

Job profile: Professor

Purpose

Ensuring the development and implementation of practical research, with the starting points being the strategic priorities of HU and social relevance, in order to give meaning, within the objectives of the professorship, to knowledge development, innovation and development of and in teaching and professional practice

Job code: 0101

Context

The professor reports to/receives hierarchical guidelines from:

- the faculty manager

Gives functional guidelines to:

- Members of the knowledge network
- Lecturers

Result areas

1. Strategy of professorship
2. External contacts
3. Research programme
4. Carrying out research
5. Knowledge development and knowledge circulation
6. Development and implementation of teaching
7. Organization of knowledge network
8. Organization and strategy of knowledge centre
9. Professional enhancement
10. Profiling

RESULT AREAS

| Core activity | Context | Result | Examples of activities |
|---|---|---|--|
| 1 Strategy of professorship | | | |
| Drawing up policy and programme of the professorship and working out the details of these | Strategy of the institute and the faculty Policy of the knowledge centre | Contributing to the realization of strategic research and teaching goals of the faculty and the institute | <ul style="list-style-type: none"> • Supplying input, as well as gathering and establishing ideas and priorities from the knowledge network • Determining the short and long-term objectives for the knowledge network • Translating the objectives of the knowledge network into programmes and projects in research, teaching, consultancy, and training. • Initiating collaboration between disciplines • Initiating requests for collaboration with other knowledge networks, departments, organizations, and other external parties • Coordinating the strategic agenda of the knowledge network with policy institutes, social organizations, and the professional field in general |
| 2 External contacts | | | |
| Recruiting clients based on analyses of social needs, and carrying out contract activities (or having them carried out) | Institute and faculty strategy Policy of the knowledge centre | Contracts with partners and financiers for substantive and financial participation in teaching and research | <ul style="list-style-type: none"> • Developing and expanding relevant network in the professional field • Developing and maintaining contacts with influential financiers • Acquiring grants, indirect and contract funding • Initiating the development of contract activities • Exploring the external market for funding and the requirements of external potential partners or financiers of contract activities • Being accountable to the client regarding implementation and results • Checking and amending the methods by which contract activities are fulfilled • Encouraging and organizing spin-off and start-up activities • Organizing teaching or lectures for policy institutes or social organizations |

| RESULT AREAS | | | |
|---|---|---|---|
| Core activity | Context | Result | Examples of activities |
| 3 Research programme | | | |
| Developing a research programme based on the needs of the relevant social field, with the objectives of contributing to innovation in the professional field and innovation in teaching | Institute and faculty strategy Priorities of the professorship | Research programme with detailed goals, content, methodology, and budgeting | <ul style="list-style-type: none"> • Keeping up to date with relevant national and international developments in the knowledge network • Exploring new opportunities in research, whether or not in collaboration with the professional field • Initiating the setting up of a new or amended research programme in coordination with relevant national and international colleagues and the professional field • Coordinating needs and possible collaboration with stakeholders • Involving the professional field and regional organizations with the programme [ditto, see above] • Ensuring the translation of the programme into knowledge network projects, and for initiating projects |
| 4 Carrying out research | | | |
| Ensuring the implementation and quality of research | Policy plan of the faculty and the professorship | New insights, leading to further research and innovation of professional practice and of teaching | <ul style="list-style-type: none"> • Carrying out practical research • Ensuring collaboration with scientific institutes when setting up and leading research projects • Indicating possibilities for further research • Guiding and assisting members of the knowledge network • Supervision of PhD students • Monitoring the relevance of research and its progress, for the purpose of teaching development and knowledge circulation • Ensuring the application of the quality system • Delivering knowledge products for the professional field, and other institutes • Contributing to innovation of the professional field • Delivering knowledge products as a contribution to government policy and social discussions |

| RESULT AREAS | | | |
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| Core activity | Context | Result | Examples of activities |
| 5 Knowledge development and knowledge circulation | | | |
| Encouraging the development and production, dissemination, and circulation of knowledge | <p>Strategy of HU Strategy of the knowledge centre</p> <p>Priorities in teaching and research Needs of students and organizations, customer needs</p> | <p>Knowledge exchanged in the institute and in the relevant professional field that is transparent, understandable, practical, and relevant, so that it contributes to the development of the knowledge centre, the subject field, the professional field, and the positioning of the organization</p> | <ul style="list-style-type: none"> • Giving lectures and interviews for various media • Analysing and using the opportunities for partnerships with existing and potential parties for the purpose of transferring knowledge • Co-development of formal collaborative partnerships • Organizing teaching or lectures for policy institutes or social organizations • Organizing events/meetings at which knowledge is exchanged • Writing articles in national and international journals and/or media for broad-based target groups • Drawing up publications and delivering lectures at conferences • Representing the organization in networks • Maintaining existing relationships with institutes and clients with whom there is a potential for distributing knowledge • Being on the editorial boards of relevant academic journals • International guest lectureships and lectures • Developing and distributing practical applications from research and research results • Harmonizing knowledge objectives in the organization, and helping prepare lectures and articles |
| 6 Development and implementation of teaching | | | |
| Ensuring the short and long-term programming, innovation, development and implementation of study components related to the professorship | <p>Strategic framework of the knowledge centre Curriculum</p> | <p>Study components in which state-of-the-art knowledge from the knowledge network is included</p> <p>Attainment of established teaching goals</p> | <ul style="list-style-type: none"> • Contributing to raising the quality of degree programmes by parallel development of the vision on the professional profile • Supplying contributions to teaching innovation based on research • Supplying contributions to teaching materials • Contributing to the development of accredited Master's degree programmes • Ensuring the research component in teaching, by integrating research results • Contributing to the attainment of NVAO-recognized quality hallmarks of degree programmes • Development of excellent learning routes • Supervision of PhD students |

