



UNIVERSITY OF
BIRMINGHAM



Become one of our 125th Anniversary Fellows

Anniversary Fellow
Information Pack

We advance
We activate

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Welcome from our Vice-Chancellor and Principal

In 2025 we will celebrate 125 years since a Royal Charter was granted by Queen Victoria to create our University. I am proud to announce that one of the ways we are celebrating this important milestone is by making a significant investment in our research, appointing 100 new Anniversary Fellows and 25 new Anniversary Chairs.

Birmingham is a world-leading, research-intensive University and this initiative contributes to our ongoing significant investment in our facilities and people, building a highly successful, collaborative team to drive our research excellence. Our 2030 strategy will see us double our research income and establish ourselves among the global top 50 universities. These appointments will enable us to drive the substantial progress we have made in the quality, ambition, and impact of our research over the last decade.

As outstanding international research and education lie at the heart of what we do at Birmingham, we continue to build a distinctive, exciting, and innovative approach that reflects our global ambitions.

Our education offer is becoming increasingly flexible and accessible, supported by an enhanced digital approach, equipping our diverse student community to be the leaders, innovators, problem-solvers, and citizens of the future. And in research, we have made significant investments in facilities that support a track record in innovation, and in our people, attracting and growing talent from across the globe.

A fast-moving and forward-looking University, we are committed to achieving net zero and embedding sustainability into all our activities, and, to build on our heritage of research excellence, we welcome academic talent from a range of backgrounds.

As a well-established researcher with growing international recognition in your discipline, at Birmingham you can shape the future of your field. In so doing, you will be building on the achievements of our great University, where ten alumni and staff have been awarded Nobel Prizes.

Birmingham is a vibrant community for individuals from all backgrounds and an exciting and fulfilling place to work and live. If you share our values, and our commitment to the highest quality research, we would be delighted to hear from you.



Professor Adam Tickell
Vice-Chancellor and Principal



Join us as a 125th Anniversary Fellow

In these appointments, we will provide you with the protected research time, resources, and support you need to advance your research. You will also benefit from our many connections with partners in academia, industry and policy, and with our multidisciplinary community of academics.

As someone with a growing track record in exemplary research, evidenced by high quality impact and funding, this permanent appointment will offer you a sustained focus on advancing your research. With a competitive salary, relocation expenses, and a sector leading start-up package to establish your research at Birmingham, this is a stand-out opportunity.

We are looking for diverse talent from across the world to help us make new discoveries and tackle global challenges. You will work with the brightest minds at the forefront of different subject areas to tackle the most pressing global challenges, and have the opportunity to be mentored and supported by senior leaders at the University and beyond,

and to collaborate with our strong networks of partners.

Our University is home to a vibrant community of individuals, and we continue to seek different perspectives from a broad range of academics. We are continuing to diversify our workforce and particularly encourage applications from women, and people from minoritized ethnic groups.

Birmingham is an outstanding place to live and carry out your research. We are a family friendly employer, focused on supporting staff to develop and grow their career with us. Find out more about our range of **staff benefits**.

You will be critical in driving the excellence of our research to make an even greater difference to the world around us. Join us as we celebrate our 125th anniversary, and be part of our ambitious, exciting future.

This is your opportunity to question, change direction, change minds, change the world.



About University of Birmingham

In 1900, we were founded on the radical vision of Joseph Chamberlain to provide a university for the people of Birmingham - 'a great school of universal instruction... taking all knowledge in its province'. England's first civic University, we were established as a place where students and staff from all backgrounds are accepted on an equal basis. This philosophy has defined and shaped us as an institution ever since and remains even more important today.

Over the last nearly 125 years, we have grown our civic roots to become a global institution that extends our reach

across the world - welcoming the best to Birmingham and taking the best of Birmingham to the world.

Ranked in the top 100 universities globally, we are part of the Russell Group and a founding member of the Universitas 21 global network of research universities. The quality of our research is amongst the best of UK universities, with the 2021 Research Excellence Framework (REF) results ranking us 13th in the UK and 10th in the Russell Group for Grade Point Average.



Aston Webb building

Combining an original 'redbrick' heritage with an ambitious transformation agenda, we recently opened an international campus in Dubai, alongside offices in India and China. We have invested £1 billion in our facilities and campus over the past ten years, spanning student experience, teaching and learning, and importantly, in world-leading research facilities.

