



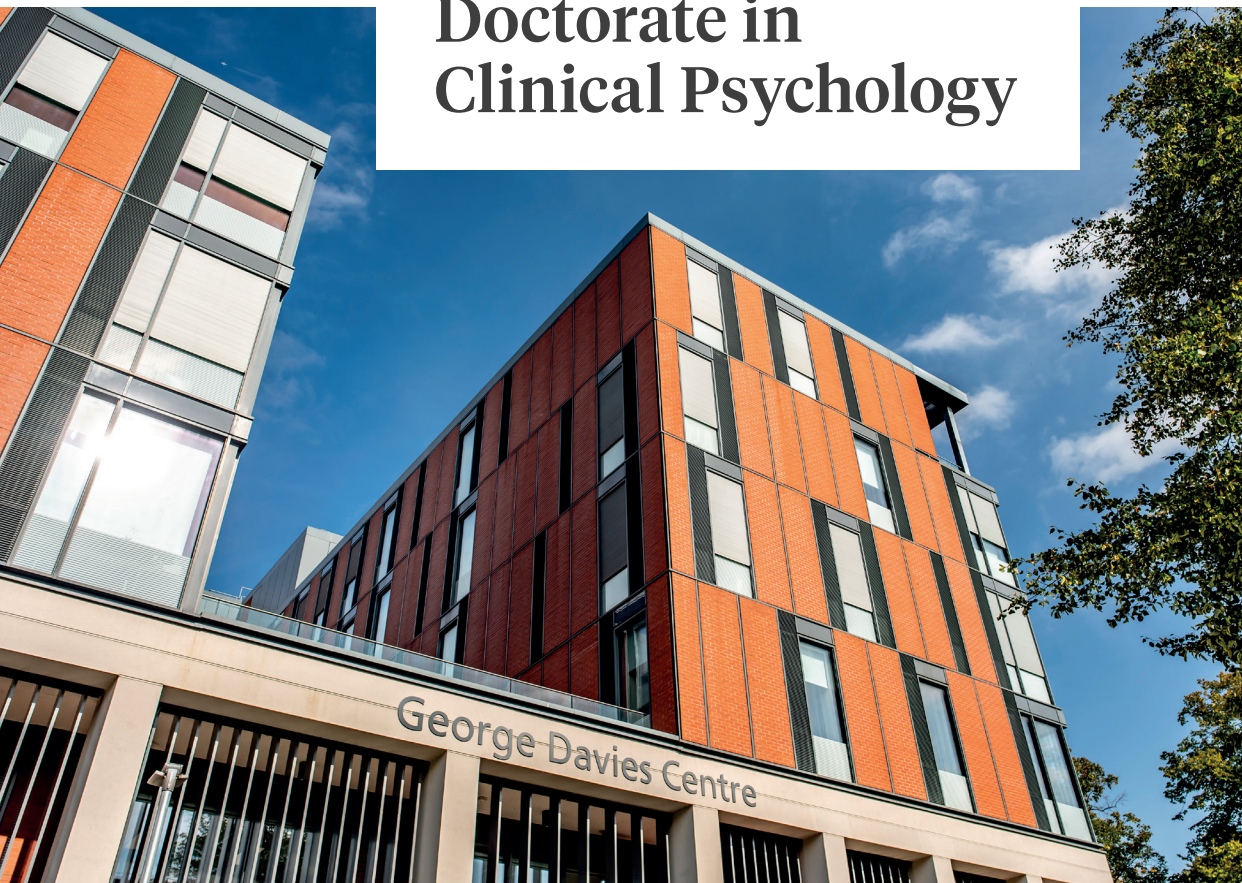
UNIVERSITY OF
LEICESTER

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Programme Director (Academic)

Doctorate in Clinical Psychology



We are Citizens of Change





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Welcome from the President and Vice-Chancellor

Diverse in our makeup and united in ambition –
we pursue excellence in knowledge and learning to
transform our community, our world and beyond.
We are Citizens of Change.



