

**University of Derby Job Description**

# Job Summary

## Job Title

Lecturer in Psychology/Forensic Psychology

## College

College of Health, Psychology and Social Care

## Location

Kedleston Road, Derby, DE22 1GB

## Job Reference Number

0025-25

## Salary

£38,249 to £45,413 per annum

## Reports To

Head of Discipline – Professional Psychological Practice

## Line Management Responsibility

No

# Job Description and Person Specification

## Role Summary

The post holder will be involved in delivering an innovative and flexible range of learning and teaching materials across psychology and forensic psychology modules. They will provide high quality, accessible learning opportunities and an exceptional student experience in line with the University’s strategic objectives. They will also ensure that employability and ‘real-world’ learning are at the heart of the curriculum. The post holder will have the opportunity to engage in research which influences leading edge practice, informs and inspires the research-led curriculum and teaching, and contributes to continuing subject expertise.

## Principal Accountabilities

### Learning / Teaching

1. Effectively teach and facilitate learning on a range of subjects / modules within the subject area on undergraduate, postgraduate, professional and post-experience programmes.
2. Ensure that knowledge from research and scholarly activities informs and enhances learning and teaching, as well as extending it to appropriate external activities such as knowledge transfer activities.
3. Ensure that module / programme design and delivery comply with the quality standards and regulations of the University.
4. Participate effectively in the assessment process, including the setting, marking and moderation of student work, providing constructive feedback and ensuring it is in accordance with quality assurance procedures.
5. Participate in the continuing review and development of module/programme delivery, incorporating innovative study modes, learning environments and pedagogic practices to engage and stimulate students, deliver effective learning outcomes and develop the skills and attributes of the ‘Derby Graduate’.
6. Take on relevant module leader and/or programme leader responsibilities, including associated marketing, recruitment, delivery and ongoing programme development activities.

### Research / Scholarship

1. Engage in individual research and collaborate both internally and externally on research projects that are consistent with the College, and contribute to influencing leading edge practice in the University and contribution to the Research Excellence Framework (REF).
2. Sustain and enhance the reputation of the University by publishing in appropriate quality journals and presenting at scholarly activities such as workshops, conferences and other similar events.
3. Develop and maintain contacts and relationship with relevant professional, research and industrial organisations.
4. Contribute to writing bids for externally funded research projects.

### Other

1. Act as a personal tutor, supporting and mentoring students as appropriate.
2. Provide pastoral care to students, referring when necessary to services that provide further support.
3. Support marketing and student recruitment activities as required.
4. Develop external links in order, for example, to support student recruitment, secure student placements, facilitate outreach work, generate income or build relationships for future activities.
5. Be responsible for administrative duties in areas such as admissions, timetabling, examinations and assessment of progress and student attendance.
6. Contribute to effective cross College / University working.
7. Observe and implement University policies and procedures.

## Person Specification

### Essential Criteria

#### Qualifications

* Good Honours Degree in relevant subject discipline or equivalent
* Fellowship of the Advanced HE (HEA) or willingness to work towards
* PhD (or submitted and awaiting examination) or equivalence accepted in a relevant subject area, for example by publication or through appropriate professional achievement or willingness to work towards within an agreed timeframe
* Subject specific qualifications / knowledge

#### Experience

##### Learning / Teaching

* Experience or knowledge of quality assurance and validation of Higher Education (HE) modules / programmes
* Experience or knowledge of higher education and ability to use a range of delivery techniques to inspire and engage students

##### Research / Scholarship

* Demonstrable experience of own discipline to enable the development of new knowledge and understanding within the field
* Experience of research / enterprise activity
* Evidence of active publishing in high quality journals or other outputs in research or practice that will contribute to the REF or other areas identified in the College / University Research Strategy

#### Skills, knowledge & abilities

* An appropriate level of digital capability and aptitude with practical experience of applications which aid student learning
* Ability to communicate complex and conceptual ideas to a range of groups
* Proficient in using IT to support own work and for application to technology-enhanced learning / teaching and research activities
* Excellent written and oral communication skills including networking and relationship building skills, both across the University and externally
* Able to demonstrate both independent self-management and team working
* Able to work with competing priorities and to tight deadlines
* Demonstrates competences, core behaviours and supplementary behaviours that support and promote the University’s core values
* Demonstrates professionalism in learning / teaching and the values of the UK Professional Standards Framework for HE
* A sound understanding of the current higher education environment and its implications for the student learning experience
* A sound understanding of the employability agenda and its relevance to learners and the curriculum
* A sound understanding of internationalisation and its relevance for learners and the curriculum
* Flexible to the needs of others
* Innovative and creative
* Committed to continual enhancement and a high-quality student experience
* Committed to a high-performance culture, fostering continuous improvement and driving quality