An anchor institution for the UK's diverse, youthful, and dynamic second city, we are one of the region's largest employers. We played a central role in the success of the Birmingham 2022

Commonwealth Games, and value our partnerships with local organisations, including our Civic University Agreement with Birmingham City Council and the West Midlands Combined Authority.

Our **Birmingham 2030 Strategic Framework** sets out our goal to become a top 50 global institution. With world-class research and outstanding global education as our core mission, we will strive to increase the volume and quality of our research to make an even greater difference to the world around us.

Birmingham 2022 Commonwealth Games



Our community

We strive to provide a welcoming and inclusive environment for everyone in our community. Our diversity is a major source of strength that underpins the exchange of ideas, innovation and debate at the heart of our academic mission. This is why we want to recruit people from different fields, backgrounds, and from countries around the world.

At Birmingham, we teach and carry out research across the full breadth of academic disciplines. This creates a vibrant community and provides multidisciplinary opportunities for research and education. Our truly international community is made up of more than 8,000 staff, 38,000 students and over 350,000 alumni.

Our student community is not only one of the largest of any UK university - it's also highly diverse. 86% of our home undergraduate students come from state schools. 43% are from black, Asian, or other minority ethnic backgrounds. While 36% are the first generation of their family to attend university.

Our Equality, Diversity & Inclusion Scheme 2021 – 2024 sets out our commitment to:

- Create an inclusive environment: developing a University community where everyone feels welcome, included and empowered to succeed;
- Dismantle barriers: addressing the structural barriers faced by groups within the University in order to create more equitable outcomes;
- Integrate equality, diversity and inclusion: issues and impacts are considered and addressed across our activities.



We hold a Bronze Race Equality Charter Award and a Bronze Athena SWAN Charter Award at an institutional level, with the majority of our Schools holding Bronze or Silver Athena SWAN awards.

Our most recent staff survey shows levels of engagement and pride most employers would be delighted to achieve. Committed to building on this, we have made **'people and culture'** a core pillar of our Birmingham 2030 Strategic Framework.

We also support the career development of our academic staff through our **Birmingham Academic Career Framework** that inspires and develops and maintains an academic culture of intellectual stimulation and high achievement.



Research and innovation

We have a global reputation for both high-quality fundamental and translational research.

Our academic community achieves remarkable results and impact. They have been at the heart of some of the greatest scientific discoveries of recent times, from the discovery of the Higgs boson particle, to detecting gravitational waves, and most recently making a major contribution during the Covid-19 pandemic.

For a UK university, our areas of research excellence stand out as highly comprehensive, with a submission to 28 out of a possible 34 Units of Assessment in REF 2021. Our 13th position in the subsequent rankings, placed us amongst the UK's best universities. 50% of our research was recognised as world leading, and our 12-place increase was the largest rise achieved by any Russell Group university.

The total value of our research funding has grown, reflecting our continued rise in quality. We now have a portfolio of over 2,800 live projects with an award value to the University of over £900 million.

Across our campus, stretching into the city beyond, we have built a suite of innovation sites and strategic assets which are helping us to develop and test novel technologies in our areas of technical excellence including, energy, engineering, and life sciences.

Our extensive cultural artefacts and collections, across religion, history and the arts, are helping bind us more closely to our communities. **[Read more here about our innovation sites.](#)**

Our strong performance in REF21 underlines the strong collaborations we have, including with industry and the health, education, and cultural sectors. By working in partnership with others in our region and across the world we are delivering solutions to address challenges. To reflect our focus, we have developed five distinctive challenge-led research themes: Global Health, Thriving Planet, Connecting Cultures, Life-Changing Technologies, and Fairer World, in which we are now seeking applications from individuals who can make a significant contribution.



Student experience and learning

At Birmingham, our research enhances and reinforces our learning experience. We value and reward teaching quality and have applied what we have learnt from the Covid pandemic to improve our in-person teaching with enhanced digital learning. Our inclusive and intellectually challenging education programmes are underpinned by cutting-edge knowledge and taught by leading researchers to encourage independent thinking and develop the next generation of leaders, innovators and problem-solvers.

We are proud of our high rates of graduate employment. Our students are the third most targeted by the UK's leading employers looking for graduate recruits (High Flyers Graduate Market,

2023). Our students continue to flourish on leaving the University, joining employers such as the NHS, KPMG, Network Rail, Jaguar Land Rover, Arup, Deloitte, and BT.

