UNIVERSITY OF WINCHESTER

JOB DESCRIPTION

POST: Lecturer/Senior Lecturer in Learning Disability Nursing

DATE: November 2018 **POST NO:** BLS-E36

FACULTY: Business, Law and Sport

START DATE: As soon as possible

SALARY RANGE: Grade 7 £35,211 to £39,609 per annum
Grade 8 £40,792 to £48,677 per annum

HOURS: Full Time 1.0 FTE

INDEFINITE/FIXED TERM: Indefinite

REPORTING TO: Head of Department of Sport, Exercise & Health

THE POST:
Nursing is an exciting new area of provision within the Department of Sport, Exercise and Health at the University of Winchester. The Department is developing a new health-focused portfolio, of which a new BN (Hons) Nursing Learning Disability will form a significant part.

We are seeking Nursing and Midwifery Council (NMC)-registered applicants with significant experience working at a range of levels in the Learning Disability specialism. Applicants should have an awareness and understanding of contemporary challenges and opportunities within Learning Disability nursing and an exciting vision for the future of nursing education.

The role holder will be required to contribute to the Faculty as outlined below:

Learning and Teaching

- To lead the development of a Learning Disabilities Nursing degree programme.
- Lead the development of links between academics and the Department and practice placement partners to establish a robust and effective teaching and practice learning framework.
- Establish and manage the contracts and agreements with external organisations, ensure that the programme satisfies NMC and HEE standards.
- To contribute to learning and teaching at undergraduate and postgraduate levels and, where appropriate, on short/professional courses, through:
- The design, preparation and development of teaching materials.

- The management of the delivery of modules through practical sessions, lectures, seminars, tutorials.
- Set, supervise, and assess assignments and project work and attend assessment boards.
- To act as a module lead as required.
- To undertake academic tutoring as a Personal Tutor.
- To contribute to research informed learning, and the development of innovative methods of teaching, learning and assessment.
- To support the assessment of students in clinical practice through meetings with students and mentors during placements.
- To liaise closely with teaching, technical and administrative staff to ensure quality teaching support.

Research and Knowledge Exchange Activities

- To undertake research and scholarly activities contributing to the Faculty's research profile and the University's vision, identified in the University Strategy 2015–2020. This may include participation in institutional and collaborative research and involvement with partners in clinical practice, other institutions, external organisations and other university partners.
- To supervise students' scholarship and research activities.
- To maintain effective relationships with key health service provider partners and professional organisations in order to enhance the profile of the Faculty and Department.

Academic Management and Administration

- Provide advice and support for internal and external staff involved in practice liaison (e.g. programme administrators, staff visiting practice, learning environment leads, and practice placement coordinators).
- To deliver programme and module administration.
- To undertake tasks associated with student recruitment, induction and programme planning; involvement in assessment boards, course development teams, etc.
- To attend programme, Department, Faculty and University meetings and committees as appropriate.
- To represent the Faculty effectively in both the national and international context.

General and Academic Development

To contribute to the implementation of the University's Strategic Plan. This may include:

- Planning and development of postgraduate and/or undergraduate provision.
- Programme/module evaluation and revision.
- Engagement with regional and international initiatives and collaborative ventures.
- To undertake continuous professional development, including maintaining own professional competence through specific updates, private study and via networks.

- Keep abreast of local and national practice policies and initiatives, represent the Programme, Department and University at appropriate local, regional and national meetings, and advise the Head of Department on the implications for programme delivery.
- To participate in staff appraisal, staff development and other post-entry training based on an assessment of individual and institutional needs.
- To undertake any other duties in the Faculty as shall be reasonably requested.

OTHER DUTIES

The successful candidate will normally be required to act as Personal Tutor to a small group of students. This will entail being concerned not only for the students' academic achievements, but also for their personal welfare.

All staff are expected to contribute to University administration, course planning, curriculum development, the recruitment of students, engage in research and knowledge transfer and scholarly activities and programme leadership. Additionally, staff are required to participate in relevant staff development activities. The University's courses involve evening and weekend teaching and, where necessary, this will form part of the duties of the post.

The person appointed will be required to undertake such other duties as may from time to time be allocated by the Vice-Chancellor/Dean of Faculty.

