

JOB DESCRIPTION

POST: Lecturer/Senior Lecturer in Animal Welfare

DATE: March 2018

FACULTY: Faculty of Humanities and Social Sciences

POST NO: HSS-P13

STARTING DATE: 1 August 2018 or as soon as possible thereafter

SALARY RANGE: Lecturer - Grade 7 - £34,520 to £38,833 per annum
Senior Lecturer - Grade 8 - £39,992 to £47,722 per annum

INDEFINITE/FIXED TERM: Indefinite

HOURS: Full time, 1.0fte

REPORTING TO: Head of Department of Politics & Society

THE POST:

The Department hosts two Animal Welfare programmes: a BA (Hons) Animal Welfare and Society programme and an MSc Animal Welfare Science, Ethics and Law. The MSc is a distance learning programme.

The Politics & Society Department currently offers a portfolio of undergraduate and postgraduate programmes. It consists of animal welfare programmes, politics programmes, and a programme in Sociology. The Department has research strengths in politics and international relations, social policy, sociology, and animal welfare. Expertise in areas such as animal welfare and behaviour, research methods and an interest in animals and society is required as the role will lead modules on the BA and MSc programmes on these and related areas.

MAIN DUTIES AND RESPONSIBILITIES

The following activities will be undertaken:

- To contribute to undergraduate and postgraduate teaching, including dissertation supervision, on both Animal Welfare programmes, especially relating to the areas mentioned above.
- To develop an excellent profile of research and knowledge exchange activity, demonstrated through publications, external profile-raising and the seeking of research funds, appropriate to your career stage.
- To contribute to the Department's research environment.
- To contribute to the promotion of animal welfare through school/college outreach, public talks, and promotional activities in the Faculty, including Open Days (requiring occasional Saturday or evening work).

- To undertake administrative duties as deemed necessary, including participation in relevant programme, departmental and Faculty committees and activities.
- To maintain appropriate office hours outside of teaching sessions, in order to be available for tutor meetings and student queries.

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 Lecturer - Grade 7, currently £34,520 to £38, 833 per annum or Senior Lecturer – Grade 8 - £39, 922 to £47, 722 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 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 University Statutory closure 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. It is likely that students and staff will be present for this element of the interview.

Presentation Title:

Provide a micro teaching session, for Undergraduate students, relating to Animal Welfare Issues.

Following the presentations there will be a short question and answer session.

This session is designed to allow Panel, staff, and students to understand your teaching style.

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 an animal welfare related discipline | X | | X | | |
| PhD in an animal welfare-related discipline (submitted and passed, or submitted for examination) | X | | X | X | |
| Higher Education learning and teaching qualification and/or Fellow of the Higher Education Academy | | X | X | | |
| <u>EXPERIENCE</u> | | | | | |
| Experience of teaching animal welfare at undergraduate level | X | | X | X | X |
| Experience of teaching at postgraduate level, including dissertations | | X | | X | |
| Experience of teaching distance learning programmes | | X | | X | |
| Experience relevant to module leadership/programme leadership | | X | X | X | |
| Excellent publication track record, commensurate with career stage | X | | X | X | |
| Experience of research income generation | | X | X | X | |

| ATTRIBUTES | ESSENTIAL | DESIRABLE | A | I | P |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|---|---|---|
| <u>KNOWLEDGE</u> | | | | | |
| Specialist knowledge in one or more of the core areas of animal welfare, especially relating to animal welfare and behaviour, research methods and animals and society | X | | X | X | X |
| Understanding of current learning and teaching practices and issues in HE | X | | | X | X |
| <u>SKILLS/ABILITIES</u> | | | | | |
| Excellent written and oral communication | X | | X | X | X |
| Excellent IT skills, appropriate for teaching distance learning programmes | X | | | X | X |
| Excellent organisational, administrative and planning skills | X | | | X | X |
| Excellence in teaching and a commitment to student achievement | X | | | X | X |
| <u>PERSONALITY</u> | | | | | |
| Committed | 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.