PROFESSOR NISHAN CANAGARAJAH
PRESIDENT AND VICE-CHANCELLOR

Dear Applicant

Thank you for your interest in this exciting opportunity to play a leading role in helping to shape the future of this great institution.

I was delighted to launch the University's new Citizens of Change strategy in November 2021. In this, I committed the University to research-inspired education, world-changing research and a focus on people, partnerships and impact.

The three new values that run across the heart of our strategy are being inclusive, inspiring and impactful. These values speak to the kind of university we are – and will be in the future.

We believe that equity, diversity and inclusion are integral to a successful place of work and study. We proudly embrace our diversity with staff and students from over 100 countries working and studying at Leicester, bringing with them an incredible diversity of viewpoints, beliefs, attitudes and approaches which enrich both the University and the city.

We have had outstanding successes in the past year in terms of our research and league table performance. Our University is now placed consistently amongst the top 30 universities in the country. A rise of 11 places in the Complete University Guide means we now rank 29th in the league table of higher education institutions in the UK. In the Times Higher Education (THE) World University Rankings 2023, Leicester ranks 163rd among the world's universities and 22nd in the UK. Given this rapid progression, it's no surprise the Daily Mail has named us "University of the Year" for 2024.

Research England published the results of REF2021 and the results show that, since the previous REF in 2014, the University has moved up 23 places to rank 30th overall in the Times Higher Education REF rankings. This represents one of the biggest climbs of any university and is an outstanding achievement. This is our best ever performance in a research assessment exercise and an exceptional testament to the quality and impact of our academics' research and the wider research environment.

We are seeking an inclusive and inspirational academic lead for our Doctorate in Clinical Psychology.

In this key role you will enable and empower clinical trainees and staff to realise their ambitions through research-inspired education. Your creativity, underpinned by strong institutional, national and international collaborations, will deliver impact and outcomes across the School, College and wider University, giving you the opportunity to play a transformative role in the future direction of your discipline. Working closely with the Head of the School of Psychology and Vision Sciences, Head of the College of Life Sciences, and clinical colleagues in the local NHS, you will create an enabling environment for colleagues to be engaged at the forefront of the provision of an excellent training experience.

If Leicester sounds like the place for you and you have the skills, experience and desire to make a difference, we look forward to hearing from you.



PROFESSOR NISHAN CANAGARAJAH
PRESIDENT AND VICE-CHANCELLOR



We have established a reputation as an open, accessible and friendly university, where people enjoy their work.

Overview of the University of Leicester



The University of Leicester was founded a hundred years ago as a beacon of hope for the future.

The site for the University was donated by a local businessman, Thomas Fielding Johnson, to create a living memorial for all local people who made sacrifices during the First World War. This is reflected in the University's motto *Ut vitam habeant* – 'so that they may have life'.

With over 21,000 students and 3,800 staff, Leicester is one of the very best British and global universities with an enviable record of research discoveries, a flair for teaching innovation and proven success in broadening access to higher education.

Our research has wide-ranging impacts on society, health, culture and the environment, with 89% of our research classed as world-leading or internationally excellent. Whether it's our pioneering work in space, breakthroughs in the search for alternatives to antibiotics, or life-changing diabetes research, we demonstrate education and knowledge to be a power for good. While proud of our heritage and our achievements so far, Leicester is a university focused on the future. Our spirit of discovery is about imaginative new thinking, and this approach enables us to seize new opportunities as we

pioneer a distinctive and research-intensive institution, open to all who have talent.

As we build for the future, we have made multi-million-pound investments in our estate to ensure we have state-of-the-art facilities that are fit for purpose in our new century. During our centenary year, we opened our dedicated home for the School of Business at Brookfield, which also connected us with the original benefactor of the University, Thomas Fielding Johnson, who lived there. We also celebrated the opening of the refurbished and extended Percy Gee Building, home to the Students' Union, and we recently had the official opening of our new £150m Freeman's development – a vibrant new neighbourhood for students to live, study and socialise.

