and performance
- To increase academic time for research and innovation
- To create a sustainable environment which enables the University to meet its strategic objectives
The University’s vision is, ‘To be an inspiring, innovative university of international renown’. The University’s achievements were recognised by the award of the Times Higher Education University of the Year for 2013. This follows hot on the heels of our success at the awards last year where the University collected the Entrepreneurial University of the Year award.

The University of the Year is awarded to ‘an institution that has demonstrated exceptional performance in the past academic year’ providing evidence of ‘particular bold, imaginative and innovative initiatives that have advanced the institution’s reputation’. Just some of those initiatives are:

- A commitment to our students with nationwide top 10 ratings for student satisfaction and graduate employability as well as a top 10 rating for financial security.
- The opening of the 3M Buckley Innovation Centre, a collaboration with conglomerate 3M to foster business partnerships leading to new research, technology transfer and entrepreneurial ideas.
- The award of a Queen’s Award for Enterprise – International Trade as well as a top 10 position in the 2012 International Student Barometer.
- A commitment to excellence in teaching – Huddersfield is the only University in the UK where 100 per cent of academic staff are fellows of the Higher Education Academy – which provides professional recognition of their teaching abilities.

These factors, combined with a continued commitment to being ‘a university that is at the heart of its home town’ and a strong commitment to be a great employer makes the University an interesting and rewarding place to work.

The University’s staff are involved in scholarship, research and reach-out activities. We want to attract and retain the best staff, provide opportunities for them to remain professionally engaged and up-to-date. We were one of the first universities in the country to achieve institutional recognition under the Investors in People Award in 1999 and we have maintained this standard ever since. We are committed to the development and support of our staff. In the Quality of Working Life Survey, looking at the satisfaction and well-being of our staff, the University of Huddersfield has higher scores across all six factors than the Higher Education benchmark, showing lower levels of stress and greater satisfaction with working conditions than the benchmark data.

Our striking town centre campus straddles the refurbished Huddersfield Narrow Canal and offers extensive views of the wooded Pennine foothills. The campus combines both new and historic buildings, and since 2008 £73 million has been invested in new facilities and buildings for our students. The University has won Civic Trust Awards for the imaginative refurbishment of historic mill buildings for the teaching of Computing, Engineering and Architecture. However, we are also very proud of our contemporary architecture. Our £17 million Business School building opened in 2010 and a £22.5 million Student Central Building which opened in January 2014 providing new sports, leisure, learning and catering facilities.

7. Huddersfield

The University is located close to the centre of the thriving West Yorkshire town of Huddersfield. Huddersfield has an extensive range of new retail and social developments with many new shops, cafes, bars and restaurants. Near to areas of outstanding natural beauty publicised in TV programmes such as “Last of the Summer Wine” and “Where the Heart Is” we are also in easy reach of Leeds and Manchester. Both are just 45 minutes by road and with quicker access via the regular cross Pennine rail service. Huddersfield is surrounded by a number of attractive villages in the Holme and Colne valleys and within easy reach of the Yorkshire Dales, the Peak District and the major urban centres of Leeds and
Manchester. The cost of housing compares very favourably with other regions in Britain and the choice of where to live is outstanding. The town is well known for its musical traditions, including the world famous Huddersfield Choral Society and the internationally renowned Huddersfield Contemporary Music Festival. The Lawrence Batley Theatre and a large sports stadium host various cultural and sporting events respectively.