

Job Description & Person Specification

Academic and Research roles

JOB DESCRIPTION

Job title	Lecturer in Education (Art and Design)
School/Department	Faculty of Health, Education and Social Care
Division (if applicable)	Education
Programme (if applicable)	PGDE and BA Education
Location	Ayr campus (with some requirement to teach at Lanarkshire campus)
Reporting to	Senior Lecturer
UWS grade	Ac3
FTE	1.0

UWS values

At University of the West of Scotland, we live by our core values of Integrity, Respect, Inclusivity and Accountability, as set out in our Working with Others Framework. This framework provides clear behavioural expectations that guide how we collaborate, make decisions and engage with colleagues, students and stakeholders. It fosters a culture of collaboration, shared ownership, mutual respect, and inclusive practice, and is embedded within our performance and development processes. By aligning our actions with these values, colleagues contribute meaningfully to our shared purpose and the delivery of the University's strategic objectives.

INTEGRITY – We uphold integrity through transparency, adherence to values, and sound decision making, even in challenging times.

RESPECT – We treat everyone with dignity, act with awareness, collaborate effectively, and respect our environment.

INCLUSIVITY – We promote inclusivity by celebrating diversity, amplifying voices, and empowering communities through shared knowledge and skills.

ACCOUNTABILITY – We foster accountability, take pride in our work, trust each other, and own our actions to achieve shared goals.

At UWS, our values guide how we work together and deliver for our communities. All colleagues are expected to demonstrate behaviours aligned with these values. Additional expectations apply, depending on the role level.

Job summary

The Faculty of Health, Education and Social Care is seeking to appoint a lecturer to a fixed term contract in the area of secondary and primary Art and Design within initial teacher education. The successful candidate will have an undergraduate degree in Art and Design, or relevant area, and a teaching qualification in secondary Art and Design, and will be qualified to Master's level (or be close to completion). Advance Higher Education Fellowship is highly desirable. The successful candidate will play a central role in delivering an excellent and research-based student experience.

They will be engaged in the development of educational thinking, practice and research in the broad areas of curriculum design, learning and teaching, and assessment. They will be knowledgeable in contemporary pedagogies, particularly in relation to co-creation and active learning, and be familiar with online learning environments and the principles of digital education. They will also be able to evidence positive practice in these areas.

The successful candidate will produce and publish excellent research outputs commensurate with the stage of career and evidence an ability to attract independent research funding to support this work. The Faculty of Health, Education and Social Care is a multi-discipline Faculty and the successful candidate will be engaged in cross/interdisciplinary working and programme design and development to support positive results in attainment, student experience and graduate destinations.

They will possess developed capabilities in collaborative working and be committed to high professional standards in all areas of responsibility. The post offers an excellent opportunity for an individual to be immersed in a rich academic environment that recognises quality in education, research and enterprise, and international engagement.

People & finance responsibilities

People	May carry a leadership coordinating role but this will not have a line management dimension.
Finance	May carry responsibility for personally awarded grants.

Key activities

The job holder will be required to address a number of the elements listed below.

Teaching

1. Design and deliver excellence in learning and teaching in secondary Art and Design and primary Expressive arts
2. Use appropriate teaching, learning support and assessment methods relating to secondary and primary initial teacher education
3. Contribution to the development, validation and review of programmes of study
4. Design and use appropriate assessment instruments and criteria, assess the work and progress of students by reference to the criteria and provide constructive feedback to students
5. Module administration and co-ordination
6. Participate in quality assurance and enhancement initiatives in collaboration with academic colleagues
7. Maintain appropriate scholarship activity to ensure research-informed teaching is delivered at all times
8. Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback

Research & Enterprise

1. Undertake high quality original research and disseminate results through regular publications in high impact journals
2. Apply as principal- or co-investigator to appropriate research funding bodies and manage grants awarded
3. Supervise research students and staff as required, providing direction, support and guidance

4. Develop and contribute to enterprise activities including continuous professional development opportunities or consultancy
5. Engage in knowledge transfer activities