We play a vital part in the UK's most multicultural city as a major employer, and as an investor and supporter of music, art, sport and culture. There are more than 180,000 graduates from the University today, many of whom choose to stay in the city and region long after they graduate. We work closely with local NHS organizations to deliver world-class research and research-inspired education and training. We are committed to creating access for anyone with the talent and determination to succeed, regardless of background. We are similarly committed to helping our city meet its environmental, health and educational ambitions.

12,912
undergraduate
students



£300 million
research portfolio (live grants)
from over 250 funders



8,593
postgraduate
students



3,800
staff



32%
international
students



£340 million
turnover



2023 Statistics



Doctorate in Clinical Psychology

We aim to equip our clinical trainees with outstanding clinical and research skills, and high-quality clinical experience, delivered collaboratively by the University and local NHS clinicians. Our aim is to prepare new Clinical Psychologists to meet the challenges of mental health care in the 21st century.

The Leicester Clinical Psychology Programme has a national reputation for its innovations in training, its critical reflective approach, its commitment to diversity and to developing clinical psychologists with the skills to engage with wider ethical and social issues. The Doctoral programme is based in the modern George Davies Centre for Medicine, which offers superb facilities for delivering research-inspired teaching and practical training, with opportunities to mix with other health-care professions in Medical Education and Allied Health disciplines. The Doctorate also has an excellent network of clinical placement opportunities with local NHS providers (including the Leicester Partnership NHS Trust, Northampton Hospitals NHS Trust, and University Hospitals Leicester) and private and charitable mental healthcare providers. We also have excellent opportunities to develop leading edge research skills and world-class research experience, including as part of multidisciplinary teams conducting world-leading research within the University's NIHR funded Biomedical Research Centre.

The Doctorate in Clinical Psychology is an integral part of the rapidly growing School of Psychology and Vision Sciences. The School's academic staff provide research-inspired education at undergraduate and postgraduate



levels, outstanding doctoral research training, and deliver internationally leading basic and translational research focused on psychological health and well-being and visual science. Markers of the School's recent successes including being ranked in the top quartile nationally for research in Neuroscience, Psychology and Psychiatry in the 2021 Research Assessment Exercise (REF). The School also ranks in the top quintile nationally for undergraduate student satisfaction in the 2023 National Student Survey.

The School is part of the University's College of Life Sciences, which provides education, training and research in human health, drawing upon a breadth of academic expertise across laboratory, clinical, health and social science settings.

The College has nearly 1,000 staff and approaching 4,000 students across four schools, covering biological, medical and human sciences. It has a track record of major achievements, including the development of DNA fingerprinting, vital advances in fighting heart disease, cancer, respiratory diseases and diabetes, and developments in forensic psychology. The College is home to a 26-million-pound NIHR Biomedical Research

Centre, bringing together academics and clinicians to translate scientific discoveries into potential new treatments, diagnostics and technologies.

The College also is home to the Stoneygate Centre for Empathic Healthcare, which fosters new approaches to medical education and professional development training that places empathy at the heart of healthcare delivery, fostering healthcare services that are fit for the future and happier, healthier patients.





The role

Job title:

Programme Director (Academic) for the Doctorate in Clinical Psychology

Post responsible to:

Head of School of Psychology and Vision Sciences and Head of the College of Life Sciences

Salary:

Non-clinical – Competitive salary

Clinician eligible for a Clinical consultant post – Clinical Consultant scale £88,364-£119,133 per annum.

Hours/contract:

Part-Time 0.6 FTE, with opportunities to combine the role with clinical practice in NHS services or private practice.

