

3. Contribute to the organisation of the wider aspects of work	Substantive attendance at meetings, discussions with peers/manager Proactive contribution to the organisation	Relevant references Evidence of feedback and suggestions give for improvement Member of a Special Interest Group or Association
4. Modelling behaviours that are collegiate and exemplify the values of the University	Consistent use of positive and respectful language Volunteer to carry out School roles Provide added support for projects and initiatives that deliver School plan Engage positively with staff, students and other contacts	Written communications; e-mails Peer feedback Line Manager; project or programme leader Relevant references
5. Ability to work effectively both independently and as a member of a team	Delivery of lectures Meaningful contribution and advancement of the School's or unit's research/recruitment strategy Supporting peers and Line Manager	Relevant references
6. Contribution towards service and leadership in the discipline	Active engagement with a professional and/or external body	Relevant references Record of minutes, emails, bids Membership of professional or academic bodies

B. Representative Work Activities

B1.1 Education

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Design and deliver education provision and support student learning	Innovative and appropriate approaches to education and module/course/programme delivery Quantifiable student data Education Portfolio	Review/Observation Student Feedback/Surveys Peer review of Education Portfolio Student outcomes data
2. Supervise practicals, fieldwork, placements, projects and/or dissertations where these are part of the programme(s) of study; at undergraduate and, where appropriate, postgraduate level, including supporting the supervision of students		

B1.2 Education: Education Leadership Pathways

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Contribute to curriculum development e.g. design or revise course material	Independent experience in contributing to course, modules and broader education materials	Relevant references Samples of academic materials e.g.: lecture recordings, course materials
2. Contribute to the development of effective approaches to inclusive education, student learning and assessment in the subject area	Education materials and involvement in School or module level education initiatives	Relevant references Student outcomes data
3. Develop and deploy education and learning materials which contribute to quality enhancement of student experience and/or progression	Experience in peer-review practices Engagement in a variety of teaching practices	Samples of academic materials e.g.: lecture recordings, course materials Peer reviewer feedback Reflective commentary
4. Engagement with the scholarship of education and learning	Teaching philosophy statement Evidence-based practices	Teaching Practice Portfolio

B2.1 Research

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. As appropriate to discipline, undertake a specific role in a research project or projects, taking responsibility for some element(s) of the planned research	Named as contributor to research project(s) Named in output, impact or funding submission	Relevant references Submitted/draft grant proposals Submitted research outputs Line manager report Research PI/ lab manager report PRP/Current Research Information System (CRIS) Appraisal documentation
2. Develop and carry out a plan to open up or extend an area of personal research	Statement of Research Plan	Written evidence of research plans or bids PRP/Current Research Information System (CRIS) Attendance at relevant conferences
3. Plan and carry out a research programme appropriate to the planned research activity	Production of relevant peer-reviewed or commissioned outputs Book/monograph outline, chapters or draft Developing research activities in line with a specified plan and timetable	Relevant references Written evidence of a research programme PRP/Current Research Information System (CRIS) Publication contract Reviewer/editor/curator comments Appraisal documentation Line manager reports

4. Disseminate research beyond academic community	Contributions to public research events Media appearances Contributions to research outreach programmes in schools etc.	Media reports Press Office summaries PRP/Current Research Information System (CRIS) Appraisal documentation Line manager reports
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B2.2 Research Focused Pathways

Activity	Indicative Evidence	Sources of Evidence
1. Take responsibility for a core element of planned research, contributing to the refinement of methods and analytical approaches	Evidence of significant ongoing work or involvement in concluded research	PRP/Current Research Information System (CRIS) Appraisal Documentation Relevant references

B2.3 Scholarship

Activity/Achievement	Indicative Evidence	Sources of Evidence
1. Continually update knowledge and understanding in the subject area	Appropriate engagement in conferences, symposiums, research cafes, open seminars and relevant media activity Integration of latest advances in course material	Appraisal documentation Module handbooks Relevant references
2. Translate knowledge of advances in the subject area into the course of study	Be a member of a research group or specific SRO (or institutional repository) project team, contributing to the delivery of a broader programme and refinement of methods and analytical approaches Enhancement/modification of course material Provide guidance/training on research and research methods to students on taught programmes	Relevant references