



**Job Title:** Lecturer

**Grade:** 8

**Salary:** £45,163 to £55,295 per annum, pro-rata if part-time

**Department:** School of Psychology and Vision Sciences

**Hours/Contract:** Full-time, or job share considered, Permanent

**Job Family:** Teaching and Research

**Reference:** 11204

## Role Purpose

The postholder will be a member of the School of Psychology and Vision Sciences. Research within the School is structured in terms of research groupings in Health and Wellbeing (with Ageing) and Vision Sciences. The postholder will be expected to align with the research interests of one or both research groups. The postholder additionally will contribute to teaching at undergraduate and postgraduate levels within the College of Life Sciences, and primarily within the School of Psychology and Vision Sciences. The post holder will be responsible to the Head of School and will undertake research, scholarship, teaching, leadership and citizenship activities within the School and broader University. All staff members have an annual Performance Development Discussion with the Head of School, where objectives for the coming year are agreed, including training and development opportunities.

## Main Duties and Responsibilities

### World Changing Research

- Develop a portfolio of internationally recognised publications that are world-leading in terms of originality, significance and rigour as appropriate to the field or discipline
- Develop the strategic direction in a research area and enhance impact
- Attract research income on an individual or collaborative basis, as appropriate to the field or discipline
- Provide high quality PGR/PhD/MD supervision and attract research students to the University
- Develop links and foster regional and national collaborations with external contacts in academia, professions and/or industry
- Attend and present research findings at academic and professional conferences, and to contribute to the external visibility of the Department/School and University.
- To ensure that all research activities undertaken comply with the 'Research Code of Conduct' operated by the University, including Open Science.

### Research Inspired Education

- Undertake research-led teaching on undergraduate and/or postgraduate taught courses
- Provide timely formative student feedback and assessment for coursework and examinations
- Cooperate with colleagues in the review and development of programmes at undergraduate and/or postgraduate level, developing content and materials





- Engage with scholarship and pedagogical research to underpin innovation at programme level in teaching delivery or assessment practice
- Provide a comprehensive support network for students, including personal tutor support, employability and open days, ensuring Department/School admissions processes are effective
- Work with students to provide world class teaching and learning opportunities and an excellent student experience, regularly collecting and responding to student feedback
- To maintain a broad knowledge of contemporary research and scholarship in relevant fields to ensure that teaching meets the standards expected within a research-led University.
- To support and comply with the University teaching quality assurance standards and procedures, including the provision of such information as may be required by the School or the University.

### Our Citizens

- Contribute to innovation and impact at Department/School level as determined by discipline benchmark to increase the external profile and foster changes in approach
- Engage in external knowledge transfer, enterprise and engagement activities which increase the external profile of the discipline and Department/School and have a beneficial impact outside the University
- Develop an external profile and reputation in the field as appropriate to the discipline
- Represent the Department/School and University through membership of internal and external committees and groups
- Participate in management and administration processes and committee structures of the Department/School and College
- Be involved in the recruitment, management and development of staff and act as a mentor and coach to colleagues
- Contribute to the development and achievement of Department/School, College and University strategies
- Ensure compliance with health and safety requirements in all aspects of work.

### Internal and External Relationships

Proactively build networks and collaborations across the Department/School, College and University, for critical discussion and exchange of new ideas and approaches.

Represent the University at regional and national committees and meetings.

Participate in Department/School, College and University wide seminar programmes to stimulate dissemination of information and collaboration.

Work collaboratively with other members of module delivery teams and participate in teaching team meetings.

Coordination with central University offices.





## Planning and Organising

Shape the strategic direction in the research area, developing clear long term (many months/years) plans for sustaining and enhancing the research programme.

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\* (or near completion)
- Expertise that complements or enhances existing strengths within the Department/School\*
- Outputs that are internationally recognised and of a quality that is aspiring to be world-leading in terms of originality, significance and rigour in time for the next REF cycle\*
- Clear forward plans for sustaining and enhancing the research programme\*
- A demonstrated potential for successful grant capture.
- Experience of teaching at undergraduate and/or postgraduate level\*
- Fellowship of the HEA or equivalent, or commitment to gain the appropriate category of HEA fellowship within 12 months of appointment

### Desirable

- Evidence of external recognition of teaching practice through peer review, student, external examiners or external assessor's feedback
- A demonstrable contribution to the administration of an academic Department/discipline
- A track record of meeting the discipline benchmark for external funding through grant capture, consultancy arrangements and/or knowledge exchange projects
- Involvement in relevant internal and external committees and groups

## 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 work independently and as part of a 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, early career researchers 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

**Desirable**

- Ability to teach classes using distance learning and hybrid teaching methods
- Ability to provide support to students via a virtual learning environment (e.g., Blackboard)

***\*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 expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

**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

**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.

