University of Essex

RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

Making an application:
Please complete the short on-line application form and attach the following 3 documents:

a) A covering letter setting out how you meet the requirements of the role as set out in the person specification.

b) A full curriculum vitae (CV) including any publications. You should provide information on the range and content of your teaching and supervision experience, as well as on curriculum development.

c) An education statement of no more than two sides of A4 setting out your track record in terms of contribution to pedagogical developments and, where appropriate, the development of professional practice. You should also include a reflective statement on your approach to research-led education and how it draws on pedagogical research. Also indicate how you ensure your continuing professional development as an excellent teacher in higher education.

Shortlisting is undertaken by a panel after the closing date on the basis of information provided and failure to upload the requested documents will result in an application being rejected.

We recommend that you take a copy of this recruitment pack to help with your preparation.

Our commitment to Equality, Diversity and Inclusion

At Essex our people are at the centre of everything we do and we aspire to build a culture in which every member of the University feels valued and can flourish.

We are committed to equality of opportunity, to being fair and inclusive. We therefore particularly encourage applications from candidates who are likely to be underrepresented in our workforce.

These include people from Black, Asian and Minority Ethnic backgrounds; disabled people and LGBTQ+ people and from women in our grades 9-11 roles.

The diversity of our community is more than where our staff and students come from. More than 1000 of our staff and students identify as LGBTQ+, more than 1,300 have declared a disability and many members of our community follow a religion or belief.

You can read more about our commitment to Equality, Diversity and Inclusion here.

Our Strategy sets out how we will do this through the delivery of a fair and supportive working environment for all.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview. We also work in partnership with national disability organisation **AccessAble** who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (resourcing@essex.ac.uk) for help.

Closing Date: 23 November 2026
Interviews are planned for: To be confirmed
Expected start date: To be discussed at interview

UNIVERSITY OF ESSEX
JOB DESCRIPTION

Job Title and Grade:	Lecturer (ASE); Grade 9
Contract:	Permanent, Full-time
Hours:	Your hours of work are as required to perform the duties of your role, for a full-time employee this is normally 36 hours per week.
Salary:	£47,389 – £56,535 per annum
Department/Section:	School of Health and Social Care (HSC)
Responsible to:	Dean of School
Purpose of role:	We are seeking to appoint a dedicated and enthusiastic Registered Nurse to join our School and support the delivery and development of our undergraduate nursing programmes. You will work collaboratively with staff, students and practice partners to help students integrate theory and practice, achieve their learning outcomes, and develop the professional skills required for a successful nursing career. The successful candidate will contribute to high-quality teaching, learning, and assessment, working closely with students and colleagues to provide an engaging and supportive learning experience. As a valued member of the nursing team, you will contribute to curriculum development and quality enhancement activities.

CONTEXT

The University of Essex provides excellence in education and research. We are proud to offer regional, national and international students the opportunity to contribute to and develop through impactful research and innovative education. This is only possible because of the people that work here. Whether you are an academic, part of the professional services team or a student, it's our people that make us great and we want you to be part of that.

The School of Health and Social Care has an excellent reputation for teaching and research in health and social care. Our academic members of staff currently include occupational therapists, speech and language therapists, psychological therapists, nurses, social workers, oral health practitioners, psychologists, and sociologists. The School is at the forefront of preparing people to meet the requirements of and build foundations for robust health and care services both nationally and internationally.

The successful applicant will be an excellent communicator and an experienced registrant who will work closely with both stakeholders and staff within the school to enhance our Nursing provision. The post holder will have a passion for education and research and for enhancing the experience of our students.

KEY RESPONSIBILITIES OF THE POST

- To contribute to excellence in education by designing and delivering, substantive and effective teaching and learning support at undergraduate and postgraduate levels (e.g. curriculum development and review, assessment and feedback, supervision, etc.) as agreed with the Dean.
- To engage in individual and/or collaborative scholarship and professional practice activity which contributes to an excellent standard of publications

- To undertake leadership duties related to pedagogic research and education appropriate to career stage and as allocated by the Dean.
- To enhance the scholarly reputation of the Department and the University by contact with the wider academic community and the dissemination of knowledge via public communication and other activities.
- To contribute expertise and knowledge to departmental and/or institutional initiatives as directed by the Dean.

