RECRUITMENT PACK

This document includes the following information:
- Job Description
- Person Specification
- Additional information

Making an application:
Please complete the short on-line application form and attach the following 5 documents:

a) A covering letter setting out how you meet the requirements of the role as set out in the person specification. (maximum of two pages).

b) A full curriculum vitae (CV) including any publications. You should provide information on the range and content of your teaching and supervision experience, as well as on curriculum development. **You should also specify your 4 most significant papers published within the past 5 years (or an equivalent number appropriate to being an early career researcher)**. Applicants from within the UK should indicate which publications were produced for the current REF and the assessment rating given to these publications by your current institution, if available. For more information about the REF visit www.ref.ac.uk

c) An education statement of no more than two sides of A4 setting out your track record in terms of contribution to pedagogical developments and, where appropriate, the development of professional practice. You should also include a reflective statement on your approach to research-led education and how it draws on pedagogical research. Also indicate how you ensure your continuing professional development as an excellent teacher in higher education, previous teaching experience and how you feel you can contribute to our current curriculum and what you feel a transformative education is.

d) A research statement of no more than two sides of A4 providing details of your research plans for the next three years. This should include details of books, chapters or papers in progress together with planned publication dates. For journal articles please provide details of target journals and planned submission dates. If you have papers that are currently under review please detail the stage these have reached and the timescale you expect those papers to be accepted for publication. If you have papers that have been accepted for publication but not yet published please provide the date the paper was accepted for publication.

e) A document of no more than two sides of A4 setting out your three year plan for generating external funding to support your research.

Shortlisting is undertaken by a panel after the closing date on the basis of information provided and failure to upload the requested documents will result in an application being rejected.

External assessor's reports will be requested for shortlisted candidates as part of the selection process for this role. External assessors are provided with the CV only, and asked to comment on candidate's suitability for the role against the published job description and criteria. If you have any queries regarding this, please contact resourcing@essex.ac.uk

We recommend that you take a copy of this recruitment pack to help with your preparation.

Our commitment to Equality, Diversity and Inclusion
The diversity of our community is more than where our staff and students come from. More than 1000 of our staff and students identify as LGBTQ+, more than 1,300 have declared a disability and many members of our community follow a religion or belief.

We recognise the value that diversity brings and so we want to recruit, develop, retain and motivate an increasingly diverse workforce. We also want to attract people who will be good citizens, who will contribute to the life of the University and whose behaviour will have a positive impact on those around them.

Our Strategy sets out how we will do this through the delivery of a fair and supportive working environment for all.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview. We also work in partnership with national disability organisation **AccessAble** who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (01206 876559) for help.

Closing Date: 4 September 2022
Interviews are planned for: TBC

UNIVERSITY OF ESSEX
JOB DESCRIPTION

Job Title and Grade:	Senior Lecturer (ASER); Grade 10
Contract:	Permanent, Full-time
Hours:	Your hours of work are as required to perform the duties of your role, for a full-time employee this is normally 36 hours per week
Salary:	£54,949 - £61,823 per annum
Department/Section:	Department of Psychology
Responsible to:	Head of Department (HoD)
Role description:	To pursue internationally excellent research activity and to contribute actively to education provision made by the department/ faculty at both undergraduate and postgraduate levels, and to undertake administrative duties as directed by the Head of Department.

CONTEXT

The Department is in an exciting stage of continued planned growth and we are looking for ambitious individuals who will work with colleges in the Department as well as staff across the Faculty of Science and Health to enhance our reputation further.

We are now seeking to appoint a Senior Lecturer in Psychology.

KEY RESPONSIBILITIES OF THE POST

■ To engage in curriculum development, undergraduate and postgraduate teaching, and research supervision at both an individual and a strategic level.

■ To engage in individual and/or collaborative research activity resulting in internationally excellent publications that is in keeping with REF criteria.

■ To provide research leadership and engage in activities that will enhance the research profile of the Department.