A distinctive element of student experience is learning within our green campus, which is one of the largest open green spaces of any UK University. Our 672-acre Edgbaston campus includes The Vale student accommodation village, set around a lake in its own beautiful parkland. In recent years, we have made major investments in a new main library, the Collaborative Teaching Laboratory, a Teaching and Learning Building, and sports centre.



Opened in 2021, our Dubai campus is a permanent academic home for up to 2,900 students, a community for Birmingham alumni in the region and a hub for community outreach and engagement activities.

Our online learning offering also provides students the flexibility to study alongside their current professional and personal commitments. UOB Online offers programmes that have been purpose-built from the ground up to harness the full power of the technologies available, involving everything from cloud-powered collaboration to interactive live lectures.



We now welcome a total student population of over 25,000 undergraduate, 13,000 postgraduate and 2,500 distance learning students. Home to a diverse global community, we have nearly 11,000 international students studying either at Edgbaston, on our distance learning courses or overseas at our Dubai campus or through our partnership with Jinan University.



University of Birmingham Dubai

Our global outlook

Our international strategy is focused around attracting the very best global talent to study and work at Birmingham. We also seek to extend our reach and influence, producing the very best impactful research through our global collaboration, contributing to the priority regions where we engage, with regional institutes creating a powerful focus for our engagement.

In North America, our signature partnership with the University of Illinois Urbana-Champaign has grown to over 70 successful faculty-to-faculty links in key academic disciplines thanks to a successful framework for continued collaboration and investment. Our more recent partnership with McMaster University is supporting research in healthy ageing and climate action.



Europe represents a major strand of our global engagement, with an exceptionally strong performance in Horizon Europe grants that we will build post UK association. Signature partnerships include those with Leiden University in the Netherlands and with the Fraunhofer Institute and the Federal Institute for Materials Research and Testing in Germany. More recently, we have launched a #TwinforHope partnership with Ivan Franko National University, Lviv.



Our China Institute supports sister-city links with both Guangzhou and Nanjing with developed research platforms in healthcare, advanced manufacturing, through to new energy initiatives and healthcare technology innovation. Our India Institute supports a range of partnerships in India, notably establishing joint postgraduate programmes between IIT Madras and Birmingham, which is the first such education partnership at Masters' level between any IIT and a UK Russell Group University.



Our China Institute supports sister-city links with both Guangzhou and Nanjing

Through purposeful investment in Brazil for over 10 years, we have established research partners in health, nanotechnology, environmental science, transport and energy, leading us to inaugurate a new Brazil Institute in 2023.

Our campus in Dubai has enabled us to establish extensive partnerships in the region, including a long-term agreement with the Roads and Transport Authority (RTA) of Dubai that sees the RTA leasing space at our campus for its Innovation, Research and Development Centre, supporting the next generation of UAE transport engineers.



Our work in Brazil lead to the inauguration of the Brazil Institute in 2023



The India Institute works research areas such as air pollution

Our commitment to civic engagement

As the original 'civic' university, we believe in sharing knowledge and making the best education accessible to all in our city. Which is why we are expanding our contribution to the local educational ecosystem and are involved with a diverse range of cultural and widening participation initiatives. Our Civic University Agreement underpins our contribution to the economic, cultural and educational work of our region.

Located at the heart of Birmingham city centre, **The Exchange** uses our research, teaching and local, national and international networks to create a place of curiosity, celebration, collaboration and change. Home to a policy institute and a business incubator for students and graduates, The Exchange provides a base for teaching in leadership, executive education and in-demand skills.



Set to become a world-leading healthcare technologies hub developing and applying leading-edge academic research, Birmingham Health Innovation Campus will open in 2024. Led by Birmingham Health Partners, and located adjacent to both the University and the Queen Elizabeth Hospital, it will offer high quality laboratory, office, incubation and innovation facilities for forward-thinking businesses and will be part of an integrated, physically connected critical cluster of patient-centred health excellence.