#### Business requirements

* Able to take a flexible approach to work
  + Some evening and occasional weekend teaching
  + Attendance at Open Days, Graduation events etc.
  + A commitment to own professional development

### Desirable Criteria

#### Qualifications

* Master’s degree in relevant subject area
* Appropriate level of membership of a relevant professional body or working towards
* Postgraduate Certificate in Teaching and Learning in Higher Education

#### Experience

##### Learning / Teaching

* Demonstrable experience of delivering excellent and effective learning and teaching identified by peer review at undergraduate and postgraduate levels at a Higher Education provider
* Demonstrable experience of module and / or programme leadership
* Experience of developing innovative module/programme content and delivery methods
* Online and blended learning / teaching experience
* Demonstrable experience of successful curriculum development
* Demonstrable experience of effectively designing and implementing a range of formative and summative assessments for undergraduate and postgraduate programmes

##### Research / Scholarship

* Developing national and international profile of research and scholarly activity
* Experience of bidding for and obtaining external research funding
* Experience of successfully applying discipline to income generation activities, including consultancy, industry-based applied research and KTPs

#### Skills, knowledge and abilities

* Able to identify potential sources of funding
* A sound knowledge of the QAA Quality Code and HEFECE’s Operating Model for Quality Assurance

# Benefits

The University of Derby believes in providing choice to our people suited to their needs or life stages. Offering a number of salary sacrifice options, a generous holiday entitlement starting from 26 days plus bank holidays and 4 concessionary days and a host of family friendly policies, mean that splitting your time and finances can be easier. For those with prospective students in the household, we also offer tuition fee support to partners and children and, not forgetting you, we offer financial support for accredited learning.

Our competitive 'total reward' offering has something for everyone and looks to reward and recognise people in different ways.

Core to the package is a competitive pay structure and generous public-sector pension schemes. Our pay structure allows for stepped progression in role and is reviewed against the market and, where applicable, awarding national pay awards annually. Further financial support is offered through our generous pension contributions in support of your retirement fund with those within our Teachers’ Pension Scheme receiving an employer contribution of 28.6% of salary and those within the Local Government Pension Scheme at 23%.

Wellbeing at Derby features within our benefits options from our Employee Assistance programme through to our eyecare voucher scheme, not to mention the discounted membership for our on-site gym at our Kedleston Road campus. With our Inclusion and Wellbeing Networks, there really is support for everyone.

We also facilitate ‘Give as You Earn’ options to donate to your preferred charities straight from your pay which enhances the amount your charity receives for your donation.

At the University of Derby, we celebrate loyalty and achievements through our Staff Excellence Framework be it financially, or non-financially. We aim to foster a culture of boldness and brilliance in our people, and from a simple thank you through to a local awards ceremony, we recognise and celebrate notable achievements of our colleagues.

For more information on the benefits of working at the University of Derby go to the [Benefit pages of our website](https://www.derby.ac.uk/jobs/life-at-derby/rewards-and-benefits/).

# Our People

The University of Derby is committed to promoting equity, diversity and inclusion, regardless of age, disability, trans status, marriage and civil partnership, pregnancy and maternity, race, religion or belief (or none), sex and sexual orientation.

We are Disability Confident Employers, demonstrating our commitment to disability inclusion, and invite applicants to highlight adjustments they may require to ensure equitable participation in our recruitment processes.

Further, we are committed to ensuring an environment which is trans and non-binary-inclusive for all our staff, students, partners, and visitors, and continuously review our policies, guidance and training.

When applying to join the University, you can choose your preferred title, including the gender-neutral title 'Mx'. We also ask our candidates if they would like to share their preferred pronouns. This is voluntary but demonstrates our commitment to inclusivity for trans and non-binary candidates. Once employed, you can add pronouns and preferred names onto our system.

The University of Derby undertakes anonymised shortlisting during the staff recruitment process. This means that, when shortlisting, panel members will not be able to see an applicant’s name and will see an applicant number instead. This demonstrates the practical steps we are taking to remove barriers to recruitment by minimising the possible impact of our unconscious bias.

However you identify, we actively celebrate the knowledge, experience and talents each person brings. Our students come from a wide range of backgrounds; therefore we are particularly interested to hear from applicants who will help our leaders and teams be more reflective of our student population.

For more information on equity, diversity and inclusion at the University of Derby, please visit our [website](https://www.derby.ac.uk/about/equality-and-diversity/).