

Academic: Education & Research Job Family – Grade 7

Role Summary

Role holders at this level will have substantive teaching and research experience and a growing reputation within their field/discipline. They will be responsible for the design, delivery and quality of a range of teaching activities/programmes, and will make a clear contribution to the curriculum review and enhancement. They will also engage in individual or collaborative research, where they disseminate results by, for example, conference presentations and peer reviewed publication, as appropriate to their discipline. Role holders are likely to be involved in the development of proposals to secure funding to support teaching developments and/or research projects. In addition, they will have delegated responsibilities for specific School administrative duties, and will actively participate in the development of wider research/teaching programmes and strategies through membership of School/University committees etc. Role holders are also likely to engage in knowledge exchange and outreach activities. Knowledge and skills required are typically gained following the attainment of a relevant degree and PhD qualification, together with approximately 4 years relevant post-doctoral research and/or teaching experience.

Representative Work Activities (Based on National Library of Role Profiles/HERA)

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| Teaching & Learning Support | <ul style="list-style-type: none"> • Design teaching material and deliver either across a range of modules or within a subject area. • Use appropriate teaching, learning support and assessment methods. • Supervise student projects, field trips and, where appropriate, placements. • Supervision of postgraduate students. • Identify areas where current provision is in need of revision or improvement. • Contribute to the planning, design and development of objectives and material. • Set, mark and assess work and examinations and provide feedback to students. |
| Research | <ul style="list-style-type: none"> • Develop research objectives and proposals. • Develop, lead and conduct high quality complex research projects (individual or collaborative), mostly of external recognition. • Analyse complex text and/or research results. • Extend, transform and apply knowledge acquired from scholarship to teaching, research and appropriate external activities. • Write or contribute to publications or disseminate research findings using other appropriate media. • Make presentations at conferences or exhibit work at other appropriate events. |
| Communication | <ul style="list-style-type: none"> • Routinely communicate complex and conceptual ideas to students/peers using high level skills and a range of media. |
| Liaison & Networking | <ul style="list-style-type: none"> • Participate in and develop external networks, for example to identify sources of funding, contribute to student recruitment, secure student placements, market the Institution, facilitate outreach work, generate income, obtain consultancy projects, or build relationships for future activities. |
| Team Development | <ul style="list-style-type: none"> • Advise and support colleagues with less experience and advise on personal development. • Depending on the area of work could be expected to supervise the work of others, for example in research teams or projects or as PhD supervisor. |
| Teamwork & Motivation | <ul style="list-style-type: none"> • Act as a responsible team member and develop productive working relationships with other members of staff. • Could be required to lead local projects. • Collaborate with colleagues to identify and respond to students' needs. |
| Pastoral Care | <ul style="list-style-type: none"> • Could be expected to act as a module tutor. • Be responsible for the pastoral care of students within a specified area. |

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| Initiative, Problem-Solving & Decision-Making | <ul style="list-style-type: none"> • Identify the need to develop the content or structure of modules with colleagues and make proposals on how this should be achieved. • Identify sources of funding and contribute to the process of securing funds. • Develop ideas for generating income and promoting the subject. • Develop ideas and find ways of disseminating and applying the result of research and scholarship. • Sole responsibility for the design and delivery of own modules and assessment methods. • Collaborate with colleagues on the implementation of assessment procedures. • Advise others on strategic issues such as student recruitment and marketing. • Contribute to the accreditation of courses and quality control processes. |
| Planning & Organising Resources | <ul style="list-style-type: none"> • As module co-ordinator or tutor, co-ordinate with others (such as support staff or academic colleagues) to ensure student needs and expectations are met. • Manage projects relating to own area of work. |
| Sensory & Physical Demands | <ul style="list-style-type: none"> • Demands may vary from relatively light to a high level depending on the discipline and type of work undertaken, and may involve carrying out tasks that require the learning of certain skills |
| Work Environment | <ul style="list-style-type: none"> • Depending on area of work and level of training received, may be expected to conduct risk assessment and take responsibility for the health and safety of themselves and others. |
| Knowledge & Experience | <ul style="list-style-type: none"> • Possess sufficient breadth/depth of specialist knowledge in the discipline to develop teaching and research programmes and methodologies. • Track record of published research • Use a range of delivery techniques to enthuse and engage students. • Awareness of the current and future priorities of the School and University. • Ability to make an effective contribution to the School administrative/management functions. • Knowledge required is typically gained through the attainment of a degree and PhD qualification in the subject area together with approximately 4 years relevant post-doctoral teaching and/or research experience. • Proactively engage in continuing professional development/training to keep knowledge and skills up-to-date. • Knowledge of and adherence to the University's Health and Safety and Equal Opportunities policies/procedures. • Membership of relevant professional body. |

Personal Skills and Attributes

- Ability to deliver on/contribute to significant research and scholarly projects/programmes.
- Strong research/analytical skills and problem solving capability within a specialism.
- Strong communication, interpersonal and presentation skills.
- Effective negotiation skills with the ability to influence others' thinking at a senior level.
- Capable of using a range of delivery techniques to enthuse and engage students.
- Ability to secure funding for future research/scholarly projects and initiatives.
- Effective leadership/management skills.
- Ability to motivate and support others and build team morale.
- Ability to manage resources/budgets, where applicable.
- Advanced planning, organisational and prioritising skills.
- Innovative and creative – ability to generate new ideas and recommendations for change/improvement.
- Courtesy, respect and collegiality at all times.

