

Job Description & Person Specification

Academic and Research roles

JOB DESCRIPTION

Job title	Senior Lecturer
School/Department	Health and Life Sciences
Division (if applicable)	Adult Nursing, Community and Health
Programme (if applicable)	
Location	Ayr (work across campuses as required)
Reporting to	Head of Division (Adult Nursing, Community and Health)
UWS grade	AC4
FTE	1.0

Job summary

The post holder will have extensive academic and/or practice learning experience with strong and effective leadership in teaching, commercialisation, research, and administration/corporate contribution within the field of adult nursing.

It is expected that the post-holder will share leadership for the Division and lead on interdisciplinary learning and assessment opportunities with related programmes in the School of Health and Life Science.

The post holder will contribute to identifying, co-ordinating and developing consultancy, research, and commercial activities. An active contribution to the global agenda of the School is also expected, with globalisation of the curriculum and international collaboration being key areas for development.

People & finance responsibilities

People	<ul style="list-style-type: none"> • Provide academic leadership to a group/team of academic staff for teaching activities, as determined by the Head of Division. • Mentoring new members of staff and supporting the development of existing staff. • May carry a team leadership role. • Line management responsibility for academic staff.
Finance	May carry responsibility for personally awarded grants.

Key activities

Teaching and Learning

- Take a lead role in the design, development and delivery of a range of programmes of study at various levels within the School.

- Review on a regular basis current provision to lead on enhancement and development, validation, and revision of programmes of study.
- Develop and apply innovative and appropriate teaching techniques and materials which create interest, understanding and enthusiasm amongst students.
- Ensure that course design and delivery comply with the quality standards and regulations of the University and School and professional bodies.
- Make a significant contribution to the School in areas such as curricula review, new programme development, admissions, student progression and student skills development,
- Maintain appropriate scholarly activity to ensure research-informed teaching is delivered where appropriate.
- Contribute to quality assurance processes outside of the School and University in the role of external examiner and/or programme validation member, for example.

Research and Enterprise

- Take a leading role in commercial activity and/or research including bids for consultancy, research and other additional funds, in consultation with the Head of Division and/or School Research Lead.
- Make a significant contribution to the development of research and commercialisation strategies and take a leading role on their implementation.
- Act as a referee and contribute to peer assessment.
- Make presentations or exhibitions at national and/or international conferences and other similar events.
- Contribute to the development of and provide support for initiatives to generate external income in line with School Strategy.
- Collaborate with similar research and commercialisation activities in other universities, public & civic sectors, and industry, resulting in funded research and commercialisation and joint publication with scholars of repute.

Job scope

Planning and organising	<ul style="list-style-type: none"> • Responsible for the planning and effective delivery of educational programmes. • Contribute to the management of the Division and the School. • Contribute to Divisional and School level strategic planning and contribute to wider strategic planning processes in the institution. • Responsible for the delivery of research, consultancy or similar programmes/projects and ensure that resources are available. • Contribute to the management of quality, audit and other external reviews. • Take a strategic role within the Divisional and School commercial strategy and curricula development. • Allocate specific time to undertake research, as required by the Division. • In conjunction with the Head of Division, take a lead role in the development of new and creative approaches in responding to Teaching and Learning challenges.
Decision making	<ul style="list-style-type: none"> • Resolve problems affecting the delivery of educational programme(s) and in accordance with regulations. • Make decisions regarding the operational aspects of educational programme(s). • Provide advice on strategic issues such as the balance of student recruitment, staff appointments and student and other performance matters. Operate within the limits of the strategies defined in the Division/School/University Plans. • Recognise opportunities for strategic development of new courses or appropriate areas of activity and contribute to the development of such ideas. • Authority to take decisions within the constraints of consultation with appropriate colleagues as determined by the School. A degree of autonomy in

	<p>dealing with problems according to limits set by appropriate colleagues as determined by the School.</p> <ul style="list-style-type: none"> • Collaborate and contribute significantly within research programmes both at an institutional and external level.
Working relationships – <i>Liaison and Networking</i>	<ul style="list-style-type: none"> • Lead and develop internal networks, e.g. by chairing and participating in institutional committees. • Lead and develop internal and external networks to foster collaboration, e.g. to identify sources of funding, contribute to student recruitment, secure student placements, market the institution both nationally and internationally, facilitate outreach work, generate income, obtain research/consultancy projects or build relationships for future activities. • Contribute to quality enhancement in learning & teaching and to the quality of research by being involved in internal and external Quality Assurance/Enhancement processes. • Provide high level information and advice internally and externally.
Working relationships – <i>Communication</i>	<ul style="list-style-type: none"> • Disseminate conceptual and complex ideas of a wide variety of audiences using appropriate media and methods to promote understanding. • Be involved in complex negotiations internally and with external bodies.
Working relationships – <i>Teamwork</i>	<ul style="list-style-type: none"> • Lead teams within areas of responsibility and develop team coherence. • Ensure that teams within the Division/School work together to ensure the quality of and equity of student experience. • Develop, support and implement effective communication channels, in consultation with Head of Division.
Working relationships – <i>Pastoral Care</i>	<ul style="list-style-type: none"> • Responsible for dealing with referred issues for students within relevant programmes. • Provide first line support for colleagues, referring them to sources of further help if required.
Working relationships – <i>Managing People</i>	<ul style="list-style-type: none"> • Provide academic leadership to those working within relevant programme areas, e.g. by coordinating the work of others to ensure that courses are delivered effectively or organising the work of a team by agreeing objectives and work plans. • Contributing to the development of teams and individuals through appropriate University systems and providing advice on personal development. • Act as personal mentor to peers and colleagues.

