

FURTHER PARTICULARS OF ROLE

Professor of Interprofessional Education

Aberdeen

Full-Time / Permanent

Salary range: £68,698 – £111,010 per annum

Grade and scale details below

Reference: ANF/SVM/O22/25

Closing date for applications: 09th March 2026

SCHOOL OF VETERINARY MEDICINE AND BIOSCIENCES

SRUC's School of Veterinary Medicine and Biosciences, the first new School of Veterinary Medicine in Scotland for 150 years, was founded on the organisation's established, high-profile expertise across this sector.

Wayne Powell, SRUC Principal and CEO affirms that, "this is a ground-breaking model to expand access to educational opportunities and broaden the range of potential students who would not ordinarily be able to attend a School of Veterinary Medicine and Biosciences. It is also the first to offer a tertiary range of educational opportunities for veterinary professionals and in the related animal sciences."

This vacancy follows the transfer of the current post-holder to another area within the organisation. We are currently seeking applications from exceptional individuals with expertise in veterinary and/or biosciences education, to help us deliver on our ambitions.

We are seeking to appoint at Professorial level.

Where appropriate, the postholder will be considered for appointment to the role of Deputy Head of School (Education) (5-year tenure with associated tenure allowance).

The successful candidate will complement and work with the Deputy Heads of School, (Veterinary Accreditation and Research), to develop and deliver teaching across the broader curricula, focusing on our tertiary range of programmes within the Animal / Equine Science and Bioscience areas, while ensuring student veterinary surgeons, nurses and technicians are provided with an exceptional learning experience, presented

through realistic interprofessional sessions and using the latest pedagogical advances. There is an expectation that the candidate will be involved in pedagogical research. They should be able to take an enthusiastic and flexible approach to work and be used to delivering to meet tight deadlines.

This is an exciting opportunity to shape programmes across the School that complement and support our veterinary training environment, and to refine and enhance our students' experience.

ROLE REQUIREMENTS AND RESPONSIBILITIES

JOB DESCRIPTION

The postholder will be expected to make a substantial and positive contribution to the strategic direction of the School of Veterinary Medicine and Biosciences through leading and contributing to high-quality teaching, internationally competitive research, and by providing leadership to colleagues in the area of interprofessional education.

Main Responsibilities:

- Providing leadership and strategic vision for key areas of the School relating to Interprofessional Education.
- Responsibility for academic leadership and management of teaching/research, setting standards and monitoring progress within relevant areas.
- Monitoring performance of resources, including financial and staffing resources, taking corrective action where necessary.
- Develop and manage significant teaching/research activities.
- Participate actively in the development of subject based pedagogy and teaching, learning and assessment strategies.
- Leadership in the development and implementation of student supervision and mentoring/coaching early career academic staff in the relevant subject/ research area, providing specialist advice and support.
- Ensuring compliance with RCVS Standards as appropriate.
- Manage staff and other resources efficiently and effectively.
- Contribute to the development of teaching and learning policy and practice locally, nationally and/or internationally.
- Be an institutional lead at local, national and international events and sector engagements.

- Maintain wide awareness of relevant, current issues in veterinary and biosciences education as they relate to the teaching of veterinary and related programmes.
- Contribute to the academic leadership and management of SRUC by chairing committees and leading on key processes.
- Lead the development, application and maintenance of academic standards in a defined area of work and act in a senior role within the School/institution to advance student academic development.
- Maintain a portfolio of teaching activity of high quality, reputation and impact (including course delivery, design and/or development).
- Involvement in continuing professional development in relation to teaching and, where appropriate, related professional practices.
- Demonstrate and disseminate emerging and novel pedagogical approaches within SRUC's undergraduate and partnership networks.

For appointment to the Deputy Head of School (Education) role, additional responsibilities would include:

- Setting the direction for education provision, leading the School's Programme Directors as appropriate, and ensuring the School's education activities align with institutional priorities.
- Development and implementation of the School's education strategy, ensuring alignment with SRUC's educational vision and goals.
- Work with Senior and Executive Leadership to agree KPIs at the School level in line with institutional targets (e.g., around student recruitment, retention, attainment and satisfaction), ensuring these are monitored, analysed and – where performance gaps are identified – addressed.
- In conjunction with the Deputy Head of School for Veterinary Accreditation, oversee educational quality assurance processes for the School, including liaising with Programme Directors on annual monitoring, leading on the School's monitoring reports and Annual Quality Dialogues, leading on the School's Institution-Led Reviews, and supporting School engagement in external reviews, ensuring all programmes comply with internal and external regulations.
- Collaborate with student representatives and feedback channels to continually enhance the educational experience within the School, addressing student needs and expectations.
- Work closely with student services and support teams to address and improve retention, progression and graduate outcomes.
- Oversee identification of educational staff development needs across the School, ensuring that academic staff are supported in enhancing their practice.

