**School Impact Director**

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| **Main Role Purpose:** |
| * To provide leadership to the School in the wide understanding of impact, in the context of the requirements of Research Councils and other research funders, future Research Excellence Framework (REF) assessments, and the wider demonstration and dissemination of the impact of research; * To develop a School-level view of existing areas of research impact and future opportunities that can be fed into institutional processes; * To support and facilitate the implementation of the University's approach to impact through the activities outlined below, and through membership of the appropriate Impact Directors groups; * To work with the University’s Impact Working Group towards enhancing School research impact-related activity to a level that is above average for the appropriate comparator. |
| Responsibilities and Tasks: |
| * To advise the School on impact-related issues; * To ensure delivery of the School’s impact strategy through regular monitoring; * To champion the recording of evidence of impact and impact-related activity across the School; * To act as the first level of support to academic colleagues in the School in maximising impact-related performance in Research Grant applications and applications for impact related funding; * To promote the impact agenda widely within the School and disseminate information from Research Councils, HEFCE and other such external bodies; * To support the development of impact case studies and other materials to exemplify the impact of the schools research; * To lead the identification of impact case studies for the post-2014 REF through regular survey and audit across the School and to prepare reports on the School’s progress for any interim audits conducted by the University; * To work with the University’s Impact Working Group in developing and maintaining an institutional view of the University’s impact performance, priorities and future opportunities; * To participate in the development and deployment of funding, including membership of internal Funding Panels.   This position is normally for a three year term in addition to the academic’s normal duties and is non-stipendiary. Given the demands of this role, we anticipate that following discussion with the Head of School, there would be some recognition built into school workload planning. |

**Workload Allocation Mechanism for School Impact Directors and School Research Directors**

Following discussion at the University Research Committee, and with Heads of School, Deans and Faculty Research Directors, the following approach is recommended as a means for signalling the value and importance placed on these roles, and to ensure that staff are given adequate time to undertake the responsibilities associated with them:

* All School Impact Directors and School Research Directors will be given a workload allocation for the role by the Head of School, in line with the School or Faculty workload model
* The allocation will reflect the size and complexity of the School and its research/impact activities as judged by the Head of School, in conjunction with the Dean and FRD, who will collectively seek to ensure that any differential approach to allocation across the Faculty is justifiable
* The allocation will normally be no less than 10% and no more than 25%
* The allocation will be reviewed annually and may be expected to increase temporarily in the run-up to major reviews such as School Review, REF, etc.