RESULT AREAS

| Core activity | Context | Result | Examples of activities |
|--|---|---|--|
| 7 Organization of knowledge network | | | |
| Structuring the knowledge network and managing the shaping and implementation of the knowledge network processes | Strategy of the faculty Policy programme of the knowledge network The allocated financial resources | Effective attainment of the objectives of the professorship | <ul style="list-style-type: none"> • Drawing up the programme and budget of the knowledge network and putting them forward for approval • Ensuring an efficient and effective organization of tasks • Distribution of financial resources across the activities and ensuring that agreements in this regard are laid down • Being accountable for the spending of resources • Guiding and supporting the members of the knowledge network • Filling managerial or advisory functions in professional organizations or the business sector |
| 8 Organization and strategy of knowledge centre | | | |
| Drawing up the policy and programme of the knowledge centre, structuring collaboration of professorship in it, and managing the shaping and cohesion in the execution of the processes in the knowledge centre | Strategy of the faculty The allocated financial resources | Effective attainment of the objectives of the knowledge centre and the professorships | <ul style="list-style-type: none"> • Drawing up the programme and budget of the knowledge centre, and having them approved • Supplying input, as well as gathering and establishing ideas and priorities from the knowledge centre • Determining the short and long-term objectives for the knowledge centre • Translating the objectives into programmes and projects in research, teaching, consultancy, and training. • Ensuring efficient and effective collaboration between professorships in the knowledge centre • Initiating and shaping collaboration with other knowledge centres, professorships, the professional field, and the business sector • Being accountable for the spending of resources • National and international profiling of the knowledge centre |

RESULT AREAS

| Core activity | Context | Result | Examples of activities |
|---|---|---|--|
| 9 Professional enhancement | | | |
| Promoting expertise among the members of the knowledge network, as well as developing and maintaining own network | Development and professional enhancement policy of the organization Own discipline/field | Professional development and training resulting in relevant competencies | <ul style="list-style-type: none"> • Keeping up to date with relevant developments and exchanging knowledge with fellow professionals • Receiving and giving feedback from and to colleagues • Reading relevant literature and exchanging knowledge with fellow professionals and experts, among other things by taking part in or speaking at seminars and conferences • Contributing to the promotion of expertise in the professional field • Ensuring the development of research skills among the members of the knowledge network • Making proposals to line manager regarding own development in a personal development plan • Keeping up to date with developments in the research field • Taking part in the professional development of the professional group |
| 10 Profiling | | | |
| Ensuring publicity for the knowledge network | Positioning of the knowledge network and knowledge centre Strategic priorities of the organization | Raising and strengthening familiarity with the knowledge network, and therefore the image and profile of the organization | <ul style="list-style-type: none"> • Writing articles for publication in Dutch and international journals inside and outside the organization • Conveying the social relevance of the work of the knowledge network • Publishing brief summaries of reports, and selling reports • Ensuring an accurate and positive account of the positioning of the knowledge network • Speaking to the press from inside and outside the organization |

Professor categorization criteria

| Function level Categorization criteria | Professor 1 | Professor 2 |
|---|--|--|
| Scope and innovation | Research has a strongly innovative character, is socially relevant, and has a great influence on the content of the teaching curriculum and the development of the professional field Research results have an impact that extends beyond the HU and deliver a clear position in relevant networks, as well as a basis for further research and practical application Research results are published regularly in relevant authoritative journals and quoted in the peer group | The research has an innovative character and has a great influence on the content of the teaching curriculum Research results are created in relevant networks Research results are published regularly in relevant authoritative journals |
| Organization and strategy | In the knowledge centre, the organization and content of the research in multiple professorships are brought together and coordinated | In the professorship, the organization and content are coordinated according to the collaborative partnerships and objectives in the knowledge centre |
| Impact on HU | The knowledge centre focuses on teaching and research that are of strategic importance to the positioning and continuity/growth of the entire university of applied sciences on the current future markets of institutes and students | The knowledge network focuses on teaching and research that are of importance to the positioning and continuity/growth of one or more faculties on current and future markets of institutes and students |

Categorization rules, professor

- Professor 2 applies if the professor job profile applies
- Professor 1 applies if all the criteria listed under professor 1 are met