

Lecturer – Teaching and Scholarship Role Profile

	Role Descriptor
Teaching and Learning Support	Design teaching materials and deliver across a range of modules within subject area, using appropriate teaching, learning & assessment methods.
	Possess sufficient breadth or depth of specialist knowledge in the discipline/practice to contribute to module, programme and curriculum development, e.g. ensuring module design and delivery comply with quality standards/regulations; accreditation requirements and helping to enhance the student experience. Implementing latest techniques in own practice.
	Supervise student projects, field trips and placements.
	Contribute to planning of objectives & teaching materials.
Scholarship	Ensure that all teaching is underpinned by research.
	Maintain a wider interest in discipline-relevant pedagogy and developments in delivery methods, and disseminate such understanding within the department, for example through teaching workshops.
Communication	Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding using a range of media.
Liaison and Networking	Develop an external profile by participating in networks outside the university.
Teamwork and Motivation	Work with others in teams, supporting others' efforts and development.
	Co-ordinate the work of others to ensure modules are delivered to required standards.
	Act as responsible team member.
	Collaborate with colleagues to identify & respond to student needs.
	Take the lead in internal projects.
Pastoral Care and Welfare	Contribute to the delivery of teaching as a module leader.
	Be responsible for pastoral care of students within specified area.

Initiative and Problem Solving	Develop ideas & find ways of disseminating research & scholarship, as well as generating income.
	Collaborate with colleagues to implement assessment procedures.
	Identify need for development of content/structure of modules & take steps to enhance the content/structure of modules in the context of quality assurance processes.
Decision Making	Contribute to the development and implementation of strategy within the department.
Planning and Organising Resources	As module tutor/leader ensure student needs are met.
	Manage own projects.
	Contribute to the efficient management & administration of the department and/ or Faculty as required by the Head.
Sensory and Physical Demands	Balance pressure of teaching, scholarship and administration demands and competing deadlines.
Knowledge and Experience	Possess sufficient breadth or depth of specialty knowledge in the discipline to develop teaching & research programmes.
	Use a range of delivery techniques to enthuse and engage students.

Senior Lecturer - Teaching and Scholarship Role Profile

	Role Descriptor
Teaching and Learning Support	Take responsibility for the design and creation of new teaching materials and assessments across a range of modules and programmes.
	Provide evidence of enhancements to the design and delivery of teaching made as a result of feedback, e.g. from student evaluations.
	Responsibility for independent supervision of students, providing expert advice and helping with learner problems.
	Develop and apply teaching techniques and materials, using a range of tools and media.
	Take deliberate steps to enhance one's own personal development as a reflective teacher (e.g. through SFHEA application, internal and external L&T workshops, and project bid applications) and support colleagues in their development.
	Demonstrate the ability to apply the latest educational ideas and methods to teaching and learning in a sustained and innovative way in the substantive area of the subject being taught or in pedagogy and/or practice).
	Provide evidence of success in learning and teaching through, for instance, module evaluation.
Scholarship	Ensure that teaching is underpinned by cutting edge research.
	Apply for internal teaching and learning funds.
	Lead or participate in teaching and learning projects.
	Contribute to internal or external seminars and conferences.
	Actively develop and contribute to the consideration of teaching in the subject area or in pedagogy or professional practice, at a level which contributes to an external reputation, e.g. securing funds for teaching enhancement activities, engaging in productive external collaborations, or in professional, or discipline-related activities that benefit the University; publishing teaching materials and other relevant outputs, which are used outside the university in which thus have a demonstrable impact.