Education

- To engage successfully and effectively in substantive teaching and learning support roles in the Department, and develop a broad understanding of how such activities support student learning.
- To design, plan and deliver learning across a range of modules or within subject area, in creative and innovative ways appropriate to the subject area and level, taking into account departmental action planning and priorities.
- To deliver and support learning activities (modules, programmes of study, etc.) in stimulating and inclusive ways appropriate to the subject area, level, range of learners and learning environment.
- To assess and feed back to learners (UG, PG, work-based, etc.) in evidence-informed ways appropriate to the subject and level.
- To supervise student projects, fieldwork and placements.
- To supervise postgraduate taught students appropriate for the discipline.
- To gain Fellowship of the Higher Education Academy within the probationary period (usually three years for permanent posts).
- To contribute to the development of faculty and departmental quality assurance procedures and quality enhancement initiatives to ensure that teaching and learning support meets the standards expected within a research-led university.

Leadership and Citizenship

- To undertake leadership of specific, significant areas of activity within the department (e.g. recruitment, admissions, acting as undergraduate or postgraduate director) as may be reasonably required by the Head of Department.
- To play an active and constructive role in the Department and engage in activities beyond your own education duties, (e.g. admissions or undergraduate recruitment, etc.), identifying areas for improvement and taking action as agreed by the Head of Department.
- Undertake peer mentoring of colleagues new to teaching on the request of the Head of Department.
- To participate in, build and develop internal and external networks and establish links with relevant academic and professional bodies, contacts and employers.
- To ensure knowledge and skills relevant to the profession are up-to-date and applied in education and research, and that the implications of quality assurance and quality enhancement for professional practice are fully understood.

- To engage in continuing professional development in relevant subjects/disciplines and their pedagogy, incorporating the outcomes from research, scholarship and the evaluation of professional practice.

Scholarship and Professional Practice

- To incorporate subject and pedagogic research and/or scholarship into learning and assessment as part of an integrated approach to academic practice.
- To develop and produce learning materials and disseminate the results of scholarly activity.
- To actively engage in reflective practice and continuing professional development in relevant subjects/disciplines and your pedagogy, incorporating the outcomes from research, scholarship and the evaluation of professional practice.
- To contribute to your individual field of expertise as appropriate to you discipline.
- To conduct individual or collaborative scholarly research projects as appropriate to your discipline.
- To identify sources of funding and contribute to the process of securing funds for your scholarly activities.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

TERMS OF APPOINTMENT

For a full description of the terms of appointment for this post please visit our website.

UNIVERSITY OF ESSEX
PERSON SPECIFICATION

JOB TITLE: Lecturer (ASE); Grade 9	**POST REF: REQ10405**

QUALIFICATIONS / PROFESSIONAL RECOGNITION	**Essential**	**Desirable**
■ Relevant master's degree in health and care or equivalent professional experience or practice.	X	
■ Fellowship of the Higher Education Academy or the ability to gain professional recognition at this or a higher level if appropriate.	X	
■ A NMC registrant to support our students in adult and mental health nursing.	X	
EXPERIENCE/KNOWLEDGE	**Essential**	**Desirable**
■ Experience in teaching at undergraduate and/or postgraduate levels, or demonstrable potential to engage in teaching and learning support in engaging and innovative ways.	X	
■ Substantial experience of designing and planning of learning activities (training, modules, programmes of study, etc.), developing effective learning environments (face to face and/or virtual) and approaches to student support and guidance.	X	
■ Sustained engagement in continuing professional development in relevant subjects/disciplines and their pedagogies, incorporating research, scholarship and the evaluation of professional practices.	X	
■ Experience, or an understanding of engaging with the implications of quality assurance and quality enhancement for academic and professional practice with a particular focus on teaching.	X	
■ Clinical experience in either adult and/or mental health and/or learning disabilities nursing supporting health and care services	X	
■ Experience in, and an understanding of, supporting students in the practice setting.	X	
SKILLS/ABILITIES	**Essential**	**Desirable**
■ The ability and willingness to complement and continuously enhance the department/school's education strengths and areas of planned development.	X	
■ The ability to engage in knowledge exchange and outreach activities and a willingness to mentor colleagues to do the same.		X
■ A clear understanding of how students learn both generally and within their subject/disciplinary area(s) and the ability to apply this understanding to their own practice.	X	
■ A commitment to the on-going evaluation of their own teaching and an ability to do this effectively, with the support of others where appropriate.	X	
■ Strong communication skills, both written and verbal.	X	

