

Policy Name:	Academic Career Pathways Policy	P No: P1516-122
Policy Owner:	Charlie James, Transformational Lead: Performance, Human Resources	
Issue/Last Review Date: July 2024	Next Review Date: August 2025	
Relevant Legislation / ACAS guidance if applicable:	N/A	
Documents being replaced:	N/A	
Policy Statement:		
<p>To deliver our ambition, we need a workforce with the differentiated skills necessary to ensure that we can deliver excellence in research, teaching, learning, and the wider student experience, and to be a powerhouse for the regional economy and internationally.</p> <p>The Academic Career Pathways (ACP) scheme has been designed to ensure that academic strengths whether in research, teaching, the wider student experience, leadership or innovation and engagement, are all appropriately recognised, developed, valued, and rewarded. The ACP criteria have been carefully reviewed to ensure that they are transparent and fair.</p> <p>The ACP criteria are intended to provide an indication of the the outcomes expected at each grade of the academic scale. The criteria will be used to inform the decisions of academic interview panels, promotions committees and Professorial Remuneration committees. They should assist members of staff considering an application for promotion and external applicants applying for academic positions within the University. Given the range of academic activity the criteria cannot be definitive but will act as a guide.</p> <p>Academic staff may move between pathways at appropriate stages in their careers. This may be instigated by the member of staff or their line manager during the Professional Development Review (PDR) process. The final decision on a request to move career strands rests with the PVC Executive Dean of Faculty. The decision will be informed by Faculty priorities, existing work force demands and workload models and should form part of the Business Planning process. Should it be agreed that a member of staff will change their Academic Career Pathway, changes to job descriptions and workload will be confirmed accordingly.</p>		
Definitions of HR terms used in this policy:		
N/A		
Supporting Procedures/Guidance Documents/Codes of Practice with P Nos. and hyperlinks:		
Academic Career Pathways Criteria		
Professional Development Reviews		