Communication	Disseminate complex and conceptual ideas to a variety of audiences using appropriate media and methods to promote understanding.
Liaison and Networking	Contribute to internal groups/committees e.g. chair/participate in Faculty or institutional committees.
	Contribute to external networks e.g. acting as examiners, external assessors, or members of validation panels, professional body activities, and peer review or community engagement.
	Develop links with other educational bodies to foster collaboration.
Teamwork and Motivation	Provide advice and support to other colleagues, and provide academic leadership, e/g. programme or project leadership, sharing expertise or mentoring.
	Demonstrate a track record of providing input into the development of the team or coordinating the work of others.
	Demonstrate developing expertise in an area of pedagogy/research which has been influential to others.
	Lead teams within area of responsibility, ensure teams work together and act to resolve any conflicts between teams.
	Contribute to the efficient management & administration of the department /faculty as required by the Head and by taking appropriate academic coordinating roles, e.g. examinations, admissions, REF, outreach activities.
Pastoral Care and Welfare	Deal with referred issues for students within programmes.
	Provide support for colleagues as required.
Initiative and Problem Solving	Have experience of module leadership, making decisions regarding operational aspects of own programme, including problem solving.
	Collaborate with colleagues to enhance and implement assessment procedures.
	Provide constructive input which affects the strategic development of the programme or department on strategic issues, e.g. balance of students, recruitment, staff appointments & other performance matters.
	Demonstrate contribution to assurance and enhancement of quality & other external assessments.
Decision Making	Contribute significantly to the development and implementation of strategy within the department.
Planning and Organising Resources	Take part in departmental level strategic planning processes.
	Plan delivery of research, consultancy or similar & ensure adequate resources.

Sensory and Physical Demands	Evidence of successful balancing pressure of teaching, research and administration demands and their competing deadlines.
Knowledge and Experience	Evidence of external profile gained, scholarship or teaching and learning.
	Evidence of contributing to new knowledge and practice in your field.

Lecturer - Teaching, Research and Knowledge Exchange Role Profile

	Role Descriptor
Teaching and Learning Support	Design teaching materials and deliver across a range of modules within subject area, using appropriate teaching, learning & assessment methods.
	Supervise student projects, field trips and placements.
	Contribute to planning of objectives & teaching materials.
Research and Knowledge Exchange	Identify sources of funding & contribute to the process of securing & writing project bids.
	Make presentations at conferences or exhibit work at appropriate events.
	Develop research objectives, projects & proposals in personal research, individual or collaborative projects.
	Write or contribute to publications or disseminate research/knowledge exchange and practice in appropriate outlets.
Communication	Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding using a range of media.
Liaison and Networking	Develop an external profile by participating in networks outside the university.
Teamwork and Motivation	Work with others in teams, supporting others' efforts and development.
	Co-ordinate the work of others to ensure modules are delivered to required standards.
	Act as responsible team member.
	Collaborate with colleagues to identify & respond to student needs.
	Take the lead in internal projects.
Pastoral Care and Welfare	Contribute to the delivery of teaching as a module leader.
	Be responsible for pastoral care of students within specified area.

Initiative and Problem Solving	Develop ideas & find ways of disseminating research & scholarship, as well as generating income.
	Collaborate with colleagues to implement assessment procedures.
	Identify need for development of content/structure of modules & take steps to enhance the content/structure of modules in the context of quality assurance processes.
Decision Making	Contribute to the development and implementation of strategy within the department.
Planning and Organising Resources	As module tutor/leader ensure student needs are met.
	Manage own projects.
	Contribute to the efficient management & administration of the department and/or Faculty as required by the Head.
Sensory and Physical Demands	Balance pressure of teaching, research and administration demands and competing deadlines.
Knowledge and Experience	Possess sufficient breadth or depth of speciality knowledge in the discipline to develop teaching & research programmes.
	Use a range of delivery techniques to enthuse and engage students.

