



DIRECTOR, UCL EAR INSTITUTE

Internal advert: open to UCL employees only

SUMMARY PERSON SPECIFICATION

This is an important role for the Faculty of Brain Sciences and the post-holder will be expected to provide strategic leadership for the Institute as well as for the Faculty and UCL, across all areas of its research, teaching and enterprise activity. The Director will be expected to work collaboratively with Vice-Deans and other Divisional and Institute Directors in the Faculty. The successful candidate will also be expected to attract national and international partners and stakeholders to support the work of the Institute.

The successful applicant will be of international standing with an outstanding track record in auditory and/or vestibular research, together with experience of running research programmes, promoting a high quality student experience, academic leadership and strategic planning. In addition, she/he should have:

- Strong strategic skills and a collegiate approach, with the ability to foster the strategic ambitions of others.
- Demonstrable leadership in her/his field of research.
- A vision for educating and training the next generation professionals and leaders.
- Strong communication and interpersonal skills.
- Excellent time-management skills with the ability to prioritise and balance the various demands on their time such that she/he is accessible to others, appropriate to need.
- Financial acumen and proven managerial ability.
- Experience of academic leadership and institutional citizenship .
- The ability to motivate and build morale and team spirit.
- The capability to promote the aims of the Institute to the academic community, national and international funding bodies and relevant organisations.
- The capacity to work in partnership with the RNTNEH and other UCL Partners hospitals on research and development issues.
- Knowledge of UK university teaching, research administration and funding.

Clinically-qualified candidates should also have:

- An appreciation of the complexities of the NHS, and the relationship between Higher Education and the Department of Health.

A detailed table of specific requirements for both clinical and non-clinical candidates is provided below at *Annex A*.

Annex A – FULL PERSON SPECIFICATION

E = essential
D = desirable

Assessed by:
A = application
I = interview

Qualifications / Certification

- › Higher academic degree e.g. PhD or MD/MS (clinical), or evidence of an equivalent level of attainment in research publications E A / I

Skills / Experience

- › Excellent leadership skills E A / I
- › Track record of extensive publications in high-quality peer-reviewed scientific and/or clinical journals E A / I
- › Active research profile at international level with a continuing track record of external research grant funding E A / I
- › Evidence of promoting excellence in areas of teaching/research E A / I
- › Proven ability and commitment to carry out high-quality original research, leading to publication in peer-reviewed journals E A / I
- › Ability to communicate with colleagues within and outside the Ear Institute: this includes general liaison and also postgraduate and undergraduate teaching E A / I
- › Experience of and commitment to multidisciplinary working E A / I
- › Experience in teaching methods and developing taught programmes and other educational content E A / I
- › Competent in recruitment of high calibre staff at all levels, and able to deploy appropriate interview and selection skills E A / I
- › Computer literate and excellent communication skills/verbal and written; good command of written and spoken English E A / I

Knowledge

- › Awareness of UK and international issues in Higher Education and the possible implications for the Institute E A / I
- › Knowledge of the governance, development and research opportunities in auditory and vestibular research and medicine, and ability to act upon these opportunities E A / I
- › Knowledge and understanding of the principles of resource and budgetary management E A / I

General

- › The highest ethical and professional standards in research, education and clinical practice and flexible attitude E A / I
- › Involvement in continuing professional development E A / I
- › Involvement in professional activities external to the workplace D A / I

For clinical candidates

- › Medical degree and higher academic degree e.g. MD/MS, or equivalent E A
- › Accreditation by / membership of a relevant Royal College, Certificate of Completion of Training, or equivalent E A / I
- › Appreciation of NHS Plan and Clinical and Research Governance application in clinical service delivery E A / I

Non UK trained applicants must supply at interview evidence of eligibility for full GMC registration and entry on specialist register

Clinical audit experience	E	A / I
› The ability to take forward service developments	E	A / I
› Awareness of current issues affecting the NHS and the possible implications for the Institute	E	A / I