



# UNIVERSITY OF PLYMOUTH

## JOB DESCRIPTION AND PERSON SPECIFICATION

**Role:** Lecturer

**Faculty and School:** School of Psychology

Faculty of Health and Human Sciences

**Career Pathway:** Balanced

**Grade:** 7/8

**Reports to:** Head of School

### Role Purpose:

To undertake research and teaching in line with University/School's strategy and to carry out leadership, management and engagement activities.

To teach topics in applied psychology, including clinically-relevant topics, at Undergraduate and Masters level.

All activities undertaken within this role will be compliant with the University's policies, including Health & Safety, Equality and Diversity, Ethics, Data Protection etc,

Key Accountabilities/Primary Responsibilities:	Indicators of Success:
<p><b>Research and Enterprise:</b></p> <ul style="list-style-type: none"> <li>Engage in the development of research objectives, projects and proposals, conducting research individually or collaboratively and ensuring that the outputs of research are used to enhance teaching where relevant.</li> <li>Identify suitable sources of funding and contribute to the process of securing funds.</li> <li>Develop a national and international reputation for research, including thorough and regular dissemination and explanation of high quality findings through internationally-leading peer reviewed publications.</li> <li>Represent the School/Faculty/University externally in relevant research communities contributing to the field and the University's profile within it.</li> <li>Develop and sustain links with relevant industries and organisations to grow collaborations, employability and funding support.</li> </ul>	<ul style="list-style-type: none"> <li>Research group, Faculty, School and University reputation</li> <li>Individual contribution to the REF and external review of outputs</li> <li>High quality research outputs as judged by accepted standards of excellence in relevant discipline</li> <li>Levels of external funding secured that include a proportion of PI level funding</li> <li>Peer review</li> </ul>

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- Grade 7 and 8 represent points on a continuum. Individuals on Grade 7 roles will have the opportunity to progress to Grade 8 once they are sufficiently experienced in all elements of the role and upon achievement of any necessary formal qualifications/training agreed upon appointment (such as achieving PGCAP).

<ul style="list-style-type: none"> <li>• Where relevant, contribute to enterprise in the University, drawing on internal and external partnerships. Develop ideas for generating income and promoting a subject area and contribute to the process of securing.</li> <li>• Participate in research supervision and pastoral support for undergraduate and postgraduate students.</li> </ul>	<ul style="list-style-type: none"> <li>• External profile and reputation including external invitations</li> <li>• Personal Development Review (PDR) feedback</li> <li>• Research student satisfaction survey outputs</li> <li>• Research student studentship completion rates</li> <li>• Staff turnover and satisfaction rates</li> </ul>
<p><b>Education/Teaching:</b></p> <ul style="list-style-type: none"> <li>• Deliver teaching of the highest quality across a range of modules and to all levels, through lectures, tutorials, practicals and seminars and participate in field trips.</li> <li>• Contribute to delivery nationally and internationally as appropriate and in line with University policies and guidelines.</li> <li>• Provide pastoral care (through the role of personal tutor where appropriate).</li> <li>• Supervise students on projects, field trips, placements, including where appropriate in clinical or professional practice Ensuring that a high quality learning and research environment is provided.</li> <li>• Set and mark coursework and exams within required timescales, and provide constructive feedback to students in line with University guidelines/policy.</li> <li>• Engage with relevant professional bodies, organisations and industries to support their work and inform teaching to enhance the student experience and student employability.</li> <li>• Contribute to the development of new programmes of study.</li> <li>• Monitor, evaluate and review course and programme design ensuring suitable for on-campus and distance learning delivery, and revise as necessary to ensure excellence and coherence. Identify areas of existing provision in need of revision or improvement and take forward as appropriate.</li> <li>• Develop and promote innovative teaching and learning approaches, media and material, which create interest, understanding and enthusiasm amongst students.</li> </ul>	<ul style="list-style-type: none"> <li>• Student satisfaction survey outputs</li> <li>• Student recruitment outcomes</li> <li>• Student completion rates</li> <li>• Student learning outcomes</li> <li>• Module evaluations</li> <li>• Teaching observation and peer review</li> <li>• Compliance of courses with regulation</li> <li>• PDR feedback</li> </ul>
<p><b>Leadership, Management and Engagement:</b></p> <ul style="list-style-type: none"> <li>• Work as a team member, developing productive relationships with colleagues and leading modules, programmes and activities where appropriate.</li> <li>• Manage administrative tasks as appropriate relating to research, enterprise, education and teaching, including risk assessment of activities and contribute to project meetings and report writing.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff satisfaction surveys</li> <li>• Staff turnover</li> <li>• Student learning outcomes</li> <li>• Student satisfaction survey outputs</li> <li>• PDR feedback</li> <li>• Research group, Faculty, School and University reputation</li> </ul>

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<ul style="list-style-type: none"> <li>• Actively participate in national/international recruitment and marketing activities in the School and other student events as appropriate.</li> <li>• Participate in and develop external networks and build the reputation of the organisation through disseminating learning through appropriate fora.</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching observation and peer review</li> <li>• Profile in the practice area</li> <li>• Participation in relevant Institutes and Societies</li> <li>• Collaboration with industry partners</li> </ul>
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## PERSON SPECIFICATION

Criteria	Essential	Desirable	Point at which information used in recruitment process
<p><b>Knowledge, Education and Training:</b></p> <ul style="list-style-type: none"> <li>• PhD or equivalent international qualification or commensurate level of recognition/international profile in a relevant discipline.</li> <li>• In depth knowledge of a specific discipline sufficient to enable innovation and new understanding in the field.</li> <li>• Recognised HE teaching qualification or Fellowship of HEA, or ability to demonstrate capacity to achieve this within 2 years of appointment</li> <li>• In depth knowledge and experience of teaching and research in Applied Psychology, including clinically-relevant topics.</li> </ul>	<p>x</p> <p>x</p>	<p>x</p> <p>x</p>	<i>Shortlisting</i>
<p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Experience of delivering high quality research led teaching at undergraduate and/or postgraduate level.</li> <li>• Able to demonstrate the delivery of high quality research outputs at the appropriate quality level for the discipline..</li> <li>• Contributed successfully to research projects, grant applications, and developing collaborative research networks.</li> <li>• Ability to demonstrate enhancement to the learning experience through flexible delivery, and pedagogic innovation including the use of digital media, as appropriate to meet the diverse needs of students.</li> <li>• Track record of successful engagement with key research stakeholders, internally and externally.</li> </ul>	x	<p>x</p> <p>x</p> <p>x</p> <p>x</p>	<i>Shortlisting and interview</i>

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