

Guidance for Applications for Promotion to Professorial Band 2 and 3

Candidates should demonstrate contributions across the breadth of the University's strategic aims, in addition to excellence in the chosen area. Candidates should be aware that at this level applications should demonstrate not only individual excellence but also substantial, sustained and recognised leadership both in the University and externally.

For information regarding the criteria for promotion to professorial band 2 and 3 please refer to the 'Benchmark criteria Professorial Banding 2022'. Applicants are not expected to meet all the indicators in all the areas.

Equal Opportunities

Bangor University is committed to promoting equality of opportunity in all its activities and aims to provide a work, learning, research and teaching environment free from discrimination and unfair treatment. Procedures for promotion are intended to be fair, transparent and consistent with the University's Equal Opportunities Policies.

Nominations of External Assessors / Referees

If the Committee is content that a *prima facie* case has been established, independent assessments of the application shall be sought by the Committee from at least four referees of whom three should be external persons who shall normally be Professors in the same subject/field or in a cognate subject/field.

These should be respected scholars at full professorial level (or equivalent), without a history of close collaboration or publishing with the applicant. Normally, at least one international assessor should be nominated.

The Committee shall ultimately determine the names of the external assessors whose comments will be sought.