Senior Lecturer – Teaching, Research and Knowledge Exchange Profile

	Role Descriptor
Teaching and Learning Support	Take responsibility for the design and creation of new teaching materials and assessments across a range of modules and programmes.
	Provide evidence of enhancements to the design and delivery of teaching made as a result of feedback, eg. from student evaluations.
	Responsibility for independent supervision of students, providing expert advice and helping with learner problems.
	Develop and apply teaching techniques and materials, using a range of tools and media.
	Take deliberate steps to enhance one's own personal development as a reflective teacher (e.g. through SFHEA application, internal and external L&T workshops, and project bid applications) and support colleagues in their development.
	Provide evidence of success in learning and teaching through, for instance, module evaluation.
Research and Knowledge Exchange	Plan and develop one's own research and scholarship agenda within the context of the Faculty's REF strategy, including proposals for funding.
	Initiate and/or act as key contributor to bids for individual or collaborative projects.
	Provide expert advice in own subject to colleagues & students, and act as referee & contribute to peer assessment.
	Make presentations at conferences or exhibit at appropriate national or international events.
	Develop research objectives, projects & prepare research proposals acting as leading investigator or project leader in collaborative projects. Contribute to development of research strategies.
	Demonstrate research activity including for example regular dissemination through peer reviewed publications.
Communication	Disseminate complex and conceptual ideas to a variety of audiences using appropriate media and methods to promote understanding.

Liaison and Networking	Contribute to internal groups/committees e.g. chair/participate in Faculty or institutional committees.
	Contribute to external networks e.g. acting as examiners, external assessors, or members of validation panels, professional body activities, and peer review or community engagement.
	Develop links with other educational bodies to foster collaboration.
Teamwork and Motivation	Provide advice and support to other colleagues, and provide academic leadership, e/g. programme or project leadership, sharing expertise or mentoring.
	Demonstrate a track record of providing input into the development of the team or coordinating the work of others.
	Demonstrate developing expertise in an area of pedagogy/research which has been influential to others.
	Lead teams within area of responsibility, ensure teams work together and act to resolve any conflicts between teams.
	Contribute to the efficient management & administration of the department /faculty as required by the Head and by taking appropriate academic coordinating roles, e.g. examinations, admissions, REF, outreach activities.
Pastoral Care and Welfare	Deal with referred issues for students within programmes.
	Provide support for colleagues as required.
Initiative and Problem Solving	Have experience of module leadership, making decisions regarding operational aspects of own programme, including problem solving.
	Collaborate with colleagues to enhance and implement assessment procedures.
	Provide constructive input which affects the strategic development of the programme or department on strategic issues, e.g. balance of students, recruitment, staff appointments & other performance matters.
	Demonstrate contribution to assurance and enhancement of quality & other external assessments.
Decision Making	Contribute significantly to the development and implementation of strategy within the department.
Planning and Organising Resources	Take part in departmental level strategic planning processes.
	Plan delivery of research, consultancy or similar & ensure adequate resources.
Sensory and Physical Demands	Evidence of successful balancing pressure of teaching, research and administration demands and their competing deadlines.

Knowledge and Experience	Evidence of external profile gained through research, scholarship or teaching and learning.
	Evidence of contributing to new knowledge and practice in your field.

Lecturer – Teaching with Significant Responsibility for Research Role Profile

	Role Descriptor
Teaching and Learning Support	Design teaching materials and deliver across a range of modules within subject area, using appropriate teaching, learning & assessment methods.
	Supervise student projects, field trips and placements.
	Contribute to planning of objectives & teaching materials.
Research and Knowledge Exchange and Scholarship	Identify sources of funding & contribute to the process of securing & writing project bids.
	Make presentations at conferences or exhibit work at appropriate events.
	Develop research objectives, projects & proposals in personal research, individual or collaborative projects.
	Generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research.
	Write or contribute to publications.
	Attract and supervise PhD students to ensure their successful completion (initially as a member of the supervisory team).
Communication	Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding using a range of media.
Liaison and Networking	Develop an external profile by participating in networks outside the university.
Teamwork and Motivation	Work with others in teams, supporting others' efforts and development.
	Co-ordinate the work of others to ensure modules are delivered to required standards.
	Act as responsible team member.
	Collaborate with colleagues to identify & respond to student needs.
	Take the lead in internal projects.
Pastoral Care and Welfare	Contribute to the delivery of teaching as a module leader.
	Be responsible for pastoral care of students within specified area.

