

Job Description & Person Specification

Academic and Research roles

JOB DESCRIPTION

Job title	Lecturer
School/Department	Health and Life Sciences
Division (if applicable)	Adult Nursing Community and Health
Programme (if applicable)	
Location	Lanarkshire
Reporting to	Senior Lecturer (Adult Nursing Community and Health Division)
UWS grade	AC2
FTE	1.0

Job summary

Contribute to the enhancement of the student experience.
Support the delivery of the undergraduate and postgraduate programmes in the Adult Nursing, Community and Health Division as well as contributing to the wider educational portfolio through subject specialism.
The postholder will commence in a mentored capacity and be supported to develop in their University teaching and research career. Teaching will primarily focus on the delivery of established modules and the postholder will be supported to engage in teaching methods and assessment strategies to support student learning, and Higher Education teaching proficiency, reflective of best practice.

People & finance responsibilities

People	The post holder may provide mentorship for academic and research staff.
Finance	There are no budgetary responsibilities for this post

Key activities

Teaching and Learning

- Teach as a member of a teaching team, in a developing capacity within a clear and established programme(s), with the support of a mentor if required.
- Identify learning needs of students to support the achievement of defined learning objectives.
- Deliver module content to support the achievement of defined learning objectives
- May be expected to coordinate specific academic modules
- Make use, with guidance where required, of appropriate assessment instruments and criteria to assess the work and progress of students and provide constructive feedback to students.
- Develop own teaching materials, methods and approaches across different teaching and learning environments (including theory and practice), to support module delivery.

- Challenge thinking, foster debate and develop the ability to engage in critical discourse and rational thinking.
- Provide academic and pastoral support to students, including the provision of study skills advice.
- Provide relevant support to students in practice learning environments.
- Supervise the work of students, where applicable. This may include supervision of taught project and practical work and advising students on independent study techniques.
- Seek ways of improving performance by reflecting on teaching design and delivery and feedback, as part of a module and/or programme team. Research and Enterprise
- Develop research objectives and proposals for own or joint research, with the assistance of a mentor if required.
- Conduct individual and collaborative research projects.
- Continually update knowledge and understanding in field or specialism.
- Translate knowledge of advances in the subject area into the course of study.

Job scope

Planning and organising	<ul style="list-style-type: none"> • Through annual appraisal processes/ activity planning, plan and manage workload and teaching commitment to support module delivery, under the guidance of a mentor if required. • Balance teaching, research and administrative demands and deadlines, with support and advice as required. • Develop initiative, creativity and judgement in applying appropriate approaches to teaching and learning support and research activities. • Share responsibility in deciding how to deliver modules and assess students. • Contribute to collaborative decision making with colleagues on academic content, and on the assessment of students' work
Decision making	<ul style="list-style-type: none"> • Decision making to address teaching and research related activity
Working relationships – Liaison and Networking	<ul style="list-style-type: none"> • Make internal contacts to develop knowledge and understanding and form relationships for future collaborations. • Take part in relevant internal committees and working groups. • Join external networks to share information and ideas.
Working relationships – Communication	<ul style="list-style-type: none"> • Deal with routine information using a range of media. • Communicate complex information, orally, in writing and electronically. • Prepare proposals and applications to external bodies, e.g. for funding purposes. • Communicate material of a specialist or highly technical nature.
Working relationships – Teamwork	<ul style="list-style-type: none"> • Contribute to collaborative decision making with colleagues on academic content, delivery and assessment of students' work. • Collaborate with colleagues on development of research activity. • Contribute to school and subject group meetings.
Working relationships – Pastoral Care	<ul style="list-style-type: none"> • Act as a mentor for students in capacity of personal tutor, and as Academic Assessor if/when NMC requirements are met. • Engage the interest and enthusiasm of students and encourage them to learn.

	<ul style="list-style-type: none"> • Appreciate the needs of individual students and their circumstances, through use of listening, interpersonal and pastoral care skills to deal with sensitive issues, referring students to appropriate services for further help as necessary.
Working relationships – Managing People	<ul style="list-style-type: none"> • Provide mentorship for academic and research staff. • No direct line management responsibilities

PERSON SPECIFICATION

Qualifications

			Evidence A = Application I = Interview
Essential	QE1	Professional registration (NMC or HCPC)	A
	QE2	Relevant Masters degree (or nearing completion – must complete within 12 months of commencement [essential])	A
Desirable	QD1	Post graduate teaching qualification	A
	QD2	HEA Fellowship	A

Experience

			Evidence A = Application I = Interview
Essential	EE1	Experience in the discipline to maintain ability to work within established research/teaching programmes.	A + I
	EE2	Support the delivery of education and learning in the health and social care environment.	A + I
Desirable	ED1	Evidence of specialist practice linked to professional discipline	A

Skills

			Evidence A = Application I = Interview
Essential	SE1	Ability to communicate effectively.	A + I
	SE2	Evidence of ability to work in a team and on own initiative	A + I
	SE3	Appropriate IT skills for effective teaching/research and administrative contributions.	A
	SE4	Effective organisation of allocated tasks and activities.	A + I
	SE5	Developing research, teaching or consulting skills	A
	SE6	Understand and adhere to Health & Safety procedures and minimise risk to others through knowledge of such procedures, seeking advice where required.	I
	SE7	Engage in continuous professional development at an individual and Institutional level.	A

Desirable	SD1	Familiarity with a variety of strategies to promote and assess learning.	A
	SD2		

Knowledge

			Evidence A = Application I = Interview
Essential	KE1	Ability to demonstrate up to date knowledge, understanding and experience of contemporary adult nursing/ health and social care practice in order to contribute to the development of undergraduate and postgraduate teaching and research materials	A + I
	KE2	Knowledge of contemporary nursing, health and social care theory and practice.	A + I
	KE3	Understand equality and diversity issues as they may impact on student learning relating to student need.	I
	KE4	Engage in knowledge transfer at an individual and Institutional level.	A + I
Desirable	KD1	Familiarity with a variety of theories to promote and assess learning.	A
	KD2	Knowledge of specialist practice linked to professional discipline	A

Behaviours

			Evidence A = Application I = Interview
Essential	BE1	Good collaborative and interpersonal skills.	I
	BE2	Able to demonstrate cultural sensitivity in dealing with students, colleagues/ partners and stakeholders.	I
	BE3	Highly motivated individual who is able to reflect on own practice	I
Desirable	BD1	Demonstrate leadership behaviours	A

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