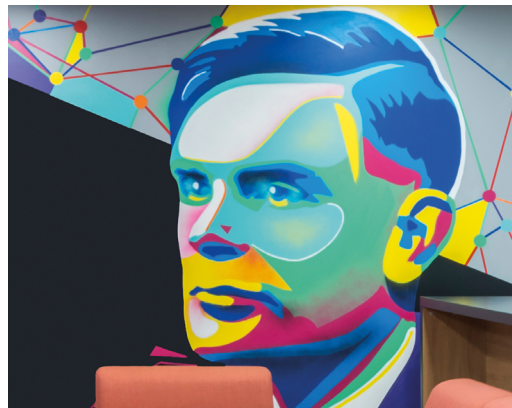
The Exchange, Birmingham

The University of Birmingham School is a centre of teacher education in the region. Already one of the most diverse schools in the city, we are proud of the 'Good' rating it secured in its first Ofsted inspection – the best possible rating at this stage in its development.

Our sector-leading widening participation programmes engage with more than 10,000 students in the West Midlands every year. Supporting students from less advantaged backgrounds and non-selective state schools, these programmes significantly increase the chances of them attending a Russell Group university.



Our fundraising and volunteering campaign 'Birmingham In Action' aims to transform lives for our generation and the next by tackling the world's biggest challenges, today. It's one of the largest fundraising campaigns in the modern history of UK higher education and supports some of the most important areas of work in the University, including access to education, youth mental health, cancer, refugees and the environment.



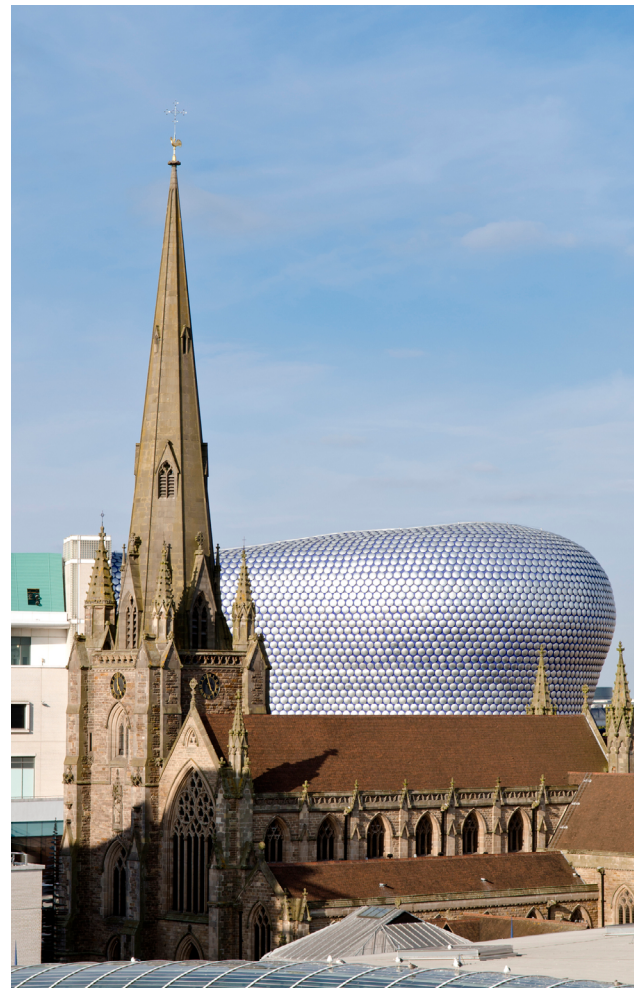
Turing University Network

Enjoy living in the UK's most diverse city

Birmingham has experienced a major transformation over the last decade. Home to a vibrant and multicultural community, our city is an exciting place to live, work and visit.

Combining a rich cultural heritage with a contemporary vision, Birmingham has something to offer everyone. The city is home to the internationally renowned Birmingham Royal Ballet and Symphony Hall, one of the world's greatest concert venues, and iconic Bullring, one of Europe's largest dedicated shopping facilities.

The Birmingham 2022 Commonwealth Games was the largest multi-sport event to be held in England in 10 years, and was supported by the most comprehensive University partnerships in the history of the Games. Birmingham also offers international test cricket, Premier League and Championship football, top-class rugby and international championship golf and tennis.

