Job Description and Person Specification

Position / Job Title:	**Lecturer in Podiatry**
School:	**School of Health and Rehabilitation Sciences**
Duration:	**Permanent**
Location:	**HSU Bournemouth**
Band:	**E**
Reports to:	**Head of School**

Job Purpose/Summary:

- To contribute to the Health Sciences University becoming a leading specialist health sciences university providing excellent education, clinical care and applied research.
- To bring your emerging experience and knowledge, as suggested in the Key Responsibilities section, to the Health Sciences University to help achieve our vision of becoming recognised nationally and internationally as a centre of excellence, serving our local communities.
- To uphold the values of the Health Sciences University and develop your own emerging career, aligned to our academic framework, as suggested in the Key Responsibilities section.
- To contribute to an outstanding student experience, delivering excellent graduate outcomes for all.
- To develop research and professional practice in line with the expectations of our academic framework, as suggested in the Key Responsibilities section.

Values:

- Caring
- Professional
- Passionate
- Inclusive
- Collaborative

Main Responsibilities/Key Tasks for Lecturer:

Values

- Uphold the five values of HSU Health Sciences University at all times
- Lead others by example to contribute to an enhanced student or external stakeholder experience
- Assist the school on achieving the relevant strategic aims of the Health Sciences University through inspirational practice.

Education

- Demonstrate emerging evidence of educational delivery and good practice as defined in the academic framework.

This might include, for example:

a) Attendance of relevant training and induction sessions.
b) Satisfactory unit delivery including both teaching and assessment.
c) Engagement with assessment boards and programme team meetings.
d) Satisfactory peer observation of teaching.
e) Positive teacher/subject/course evaluations.

f) Developing examples of good practice adopted by others.
g) Positive learning outcomes as evidenced by such things as retention and pass rates; student prizes and projects.
h) Number of successful undergraduate or taught postgraduate research project completions.
i) Institutional or national teaching awards.

- Make an emerging contribution, both as an individual and as part of a programme/framework team, to an enhanced student experience through educational enhancement activity as defined in the academic framework.

This might include, for example:

a) Innovation around student engagement.
b) Example of recognised good practice.
c) Individual and team-based enhancement initiatives.
d) Contribution to extracurricular activity.

- Make an emerging contribution to curriculum innovation and use of educational technology and simulation as defined in the academic framework.

This might include, for example:

a) Developing units and components thereof.
b) Innovations around such things as curriculum design, delivery and assessment.
c) Use of learning platforms as appropriate including but not restricted to Moodle.
d) Contributing to programme revisions and/or the development of new programmes via team meetings and attendance as appropriate at validation events.

- Make an emerging contribution to education in your academic subject area at this level could include.

This might include, for example:

a) Unit leadership and appropriate administration.
b) Course Lead or similar roles.
c) Participation in open days and direct educational recruitment activity as appropriate.
d) Personal tutor.
e) Membership of course team committees and other such working groups.

- Successfully undertake leadership roles as required by the Head of School e.g. Framework Leader or Course Leader, Education Lead or Research Lead.

This might include, for example:

a) Engaging with Advance HE, such as becoming an HEA Fellow as appropriate to level of experience.
b) Participating in external learning and teaching events.
c) Activity linked directly to the student employability and excellent graduate outcomes

Research

- Maintain an emerging body of published work relevant to your discipline and aligned to the Research Strategy of the Health Sciences University, as defined in the Academic Career Framework.

This might include, for example:

a) An emerging body of published work commensurate with discipline and sector norms validated by external benchmarks.
b) Clear evidence of regular submission of output for publication. Numbers will vary with disciplines but the benchmarks of at least one peer reviewed journal publications (or equivalent) per year or a book every two years is provided in way of guidance.

c) Publication of textbooks, professional manuals/books and technical reports.
d) For professional disciplines between two and three publications in professional outlets per year.
e) Evidence annually of at one conference presentations (including those hosted at HSU Health Sciences University).

- Develop external research and knowledge exchange bids as defined in the Academic Career Framework.

This might include, for example:

a) Submission of at least one external research or knowledge exchange bid per annum as Co- or Principal Investigator. This might include such things as research council/charity projects, contract research, consultancy or KTP applications.
b) Submission of at least one external research or knowledge exchange bid with colleagues within or beyond HSU Health Sciences University as a co-investigator or collaborator/contributor.
c) Successful applications for internal research or knowledge exchange funding.

- Have an emerging record of PGR supervision as defined in the Academic Career Framework.

This might include, for example:

a) Completed PGR Supervision training.
b) Applications for HSU Health Sciences University studentship.
c) Join supervisory teams.

- Make an emerging and externally recognised contribution to your academic subject as defined in the Academic Framework.

This might include, for example:

a) Attending School research events.
b) Attending relevant development events.
c) Occasional journal reviewer for one or more publication.
d) Active member learned societies.

Professional Practice

- Maintain an emerging contribution to professional practice in your subject area at national/ international level as defined in the Academic Framework.

This might include, for example:

a) Practicing as a professional either through HSU Health Sciences University as a consultant or in private practice with contractual approval.
b) Seeking/holding relevant professional qualifications outside education and research.
c) Programme of personal self-development.
d) Engaging with stakeholder groups external to HSU Health Sciences University.

- Maintain an emerging contribution to professional practice in your subject area through engagement and thought-leadership with business/industry and professional or government bodies as defined in the Academic Framework.

This might include, for example:

a) Membership of local/ regional/national professional bodies.
b) Speak at relevant non-academic events.
c) Participation via the use of appropriate media tools, in conjunction with the Marketing team at HSU Health Sciences University, in the dissemination of research, academic learning or appropriate critical comment.