Role purpose

The Programme Director (Academic) works alongside the Clinical Director to provide joint leadership of the Doctorate in Clinical Psychology. The Programme Director (Academic) also works with the Head of School of Psychology and Vision Sciences and School and College leadership teams to deliver against University strategic objectives, contractual requirements specified by NHS England, and external quality control requirements of the British Psychological Society (BPS) and the Health and Care Professions Council (HCPC). The position offers the opportunity to play a pivotal role in the future direction of clinical psychology training, and to build on your management and leadership skills.

You will be responsible for the effective management of the Doctorate, including:

- Providing effective leadership and management of the academic staff and resources.
- Working alongside NHS clinicians to provide research-inspired education, outstanding clinical training and supervision, and high-quality research supervision.
- Promoting a culture of inclusivity that places empathy and compassion at the heart of providing high-quality educational, training and supervisory experiences.

- Ensuring stability of trainee recruitment to achieve targets while maintaining high-quality entry requirement; and developing a long-term plan, including with NHS partners, to ensure the continued high quality of trainee entrants.
- Delivering an outstanding educational and training experience that enhances trainee satisfaction, as shown in internal and external satisfactions ratings.
- Ensuring the ongoing professional accreditation of the Doctorate and successful internal and external programme reviews.
- Liaising with the British Psychological Society and HCPC in relation to standards for delivery of clinical psychology education and training, including fitness to practice of trainees.
- Contributing to wider leadership and management in the College and University.

Principal responsibilities

General Leadership and Management

The Programme Director (Academic) is responsible for managing trainee recruitment, education and clinical and research training, working with colleagues to develop a profile that positions Leicester as a leader in the delivery of clinical psychology training.

Leadership

Responsible for the effective day-to-day running of the Doctorate in Clinical Psychology, supported by a team of professional services staff, including:

- Providing academic and strategic leadership of all teaching and learning activities associated with the Doctorate in Clinical Psychology.
- Ensuring that teaching and research activities align with college and university objectives.
- Working with the Head of the School of Psychology and Vision Sciences, and other Heads of School in the College, to maximise opportunities for inter-professional education across a wide portfolio of psychology and healthcare programmes.
- Being an effective advocate for the School in College and University decision-making.
- Playing an active role in national organisations, contributing to the advancement and oversight of clinical psychology training.
- Acting as an ambassador for the Doctorate in Clinical Psychology, positively promoting your work and raising our external profile nationally and internationally.
- Leading on managing relationships with trainees, including responding proactively to student feedback.
- Liaising with NHS England, NHS partner organisations, and the University, to ensure an appropriate learning environment for clinical psychology trainees.

Teaching

Working closely with the Clinical Director, academic and clinical colleagues, and School and College management teams, you will be responsible for:

- Managing delivery of the Doctorate in Clinical Psychology, maintaining a high-quality teaching and learning culture and trainee experience, and ensuring academic quality and standards through compliance with the University's quality assurance procedures.
- Planning educational provision strategically.
- Instigating regular review of teaching quality, and the education portfolio and curriculum.
- Responding proactively to trainee feedback and complaints.

People management

- Overseeing academic staff's career development, including participating in academic probation and supporting staffing in preparing cases for promotion.
- Ensuring academic staff performance is supported and constructively evaluated, and that staff have opportunities for development and training, in accordance with University policies.
- Participating in College-led initiative for developing growth and investment in healthcare education nationally and internationally.
- Contributing to our values of inclusivity and equality by helping to sustain an inclusive educational culture, widening participation in clinical psychology training, and recognising the diversity of the discipline.
- Promoting a culture of high performance, in which all staff are encouraged to participate in mentoring, coaching, collaboration and sharing of best practice.
- Ensuring that academic staff Performance Development Discussions (PDD) are conducted in accordance with university policy.
- Overseeing the recruitment and selection, probation and mentoring of new academic and teaching staff in accordance with University policies.

- Ensuring teaching and other duties are allocated in accordance with School and University guidelines via a transparent workload allocation model.
- Encouraging a culture of activity, communication and interaction that reflect our values and our commitment to inclusive, collegial and professional behaviour.
- Working closely with the College HR Business Partner to take appropriate measures to implement HR policies, procedures and guidelines.