General Information
It is anticipated that this job description will change over time in accordance with the needs of the role. The role holder will be fully consulted on any proposed amendments.

CONDITIONS OF SERVICE

The appointment will be made at Grade 7 £35,211 to £39,609 or Grade 8 £40,792 to £48,677 per annum. Exact placement will be dependent upon qualifications and experience. Salary is paid monthly in arrears by direct credit transfer on the last working day of each month.

Your normal centre of duty will be the King Alfred Quarter. However, you may be required to work in any part or department of the University and in any Campus of the University, or as otherwise required for the due performance of your duties and responsibilities.

The annual leave year runs from 1 August to 31 July. Holiday entitlement is 35 days per year plus statutory Bank Holidays and local discretionary days. A proportion of this entitlement is allowed pro rata for part-time staff.

Other terms and conditions of employment appropriate to this post and grade apply in addition to those referred to in this statement. The list of benefits includes Pension Scheme, Sick Pay Scheme, Maternity and Paternity leave and pay (subject to eligibility). Details are contained in the Statement of Principal Terms and Conditions of Employment issued on appointment, the Staff Handbook and other documents referred to therein.

APPLICATION INFORMATION

Candidates shortlisted for interview will be asked to give a presentation lasting 10 minutes on the following topic:

How could the key knowledge, skills, values and behaviours required for contemporary learning disability nursing practice be innovatively delivered in the curriculum?

This will be followed by a question and answer session and personal interview.

Applications should be made on line at www.winchester.ac.uk. Please note that posts close at midnight on the date stated. Late applications will not be accepted.

We delight in diversity in our workforce and seek those that share this value

PERSON SPECIFICATION

Each attribute is marked as essential for the post, or desirable. The last three columns on the Person Specification (labelled A, I and P) indicate how each attribute is assessed.

A = application form, I = interview, P = presentation

ATTRIBUTES	ESSENTIAL	DESIRABLE	A	I	P
EDUCATION/TRAINING					
Honours degree in a relevant subject area	X		X		
A postgraduate qualification in relevant subject area	X		X		
NMC registration (Learning Disability)	X		X		
A relevant teaching qualification and fellowship status of the Higher Education Academy (HEA), or a willingness to obtain fellowship membership of the HEA within a specified time frame		X	X		
EXPERIENCE					
Proven teaching and experience of programme delivery including the design, delivery, assessment and validation of modules/courses	X		X	X	
Relevant experience in the supervision of the work of undergraduate and/or postgraduate students and providing appropriate pastoral support	X		X	X	
Experienced and able to publish quality research	X		X	X	
Experience in developing and delivering successful learning and teaching improvements as well as contributing and implementing quality assurance improvements		X	X	X	
Experience in developing successful partnership arrangements with health service and education providers	X		X	X	

ATTRIBUTES	ESSENTIAL	DESIRABLE	A	I	P
KNOWLEDGE					
Possess extensive breadth and/or depth of specialist knowledge to work within established programmes and to write authoritatively in the area of Health/Nursing	X		X	X	X
SKILLS/ABILITIES					
Able to successfully and effectively lead and manage academic programmes and teams	X		X	X	
Proven academic development, teaching and assessment skills	X		X	X	
Ability and experience in operating systems including IT systems and processes to enhance quality and teaching and learning excellence	X		X	X	
Able to liaise with colleagues and other stakeholders and to contribute to staff development	X			X	
Aware of current academic/professional developments in research, teaching and learning excellence	X		X	X	X
Able to devise creative solutions that impact positively on teaching and learning	X			X	X
Excellent written and oral communication skills and the ability to influence and persuade people at all levels and to exchange complex concepts in a manner appropriate to the audience	X		X	X	X
Able to work individually and under own initiative and to lead and manage projects and motivate others to reach agreed objectives/deadlines	X			X	

ATTRIBUTES	ESSENTIAL	DESIRABLE	A	I	P
PERSONALITY					
Able to demonstrate sensitivity in dealing with colleagues/partners and stakeholders from different cultural backgrounds	X			X	
Able to critically reflect on all aspects of own contribution to the role	X			X	
Able to successfully network with local/national employers and organisations	X			X	
OTHER					
Willing to work flexibly in order to meet the needs of the service and to undertake staff development, which may take place outside the University	X			X	

FURTHER INFORMATION

Health & Safety
Under the Health & Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. In addition, you must co-operate with the University on health and safety and not interfere with, or misuse, anything provided for your health, safety or welfare.

