

## Competency Framework for Professor Roles at NUIG

	<b>Academic Excellence</b>	<b>Leadership Excellence</b>	<b>Organisational Excellence</b>
<b>CORE</b>	<ul style="list-style-type: none"> <li>• <b>Excellence in Research</b></li> </ul> <p><i>The Professor is a leader in his / her field and contributes to the direction and development of his / her discipline and body of knowledge through planning and leading research of outstanding quality. S/he leads others to make the most effective contribution to their discipline and encourages cross discipline research collaboration.</i></p>	<ul style="list-style-type: none"> <li>• <b>Personal Effectiveness</b></li> </ul> <p><i>The Professor is passionate and enthusiastic about the discipline/school and is committed to making his / her best personal contribution through employing excellent planning and organising, communication and decision making skills in order to achieve ambitious goals for their discipline/school and to meet the changing demands of the Professorship role.</i></p>	<ul style="list-style-type: none"> <li>• <b>Strategy &amp; Vision</b></li> </ul> <p><i>The Professor is responsible for developing and implementing a strategic approach to the development of the discipline/school. S/he is aware of the wider environment, has the ability to think strategically and to devise and implement changes in line with their strategy.</i></p>
<b>CORE</b>	<ul style="list-style-type: none"> <li>• <b>Excellence in Teaching</b></li> </ul> <p><i>The Professor oversees the development of, and participates in, delivering teaching programmes which engage and inspire students at all levels and ensures a strong focus on quality teaching and on the continuous review and development of teaching skills and methodologies in the discipline.</i></p>	<ul style="list-style-type: none"> <li>• <b>Leading Others</b></li> </ul> <p><i>The Professor is responsible for the delivery of the work programme by getting the best out of others. S/he ensures that good administrative procedures are in place, that work is organised fairly, that there is a highly engaged work environment, and that time is given generously to developing staff.</i></p>	<ul style="list-style-type: none"> <li>• <b>Collegiate &amp; Community Contribution</b></li> </ul> <p><i>The Professor values and works to instil a collegiate approach not only within his / her discipline / school and the University, but across the wider external community. S/he actively seeks to build effectively functioning teams and networks. S/he is approachable, collaborative, and values the contribution of others.</i></p>