■ An appreciation of the value of appropriate technologies and how these support student learning with a willingness to deploy these when relevant.		X

PROFESSIONAL VALUES	**Essential**	**Desirable**
■ A commitment to helping develop dynamic communities of research and education at the University.	X	
■ A strong and well-articulated commitment to the University's values and mission to deliver excellence in both education and research (integrated academic practice).	X	
■ A commitment to respect individual learners and diverse learning communities and to promote participation in higher education and equality of opportunity for all learners via student-centred practice.	X	
■ A commitment to using evidence-informed approaches and the outcomes from research, scholarship and continuing professional development in their academic practice.	X	
■ An acknowledgement of the wider context in which higher education operates.	X	
■ A willingness to participate in extra curricula departmental activities (e.g. events supporting recruitment, welcome and employability).	X	
■ To be committed to sustainable education practice as defined in the University's Sustainability Sub-Strategy and our goal of achieving net zero by 2035.	X	
■ To uphold the NMC Code of Practice.	X	
ELIGIBILITY	**Essential**	**Desirable**
■ The ability to meet UK 'right to work' requirements.*	X	
■ The ability to fulfil the requirements of an enhanced DBS check (see general information).	X	

* In accordance with Home Office guidance and the Asylum, Immigration and Nationality Act 2006 the University of Essex has a responsibility to ensure all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and may be able to provide sponsorship to successful candidates who are offered skilled roles and meet the eligibility criteria. Further information about UK immigration requirements and working in the UK can be found on the Home Office website www.gov.uk/skilled-worker-visa

ADDITIONAL INFORMATION

Department

You can find more information about the department on our website:

https://www.essex.ac.uk/departments/health-and-social-care

Our Strategy

Please find a link to our Strategy webpages below:

https://www.essex.ac.uk/about/university-strategy

General information

Informal enquiries may be made to Sarah Richardson, Lead for Nursing (email sarah.richardson@essex.ac.uk). However, all applications must be made online.

The University of Essex is a campus-based University and all academic appointments are made with the expectation that you will be present on campus to fulfil the requirements of your position. At the time of a job offer, the possibility of hybrid working, will be discussed and considered on an individual basis, but you will be required to be based within the UK.

At the University of Essex we use consistent language and terminology that articulates more clearly the responsibilities for education, research and leadership/citizenship associated with each academic role. This will help new colleagues to understand the University values from the moment they engage either as an applicant or new colleague and help them to understand the future career pathways available to them as they become more established in their role.

We advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The university salary structure includes automatic pay progression within the published grades, subject to service and performance. In addition to this, there are performance related annual pay review schemes in place.

Enhanced DBS

Due to the nature of the work, applicants who are offered employment will be subject to a criminal record check (known as a Disclosure) by the Disclosure and Barring Service before the appointment is confirmed. This will include details of all cautions, reprimands or final warnings as well as convictions.

We encourage applicants to provide details of all warnings, reprimands, cautions or criminal offences at an early stage in the application process. Should you wish to declare such information, please email the Resourcing Team in confidence, (resourcing@essex.ac.uk) attaching brief details. We guarantee that this information is shared only with the recruiting manager.

A copy of the University of Essex policy on the recruitment of ex-offenders is available on the University website: https://www.essex.ac.uk/staff/recruiting-staff/recruitment-of-ex-offenders-and-disclosure-and-barring-service

Having a criminal record will not necessarily bar you from working with us – this will depend on the nature of the position and the circumstances and background to your offence.

Benefits

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development
- Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeparkdaynursery.co.uk
- Relocation support package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension and bicycle schemes)

Staff communities, networks and forums

We are proud to have a number of staff Networks including: Access Forum, Black Asian and Minority Ethnic community Staff Forum, Essex Women's Network, Global Forum, LGBTQ+ and Allies Community and Parent's Support Network.

Our Colchester campus based Faith Centre hosts regular services, meetings and events organised by our chaplains and faith representatives.

This document is produced by:

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