**SENIOR LECTURER - ROLE PROFILE**

Role Summary

Senior Lecturers provide high quality teaching, research, enterprise and/or professional activity to the benefit of a diverse range of students and colleagues. Roles at this level have expertise and external networks with a developing national reputation in the area of activity.  They may concentrate on a combination of teaching, research, enterprise and/or professional activity.  All roles will be expected to engage in pastoral care of a diverse range of students, differing degrees of academic leadership, management and administration and to maintain certain relationships and contacts.

Role Purpose

To contribute to the University’s objective of securing an outstanding reputation for research-informed learning, innovation and integrated academic practice.

**Four academic domains are applicable to this role**: Teaching and Academic Citizenship Core, HE Pedagogy, Research, and Knowledge Exchange. Academic members of staff are normally expected to develop a career covering Teaching and Academic Citizenship and either an additional full domain, or two half domains. In addition, all academic staff are expected to undertake leadership, management and administration appropriate to their grade and the individual’s development aspirations, along with any other reasonable duties as requested by their Head of School or Dean.

Beyond the teaching and Academic Citizenship Core, typically staff will have one full domain, where they demonstrate a substantive and recognised contribution, or two half domains, where they demonstrate an effective contribution. This will vary depending on the individual, their development needs and the faculty or management priorities. The typical guideline would be:

* For the full domain, normally the majority of the activities in the role profile will be undertaken.
* For the half domain(s) broadly half of the activities in the role profile will be undertaken, although it is recognised that this may be influenced by the depth of those activities.

Priorities and responsibilities are likely to vary at different times of the year and over the lifetime of the academic, enabling rounded careers.

All candidates will be expected to demonstrate their commitment to professional development, displaying respect for colleagues and students alike and seeking opportunities to increase the effectiveness of the student experience and their integrated academic practice.

Representative Accountabilities

The following list outlines illustrative examples which could be undertaken at Senior Lecturer level. This is not an exhaustive list and individuals are not necessarily expected to meet every point on the list.

***Teaching Academic Citizenship and HE Pedagogy***

* Design, develop, deliver, critically evaluate and review a range of modules or subject area that equip a diverse range of students to achieve academic excellence and reflect the University’s commitment to quality and innovation.
* Consistently deliver excellent teaching, assessment, feedback and tutoring to a diverse range of students as part of broader programmes, to support them in their learning and provide a stimulating learning environment.
* Actively contribute to the identification of innovative approaches to teaching and learning, building them into course design and using them to inform personal teaching practice and that of colleagues.
* Develop and supervise a diverse range of students (including research students) particularly while in industrial or professional training. On occasion this may be undertaken in liaison with local workplace supervisors.

Engage in continuing professional development including supporting and mentoring colleagues and using research activities to support teaching and learning.

* Take responsibility for a subject area or range of modules, as appropriate. Co-ordinate the work of others to ensure the required standards of delivery.
* Develop the capability to lead a course (pathway, degree route) with academic responsibility for students and coordinate the delivery within a programme (field), utilising this with increasing responsibility according to scope and complexity of the course.
* Use listening, interpersonal and pastoral care skills to deal with sensitive issues concerning our diverse student body and provide first line support as a personal tutor, appreciating the needs of individual students and their circumstances.
* Demonstrate a track record of innovative and high quality module design and contribution to programme or course design.

***Research***

* Develop and maintain an understanding of research in the subject discipline and/or in pedagogy to inform professional activity and/or to impact more widely on the knowledge base.
* Develop and secure bids from appropriate funding bodies / research councils to pursue agreed objectives and to establish a personal reputation for excellence in research.
* Act collegially by contributing to grant applications and working collaboratively to explore new areas of research, particularly across disciplines.
* Conduct high quality research and/or contribute to team activity on major research projects to ensure that project objectives are achieved.
* Contribute to the attraction and recruitment of research students and engage in their supervision; through this leadership develop their research skills.
* Disseminate the outputs of research activity alone or in collaboration with others, through books, peer-reviewed papers and presentations, to contribute to academic debate, work towards obtaining national recognition for excellence and stimulate students’ thinking about their subject.
* Demonstrate a track record of publishing disciplinary and/or pedagogic research in leading peer reviewed journals, with major publishers, or equivalent.
* Demonstrate a track record of attracting research funding individually and/or in collaboration with others and delivering high quality output using that funding.