Planning and resource management

In partnership with the Clinical Director, School Operations Manager, College Accountant and School/College professional services and/or management team:

- Contributing to setting shared strategic objectives and priorities for the Doctorate and helping to formulate the College's business plan for resource allocation.
- Managing finances, staffing and other resources effectively and efficiently within the assigned budget and other agreed parameters, to ensure achievement of the College's shared strategy and compliance with financial and other controls.

- Ensuring that the Doctorate in Clinical Psychology fulfils statutory responsibilities (for example, in record keeping and health and safety) and observes the University's policies and procedures.
- Reviewing committee structure and frequency of meetings to ensure efficiency and effectiveness, in accordance with University guidelines.
- Leading and engaging staff in curriculum review and development, teaching and training innovation and development, and developing longer-term plans and ambitions.

Communication

- Communicating the views and strategic priorities of the Doctorate in Clinical Psychology to School and College management teams appropriately and constructively.
- Communicating University and College decisions and policy to academic and clinical colleagues appropriately and constructively.
- Ensuring effective and efficient communication within the Doctorate of Clinical Psychology, including the provision of appropriate forums or open meetings, in which all staff have an effective voice.





Internal and external relationships

Internal

- Drive an outward looking vision for the Doctorate in Clinical Psychology.
- Interface with internal structure at School, College and University level.
- Represent the Doctorate in Clinical Psychology at School and College levels.

External

- NHS England, HCPC, British Psychological Society, Local Partner NHS Trusts, Heads of other Doctorate in Clinical Psychology training programmes.

Qualifications, knowledge and experience

Essential

*Criteria to be used in shortlisting candidates for interview

- An excellent track record of leadership and management in Clinical Psychology or a related discipline.*
- Proven ability to provide academic leadership in educational or research settings.*
- Demonstrated ability to manage and plan resources.

- A doctorate in Clinical Psychology or PhD in a related subject area.*
- Registered with the Health and Care Professions Council as a Practitioner Psychologist (Clinical Psychologist modality).*
- Eligibility for registration with the British Psychological Society.*
- Involvement in relevant research and professional networks at national and international level*
- A track record of successful supervision of DClínPsy/ PhD students.*
- Experience of teaching clinical psychology or a related subject area at undergraduate and postgraduate level.*
- Experience of contributing to the management, development and delivery of doctoral clinical psychology and/or other postgraduate applied psychology programmes.*
- Evidence of external recognition of teaching practice through peer review, student, external examiners or external assessors feedback.*
- Fellowship of the HEA or equivalent, or commitment to gain the relevant category of HEA fellowship within an appropriate period.*
- A commitment to ensuring equality, diversity and inclusivity with respect to recruitment, teaching, assessment and research.

Skills, abilities and competencies

Essential

- Ability to provide academic and clinical leadership.*
- High level communication skills, appropriate to undertake teaching and administrative activities and to communicate effectively with staff, students and clinical trainees.*
- 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.
- Ability to develop high quality resources for teaching and assessment.
- Skills in coaching, mentoring and developing others, including students, clinical trainees, early career researchers and colleagues.

- Skills in pastoral care and motivation of clinical trainees.
- Ability to plan, organise, implement and deliver programmes of work.
- Proven ability to develop and implement vision and align staff with that vision, working closely and collaboratively with others.*

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.





How to apply

Applications should consist of a full academic curriculum vitae detailing relevant qualifications and experience, full employment history and achievements. CVs should be accompanied by a covering letter describing briefly how candidates meet the criteria outlined in the person specification, why the appointment is of interest and what they believe they can bring to the role.

Applications can be made through our recruitment system Eploy. Please click on the below link to apply:

<https://jobs.le.ac.uk/vacancies/10067/programme-director-academic.html>

The deadline for applications is midnight on **04 November 2024**.

We anticipate that interviews will be in person towards the end of November 2024.

