UNIVERSITY OF PLYMOUTH

JOB DESCRIPTION AND PERSON SPECIFICATION

Role: Lecturer - Adult Nursing (District Nurse)
Faculty and School: Faculty/School
Career Pathway: ALL
Grade: 7/8
Reports to: Head of School

Role Purpose:
To undertake teaching, research, and professional activities in line with University/School's strategy and to carry out leadership, management and engagement activities.

All activities undertaken within this role will be compliant with the University's policies, including Health & Safety, Equality and Diversity, Ethics, Data Protection etc.

Key Accountabilities/Primary Responsibilities:	Indicators of Success:
Education/Teaching: • Deliver teaching of the highest quality across a range of modules and to all levels, through lectures, seminars, tutorials, and practical skills sessions. • Contribute to delivery nationally and internationally as appropriate and in line with University policies and guidelines. • Provide pastoral care (through the role of personal tutor where appropriate). • Supervise students on projects and placements, including in clinical or professional practice Ensuring that a high quality learning environment is provided. • Set and mark coursework and exams within required timescales, and provide constructive feedback to students in line with University guidelines/policy. • Engage with relevant professional bodies, organisations and industries to support their work and inform teaching to enhance the student experience and student employability. • Contribute to the development of new programmes of study. • Monitor, evaluate and review course and programme design ensuring suitable for on-campus and distance learning delivery, and revise as necessary to ensure excellence and coherence. Identify areas of existing provision in need of revision or improvement and take forward as appropriate.	• Student satisfaction survey outputs • Student recruitment outcomes • Student completion rates • Student learning outcomes • Module evaluations • Teaching observation and peer review • Compliance of courses with regulation • PDR feedback

- *This job description provides a general reflection of the key accountabilities associated with the post, and you may be expected to take on other reasonable activities to assist in efficient service delivery.*
- *Emphasis on specific accountabilities and indicators of success aligned with your career pathway will be agreed at recruitment and as part of your PDR.*
- *Grade 7 and 8 represent points on a continuum. Individuals on Grade 7 roles will have the opportunity to progress to Grade 8 once they are sufficiently experienced in all elements of the role.*

Key Accountabilities/Primary Responsibilities:	Indicators of Success:
• Develop and promote innovative teaching and learning approaches, media and material, which create interest, understanding and enthusiasm amongst students.	
Leadership, Management and Engagement: • Work as a team member, developing productive relationships with colleagues and leading modules, programmes and activities where appropriate. • Manage administrative tasks as appropriate relating to research, enterprise, education and teaching, including risk assessment of activities and contribute to project meetings and report writing. • Actively participate in national/international recruitment and marketing activities in the School and other student events as appropriate. • Participate in and develop external networks and build the reputation of the organisation through disseminating learning through appropriate fora.	• Staff satisfaction surveys • Staff turnover • Student learning outcomes • Student satisfaction survey outputs • PDR feedback • Research group, Faculty, School and University reputation • Teaching observation and peer review • Profile in the practice area • Participation in relevant Institutes and Societies • Collaboration with industry partners
Research and Enterprise: • Engage in the development of research objectives, projects and proposals, conducting research individually or collaboratively and ensuring that the outputs of research are used to enhance teaching where relevant. • Identify suitable sources of funding and contribute to the process of securing funds. • Develop a national and international reputation for research, including thorough and regular dissemination and explanation of high quality findings through internationally-leading peer reviewed publications. • Represent the School/Faculty/University externally in relevant research communities contributing to the field and the University's profile within it. • Develop and sustain links with relevant organisations and employers to grow collaborations, employability and funding support. • Where relevant, contribute to enterprise in the University, drawing on internal and external partnerships. • Participate in research supervision and pastoral support for undergraduate and postgraduate students.	• Research group, Faculty, School and University reputation • Individual contribution to the REF and external review of outputs • High quality research outputs as judged by accepted standards of excellence in relevant discipline • Levels of external funding secured that include a proportion of PI level funding • Peer review • External profile and reputation including external invitations • Personal Development Review (PDR) feedback • Research student satisfaction survey outputs • Research student studentship completion rates Staff turnover and satisfaction rates

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PERSON SPECIFICATION

Criteria	Essential	Desirable	Point at which information used in recruitment process
Knowledge, Education and Training:			*Shortlisting*
• NMC registration	X		
• Batchelors degree in Nursing, or relevant Health-related topic,	X		
• Experience and District Nurse specialist practice qualification (SPQ)	X		
• Master's degree or working towards this with in-depth knowledge to enable innovation and new understanding in the field.	X		
• Recognised HE teaching qualification or appropriate HEA fellowship/the ability to gain this within 2 years from the date of appointment.	X		
• PhD or equivalent international qualification		X	
Experience:			*Shortlisting and interview*
• At least 3 years' experience in Nursing post-qualification	X		
• Experience of delivering high quality teaching at undergraduate and/or postgraduate level.		X	
• Able to demonstrate the delivery of high quality research outputs, or has plans to develop impact within area of research.		X	
• Contributed to quality assurance activities.		X	
• Contributed successfully to research projects, grant applications, and developing collaborative research networks.		X	
• Ability to demonstrate enhancement to the learning experience through flexible delivery, and pedagogic innovation including the use of digital media, as appropriate to meet the diverse needs of students.	X		
• Track record of successful engagement with key stakeholders, internally and externally.		X	

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Criteria	Essential	Desirable	Point at which information used in recruitment process
Skills and Attributes: **Drives innovation and action:** • Ability to deliver high-quality innovative teaching and learning. • Ability to develop innovative research proposals • Intellectual agility for the solving of problems. **Demonstrates self-leadership, balancing personal needs with the University's strategic objectives:** • Self-aware with the ability to accept different views and self-regulate approach appropriately. • Skilled approach to planning, managing, organising and objectively assessing own teaching and research contributions. **Develops self and others to deliver:** • Ability to plan, manage, organise and assess own teaching contributions. • Ability to mentor and support students/tutorial groups • Ability to undertake co-ordinating role at programme/school level. • Proactively participates in scholarly activity. **Leads and operates amidst change and ambiguity:** • Ability to take a long-term holistic view and remain focussed during times of change and uncertainty. • Ability to remain resilient, flexible and work with conflicting priorities. **Builds and secures value from relationships:** • Is proactive in approach to seeking and managing professional collaborations and opportunities for joint projects. • Works effectively and collegiately as a part of an interdisciplinary team. • Fosters and develops good working relationships **Creates and contributes to a shared vision, inspiring others:** • Has strong written, verbal and presentation skills. • Ability to communicate new and complex information effectively, both verbal and written, engaging the interest and enthusiasm of the target audience. **Uses sound business judgement:** • Ability to monitor and manage resources and budgets where appropriate.	X X X X X X X X X X X X X X X X X X	X	*This section is used by the panel to inform interview questions for formal interview*

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