The post-holder will perform additional duties as directed from time to time by the Line Manager. The post holder must use their initiative in the conduct of their work and apply sound judgement at all times to ensure that they conduct themselves within the framework of SRUC regulations and procedures.

PERSON SPECIFICATION

Competencies	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> MRCVS registered veterinary surgeon OR Scottish Credit and Qualification Framework level 12 (Doctorate or similar) (or equivalent qualification) in a relevant discipline, either submitted or awarded by the time of appointment. Extensive and established reputation in teaching and/or significant pedagogical research experience. Relevant teaching qualification, or willingness to undertake and obtain a relevant teaching qualification (whilst in post) e.g. MEd. <p>For appointment to Deputy Head of School (Education): A professional teaching qualification related to further and/or higher education</p>	<ul style="list-style-type: none"> Highly desirable: Postgraduate specialist qualification in a relevant discipline, such as Senior Fellow/Principal Fellow of the Higher Education Academy.
Skills/Abilities	<ul style="list-style-type: none"> Ability to plan and lead staff and efficiently deploying resources in support of major teaching/research activities. Experience of designing and implementing new assessment and grading activities. Ability to disseminate conceptual and complex ideas to a wide variety of audiences to promote understanding. Well-developed interpersonal skills Strong track record of postgraduate supervision <p>For appointment as Deputy Head of School (Education), evidence of:</p>	<ul style="list-style-type: none"> Proficiency with systems for managing programmes and budgets <p>For appointment as Deputy Head of School (Education):</p> <ul style="list-style-type: none"> Demonstrable ability to evidence innovation and adaptability in the face of changing educational landscapes.

	<ul style="list-style-type: none"> • Excellent communication, leadership, and interpersonal skills. • Strong analytical and problem-solving abilities, with experience in using data to drive decision-making in education. • Strategic thinking, with the ability to align School goals to institutional priorities. • Collaborative leadership and a strong ability to work across Schools and subject areas. • Skill in managing programmes and budgets in a challenging environment. 	
Experience	<ul style="list-style-type: none"> • Substantial track record of development and delivery of teaching, and/or published research • Proven track record of developing and devising innovative teaching and assessment techniques and methods. • Experience and track record of student supervision and development/mentorship/coaching of early career academic colleagues in subject area/research team. • Experience or understanding of contributing to broader academic leadership and management. <p>For appointment as Deputy Head of School (Education):</p> <ul style="list-style-type: none"> • Proven experience of educational leadership within further and/or higher education, with an ability to lead and influence academic colleagues. • Student-centred approach to education, fostering effective and inclusive learning environments. 	<ul style="list-style-type: none"> • Experience of pedagogy and programme delivery within a vet school or healthcare environment <p>For appointment to Deputy Head of School (Education):</p> <ul style="list-style-type: none"> • Previous experience of accreditation processes within a healthcare environment • Experience working with accreditation and regulatory bodies, ensuring programme compliance
Knowledge	<ul style="list-style-type: none"> • Internationally, or nationally, recognised excellence and reputation in subject area. • Recognised expertise in subject discipline/specialism to develop new knowledge and understanding within the field. 	<p>For appointment to Deputy Head of School (Education):</p> <ul style="list-style-type: none"> • Knowledge of accreditation requirements for veterinary or healthcare programmes

	<ul style="list-style-type: none"> Sustained engagement with current practice and developing knowledge in area of specialism. Awareness of current and future priorities of the School/SRUC <p>For appointment as Deputy Head of School (Education):</p> <ul style="list-style-type: none"> Demonstrable knowledge of quality assurance and enhancement processes in further and/or higher education. 	<ul style="list-style-type: none"> Strong understanding of and enthusiasm for student-centred pedagogical approaches, scholarship, and educational innovation.
Other Requirements	<ul style="list-style-type: none"> Demonstrable commitment to equality and diversity in education Travel to other sites will be a feature of the role Occasional national (UK) and international travel to attend meetings and other events on behalf of the School/SRUC <p>For appointment to Deputy Head of School (Education):</p> <ul style="list-style-type: none"> Dedication to maintaining the highest standards in education 	

BRIEF STATEMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

EMPLOYER (Head Office)

SRUC, King's Buildings, West Mains Road, Edinburgh EH9 3JG.

GRADE AND SALARY

The appointment will be made within the following scale:

Professorial Zone 1:	£68,698 – £79,057 per annum
Professorial Zone 2:	£81,342 – £94,785 per annum
Professorial Zone 3:	£97,250 – £111,010 per annum

Dependent on experience. For appointments that include the role of Deputy Head of School (Education) (5-year tenure) this additional role will attract a tenure allowance of £5,000 per annum.



Professorial Level Roles:

Placement is on a fixed point in the scale and reviewable at regular intervals.

Salary scales are reviewed annually from 1 August each year.

CONTRACT TYPE

Full time / Permanent.

HOURS OF WORK

This is a full-time role of 35 hours per week (equating to 7 hours per day).

Working hours are nominally Monday – Friday, 09:00 – 17:00 with a 1-hour unpaid break.