Job scope

Planning and organising	1. Plan own teaching and tutorials as agreed with academic line manager, as appropriate 2. Manage own research, teaching, scholarly and administrative activities with guidance, if required 3. Supervise students' projects and, as appropriate, fieldwork and placements 4. Use research and teaching resources and facilities, as appropriate 5. Balance the pressures of teaching, research and administrative demands and competing deadlines, seeking guidance in unusual circumstances 6. Contribute to the School's co-ordination of programmes/courses through, for example, Module Co-ordinator responsibilities and/or the management and administration of programmes 7. Contribute to student recruitment and marketing initiatives 8. Manage projects relating to own areas of work and the organisation of external activities as appropriate
Decision making	1. Identify the need for developing the content or structure of modules with colleagues and make proposals on how this should be achieved 2. Develop ideas for generating income and promoting the subject 3. Develop ideas and find ways of disseminating and applying the result of research and scholarship 4. Collaborate on the implementation of teaching and assessment strategies and operate within the limits of the strategies defined in the School Plan including the requirements of confidentiality 5. Collaborate with colleagues on the implementation of assessment procedures 6. Advise others on strategic issues such as student recruitment and marketing 7. Contribute to the accreditation of courses and quality assurance processes 8. A degree of autonomy in dealing with problems/issues according to limits set with appropriate colleagues as determined by the School is required
Working relationships – Liaison and Networking	1. Participate in and develop internal and external networks with colleagues and students, e.g. to contribute to the identification of sources of funding, contribute to student recruitment, secure student placements, contribute to the marketing of the institution, facilitate outreach work, generate income, obtain consultancy projects or build relationships for future activities
Working relationships – Communication	1. Routinely communicate complex and conceptual ideas 2. Communicate with appropriate colleagues and external contacts according to the nature of the role
Working relationships – Teamwork	1. Act as a responsible team member and develop productive working relationships with other members of staff
Working relationships – Pastoral Care	1. Be responsible for the pastoral care of students within a specified area 2. Act as Personal Tutor
Working relationships – Managing People	1. May be required to take a lead in academic or related activities

PERSON SPECIFICATION

Qualifications

			Evidence A = Application I = Interview
Essential	QE1 QE2	- An undergraduate qualification in Art and Design or a relevant area - A teaching qualification in secondary Art and Design - Full registration with GTC Scotland - A Master's degree (or be close to completion)	A
Desirable	QD1 QD2	- Advance Higher Education Fellowship - A PhD in a relevant area (or be close to completion)	A

Experience

			Evidence A = Application I = Interview
Essential	EE1 EE2	- Evidence of experience of teaching a variety of pedagogic strategies within Art and Design in the secondary school - Evidence of experience of learning, teaching and assessment in higher education - Evidence of knowledge and understanding of contemporary pedagogies - Evidence of experience in module/programme administration - Evidence of experience in designing and delivering co-creative and active learning and assessment - Evidence of familiarity with online learning environments and the principles of digital education	A/I
Desirable	ED1 ED2	- Evidence of experience of teaching a variety of pedagogic strategies within Art and Design and Expressive Arts in both Secondary and primary schools - Evidence of published research profile commensurate with career stage (including 3/4* research outputs)	A/I

Skills

			Evidence A = Application I = Interview
Essential	SE1 SE2	Evidence of ability to work creatively with colleagues and students	A/I
Desirable	SD1 SD2	Evidence of ability to secure research/enterprise funding	A

Knowledge

			Evidence A = Application I = Interview
Essential	KE1 KE2	Evidence of sufficient depth or breadth of specialist knowledge and understanding of Art and Design education	A/I

		to work within established teaching and research programmes • Evidence of extended knowledge and understanding of contemporary pedagogies and educational practice • Evidence of knowledge and understanding of interdisciplinarity and interdisciplinary methodologies and methods	
Desirable	KD1 KD2	• Evidence of sufficient depth or breadth of specialist knowledge and understanding of the evolving Scottish education sector to work within established teaching and research programmes	A/I

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