Copies of the University Safety Policy can be found on the University Intranet.

Sustainable Development

All employees are expected to act in accordance with the Sustainable Development Policy and Environment Strategy. In the course of your duties, you should seek to minimise any detrimental impact on the environment and take specific action as appropriate within the remit of your post.

Facilities

Staff catering facilities are available.

West Downs Day Nursery - is situated within the grounds of The University of Winchester. The nursery offers care for children from the age of six weeks to five years in a stimulating and homely environment. The nursery provides 62 places each day from 7.30am to 6.15pm on a full time or sessional basis. The opening times are designed to accommodate the working parent who may wish to continue their career. Further details are available from the Human Resources Department.

Sports and Fitness facilities are available, these include the University Gym, Sports Hall and our outdoor Multi-Use Games area for Tennis, Basketball, Football and Badminton to name a few. At our Bar End facility you will find our Athletics Track and All-Weather Pitch. Also on offer is our Fitness & Wellbeing class timetable which are complimentary to all Gym Pass holders.

Our values
We are a community committed to making a difference, passionate about seeing individuals and communities flourish.
Our values of Compassion, Individuals Matter and Spirituality shape how we do this and why – we believe academic freedom leads to big ideas which in turn lead to social justice and creativity for a better world.

Compassion
Conscious of the kinship that exists between all life, we seek to nurture compassion and embody social justice for people, animals and the planet. This is a supportive, caring and safe place to work and study. Staff and students will be supported to flourish, encouraged to help others and empowered to make a difference in the world. We seek to challenge and nurture in all staff and students a love and value for all life and the planet. Staff are empowered to change the world for the better, challenge convention with compassion and stand up for what they believe to be true.

Individuals Matter
We are passionate about seeing individuals flourish here. The dignity and wellbeing of individuals is important as are their opinions and views. We are committed to working globally to ensure equality and justice for all. Everyone is welcome here. Staff and students will learn to value and appreciate others, whoever they are and whatever their background. You will be listened to; your opinions count. Together, we will be supported and challenged to reach our full potential. Our staff and students are nurtured to embrace equality, diversity and inclusivity to the full. Staff and students are supported to fight for integrity and justice in a world of compromises and prejudice.

Spirituality
We celebrate our Anglican Christian foundation and welcome people of all faiths and none. We believe that everyone expresses their spirituality through a unique collage of values, disciplines and practices. Working and studying here will give you a chance to experience and reflect on the creativity, beauty and compassion in life – together, we aim to explore the mystery of life and grow in wisdom and love.
Our passion is to see staff and students grow as a whole person. It is safe to try new things here, to stand up for what you believe in. You will be supported to engage with the big and deep questions of life, to bring about change and really make a difference. We seek to challenge and develop staff and students' thinking, enabling them to develop in wisdom for a fulfilling life as well as the knowledge they need for a successful career. Our staff and students will have the resilience and resourcefulness to seize the opportunities and face the challenges of life.

Mission Statement:

'To educate, to advance knowledge and to serve the public good'

The University vision:

The University of Winchester is a university on a human scale, with a principal emphasis on the personal creativity and development of its students and its staff.

Through its teaching, research and professional practice, the University will be an outward facing and permeable organisation, welcoming outside influences and fully engaging with society locally and regionally, nationally and internationally. It will provide a high quality university education, responsive to the intellectual, personal and professional needs of its members and the wider community.

The University seeks to serve the spiritual and ethical needs of its students, building moral and global awareness. Our Church foundation is reflected also in strong support offered to students from backgrounds not traditionally associated with higher education. The University will ensure that its courses are accessible to all those who have the potential to benefit from them, regardless of their social, economic, ethnic or religious background.

As a twenty-first century institution which provides a progressive and challenging higher education experience and which forms a crucible for the generation and transfer of knowledge, we have high expectations of both staff and students. The professionalism of staff is reflected in integrity, objectivity and competence.

Students' time at the University will provide them with a justified confidence in their abilities and the strength to stand up for what they believe to be true.