



<b>Job Title:</b>	Early Career Fellow
<b>Grade:</b>	7
<b>Salary:</b>	£39,906 to £46,049 per annum
<b>Department:</b>	School of Psychology and Vision Sciences
<b>Hours/Contract:</b>	Full time, permanent
<b>Job Family:</b>	Teaching and Research
<b>Reference:</b>	12819

## Role Purpose

In this role, you will deliver high-quality teaching across a range of areas in psychology at both undergraduate and postgraduate levels, using a variety of approaches and methods. You will also be expected to engage in relevant scholarship and contribute to pedagogical or psychology research within the School of Psychology & Vision Sciences.

The post holder will report to the Head of School. All staff members take part in an annual Performance Development Discussion (PDD) with the Head of School, during which objectives for the coming year are agreed. This meeting also provides an opportunity to discuss career aspirations as well as training and development options to support your professional growth.

As part of your teaching responsibilities, you will contribute to undergraduate and postgraduate programmes at the University of Leicester. You may also have the opportunity to contribute to the joint undergraduate degree programme in Psychology and Psychiatry delivered in partnership with Chongqing Medical University in China

## Main Duties and Responsibilities

### Research Inspired Education

- Prepare teaching materials for lectures, seminars, tutorials, and other classes, as appropriate, to support teaching at undergraduate, and postgraduate levels.
- Deliver engaging and research-inspired lectures, seminars, tutorials, and other classes at undergraduate, and postgraduate levels.
- Maintain and update teaching materials through the University's virtual learning environment (e.g., Blackboard).
- Assess student performance at undergraduate, and/or postgraduate levels, as appropriate.
- Supervise or co-supervise project work undertaken by undergraduate and/or postgraduate taught students.
- Ensure that student feedback on teaching is collected through questionnaires and other methods, and respond constructively to this feedback as well as to advice from peers.
- Maintain a broad and up-to-date knowledge of research and scholarship in relevant fields to ensure that undergraduate and postgraduate teaching is research-inspired and aligned with the standards of a research-intensive university.
- Collaborate with colleagues in reviewing and developing the curriculum, and in designing and launching new courses, degree programmes, or other academic awards, where appropriate.





- Undertake academic duties required to support high-quality teaching (e.g., setting and marking examination papers, invigilation, and providing pastoral support to students).
- Comply with School and University teaching quality assurance standards and procedures, including providing information as required.
- Ensure teaching materials and delivery are inclusive, accessible, and culturally responsive, and actively support the success and wellbeing of a diverse undergraduate and postgraduate student community.
- Share best practice in pedagogy by presenting at teaching and learning conferences, contributing to professional networks, reviewing pedagogical outputs, and engaging with national initiatives in higher education.
- Produce and contribute to publications, case studies, and resources that enhance teaching and learning in psychology and related disciplines, supporting innovation in curriculum design and delivery.
- Provide high-quality supervision for undergraduate and postgraduate research projects, encouraging dissemination of excellent student work through conferences, posters, or publications where appropriate.
- Ensure all teaching-related scholarship aligns with University standards and sector-wide principles of integrity, inclusivity, and accessibility, incorporating open research and educational practices where possible.

### Our Citizens

- Carry out specific responsibilities as reasonably assigned by the School's Education Director or nominee, such as supporting student wellbeing.
- Attend meetings and actively participate in committees and working groups within the School, College of Life Sciences, and wider University as appointed or elected.
- Engage in relevant professional activities that contribute to the advancement of the field and your professional expertise.
- Take part in staff development programs and other relevant activities to support ongoing professional growth and skill enhancement.
- With prior agreement from the Head of School or the University, take on external roles that reflect positively on and enhance the University's reputation.
- Adhere to health and safety regulations in all aspects of work, ensuring a safe and compliant working environment.

### Internal and External Relationships

The post holder will work within School of Psychology and Vision Sciences under the guidance and supervision of Deputy Head of School (Education) and programme leads.

### Planning and Organising

**Tutoring and Support:** Provide individual academic and pastoral support for undergraduate and postgraduate students, in line with University policies, including support for Personal Development Planning.





**Planning and Delivering Teaching:** Plan and deliver teaching activities within the curriculum annually. Responsibilities include module design, timetabling, course delivery, assessment, marking, and submission of results to the appropriate examination board.

**Curriculum Development:** Contribute to the development and enhancement of undergraduate and postgraduate modules and programmes. Play an active role in shaping the School's education strategy by developing longer-term plans to sustain and enhance teaching quality.

**Research Supervision:** Supervise undergraduate and postgraduate research projects, providing guidance to support successful completion and encouraging dissemination of excellent student work through presentations, conferences, or publications.

## Qualifications, Knowledge and Experience

### Essential

- A PhD in Psychology (or equivalent).\*
- Demonstrated experience in teaching at undergraduate and/or postgraduate level.\*
- Expertise that complements or enhances existing strengths within the School of Psychology.\*\*
- Ability to develop and employ innovative teaching methods.\*\*
- Demonstrable experience in contributing to the administration of an academic school or discipline.\*
- Evidence of embedding inclusivity, accessibility, and support for diversity within teaching practice and supervision.\*

### Desirable

- Experience supervising research projects at postgraduate level.
- Involvement in developing publications that enhance learning and teaching within psychology or related disciplines.
- Evidence of excellence in teaching delivery.
- Fellowship of the Higher Education Academy (or commitment to achieving this).
- Demonstrated potential for academic leadership.
- Evidence of administrative skills and experience.

## Skills, Abilities and Competencies

### Essential

- High level of proficiency in English, sufficient for conducting research, teaching, and administrative tasks, as well as effective communication with staff and students.\*
- Excellent oral, written, and presentation skills.
- Demonstrated ability and commitment to teach competently at undergraduate and postgraduate level, including lectures, tutorials, and seminars, and research supervision.\*





- Proficiency in IT and familiarity with computerized learning environments.\*
- Ability to deliver classes through a variety of methods, including lectures, seminars, and tutoring, using face-to-face, online and hybrid teaching methods.
- Ability to work both independently and collaboratively.
- Capability to develop resource materials to enhance teaching quality.
- Ability to prioritize tasks and meet deadlines within agreed work schedules.

### Desirable

- Skills in coaching, mentoring, and supporting students and colleagues.
- Strong aptitude for providing pastoral care and motivating students.
- Strong interpersonal abilities to build networks and foster collaborations.

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

### 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.