ANNUAL LEAVE

SRUC's leave year will run from 01 August – 31 July annually and is made up of a combination of fixed public, privilege and flexible annual leave days. Leave entitlement increases with service and is based on a full year accrued entitlement of:

From appointment:	37 days
After 2 years of service:	38 days
After 5 years of service:	40 Days
After 7 years of service:	43 Days (maximum entitlement)

The figures above include some fixed public and privilege days each year which are to be taken according to locally published SRUC arrangements.

LOCATION

SRUC Aberdeen Campus, Ferguson Building, Craibstone Estate, Bucksburn, Aberdeen AB21 9YA

Location on [Google Maps](#) (opens new web browser tab).

Hybrid working arrangements are in place.

EMPLOYER (Head Office)

SRUC, King's Buildings, West Mains Road, Edinburgh EH9 3JG.

BENEFITS

Click to access our [recruitment](#) webpage (opens new browser tab) for further information on staff benefits.



TOTAL REWARDS VALUE (Example)

Basic Salary	£79,057
Annual Leave Value	£8,014
Pension Benefits (10% Employer Contribution)	£7,906
Sickness Benefits	Sick pay eligibility will be based upon length of service, rising to a maximum 6 months full pay and 6 months half pay after 5 years service.
Additional Benefits	Discounted RAC membership, Cycle to work Scheme, Free parking, Death in Service Benefit, Sponsored Education and more
Total Benefit	£94,977

* These values will increase as leave entitlement increases with service.

ABOUT SRUC

SRUC (Scotland's Rural College) is a specialist higher education institution delivering tertiary education, research and consultancy.

We currently operate our main Higher and Further education activities from five campuses across Scotland – Aberdeen, Barony, Edinburgh, Elmwood, and Oatridge. We also deliver teaching in Glasgow. SRUC employs approximately 1,300 staff operating from five campuses, eight farms, 25 consulting offices, six research centres and eight veterinary surveillance centres located primarily across Scotland. The organisation's annual turnover is around £85 million.

SRUC's principal purpose is to advance education, science, research, and environmental protection and improvement in rural and land-based industries, both domestically and internationally. The commercial consultancy, skills training and knowledge exchange and some commercial research activities are undertaken through SAC Consulting – part of SRUC.

It is SRUC's intention to become a fully-fledged university – a new and unique establishment for the 21st century that is regional, accessible, and responsive to a



diverse range of challenges in a transforming world. We will be a strong and unique anchor institution where research, skills and business converge. Such convergence will create new insights that deliver big strategic leaps and completely new propositions for business, society and government.

All of this activity is firmly rooted in our distinctive ethos of a Scotland-wide presence through regional centres of global excellence. Our objective is to deliver on shared goals with government, business and other partners to support transition to a fair and sustainable economy.

ABOUT THE SCHOOL OF VETERINARY MEDICINE AND BIOSCIENCES

Academic functions at SRUC are located within one of two Schools (Veterinary Medicine and Biosciences, and Natural and Social Sciences).

The ambition (2019) to develop a 'Vet School' at SRUC is founded on the organisation's mission 'to support Scotland's Natural Economy'.

Nationally and globally, veterinary and animal science teams are central to the economy, animal welfare and the sustainability of rural communities and livestock sectors. To build resilience, there was a clear need to expand home-grown talent pools to address prevailing skills gaps and to promote career pathways in key areas of our veterinary sector. Our goal is to achieve RCVS Accreditation for the School in 2029, with the graduation of our first cohort of Veterinary (BVSci) students.

We stand on strong foundations. Given SRUC's considerable, distributed expertise in the veterinary arena (across disciplines and geographies), the development of the School of Veterinary Medicine and Biosciences, provides a mechanism to integrate and collate our established capabilities, to form a thriving, interdisciplinary veterinary and animal science ecosystem, within which to train veterinary teams, drive innovation, research, and tertiary, interprofessional education.

Strategy and alignment with organisational goals are led by our inclusive School Executive, and wider Senior Management Teams. Our internationally recognised teams of researchers, educators and Innovation Centres are distributed across four Sections:

- Translational Biosciences
- Veterinary Medicine
- Animal Welfare
- Population Health, Disease and Surveillance.

Our tertiary educational programmes reach across Sections and geographies, to capitalise on our outstanding expertise and facilities to provide an unparalleled experience for our students.

[SRUC | School of Veterinary Medicine and Biosciences](#)

DISABILITY POLICY STATEMENT

Please inform Human Resources if any adjustments or support are required for interview, or whether any adjustments or adaptations may help you overcome operational difficulties presented by the job. Although disabled applicants are not obliged to inform employers of their disability, they will still be covered by the Equality Act 2010 once their disability becomes known.

DISCLAIMER

These particulars are issued by Human Resources, SRUC, Edinburgh. They are intended to represent a description of the duties at the time of writing, although this accuracy cannot be guaranteed. SRUC reserves the right to vary these particulars or make no appointment at all.