

Industrial Fellow



OPPORTUNITY

Where change
gets real.



Reference: 0254-25

Grade: Grade 09

Salary: £46,735 - £55,755

Contract Type: Fixed Term

Basis: Part Time

Job description

Job Purpose:

The Industry Fellow will bring demonstrable impact to Aston University and its stakeholders through their industry expertise, relationships, and knowledge, specifically within the field of **Leadership and People Management**. As a key academic contributor, they will integrate professional insights into teaching, curriculum design, research, and knowledge exchange, aligning their work with the ambitions of the Aston 2030 strategy.

This role is particularly suited to professionals with a strong track record in leadership and people management practice who wish to transition into academia or expand their influence through academic collaboration. The Industry Fellow may be appointed at Grade 8 or Grade 9 depending on experience and qualifications.

Key Contributions and Impact

- Integration of current industry practices related to leadership and people management into curriculum design and delivery.
- Development of academic initiatives that align with Aston 2030 strategic goals.
- Expansion of industrial partnerships for student projects, placements, and graduate opportunities in leadership-related fields.
- Enhancement of research capacity through industry-linked funding and collaboration.
- Engagement with external bodies, contributing to wider societal and sectoral impact.
- Raising the University's external profile and market influence through strategic industry engagement.

The Industry Fellow is expected to contribute to the teaching efforts of the Department/School, in relevant programmes at undergraduate and postgraduate levels. They will be responsible for carrying out teaching activities within Degree Apprenticeship, Undergraduate and Master's programmes and for maintaining and advancing their own and their subject's scholarly and professional capabilities.

The Industry Fellow will actively promote the programme by establishing and maintaining memberships, links and partnerships with academic, industry and professional communities. They will be expected to work collaboratively and collegiately with fellow academics within the teaching team, and to update colleagues and students on developments in their subject area, particularly in relation to practice and professional expectations and requirements.

The Industry Fellow may be responsible for course co-ordination dependent on experience, qualifications and the needs of the College.

Reports to: Head of Department/School.

In relation to course/programme coordination matters, the relevant Programme Director.

Main Duties/Responsibilities:

Teaching, Learning and Curriculum

- In a developing capacity, undertake independent teaching at undergraduate and postgraduate level, ensuring industry relevance in the designing, conducting and moderating of assessment.
- Input to the development of the curriculum to ensure relevance and currency of application to the appropriate industry or profession.

Industry/Enterprise Links/Knowledge Exchange

- Pursue and maintain independent professional activities to engage in scholarship within the discipline, conduct practice-informed and led teaching and learning and/or to support and conduct high quality practice-relevant applied research activities.
- Managing individual projects within timelines and budgets and ensuring compliance with quality and reporting requirements, particularly professional body standards;
- Promote links and collaborations with existing professional networks to generate new opportunities for the University e.g. collaborative partnerships, funding opportunities, influencing the development of education for the profession/industry, student placement, project and graduate opportunities.
- Undertake administrative duties associated with teaching, scholarship, and citizenship

Additionally at Grade 9:

Teaching, Learning and Curriculum

- Lead on agreed teaching and learning activities with industry focus, undertaking supervision and/or coordination duties, which may include holding a programme director role or management of a programme of teaching, industry/external engagement.
- Proactively gain input from students and external bodies to improve the teaching and learning experience and student outcomes.

Industry/Enterprise Links/Knowledge Exchange

- Develop new networks and initiatives which bring value from industry/professional practice to students, staff, professional bodies, industry or third sector partners, drawing together professional/industry practice with education.
- Guide, coach and mentor other staff and students in teaching of the professional discipline, disseminating knowledge to audiences with a mixed range of knowledge and understanding.

Additional responsibilities

- ▶ Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities.
- ▶ Ensure and promote the personal health, safety and wellbeing of staff and students.
- ▶ Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- ▶ Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

Person specification

	Essential	Method of assessment
Education and qualifications	<ul style="list-style-type: none"> ▶ Master's degree (or equivalent) in the leadership and management discipline area ▶ Teaching qualification or willingness to acquire this 	Application form and interview
Experience	<ul style="list-style-type: none"> ▶ Demonstrated current or recent professional/industry practice within the previous two years ▶ Motivation and enthusiasm for transferring knowledge and learning from the relevant industry/ professional practice to learners ▶ Demonstrated capacity to work effectively with and to negotiate sensitively with students especially on issues related to effective learning ▶ Effective management of individual projects within timelines and budgets and in compliance with quality and reporting requirements 	Application form and interview
Aptitude and skills	<ul style="list-style-type: none"> ▶ Within the area of leadership and management: ▶ Ability to prepare and deliver programmes at undergraduate and post-graduate levels, including online delivery, and the ability to produce high quality curriculum or programme materials ▶ Ability to undertake independent professional 	Application form and interview