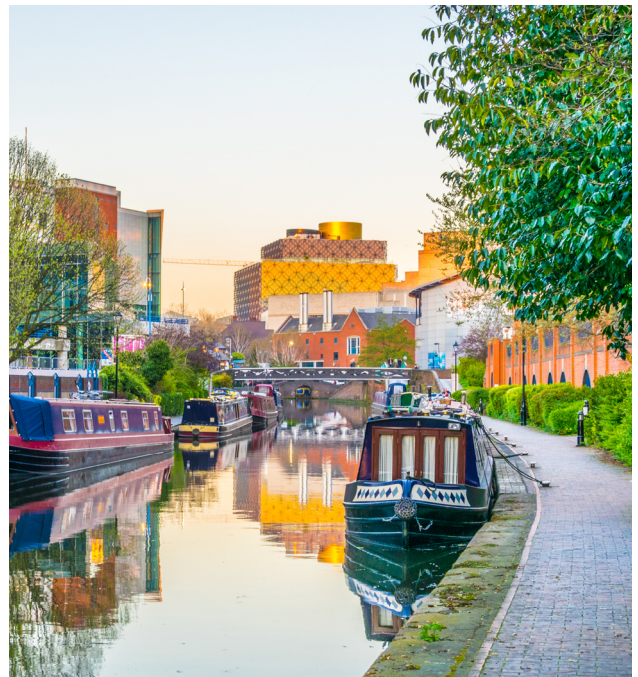


As a diverse, multicultural city, Birmingham is renowned for the breadth of its cuisine and has more Michelin starred restaurants than any other English city outside London. The city is also home to quality schools and a choice of housing, from city centre flats to detached houses in the suburbs.

A recent 'Best Places to live in Britain' report by Sunday Times/Zoopla, put three areas of Birmingham in the top 50 best places to live in Britain, with the suburb of Moseley voted the overall winner.



Further afield, Birmingham is within an hour's drive of Stratford-upon-Avon and London Euston can be reached in as little as 79 minutes, with trains running every 20 minutes. We have our own University train station that connects to Birmingham New Street Station that is used by 50 million passengers every year. Through Birmingham Airport you can also access the world with more than 50 airlines operating scheduled services to 100 destinations across the globe.



Priority research areas for appointments

Our culture of collaboration fuels solutions to the major issues of today, which underpins our approach to define five research challenge themes to guide our focus, drawing across our vast expertise and resources. Our five new challenge-led research themes frame our Anniversary Fellows & Chairs recruitment, as follows:

Connecting Cultures

To foster intercultural inclusivity and communication by understanding how different cultures shape the world; and to enrich the lives of people and communities through the exploration of human experiences, values and expressions.

We are prioritising appointments in the following research areas:

- Art and Cultural Heritage Law
- Global History
- Philosophy of Religion
- Public Humanities



Fairer World

To provide everyone with the chance of a fairer future by tackling inequalities and regional disparities in all aspects of economy and society.

We are prioritising appointments in the following research areas:

- Equity, Inclusion and Education
- Social Care and Social Change



Global Health

To improve the health and well-being of people and communities across the world through the application of advanced analytics, the development of personalised treatments and the delivery of early interventions.

We are prioritising appointments in the following research areas:

- Applied Health
- Bioinformatics and Genetics
- Experimental Medicine
- Mental and Physical Health

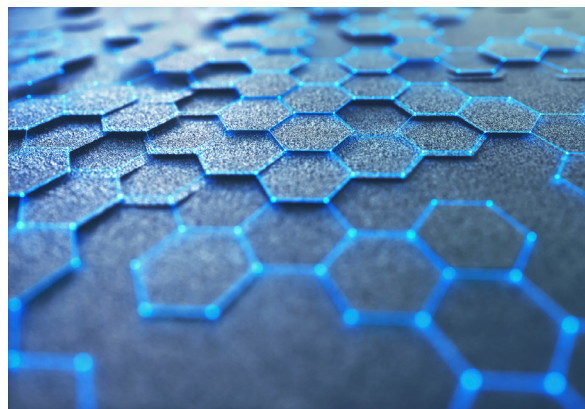


Life-Changing Technologies

To lead advances in technology and accelerate their impact on human progress. As pioneers in sustainable manufacturing, quantum technology, critical materials and healthcare technologies, our researchers are transforming lives and livelihoods.