- Maintain an emerging public and professional engagement involving the dissemination of research or education and practice to business or industry, government bodies, schools and colleges and the general public at a local/regional level as defined in the Academic Framework.

This might include, for example:

a) Participation in school/college outreach activity promoting a subject area, profession and HE participation.
b) Participation in public engagement sessions.
c) Speaking to amateur groups and special interest societies.
d) Participation in professional workshops, conferences and briefings.
e) Participation of business/industry briefing events.

- Maintain an emerging contribution to the organisation of professional practice activity within HSU Health Sciences University as defined in the Academic Framework.

This might include, for example:

a) Engaging in alumni activity.
b) Development and support of placement opportunities and activity including undertaking relevant coordinating roles within Schools.
c) Activity linked directly to the student employability agenda.

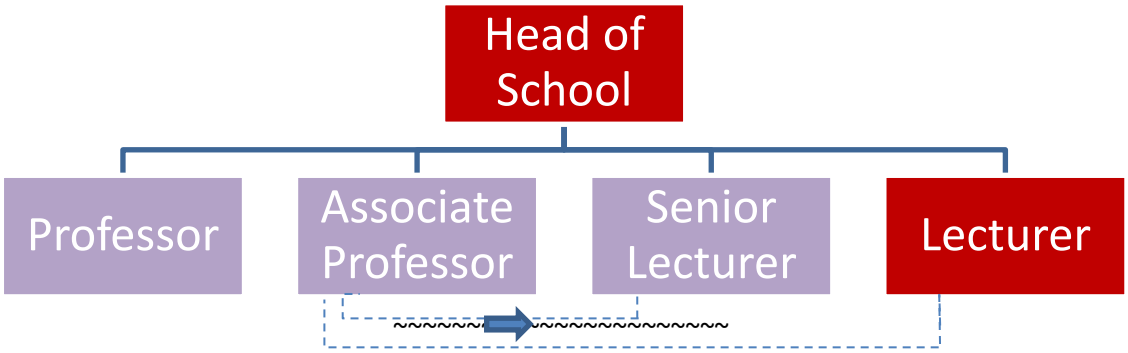
Additional Duties:

- Undertake any other duties as assigned by the Head of School
- To demonstrate support for the Health Sciences University's commitment to equal opportunities and its Equality, Diversity and Inclusion Policy.
- To demonstrate support for the Health Sciences University's Health and Safety Policy ensuring that it is adhered to in the post holder's areas of responsibility.
- To undertake other activities identified from time to time commensurate with the level of the post, as defined in the Academic Framework.
- Occasional weekend or out of hours work may be required to support specific projects e.g. Open Days.
- To undertake and co-ordinate administrative duties as required by the Head of School.
- Maintain a personal development plan in line with agreed annual review.
- To obtain a Teaching Qualification within 3 years of starting this role.

Selection Criteria	Essential/ Desirable
Education, Training and Qualifications	
An appropriate undergraduate and/or postgraduate qualification	E
Relevant professional qualifications and/or current registration of a Professional Statutory Regulatory Body, PSRB (if applicable) relevant to HCPC accredited courses (if applicable).	E
Doctoral qualification/doctoral candidate	D
Postgraduate qualification in Education or Fellowship of the Higher Education Academy or significant experience in education	D
Commitment to obtaining a relevant Doctorate or professional qualification in Education within an agreed timescale (if applicable)	D
Skills and Knowledge	
An emerging ability to use a variety of suitable assessment techniques, in-class, online and using simulation	D

Emerging knowledge of relevant developments in learning and teaching practices, including programme validation and, if applicable, professional body requirements	E
An emerging reputation in own discipline for excellence in learning and teaching, research and/or professional practice	E
An emerging knowledge of local, national and international stakeholders to expand our collaborations in education, research and professional practice	E
An emerging ability to develop and deliver proposals and bids for external funding	D
Active within Research and/or Professional Practice with clear evidence of such	E
Emerging experience in administering taught programmes and procedures	E
Emerging experience of provide guidance, support, supervision and assessment of students	E
Highly developed communication and interpersonal skills	E
Effective team-working on projects	E
Practiced IT skills	E
Experience	
Emerging evidence of experience in education and research or education and professional practice	E
Evidence of emerging leadership within Higher Education, private practice or an NHS setting	E
Development of successful learning, teaching and assessment activities including lecturing, small group seminars, problem-based learning, simulation and clinical skills development	E
Emerging teaching experience in higher education	E
Contributed to research publications in peer reviewed journals	E
Taking part in staff development sessions	E
Preparing documents as part of a team for external submission	E
An emerging track record of external funding	E
Personal Attributes	
Caring, Professional, Passionate, Inclusive, Collaborative	E
Excellent interpersonal skills with staff, students and external stakeholders	E
Drive and energy to deliver targets in a fast-paced environment;	E
An ability to adapt and work flexibly to meet the demands of the Strategic Plan, Fit for the Future	E
Maintain an outstanding student educational experience, be professional and reflective	E
Abilities	
Enhance the Health Sciences University community and contribute to the development of the institution	E
Commitment to developing academic excellence and an outstanding student experience	E
Self-motivated, proactive and innovative	E
Embrace change and personal development	E

Line management
Influence or selected line management



NB: The purpose of the job description is to indicate the general level of responsibility of the position. The duties may vary from time to time without changing their general character or level of responsibility.

Health Sciences University is committed to equality of opportunity and welcomes applications from everyone regardless of ethnicity, gender, age, faith or sexual orientation.