

Job Title: Lecturer in Healthcare Management

Grade: 8

Salary: £46,049 to £56,535 per annum, pro-rata

Department: School of Management

Hours/Contract: Full-time or job share, permanent

Reference: 13765

Role Purpose

To take a proactive approach to research: developing research collaborations, submitting grant applications, attending and organising conferences and seminars, enhancing impact activity and the research profile of the School, commensurate with your level of seniority.

To contribute to the delivery and development of the School's undergraduate, postgraduate and distance learning curriculums as well as the supervision of postgraduate researchers. You will also contribute to the School's impact and engagement agenda and will interact with business, the policymaking sector and/or other relevant stakeholders to help maximise the School's contribution to societal and economic wellbeing.

You will be responsible to the Head of Department and Dean of ULSB and will undertake research, scholarship, teaching and administration and other activities supporting the work of the School in line with the School strategy.

Main Duties and Responsibilities

Research

- Establish a sound research base in order to produce research which meets attainable levels of international excellence that will contribute to the School's high ranking research profile and at a level compatible with inclusion in future REF exercises.
- Publish research articles in leading peer-reviewed journals and volumes
- Secure, in collaboration with colleagues as appropriate, external research funding through research grants or contracts to support a well-defined research agenda, which will deliver outputs of international excellence
- Recruit, supervise and assess postgraduate research students in related fields of expertise
- Consistent with the resources available and School and other obligations, attend and present research findings and papers at academic and professional conferences, and contribute to the external visibility of the College and School.
- Develop an impact agenda with the aim of making a meaningful contribution to impact activity within the School and College.
- Contribute to the enterprise agenda including CPD, working with external organisations, both nationally and internationally, commercialisation, commissioned research and consultancy.
- Reach out to and engage with businesses, the policymaking sector and/or other relevant stakeholders.
- Ensure that all research activities undertaken are in compliance with the 'Research Code of Conduct' operated by the University

Teaching

- To deliver high-quality, effective teaching across the domains of Healthcare Management





and Management.

- Provide academic leadership within your department, including at programme level.
- Develop and deliver highly effective learning and teaching via both face-to-face and distance (digital) learning modes. Including lectures, seminars and tutorials.
- To set meaningful exam papers/assignment questions and carry out marking and moderation duties.
- Deliver highly effective supervision and support to students e.g., for projects, dissertations etc.
- Cooperate with colleagues in the review and development of the curriculum, leadership on modules and where required, design and launch of new degrees/ awards.
- Contribute to the internationalisation of the curriculum, at module and programme level.
- Support innovation in teaching delivery and/or assessment practice and to enhance student learning and experience.
- Contribute to quality assurance and enhancement at school or college level.
- Contribute to the development of colleagues, and/or of academic management systems.
- Provide pastoral care for students and carry out other related academic duties.

Administration

- To undertake specific School roles and management functions as may be required by your Head of School or the Dean of the College.
- To provide leadership to colleagues within your school and across the college as required.
- To attend meetings and participate in other committees and working groups within the School, the College, and the University.
- To contribute collegially to the school by commitment to (for example) recruitment, retention, graduation and invigilation activities.
- To actively support programme approval and development.
- To contribute to student recruitment and retention activities in the School and College.
- To undertake coaching and mentoring of more junior members of staff, commensurate with your level of skill.

Internal and External Relationships

Participation in research, enterprise and teaching activities in your area within the School. Collaboration with School, College and University administration and management.

Planning and Organising

- Long term planning and organisation of work in delivery of aspects of the job specification.
- Seek guidance from academic mentors, administrative support staff and other academic colleagues as required.

Qualifications, Knowledge and Experience

Essential

- PhD completed or registered and close to completion or significant relevant experience in Management or a social science/ health science discipline*
- Recognised expertise in an area of healthcare management*
- Experience in teaching and/or research in the areas of public policy, organisational





behaviour, management and leadership, and/or organisational change in the context of healthcare*

- Good understanding of the UK NHS and the social care system*
- An emerging record of publications in internationally excellent journals focussed on healthcare management*
- A research programme aligned with school strategic priorities*
- Experience of delivery of teaching to undergraduate and/or postgraduate distance-learning and campus-based students*
- Academic Teaching Qualification as defined by HESA or commitment to gain the appropriate category of HEA Fellowship within a predetermined timeframe.

Desirable

- Demonstrable understanding of relevant issues in health policy research
- Potential for or evidence of an emerging record of research income generation, commensurate with career experience
- Experience of undergraduate or postgraduate dissertation supervision
- Skills in mentoring/advising and motivating students
- Experience of or familiarity with Distance Learning provision
- Experience of PhD student supervision
- A willingness and commitment to generate, maintain and maximise the benefits of industry partnerships
- Involvement in funded research
- Evidence of grant capture

Skills, Abilities and Competencies

Essential

- Proven ability to initiate, develop and deliver high quality research and to publish in forms consistent with research that is internationally recognised as excellent
- Willingness to attempt to generate external funding to support research programmes
- Demonstrated ability to contribute to the teaching and leadership of one or more modules at undergraduate and/or postgraduate levels
- Demonstrated commitment to excellence and innovation in teaching and pedagogical development
- Ability to teach classes using a comprehensive range of delivery methods including distance-learning delivery, lectures, seminars, and personal tutoring
- High level of proficiency in English, sufficient to undertake research, teaching and administrative activities utilising English Language materials and to communicate effectively with staff and students
- Excellent written* and verbal communication skills, including good IT competency
- Ability to work independently and as part of a team on research and teaching programmes
- Ability to plan, organise, implement and deliver programmes of work

Desirable

- Ability and willingness to travel and represent the University at external meetings and conferences
- The potential to create impact and engagement beyond the academic community





***Criteria to be used in shortlisting candidates for interview**

Teaching Requirements

If requested, you may be expected to undertake teaching, tutoring and administrative duties across a range of modules, including the delivery of face-to-face teaching modules at one or more of the College's existing or future partnerships - which may involve international travel.

If international travel is required we will try to provide you with at least 6 months' notice and where operational requirements permit personal needs and circumstances will be considered when scheduling travel arrangements.

Criminal Declaration

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

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 equality 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 equality, diversity and inclusion.