PERSON SPECIFICATION

Qualifications

			Evidence A = Application I = Interview
Essential	QE1	<ul style="list-style-type: none"> NMC Adult Nursing registration Qualified to PhD Level (or nearing completion) and/or extensive professional experience in relevant subject area. 	A
	QE2		A
Desirable	QD1	<ul style="list-style-type: none"> Relevant Masters Degree (if PhD not completed) Teaching qualification or fellowship of Advance HE (previously Higher Education Academy). 	A
	QD2		A
		<ul style="list-style-type: none"> Leadership Development 	A

Experience

			Evidence A = Application I = Interview
Essential	EE1	<ul style="list-style-type: none"> Extensive and sustained experience of education delivery and development in HEI and or practice settings Extensive theoretical and practical knowledge of relevant subject area. Extensive experience of relevant subject area practice. Experience of student and/or trainee supervision at undergraduate level. 	A + I
	EE2		A + I
	EE3		A + I
	EE4		A + I
Desirable	ED1	<ul style="list-style-type: none"> Supervision of research (MRes/MPhil/PhD) students. Recognised and established track record of published research, and/or development and delivery of teaching units, and/or successful consultancy activities or delivery of specialist services to external customers/clients including external income generation. 	A + I
	ED2		A + I
	ED3	<ul style="list-style-type: none"> Leadership of a teaching and/or research team. Extensive and sustained experience of module and programme development and quality assurance processes 	A
	ED4		A + I
	ED5	<ul style="list-style-type: none"> Line management experience. Experience in developing e-learning resources that underpin teaching and assessment. 	A
	ED6		A + I

Skills

			Evidence A = Application I = Interview
Essential	SE1	<ul style="list-style-type: none"> Must be able to communicate effectively across all mediums. Be able to engage in knowledge transfer at an individual and Institutional level. Be skilled in people management. Be able to lead and work in a team as well as on own initiative. 	A + I
	SE2		A + I
	SE3		A + I
	SE4		A + I

	SE5	<ul style="list-style-type: none"> Be able to support, mentor and influence others. 	A + I
	SE6	<ul style="list-style-type: none"> Able to use a range of ICT skills for effective teaching/research and administrative contributions. 	A
	SE7	<ul style="list-style-type: none"> Be able to engage in effective organisation of allocated tasks and activities to self and be able to allocated these to others 	A + I
	SE8	<ul style="list-style-type: none"> Experience of teaching, research and/or consulting skills. 	A
	SE9	<ul style="list-style-type: none"> Be able to practice a variety of strategies to promote and assess learning. 	A + I
	SE10	<ul style="list-style-type: none"> Be able to engage in continuous professional development at an individual and Institutional level. 	A
	SE11	<ul style="list-style-type: none"> Understand the management of, and adhere to, Health & Safety procedures and minimise risk to others through knowledge of such procedures, seeking advice where required. 	A + I
Desirable	SD1	<ul style="list-style-type: none"> Able to demonstrate leadership and management skills 	A + I

Knowledge

			Evidence A = Application I = Interview
Essential	KE1	<ul style="list-style-type: none"> In depth knowledge of specialist practice linked to professional discipline. 	A + I
	KE2	<ul style="list-style-type: none"> In-depth knowledge of quality management systems. 	A + I
	KE3	<ul style="list-style-type: none"> In-depth understanding of the relevant subject area to enable the development of new knowledge and understanding within the field. 	A + I
	KE4	<ul style="list-style-type: none"> Theoretical and practical knowledge across a wide range of subject related contexts. 	A + I
	KE5	<ul style="list-style-type: none"> Understanding of equality and diversity issues as they may impact on student learning relating to student need. 	I
	KE6	<ul style="list-style-type: none"> Understanding and knowledge of a variety of theories to promote and assess learning. 	I
Desirable	KE1	<ul style="list-style-type: none"> In-depth knowledge of research 	A

Behaviours

			Evidence A = Application I = Interview
Essential	BE1 BE2 BE3 BE3 BE4	<ul style="list-style-type: none"> • Excellent collaborative and interpersonal skills. • Must be able to demonstrate cultural sensitivity in dealing with students, colleagues/ partners, and stakeholders. • Highly self-motivated individual who can reflect on own practice and be able to work under pressure and meet tight deadlines. • Must have a professional and confident manner. • Must be able to travel to all campuses and visit other organisations. 	
Desirable			

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