***Knowledge Exchange***

* Identify and pursue opportunities to develop external services, consultancy and other sources of profitable income.
* Write, edit or contribute to text books and professional activity materials, to support effective teaching and learning.
* Participate in providing consultancy advice to business, to deliver agreed commitments and enable client organisations to develop and raise their performance.
* Alone or in collaboration with others, win contracts for, design and deliver external programmes for employee or public training, capability and leadership development, which develop the capability of client organisations and provide profitable income.
* Possess evidence of success in enterprise and knowledge transfer, e.g. contracts, income, intellectual property or other outputs.
* Contribute to the improvement of professional standards, through advice, investigation, scholarly publication and involvement in initiatives.
* Participate in providing professional advice and services which bring profitable income.
* Participate in and build networks that enhance the personal professional profile and that of the University in the area of activity.
* Possess evidence of emerging impact on a profession at national level.

**Leadership and Management**

* Contribute to the development and performance of colleagues through team leadership, mentorship and participation in academic development activities.
* Contribute to the broader processes of the Department, School or Institute, to facilitate the delivery of high quality teaching, learning, research, knowledge transfer and/or professional activity and to respond to a diverse range of students’ needs.
* Provide effective leadership and management of resources as required, particularly in relation to module management and team leadership, utilising project management techniques as appropriate to grade and personal developmental aspirations.

Knowledge, Skills & Experience

* The specific academic qualifications required for each role will be detailed in the Person Specification.
* Senior Lecturers will be required to achieve UKPSF descriptor 2 (Fellow) standard as a minimum. For Senior Lecturers who have a major domain of learning & teaching, they will be required to achieve the UKPSF descriptor 3 (Senior Fellow) standard.
* Work towards developing national recognition in the field of expertise.
* Engage a diverse range of students to motivate and inspire them to perform at their best.
* Engage in collegiate teamwork with other staff and colleagues in the school and faculty.
* Capacity to take a leading organisational / leadership role in a department.
* Demonstrate innovation in Higher Education, reflected in design, delivery and promotion of good academic and professional activity.
* Deliver at a high level of quality enhancement in all areas of academic practice.
* A track record of engaging with continuing professional development and maintenance of their academic practice.

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| **Knowledge & Qualifications** | **Essential** | **Desirable** |
| * Doctorate in a related field or an equivalent professional qualification. | **✓** |  |
| * First degree or equivalent in related fields. | **✓** |  |
| * Achievement of the relevant level of UKPSF recognition by the end of the probation period (if this has not already been obtained). For those new to teaching this will be through our accredited Introduction to Learning and Teaching, and for those experienced in teaching, through our Kingston Academic Practice Standards Framework. * Subject Knowledge in breadth and depth | **✓**  **✓** |  |
| **Skills & Competencies** | **Essential** | **Desirable** |
| * Commitment to innovation in teaching and learning, reflected in delivery and promotion of integrated professional practice. | **✓** |  |
| * Ability to deliver at a consistent level of quality enhancement in all areas of academic practice. | **✓** |  |
| * Act as a responsible team member and develop productive working relationships with other members of staff. | **✓** |  |
| * Engage a diverse range of students to motivate and inspire them to perform at their best. | **✓** |  |
| * Engage in collegiate teamwork with other staff and colleagues in the school and faculty. | **✓** |  |
| * Evidence of working on research projects or contribution to a research group in related fields. | **✓** |  |
| * Evidence of ability to produce research outputs that are of internationally excellent standard. | **✓** |  |
| * Evidence of ability to attract and secure external funds to support research activity. |  | **✓** |
| * Act as a responsible team member and develop productive working relationships with other members of staff. | **✓** |  |
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| **Important working relationships** | | |
| Head of School, Head of Department, School Management Team, Course Directors, Field Leader, Course Administrators, Fellow Academics | | |

**Senior Lecturer - PERSON SPECIFICATION**

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| **General Requirements** |
| All Kingston University Staff are expected to demonstrate and work towards developing the Values Framework:     * **Innovative**: To apply new methods or ideas to facilitate progress * **Inclusive:** To value the diversity of students and staff, treating them respectfully * **Enterprising:** To recognise and act on opportunities * **Ambitious**: To pursue excellence for oneself, the University, and our communities   The post holder must always carry their responsibilities with due regard to our policy, organisation and arrangements for Health and Safety at Work.    It is your responsibility to carry out your duties in line with our EDI policy and strategy and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.    You must promote and safeguard the welfare of students/ staff that you are responsible for or come into contact with.  Please note that job descriptions cannot be exhaustive, and the post holder may be required to undertake other duties, which are broadly in line with the above key responsibilities. |