We are prioritising appointments in the following research areas:

- Advanced Computing
- Advanced Materials & Manufacturing
- Foundations and Applications of AI
- Future Communications
- Future Intelligent Technologies
- Law Tech and Regulation

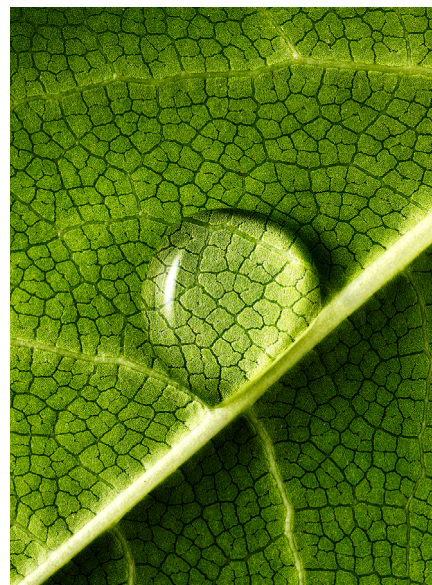


Thriving Planet

To diagnose the destructive impact of anthropogenic climate change and advance the scalable clean technologies needed to ensure a sustainable future for people, planet and communities.

We are prioritising appointments in the following research areas:

- Biodiversity and Plant Sciences
- Energy, Environmental Science and Climate Technologies
- Environment, Economy & Sustainable Consumption
- Foundational Physics for Future Technologies



More information and how to apply

The University is committed to building a fully inclusive and diverse community, including in its senior leadership. We welcome and encourage applications from candidates with the qualifications and experience to undertake this role, particularly women, and people from minoritised ethnic groups.

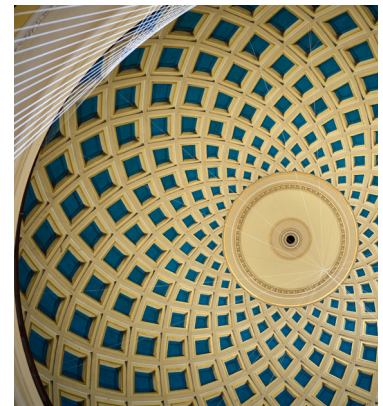
To apply, please submit your application through our **jobs website**. Candidates will be asked to provide a covering letter, full CV detailing academic and professional qualifications, employment history, latest remuneration and relevant achievements.

Recruitment of outstanding scholars as Anniversary Chairs and Fellows is an ongoing campaign. Our recruitment will remain open until 2025, with the deadline for the first phase of applications being 30th January 2024. The timescales for future phases of recruitment will be advised in due course.

Panel and presentation interviews will take place at University of Birmingham. Flexible arrangements will be considered for international applicants and the full application process will be provided directly upon shortlisting.



The Lapworth Museum of Geology, University of Birmingham



Domed ceiling of the Aston Webb building

125th Anniversary

Fellow role profile

Summary of role

As an Anniversary Fellow, you are very likely to be at Associate Professor level in your research career. Successful candidates will be emerging leaders in their field, evidenced, as appropriate to their career stage, by a growing record of publications, grant capture, and research leadership.

We will also consider appointments at the equivalent of Assistant Professor/ Lecturer where candidates are less experienced but have demonstrable evidence of achievement and are on a sharp upwards trajectory. If appointed at this level, you will be supported through an Academic Development Programme and are likely to perform at a level which allows rapid promotion to Anniversary Fellow at Associate Professor equivalent.

Main Duties

In this role you will contribute to a range of research, teaching and administration as you move towards promotion to Professor. In addition, you will be expected to demonstrate academic citizenship, developing and maintaining generous, mutually respectful, and supportive working relationships with all staff and students, and ensuring the way you carry out your role impacts positively on how others can carry out theirs.

Research

You will pursue world leading research activity through creative research and scholarship, including other research-related contributions through conference papers and presentations and/or consultancy projects and advice, including (as appropriate):

- Contribute to the management of research activities and/or supervising other research staff.
- Lead successful and high-quality funding applications.
- Consistently publish internationally excellent research, that results in a sustained, highly respected reputation.
- Supervise and examine PhD students, both within the institution and externally.
- Providing expert advice internally and externally.
- Peer review articles for peer reviewed academic journals and grant applications by research councils and/or other major funding bodies.
- Lead sustained impact activity including public engagement and make a significant contribution to policy development at a national and international level.
- Develop novel methodologies and techniques appropriate to the type of research being pursued.

