

JOB DESCRIPTION

POST: Reader/Professor in Psychology

POST NO: HSS-J34

FACULTY: Faculty of Humanities and Social Sciences

DATE: January 2018

STARTING DATE: As soon as possible

SALARY RANGE: Reader - £52,132-£56,950 per annum
Professor - £58,655- £62,843 per annum

INDEFINITE/FIXED TERM: Indefinite

HOURS: Full time – 1.0fte

REPORTING TO: Head of Department of Psychology

THE POST:

The Faculty of Humanities and Social Sciences is seeking to appoint a talented and enthusiastic Reader or Professor (Research) in Psychology to join the expanding team of academic staff in the Psychology Department. This is an exciting time to be joining the Department as we build on our successful student recruitment and growing research presence.

The Psychology Department currently offers an established portfolio of British Psychological Society accredited undergraduate programmes and an MSc in Forensic Psychology. We have research strengths in the areas of Forensic and Investigative Psychology; Brain and Cognition; Health, Work and Well-Being; Childhood and Youth Psychology; and Culture, Identity and Politics. We also have a number of PhD students engaged in these areas.

We invite excellent applicants from all areas of Psychology who would be able to contribute to specialist knowledge in one or more of the BPS core areas of Psychology and the Psychology Department's research and knowledge exchange activities.

It is expected that the candidate will take up post as soon as possible, ideally by 2nd April 2018 but could be later by negotiation.

MAIN DUTIES AND RESPONSIBILITIES

- 1) To undertake teaching, module leadership and supervision duties across the range of the Department's Psychology programmes.
- 2) To engage in, publish and disseminate internationally-recognised and leading research, and to contribute significantly to the research culture of the Department, Faculty, and University.
- 3) To be active in pursuing and obtaining external funding through grant applications or/and consultancy work.
- 4) To provide academic leadership relating to research within the Department and Faculty.
- 5) To undertake, as appropriate, knowledge exchange, public engagement, and promotion of impact of the post-holder's research.
- 6) To recruit and to supervise postgraduate research students in the post-holder's field of expertise.
- 7) To undertake administrative duties as deemed necessary, including participation in relevant Departmental and Faculty committees and activities.
- 8) To contribute to the promotion of the Department's programmes to both current and prospective students.

The successful candidate will be appointed at Reader or Professor level, specific duties and expectations concerning which are found in the University's Professors, Readers and Senior Fellows Policy at the end of this document.

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 full time 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. Additionally, staff are required to participate in relevant staff development activities. The University's courses may 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 other duties, such as participation in Departmental, Faculty, University meetings and activities, as may from time to time be allocated by the Vice-Chancellor, Dean of Faculty or Head of Department.

General Information

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

CONDITIONS OF SERVICE

The appointment will be made at Reader - Grade 9, currently £52,132 to £56,950 per annum or Professor - Grade 10, currently £58,655 to £62,843 per annum. Appointment as a Reader or Professor and exact placement will be dependent upon experience and achievements. 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 Campus. 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 two presentations each lasting 10 minutes.

Presentation 1: Give an excerpt from one of your Undergraduate lectures relevant to the post (10 minutes).

Presentation 2: How my research would develop the profile of Psychology at the University of Winchester (10 minutes).

Following the presentations there will be a short question and answer session. Staff and students will be present for this element of the 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
<u>EDUCATION/TRAINING</u>					
An undergraduate degree in Psychology or cognate discipline	X		X		
PhD in Psychology or cognate discipline	X		X		
Higher Education learning and teaching qualification and/or Fellow of the Higher Education Academy		X	X		
<u>EXPERIENCE</u>					
Experience of teaching psychology at undergraduate level including supervision of undergraduate dissertations	X		X	X	X
Experience of teaching at postgraduate level		X	X	X	X
Experience relevant to module leadership	X		X	X	
Experience of grant income, consultancy and/or knowledge exchange income	X		X	X	X
Sustained demonstration of a portfolio of research resulting in publications of recognised national or international quality	X		X	X	X
Evidence of research leadership within their Department and Faculty	X		X	X	X
Evidence of successful supervision at doctoral level to completion	X		X	X	
Demonstration of a national or international reputation in their field of research	X		X	X	X

ATTRIBUTES	ESSENTIAL	DESIRABLE	A	I	P
<u>KNOWLEDGE</u>					
Understanding of current themes and issues in the delivery of BPS-accredited Psychology programmes	X		X	X	
<u>SKILLS/ABILITIES</u>					
Excellent written and oral communication	X		X	X	X
Excellent IT skills	X			X	X
Excellent organisational, administrative and planning skills	X		X	X	X
Excellence in teaching and a commitment to student achievement	X		X	X	X
<u>PERSONALITY</u>					
Committed and enthusiastic	X			X	X
Team player	X			X	
Self-motivated and shows initiative	X			X	
Empathetic to the needs of staff and of a diverse student body	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 is 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.

PROFESSORS

The title of Professor is bestowed under procedures agreed by Senate as an acknowledgement of an individual's record and international standing within their discipline, and is recognition of substantial achievement in at least one of the following fields:

- Research
- Learning and teaching
- Knowledge Exchange

Candidates may wish to refer to achievement and standing in the other two fields in addition to the one under which they have applied.

Professors (Research)

Professors (Research) will take an active part in the continuing development of the University's academic community, as well as in national and international fora and communities appropriate to their discipline and field. In particular they will be expected:

- To provide academic leadership within their Department and Faculty e.g. by taking a strategic role in the management and development of research in the Faculty
- To contribute to the development and promotion of the research culture in Department, Faculty and University
- To undertake and regularly publish research of recognised national and international quality
- To secure external research funding from research councils and external organisations
- To regularly participate and contribute to international conferences, seminars and scholarly gatherings in the research discipline area
- To undertake external activities appropriate to a leading international researcher in the discipline e.g. journal editorship, conference organisation, visiting fellowships
- To supervise research students
- To participate in University activities, including engagement in committees, working groups and projects
- To offer advice and support to the Dean and Head of Department in academic planning and decision-making
- To undertake such other duties commensurate with the post as directed by the Head of Department or Dean

- Professors will normally report to their Head of Department unless they are undertaking Faculty or University-wide roles when they will report to their Dean or Senior Manager.

Readers

Readers will take an active part in the continuing development of the University's academic community, as well as in national fora and communities appropriate to their discipline and field. In particular they will be expected:

- To provide academic leadership relating to research within their Department and Faculty.
- To contribute to the development and promotion of the research culture in their Department and Faculty.
- To undertake and regularly publish research of recognised national or international quality.
- To secure external research funding from research councils and external organisations.
- To regularly participate and contribute to national and international conferences, seminars and scholarly gatherings in the research discipline area.
- To undertake external activities appropriate to a leading researcher in the discipline e.g. journal editorship, conference organisation.
- To supervise research students.
- To undertake such other duties commensurate with the post as directed by the Head of Department or Dean.