

Job Title: Associate Professor in Behavioural Science

Grade: 9

Salary: £59,996 to £67,468 per annum, pro rata

Department: School of Healthcare

Hours/Contract: Part-time (0.8 fte), permanent job share considered)

Reference: 13387

Role Purpose

The post holder will be employed to develop and deliver behavioural science research within the School of Healthcare at the University of Leicester, whilst supporting the inclusion of behavioural science and health services research methods into its educational programs, in particular the delivery of MPharm projects within the final year.

The individual will work with the Programme Lead to complete the development and delivery of the new integrated MPharm degree ensuring that topics relating to psychology and sociology underpinning clinical practice are embedded throughout.

As an autonomous researcher, you will be expected to continue and lead within your area of research. With the School of Psychology and Vision Sciences and School of Medical Sciences within the College of Life Sciences there are great opportunities to collaborate and work with other research teams on campus.

All University of Leicester MPharm Programme post holders are expected to draw on academic experience to underpin and carry out activities across a range of areas of academic and university life, aligned with the [University's strategic themes](#) of 'Research Inspired Education' and 'Our Citizens,' together with the University values.

With 40 weeks of experiential learning embedded within the MPharm programme and working in close partnership with both national and local providers, the University of Leicester MPharm is fully focused on the creation of patient-centred pharmacists equipped with the requisite scientific knowledge to enable evidence based professional practice and decision making. The post holder will be expected to fully engage with all MPharm activities both internally and externally.

Whilst appointees will be expected to be on campus for teaching and administrative responsibilities, as a teaching and research post, flexibility is provided for hybrid working.

Our approach to the academic career structure recognises the plurality of academic careers and encourages a balance between breadth 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

World Changing Research

- Maintain an emergent portfolio of internationally recognised publications that are world-leading in terms of originality, significance and rigour as appropriate to the field or discipline, and which have an impact on society, economy, culture, industry, government, policy or practice
- Engage in research and enterprise leadership, making significant contributions to promoting and embedding an inclusive and respectful research culture
- Secure sustained external research income on an individual and collaborative basis, as appropriate to the field or discipline
- Provide high quality PGR supervision and training, contributing to securing funding for postgraduate and early career researchers and increasing PGR recruitment within the subject discipline
- Participate in and lead strategic national and/or international research networks, partnerships and collaborations
- Support the research development of PGRs and colleagues, through mentoring, coaching and training

Research Inspired Education

- Lead the development and delivery of behavioural science underpinning clinical practice within the MPharm programme
- Contribute to the delivery of all MPharm activities including admissions, personal tutoring, marketing and contributing to the inclusivity agenda within the school.
- Provide leadership for the delivery of MPharm projects using health services research methodologies
- 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
- 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

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

- Hold a PhD in an area of health service research*





- Fellowship of the HEA or equivalent accredited teaching qualification, or commitment to gain an accredited teaching qualification on appointment within a set timescale*
- Sustained publication of outputs (commensurate with disciplinary norms) that are internationally recognised and world-leading in terms of originality, significance and rigour, some with world-leading impact both within and beyond academia*
- Robust future plans for research applications*
- Sustained external research income, with success in securing external funding that exceeds the discipline benchmark*
- Involvement in and leadership of relevant research and professional networks on a national and international level
- A track record of successful supervision of PGR/PhD/MD students
- Experience of teaching at undergraduate and postgraduate level, evidenced by a sustained record of excellent student outcomes*
- 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*
- 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
- Evidence of leadership and involvement in significant internal and external committees and groups, and engagement with business, community and/or educational partners*

Desirable

- Hold registration with the GPhC*
- In clinical practice as a pharmacist
- Independent prescriber annotation
- 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
- 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 plan, organise, implement and deliver programmes of work

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*

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.