Initiative and Problem Solving	Develop ideas & find ways of disseminating research & scholarship, as well as generating income.
	Collaborate with colleagues to implement assessment procedures.
	Identify need for development of content/structure of modules & take steps to enhance the content/structure of modules in the context of quality assurance processes.
Decision Making	Contribute to the development and implementation of strategy within the department.
Planning and Organising Resources	As module tutor/leader ensure student needs are met.
	Manage own projects.
	Contribute to the efficient management & administration of the department and/ or Faculty as required by the Head.
Sensory and Physical Demands	Balance pressure of teaching, research and administration demands and competing deadlines.
Knowledge and Experience	Possess sufficient breadth or depth of speciality knowledge in the discipline to develop teaching & research programmes.
	Use a range of delivery techniques to enthuse and engage students.



Senior Lecturer – Teaching with Significant Responsibility for Research Profile

	Role Descriptor
Teaching and Learning Support	Take responsibility for the design and creation of new teaching materials and assessments across a range of modules and programmes.
	Provide evidence of enhancements to the design and delivery of teaching made as a result of feedback, eg. from student evaluations.
	Responsibility for independent supervision of students, providing expert advice and helping with learner problems.
	Develop and apply teaching techniques and materials, using a range of tools and media.
	Take deliberate steps to enhance one's own personal development as a reflective teacher (e.g. through SFHEA application, internal and external L&T workshops, and project bid applications) and support colleagues in their development.
	Provide evidence of success in learning and teaching through, for instance, module evaluation.
Research and Knowledge Exchange	Plan and develop one's own research and scholarship agenda within the context of the Faculty's REF strategy, including proposals for funding.
	Initiate and/or act as principal investigator or key contributor to bids for individual or collaborative projects.
	Provide expert advice and mentoring in own subject to colleagues & students.
	Make presentations at conferences or exhibit at appropriate national or international events.
	Develop research objectives, projects & prepare research proposals acting as leading investigator or project leader in collaborative projects. Contribute to development of research strategies.

Research and Knowledge Exchange cont.	Generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research.
	Attract and supervise PhD students to ensure their successful completion.
	Demonstrate research activity including for example regular dissemination through peer reviewed publications or research impact.
	Contribute to the wider internal and external research community e.g. by reviewing journal articles, promotions peer review, peer review of research grants and membership of professional bodies.
Communication	Disseminate complex and conceptual ideas to a variety of audiences using appropriate media and methods to promote understanding.
Liaison and Networking	Contribute to internal groups/committees e.g. chair/participate in Faculty or institutional committees.
	Contribute to external networks e.g. acting as examiners, external assessors, or members of validation panels, professional body activities, peer review or community engagement.
	Develop links with other educational bodies to foster collaboration.
Teamwork and Motivation	Provide advice and support to other colleagues, and provide academic leadership, e/g. programme or project leadership, sharing expertise or mentoring.
	Demonstrate a track record of providing input into the development of the team or coordinating the work of others.
	Demonstrate developing expertise in an area of pedagogy/research which has been influential to others.
	Lead teams within area of responsibility, ensure teams work together and act to resolve any conflicts between teams.
	Contribute to the efficient management & administration of the department /faculty as required by the Head and by taking appropriate academic coordinating roles, e.g. examinations, admissions, REF, outreach activities.
Pastoral Care and Welfare	Deal with referred issues for students within programmes.
	Provide support for colleagues as required.

Initiative and Problem Solving	Have experience of module leadership, making decisions regarding operational aspects of own programme, including problem solving.
	Collaborate with colleagues to enhance and implement assessment procedures.
	Provide constructive input which affects the strategic development of the programme or department on strategic issues, e.g. balance of students, recruitment, staff appointments & other performance matters.
	Demonstrate contribution to assurance and enhancement of quality & other external assessments.
Decision Making	Contribute significantly to the development and implementation of strategy within the department.
Planning and Organising Resources	Take part in departmental level strategic planning processes.
	Plan delivery of research, consultancy or similar & ensure adequate resources.
Sensory and Physical Demands	Evidence of successful balancing pressure of teaching, research and administration demands and their competing deadlines.
Knowledge and Experience	Evidence of external profile gained through research or impact.
	Evidence of contributing to new knowledge and practice in your field.