A presentation group with members of the School will take place before the interviews.

Equity and diversity at Leicester

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.



Living in Leicester

Leicester, Leicestershire and Rutland are rich in culture, heritage, and leisure activities, from our vibrant multicultural city, to the beautiful market towns and rural villages.

Often described as the heart of rural England, the area features beautiful country villages, the National Forest, great rivers and castles, and a cosmopolitan city centre, making it an exciting and diverse place to live and work.

Leicester is one of the UK's ten largest cities and represents the largest economy in the East Midlands region. It has a bustling and diverse atmosphere and recent regeneration (to the tune of £3 billion) has made this cosmopolitan city even more exciting. Leicester is home to the state-of-the-art Curve theatre, as well as large and multicultural festivals. It is famous for its diversity and offers an amazing chance to dive into many different cultural

celebrations. Leicester celebrates Diwali (the Festival of Light) with spectacular lights, stunning street parades and dazzling fireworks. This is attended by 35,000 people and is the largest celebration of the festival outside of India. The city also hosts an annual Pride Parade (Leicester Pride), a Caribbean Carnival, and the largest comedy festival in the UK.

The University, working in close partnership with the city, has been the inspiration behind two of Leicester's most famous tourist attractions. The award-winning National Space Centre – the UK's largest attraction dedicated to space exploration – and the King Richard III Visitor Centre which retells the dramatic story of the University's discovery of England's most infamous King. Leicester is well-known as a sporting capital – hosting the country's best-supported rugby team the Leicester Tigers as well as Leicester City Football Club and Leicestershire County Cricket Club.

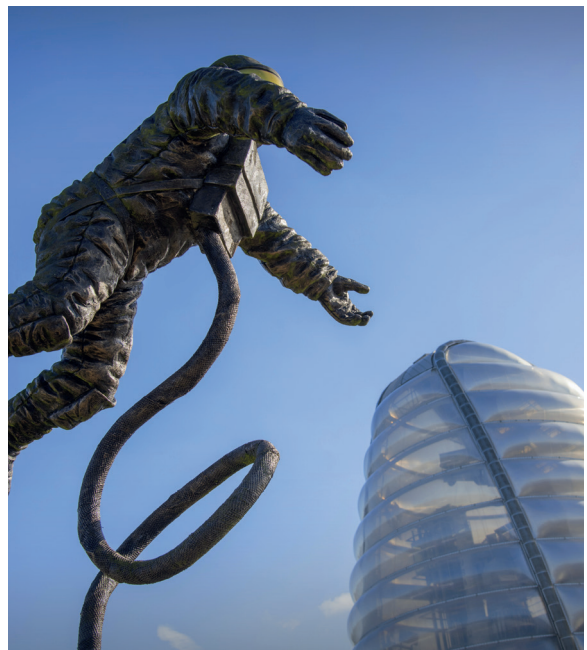
The city benefits from a large number of public parks including Abbey Park and also Victoria Park which is adjacent to the University. Leicester is steeped in history, dating back to the original Iron Age settlement which was to become an important Roman trading centre with a commanding position on one of Britain's



Leicester represents the largest economy in the East Midlands region.

most important routes – the Fosse Way. The growth of manufacturing industry reached its peak in the great hosiery, textiles and footwear enterprises of the 20th century.

On Leicester’s doorstep is the National Forest, offering cycling, riding and walkways, adventure activities and some of the most impressive landscapes in the region, including Charnwood Forest and Swithland Reservoir. To the east is Rutland Water, one of the largest man-made reservoirs in Europe, which supports a wide range of water sports. Leicester and the surrounding region offer a wide choice of property to buy or rent. In the city itself, there is a diverse mix of housing and apartments. Both new and older properties, including substantial homes, can be found in leafy parts of Leicester within easy reach of the University. Alternatively, there is property available in the attractive villages and market towns in Leicestershire and Rutland such as Market Harborough and Oakham. House prices are markedly less than those in London.





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