■ To generate research income appropriate in scale to career stage and subject area norms.

■ To contribute to the development of the University's national and international profile through excellent research.

MAIN DUTIES OF THE POST

Education

• To design and deliver a broad range of innovative teaching at both undergraduate and postgraduate levels.

• To make significant research-led and pedagogically informed contributions to module/curriculum design and development.

- To develop and deliver assessment and feedback strategies (e.g. through the setting, marking and moderation of exams and coursework) that support student learning.

- To support faculty and departmental quality assurance standards and procedures to ensure that teaching and learning support meets the standards expected within a research-led university.

- To engage in sustained, influential and successful ways with substantive teaching and learning support roles in the department, including those which involve the organisation, leadership and/or management of specific aspects of provision.

- To contribute actively to the co-ordination, support, supervision, management and/or mentoring of others (whether individual and/or teams) as directed by their Head of Department.

Research

- To pursue research of internationally recognised importance and quality that will make a significant contribution to the University's submission to future Research Excellence Framework exercises, enhance the international profile of the University and contribute to the development of its own communities of research.

- To engage in a sustained, successful and influential way with high-quality research grant applications as indicated by external grading, on an upward trajectory and - where appropriate - leading collaborations with other institutions and bodies that would produce demonstrable benefit to the University.

- To publish research outputs that are rated internationally excellent, which have significant impact in their field and to disseminate their results and scholarly findings in other appropriate and meaningful ways (e.g. at relevant national and international conferences).

- To contribute to generating societal impact beyond the academic sphere and to contribute to impact case studies in keeping with REF criteria.

- To provide leadership for the department research-strategy at sub-departmental level as directed by the Head of Department.

- To supervise, manage and/or mentor postgraduate research students and/or other staff engaged in research, as part of developing the Department's research community.

Leadership and Citizenship

- To undertake leadership of specific, significant areas of organisational activity within the department (e.g. recruitment, admissions, acting as undergraduate or postgraduate director) as may be reasonably required by the HoD.

- To undertake a senior leadership role within the department such as Director of Education or Director of Employability, responsible for a substantial area of curricula and/or cross-departmental projects, identifying areas for improvement and taking action as may be reasonably required by the Head of Department.

- To develop internal and external networks and establish links with relevant academic and professional bodies, contacts and employers.

- To demonstrate an active commitment to, and engagement in, continuing professional development related to academic, institutional and/or other professional practices, and to

encourage this actively in others.

- To ensure knowledge and skills relevant to the profession are up-to-date and applied in education and research.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

TERMS OF APPOINTMENT

For a full description of the terms of appointment for this post please visit our [website](#).

UNIVERSITY OF ESSEX
PERSON SPECIFICATION

JOB TITLE: Senior Lecturer (ASER); Grade 10	POST REF: REQ05815

QUALIFICATIONS / PROFESSIONAL RECOGNITION	Essential	Desirable
■ Relevant doctoral level research degree or equivalent professional experience or practice.	X	
■ Fellowship of the Higher Education Academy or the ability to gain professional recognition at this or a higher level if appropriate.	X	
EXPERIENCE/KNOWLEDGE	**Essential**	**Desirable**
■ A sustained record of effectiveness in education at both undergraduate and postgraduate levels, incorporating the organisation, leadership and/or management of specific aspects of provision.	X	
■ A thorough understanding of how different approaches to teaching and learning support student learning.	X	
■ An established and internationally recognised research profile, with a well-developed future research agenda.	X	
■ A strong track record of published academic output at international levels of recognition with evidence of a clear publication plan for submission to future Research Excellence Framework (REF) programmes.	X	
■ A record of success in generating external research income appropriate in scale to disciplinary norms and career stage.	X	
■ Successful experience of having co-ordinated, supported, supervised, managed and/or mentored others (whether individuals or teams) in relation to teaching and learning		X
■ Experience of learning support advisory responsibility within an institution.		X
■ Evidence of impactful dissemination of research to academic / other audiences, as appropriate and an ability to contribute to Impact Case Studies for the REF.		X
■ Significant leadership within professional practice (if relevant).		X
■ An established professional reputation in a relevant area of professional practice (if relevant).		X
SKILLS/ABILITIES	**Essential**	**Desirable**
■ A record of, or demonstrable potential for, academic leadership.	X	
■ The ability and willingness to complement and enhance the department/school's research and education strengths and areas of planned development.	X	
■ Strong communication skills, both written and verbal.	X	

