

Role Profile: Grade G: Senior Lecturer (Education and Scholarship)

(This role profile builds on the demands, level of competence and responsibility expected of staff in the same job family at Grade F level.)

The role profile indicates the expectations and responsibilities of staff at this level. This does not mean that they will be expected to do all of the listed activities all of the time, nor does it guarantee that they will be given the opportunity to do all of these activities, although it does mean that the University can expect/require a member of staff at that level to do any of these activities, with reasonable notification and support. Similarly, the role profile is not exhaustive, and a role holder may be required to undertake other duties of similar level and responsibility. In some roles and disciplines, some of the activities detailed below will be essential requirements of the role.

Teaching and Learning Support

Appointments at this level may be required to:

- Design, develop and deliver a range of modules or programmes at various levels.
- Review on a regular basis programme content and materials, updating when required.
- Develop and apply innovative and appropriate teaching techniques and material which create interest, understanding and enthusiasm amongst students.
- Ensure that programme design and delivery comply with the quality standards and regulations of the University and School.
- Contribute to the development of academic policies across the Institution.

Scholarship

Appointments at this level may be required to:

- Conduct individual or collaborative scholarly projects.
- Identify sources of funding and contribute to the process of securing funds for own scholarly activities.
- Contribute to the development of teaching and learning strategies.
- Work in conjunction with others to apply subject knowledge to practice.

Communication

Appointments at this level may be required to:

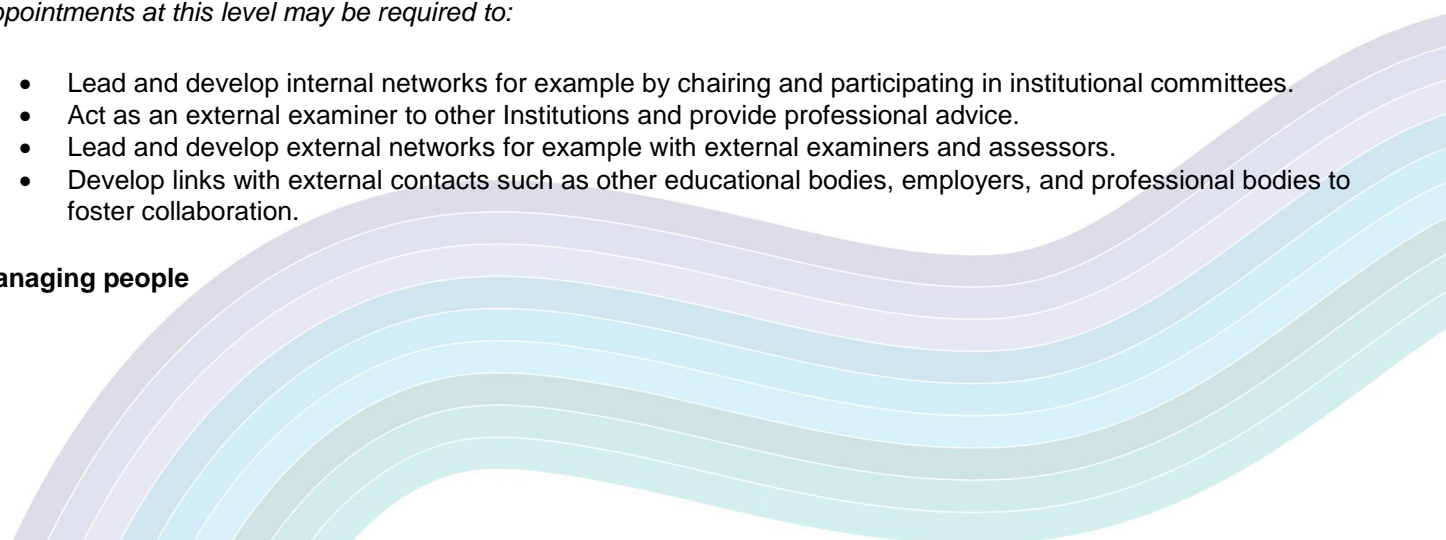
- Disseminate conceptual and complex ideas of a wide variety of audiences using appropriate media and methods to promote understanding.

Liaison and Networking

Appointments at this level may be required to:

- Lead and develop internal networks for example by chairing and participating in institutional committees.
- Act as an external examiner to other Institutions and provide professional advice.
- Lead and develop external networks for example with external examiners and assessors.
- Develop links with external contacts such as other educational bodies, employers, and professional bodies to foster collaboration.

Managing people



Appointments at this level may be required to:

- Provide academic leadership to those working within programme areas, as module leader or equivalent, by for example agreeing work plans to ensure that programmes are delivered effectively or organising the work of a team by agreeing objectives and work plans.
- Contribute to the development of teams and individuals through the appraisal system and providing advice on personal development.
- Act as a personal mentor to peers and colleagues.
- Resolve problems affecting the quality of programme delivery and student progress within own areas of responsibility, referring more serious matters to others, as appropriate.

Teamwork

Appointments at this level may be required to:

- Lead teams within areas of responsibility.
- Ensure that teams within the School work together.
- Act to resolve conflicts within and between teams.

Pastoral care

Appointments at this level may be required to:

- Deal with referred issues for students within own educational programmes.
- Provide first line support for colleagues, referring them to sources of further help if required.

Initiative, problem solving and decision-making

Appointments at this level may be required to:

- Resolve problems affecting the delivery of modules within own educational programme and in accordance with regulations.
- Make decisions regarding the operational aspects of own educational programme.
- Contribute to decisions which have an impact on other related programmes.
- Monitor student progress and retention.
- Provide advice on strategic issues such as the balance of student recruitment, staff appointments and student and other performance matters.
- Identify opportunities for strategic development of new programmes or appropriate areas of activity and contributing to the development of such ideas.

Planning and managing resources

Appointments at this level may be required to:

- Be responsible for the delivery of own educational programmes.
- Contribute to the overall management of the School in areas such as resource management, business and programme planning.
- Be responsible for setting standards and monitor progress against agreed criteria for own area of responsibility.
- Be involved in Schoolal level strategic planning and contribute to the Institution's strategic planning processes.
- Plan and deliver consultancy or similar programmes and ensure that resources are available.
- Be responsible for quality, audit and other external assessments in own areas of responsibility.

Sensory, physical and emotional demands

Appointments at this level may be required to:

(Like all the elements, this builds on the demands in the profiles at lower levels. In this case there is no additional demand from Grade F level.)

Work environment

Appointments at this level may be required to:

Depending on area of work (eg laboratories, workshops, studios) take responsibility for conducting risk assessments and reducing hazards.

Expertise

Appointments at this level may be required to:

- Be externally recognised as a scholar or teacher.
- Possess an in-depth understanding of own specialism to enable the development of new knowledge and understanding within the field.

