UNIVERSITY OF LEICESTER

Job Summary

Job Title: Associate Professor (Teaching Focused)
Grade: 9
Salary: £61,165 to £68,817 per annum, pro-rata if part-time
Department: Leicester Law School
Hours/Contract: Full-time or job share, permanent
Reference: 13133

Role Purpose

To draw on extensive academic excellence to underpin and carry out activities across a range of areas of academic and university life that aligns with the University's strategic themes of 'Research Inspired Education' and 'Our Citizens', together with the University's values.

Our approach to the academic career structure recognises the plurality of academic careers and encourages a balance between breath and specialisation. This is underpinned by the Academic Career Map, which articulates the expectations of academic staff at each stage of their academic career, and clearly establishes what they can do in order to progress their academic career at Leicester.

Main Duties and Responsibilities

Research Inspired Education

- Undertake research-led teaching on undergraduate and/or postgraduate taught courses, incorporating innovative teaching methods and the latest educational concepts.
- Contribute to the development, enhancement and achievement of the academic strategy in the School and beyond, through leading the delivery of core educational business and engaging in activities/projects that drive innovation and have a beneficial impact
- Contribute to the development, revision and updating of programmes at undergraduate and/or postgraduate level, ensuring that they are inclusive, embed key skills, and incorporate sustainable development goals
- Participate in quality assurance processes at College level, including involvement in programme approval panels
- Lead teaching delivery and assessment to ensure consistent high quality teaching practice, providing timely formative student feedback and assessment for coursework and examinations
- Lead and provide support for a comprehensive range of student support initiatives at School, College, and/or University level, including, placement support, links with industry, personal tutor support, employability activities/projects and open days support
- Work with students to provide world class teaching and learning opportunities and an excellent student experience, regularly collecting and responding to student feedback
- Demonstrate wider educational impact through contributions to projects or scholarly discourse aimed at enhancing pedagogy or improving student outcomes
- Develop a sustained profile of pedagogical research, or disciplinary research that enables high quality teaching delivery

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Our Citizens

- Contribute to initiatives and activities that inform national and international policies and decisions, generating a positive impact beyond the University and making a tangible contribution to society.
- Contribute to the practice or debate around policies or practice, based on research evidence and/or scholarly activity
- Participate in public engagement activities, including authoring articles in non-research publications and online, which raise the external profile of the University and share the benefits of Higher Education and research
- Actively engage with the academic discipline both nationally and internationally, undertaking roles on external committees, reviews and panels and/or contributing to conferences and volunteering initiatives which demonstrate impact beyond the University
- Participate in and undertake leadership roles at School, College, and/or University level, contributing to management, administrative, recruitment, and committee structures
- Lead and support the recruitment, management and development of staff and students, through coaching, mentoring and supporting recruitment activities

Internal and External Relationships

- Develop mutually beneficial, effective relationships across other Schools/Departments in the University and with national and/or international partners, for critical discussion and exchange of new ideas and approaches.
- Represent the University nationally and internationally, including at committees, conferences and meetings.
- Work collaboratively with other members of the module delivery team and participate in teaching team meetings.
- Coordination with central University offices.

Planning and Organising

- Contribute to shaping the direction of the education strategy in the Department/School, developing clear long term (many months/years) plans for sustaining and enhancing teaching.
- Long term planning and organisation of the delivery of teaching and assessment.
- Participate in the departmental operational planning process, supporting the strategic direction of the Department/School and College.

Qualifications, Knowledge and Experience

Essential

- Completed PhD in a relevant subject area*
- Expertise that complements or enhances existing strengths within the Department/School*
- Substantial experience of teaching at undergraduate and postgraduate level, evidenced by a sustained record of excellent student outcomes*

Athena Swan Silver Award · Race Equality Charter Bronze Award · disability confident LEADER · LGBT+ 2020 - 2021 AWARDEE ORGANISATION · Stonewall DIVERSITY CHAMPIONS

- A track record of developing innovative teaching and learning practice and policy, with evidence of sustained positive outcomes from incorporating research or professional skills to improve the curriculum*
- Evidence of external recognition of teaching practice through positive module evaluation and sustained excellent feedback from students, peer review, and external examiners or external assessors*
- Experience of contributing to the management, development and delivery of undergraduate and postgraduate programmes*
- Demonstrable commitment to continued development of own teaching practice and that of colleagues*
- Engagement in external assessment and review*
- Involvement in significant internal and external committees and groups, with evidence of engagement with business, community and/or educational partners*
- Evidence of contributions to the development of scholarship in the discipline, through conference presentations, editing, refereeing and reviewing*
- Evidence of supporting the development of students and colleagues*
- A track record of successful supervision of students*
- A sustained profile of pedagogical research or disciplinary research that enables high quality teaching delivery*
- Senior Fellowship of the HEA or equivalent accredited teaching qualification, or commitment to gain the accredited teaching qualification on appointment within a set timescale*

Desirable

- Successful completion of CPD
- Evidence of leading and/or contributing to initiatives that have a positive impact on recruitment and student outcomes*

Skills, Abilities and Competencies

Essential

- High level of proficiency in English, sufficient to undertake research, teaching and administrative activities and to communicate effectively with staff and students*
- Ability to lead, motivate, develop and manage the performance of a team
- Ability to work independently and as part of a multi-disciplinary team
- Excellent interpersonal skills, to develop networks and form collaborations
- Effective presentation skills
- Ability to develop resource material to enhance teaching quality
- Ability to deliver classes using a comprehensive range of delivery methods, including lectures, seminars and tutoring

- Skills in coaching, mentoring and developing others, including students and colleagues
- Skills in pastoral care and motivation of students
- A commitment to the delivery of a high quality service to students
- Ability to prioritise tasks within agreed work schedules
- Ability to plan, organise, implement and deliver programmes of work
- An awareness and understanding of diverse community issues and a strong commitment to equity, diversity and inclusivity and continuous improvement in pursuit of Operational Excellence

Desirable

- Ability to teach classes using distance learning
- Ability to provide support to students via Blackboard

Criteria to be used in shortlisting candidates for interview

Supporting University Activities

As a University of Leicester citizen, you are encouraged to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We encourage all staff as citizens to work flexibly across the University if required. If supporting these activities is likely to affect your workload, please speak to your line manager in the first instance.

University Values

Inclusive - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful - As Citizens of Change we will generate new ideas which deliver impact and empower our community

Freedom of Speech

The University is committed to upholding freedom of speech and academic freedom within the law throughout our recruitment processes. We ensure that all candidates are considered based on merit and suitability for the role, without regard to their lawful viewpoints or the expression of challenging or controversial ideas. Our recruitment policies and practices are designed to protect applicants from discrimination or adverse treatment on the basis of their opinions, and to foster an environment where open debate and diverse perspectives are valued as essential to our academic mission.

Equity and Diversity

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equity support our efforts to attract a diverse

range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equity, diversity and inclusion.