	Essential	Desirable
■ Active commitment to the development of high-quality, innovative teaching and learning support at strategic level as well as at the individual.	X	
■ A well-developed and well-articulated teaching ethos or philosophy informed by appropriate pedagogies, research/scholarship and/or professional practice.	X	
■ A commitment to the on-going evaluation of their own teaching and an ability to do this effectively, with the support of others where appropriate.	X	
■ An experienced subject mentor with experience of supporting those new to teaching.		X
■ An appreciation of the value of appropriate learning technologies and an ability and/or willingness to deploy these when relevant.		X
■ Evidence of substantial contribution to the development of professional policy or practice at a regional, national or international level.		X
Professional Values	**Essential**	**Desirable**
■ A commitment to helping develop dynamic communities of research and education at the University, through inter-disciplinary collaboration where appropriate.	X	
■ A willingness to participate in extra curricula departmental activities.	X	
■ A strong and well-articulated commitment to the University's values and mission to deliver excellence in both education and research (integrated academic practice).	X	
■ A commitment to respect individual learners and diverse learning communities and to promote participation in higher education and equality of opportunity for all learners via student-centred practice.	X	
■ A commitment to using evidence-informed approaches and the outcomes from research, scholarship and continuing professional development in their academic practice.	X	
■ A commitment to supporting and/or mentoring others, especially those new to teaching/early career.	X	
■ An acknowledgement of the wider context in which higher education operates, recognising the implication for professional practice.	X	
ELIGIBILITY	**Essential**	**Desirable**
■ The ability to meet UK 'right to work' requirements.*	X	

* In accordance with Home Office guidance and the Asylum, Immigration and Nationality Act 2006 the University of Essex has a responsibility to ensure all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and may be able to provide sponsorship to successful candidates who are offered skilled roles and meet the eligibility criteria. Further information about UK immigration requirements and working in the UK can be found on the Home Office website www.gov.uk/skilled-worker-visa

University of Essex

ADDITIONAL INFORMATION

Department of Psychology

You can find more information about the department on our website:

https://www.essex.ac.uk/departments/psychology

Our Strategy

Please find a link to our Strategy webpages below:

https://www.essex.ac.uk/about/university-strategy

General information

In response to COVID-19, the University has implemented adjusted working arrangements for many staff, with a significant number working remotely. At the time of a job offer, remote and campus, working will be discussed and considered on an individual basis but you will be expected to be based within the UK.

Informal enquiries may be made to Prof Silke Paulmann, Head of Department, (e-mail: paulmann@essex.ac.uk). However, all applications must be made online.

At the University of Essex we use consistent language and terminology that articulates more clearly the responsibilities for education, research and leadership/citizenship associated with each academic role. This will help new colleagues to understand the University values from the moment they engage either as an applicant or new colleague, and help them to understand the future career pathways available to them as they become more established in their role.

We advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The university salary structure includes automatic pay progression within the published grades, subject to service and performance. In addition to this, there are performance related annual pay review schemes in place.

Benefits

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development
- Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeparkdaynursery.co.uk
- Relocation support package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension and bicycle schemes)

Staff communities, networks and forums

We are proud to have a number of staff Networks including: Access Forum, Black Asian and Minority Ethnic community Staff Forum, Essex Women's Network, Global Forum, LGBTQ+ and Allies Community and Parent's Support Network.

University of Essex

Our Colchester campus based Faith Centre hosts regular services, meetings and events organised by our chaplains and faith representatives.

This document is produced by:

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