

**Job Title:** Associate Professor of Optometry (Teaching Focused)  
**Grade:** 9  
**Salary:** £59,139 to £66,537 per annum  
**Department:** School of Healthcare  
**Hours/Contract:** Full-time and Permanent  
**Job Family:** Teaching and Research  
**Reference:** 11591

## Role Purpose

This role has been set up to support the ongoing development of the new Optometry programme within the School of Healthcare at the University of Leicester. The role will require the development and delivery of a unique and class-leading course which meets the requirements of the regulatory body, employers and students.

The successful individual will be expected to work with colleagues within the Optometry programme and the wider School to contribute towards a programme which aligns with the School ethos and processes. Education within all University of Leicester courses is research-inspired and this ethos must pervade across all elements of the programme. A dynamic and pioneering approach will be required to help design, create and implement high quality, innovative teaching material.

In addition, the successful candidate will be expected to support scholarly activity alongside developing their own national/international profile.

The role will require the ability to draw on extensive academic excellence to underpin and carry out activities across a range of areas of academic and university life that aligns with [the University's strategic themes](#) of 'Research Inspired Education' and 'Our Citizens'; together with the University's values.

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

### Research Inspired Education

- Undertake research-led teaching on undergraduate and/or postgraduate taught courses, incorporating innovative teaching methods and the latest educational concepts.
- Develop and deliver lectures, seminars, tutorials and other classes of undergraduate and postgraduate programmes at the university within your areas of expertise
- Contribute to the development, revision and updating of programmes at undergraduate and/or postgraduate level, ensuring that they are inclusive, embed key skills, and incorporate sustainable development goals
- Provide leadership at programme level to ensure that students are appropriately prepared for practice, are highly satisfied with their experience at the University of Leicester and effectively supported to start their professional careers
- Lead teaching delivery and assessment to ensure consistent high quality teaching practice, providing timely formative student feedback and assessment for coursework and examinations



- Contribute to quality assurance and enhancement at School, College and University level and engage in external assessment and review
- Demonstrate wider educational impact through contributions to projects or scholarly discourse aimed at enhancing pedagogy or improving student outcomes
- Work with students to provide world class teaching and learning opportunities and an excellent student experience, regularly collecting and responding to student feedback
- Oversee the training and supervision of students during practice placements working in partnership with NHS Trusts / PVI sector to ensure practice learning is of a high standard
- Develop a sustained profile of pedagogical research, or disciplinary research that enables high quality teaching delivery

## Our Citizens

- Provide leadership and direction for the development of the Optometry programme and research within the School with respect to the University's education agenda
- Drive the delivery of the School's Citizens Agenda within the Optometry team including our commitment to equality, diversity and inclusion, staff and student support and charitable activities
- Contribute to the management, academic leadership, administration processes and committee structures of the School of Healthcare to facilitate the delivery of high-quality teaching, research and professional standards
- Contribute to school level planning that contributes to the University's strategic processes and transformative agenda
- Contribute to the recruitment, management and development of staff and act as a mentor and / or coach to colleagues, nurturing academic talent
- May represent the Optometry team within the School, College and University within the senior leadership teams of all partner Trusts and external stakeholders as necessary
- Pursue, develop and lead innovation and impact as determined by discipline benchmarks to increase the external profile to foster changes in approach
- Engage in external knowledge transfer and enterprise activities which increase the external profile of the discipline, department/school and have a beneficial impact outside the university
- Maintain scholarly activity and keep up to date with developments in the field

## 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.

Key internal relationships will include:

- Programme Lead for Optometry
- Individual field leads within Optometry
- School & Programme Professional Services colleagues
- Head of School of Healthcare
- Members of the School Executive

## 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

- Completed PhD in a relevant subject area\*
- Expertise that complements or enhances existing strengths within the Department/School\*
- A General Optical Council (GOC) registered professional (Optometrist / Dispensing Optician / Contact Lens Optician)\*
- Substantial experience of teaching at undergraduate and postgraduate level, evidenced by a sustained record of excellent student outcomes\*
- A track record of developing innovative teaching and learning practice and policy, with evidence of sustained positive outcomes from incorporating research or professional skills to improve the curriculum\*
- 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\*
- Experience of contributing to the management, development and delivery of undergraduate and postgraduate programmes\*
- Evidence of contributions to the development of scholarship in the discipline, through conference presentations, editing, refereeing and reviewing\*
- Fellowship of the SFHEA (or equivalent accredited teaching qualification), or the commitment to gain such accreditation on appointment within a set timescale\*
- Demonstrable commitment to continued development of own teaching practice and that of colleagues
- Evidence of supporting the development of students and/or colleagues
- Evidence of commitment to equality, diversity and inclusion





### Desirable

- Experience of teaching at undergraduate and postgraduate level, evidenced by a sustained record of excellent student outcomes\*
- Evidence of leading and/or contributing to initiatives that have a positive impact on recruitment and student outcomes\*
- Involvement in significant internal and external committees and groups, with evidence of engagement with business, community and/or educational partners\*
- Successful completion of CPD\*
- Additional, post-graduate qualifications/clinical expertise within a relevant field.

### 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 develop and deliver classes using a comprehensive range of delivery methods, including lectures, seminars and tutoring
- Demonstrable high-level interpersonal, professional, organisational and communication skills
- 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 prioritise tasks within agreed work schedules
- Ability to work independently, using own initiative, in addition to working as part of a multi-disciplinary team
- Ability to plan, organise, implement and deliver programmes of work
- An awareness and understanding of diverse community issues and a strong commitment to equality, diversity and inclusivity and continuous improvement in pursuit of Operational Excellence

#### Desirable

- Ability to teach classes using a variety of teaching media
- Evidence / track record of innovations in optometric education and practice

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



## Additional Screening Requirements

If you are registered with the GOC, you are expected to maintain ongoing CPD requirements in line with registration. In addition to GOC-registration, you must maintain appropriate professional indemnity insurance and abide by the relevant codes of professional practice for the duration of your post. Lapsing your professional registration may render you subject to disciplinary action and you cannot be lawfully employed should registration lapse without prior mutual agreement.

Where any aspects of your role involve practice-based work, such as clinics or placements, you need to ensure that you have adequate clinical indemnity insurance which provides cover for all aspects of your role.

Where the duties of the post involve work with NHS patients, identifiable patient data and/or patient material/tissues, or NHS staff or their data for the purposes of teaching and/or research, it is necessary to ensure that the performance of the duties attached to the post is covered by the NHS indemnity and governance arrangements and the appointee must comply with all such arrangements. It is your responsibility to ensure, in liaison with the University, that appropriate cover is in place for this work.

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.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS). The successful applicant for this post will, therefore, be required to give consent for the University to check and obtain appropriate clearance with the DBS for the existence and content of any criminal record in the form of an Enhanced DBS check – Adult Workforce.

Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

## 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



**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.