	Essential	Method of assessment
	<p>activities, scholarship and/or conduct high quality research activities appropriate to the profession or discipline</p> <ul style="list-style-type: none"> ▶ Ability to design, conduct and moderate assessment and to implement improvements informed by course evaluation activities and student feedback ▶ Excellent interpersonal and communications skills appropriate for interacting with applicants, students, staff and industry, together with a strong commitment to teamwork and multidisciplinary collaboration. ▶ Ability to translate professional/industry links and associations into positive outcomes for Aston, its students and staff ▶ Ability to build effective networks with colleagues and commitment to generating alternative funding for projects through effective liaison with education, industry/profession and funders <p>At Grade 9:</p> <ul style="list-style-type: none"> ▶ Demonstrated ability to deliver effective, profession/industry-informed teaching and learning to a range of students ▶ Ability to undertake 	

	Essential	Method of assessment
	<p>programme director or other coordinating/ supervisory role</p> <ul style="list-style-type: none"> ▶ Emerging track record and recognition within the industry or profession evidenced by industry links, publications, development of new research initiatives, securing competitive research funding ▶ Where relevant, ability to teach doctoral level students 	

	Desirable	Method of assessment
Education and qualifications	<ul style="list-style-type: none"> ▶ PhD in a subject relevant to Leadership and Management. 	Application form and interview
Experience	<ul style="list-style-type: none"> ▶ Experience in conducting research in the area of Leadership and Management. ▶ Experience in teaching Leadership and Management at university level. 	Application form and interview

University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.

Values + Behaviours



Innovation

We strive for excellence within ourselves and others, providing solutions to new and existing challenges.



Collaboration

We work best when we are collaborative, working together to contribute to the Aston community.




Ambition

We strive together for improvement and innovation looking ahead to see the bigger picture.



Inclusion

We treat everyone in our community equally and how they would like to be treated.



Integrity

We are open, honest and fair. We take ownership of the way we work and how we treat each other.

How to apply

You can apply for this role online via our website <https://www2.aston.ac.uk/staff-public/hr/jobs>.

Applications should be submitted by 23.59 on the advertised closing date.
All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form, then please contact the Recruitment Team via recruitment@aston.ac.uk.

Contact information

Enquiries about the vacancy:

Name: Roberta Fida

Job Title: Professor And Head Of Department Leadership And Management

Email: r.fida@aston.ac.uk

Enquiries about the application process, shortlisting or interviews:

Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

Additional information

Visit our website <https://www2.aston.ac.uk/staff-public/hr> for full details of our salary scales and benefits Aston University staff enjoy.

Salary scales: <https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index>

Benefits: [Benefits and Rewards | Aston University](#)

Working in Birmingham: <https://www2.aston.ac.uk/birmingham>

Employment of Ex-Offenders: Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

Eligibility to work in the UK:

Non-UK/Irish nationals will require a visa or immigration permission that allows them to work in the UK.

The most common work visas are the [Skilled Worker](#), [Global Talent](#) and [Graduate](#) immigration routes. You can find more information about these visa categories on our [web page for candidates](#). The [UKVI website](#) provides further detail about different work visas and the eligibility criteria for each.

Academic Technology Approval Scheme (ATAS):

If you will conduct research in your role and you apply for a Skilled Worker or Temporary Worker GAE visa, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application.

This process can take at least 6 weeks to process, and Aston will consider this when confirming your expected start date. Processing times will increase between April and September and can longer to complete.

There is no fast-track option available. ATAS certificates will be processed in order of receipt.

You can find more information about ATAS on our candidate immigration page.

Before you start and Right to Work

90-day entry vignette

If you have applied for your visa outside of the UK, you will receive a vignette in your passport which is usually valid for 90 days. Please make sure to travel to the UK within the 'valid from' and 'valid to' dates on this visa. If you entered the UK before or after these dates, you would not 'activate' the visa and you would need to leave and re-enter the

country.

You will also receive a decision letter confirming details about your immigration permission and where to collect your Biometric Residence Permit.

Cost of Living - Estate and Letting Agents

There are numerous Estate and Letting Agents in and around Birmingham that can help you find suitable accommodation. The Midland Landlord Accreditation Scheme provides a list of professional agencies and landlords who have applied with them for accreditation. Whilst accreditation is not a guarantee of quality, it provides some reassurance about the standard of the service they provide.

You can also use property search websites such as Rightmove or Zoopla.

Equal Opportunities

Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes that we encourage applications from all groups represented in the wider community at a local, national and international level.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career.

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its Policy, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

Data Protection

Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <https://www2.aston.ac.uk/data-protection>. Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.

Full details of our terms and conditions of service and associated policies and procedures are available online at <https://www2.aston.ac.uk/staff-public/hr/policies>

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