Citizenship

You will make a positive and sustained contribution to the University's wider community by delivering activities that include:

- Identify wellbeing issues within the School/College/University and develop appropriate solutions to address these.
- Take collective ownership of challenges faced by the School or College and working with colleagues to develop solutions.
- Recognise and support opportunities for inclusive practice.
- Mentor and coach colleagues, particularly those in the early stages of their career.
- Lead on the management and the development of approaches to teaching and learning, including designing innovative approaches to digital resources/environments and supporting colleagues to use them where they are innovative to the subject area or institution.
- Lead on curriculum design at module and programme level to ensure it is contemporary, inclusive, engaging and academically challenging.
- Actively engage students in curriculum design and sharing evidence of "what works"; co-supervising doctoral students to completion.
- Lead the development of teaching, learning and assessment policies and strategies.

Education

You will make an important contribution to our research-led teaching experience by, for example:

- Undertake own teaching, which will include teaching and examining courses at a range of levels, planning and reviewing own teaching approaches, developing programme proposals, supervision, marking and examining. You will ensure that your teaching practice is informed by discipline-based research, through participating in the research culture of the School, Department and College.
- Lead sustained high value impact in knowledge transfer and enterprise (including business engagement, public engagement) that enhances the student experience and/or employability and is of manifest benefit to learning and teaching in the College and the University.

Management/ administration

You will lead activities in the Department/ School and represent the School on College/ University committees or working groups. Where appropriate to the discipline, this is likely to include some but not all of the responsibilities listed below:

- Making an important contribution to the development and running of the Department or School, for example, leading activity on research and/or teaching assessment.
 - Leading a successful international engagement at School or College level.
 - Developing and managing staff and resources in support of major research and/or teaching activities.
 - Making important contributions to the development of the Department's research and/or learning and teaching strategy.
 - Promoting a culture (including policies and procedures) that embeds equality and values diversity and inclusion.
- Leading external committees, e.g., those associated with public/ professional bodies or delivery of activities for an external body at an appropriate level, e.g., chairing sub committees associated with large elements of work.
 - To promote and adhere to the Universities Values: Ambitious, Innovative, Open, Collaborative and Responsible.

Person specification

- Normally, a higher degree relevant to the research/teaching area (usually PhD) or equivalent qualifications.
- Established academic within your field and able to demonstrate evidence of an emerging track record of high-quality publications and ambitious research plans.
- Demonstrable evidence of high value world class research output that is widely recognised.
- Evidence of success in learning and teaching and management and administration

Research requirements

An outstanding research track record, evidencing a developing international profile through significant original research work and a clear record of impact. Evidence of success under the following headings, as appropriate to the discipline:

- High level peer esteem as evidenced by
 - Excellent reputation in the UK and often internationally, reflected in sustained high-quality output, level of innovation, impact on subject and recognition.
 - An excellent and sustained record of peer reviewed research publications.
- Successful and sustained supervision of doctoral students to completion.
- Successful or growing sustained research income generation, e.g. through research grants, contracts, research consultancy or other external funding.
- Sustained high value impact knowledge transfer that is of manifest benefit to the College and University.

Learning and teaching requirements

An excellent teaching profile and performance in terms of both impact and quality. Where appropriate, evidence of success under the following headings:

- High national reputation for the development of teaching and learning excellence within the discipline.
- Successful and sustained use of a range of appropriate teaching methods, and assessment strategies that promote high quality learning, including learning that is flexible, distinctive and current and stimulates learners' natural curiosity.
- Track record of substantial and sustained high value impact on the enhancement of the student experience, and/or employability.
- Mentoring and expert advice which develops the skills of colleagues in teaching and in fostering learning.

Management and administration-related requirements

Demonstrated significant achievement in management and administration-related activities, which may include leadership of activities/initiatives. Evidence of success under the following headings:

- Successful performance in significant administrative/managerial role(s) (e.g. exams officer).
- Significant high quality innovative contributions to the management/administration of the Department/School/College or University.
- Active promotion of equality and diversity to internal and external stakeholders
- Effective use of data to identify equality and diversity issues.
- Experience of developing interventions to address equality and diversity issues.

Personal qualities

- Value and actively embrace the diversity of our workforce, students and the environment we work in.
- Treat all colleagues with trust, dignity and respect.
- Protect confidentiality.
- Take responsibility for your actions, resolving issues and seeking support when required.
- Deliver the highest standards of responsible and ethical practice in the role you provide locally, nationally and internationally.
- Committed to continuous professional development.



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