UNIVERSITY OF PLYMOUTH

# JOB DESCRIPTION AND PERSON SPECIFICATION

**Role:** Lecturer - Adult Nursing
**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:**<br>• Deliver teaching of the highest quality across a range of modules and to all levels, through lectures, seminars, tutorials, and practical skills sessions.<br>• Contribute to delivery nationally and internationally as appropriate and in line with University policies and guidelines.<br>• Provide pastoral care (through the role of personal tutor where appropriate).<br>• Supervise students on projects and placements, including in clinical or professional practice Ensuring that a high quality learning environment is provided.<br>• Set and mark coursework and exams within required timescales, and provide constructive feedback to students in line with University guidelines/policy.<br>• Engage with relevant professional bodies, organisations and industries to support their work and inform teaching to enhance the student experience and student employability.<br>• Contribute to the development of new programmes of study.<br>• 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<br>• Student recruitment outcomes<br>• Student completion rates<br>• Student learning outcomes<br>• Module evaluations<br>• Teaching observation and peer review<br>• Compliance of courses with regulation<br>• 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:**<br>• Work as a team member, developing productive relationships with colleagues and leading modules, programmes and activities where appropriate.<br>• 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.<br>• Actively participate in national/international recruitment and marketing activities in the School and other student events as appropriate.<br>• Participate in and develop external networks and build the reputation of the organisation through disseminating learning through appropriate fora. | • Staff satisfaction surveys<br>• Staff turnover<br>• Student learning outcomes<br>• Student satisfaction survey outputs<br>• PDR feedback<br>• Research group, Faculty, School and University reputation<br>• Teaching observation and peer review<br>• Profile in the practice area<br>• Participation in relevant Institutes and Societies<br>• Collaboration with industry partners |
| **Research and Enterprise:**<br>• 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.<br>• Identify suitable sources of funding and contribute to the process of securing funds.<br>• 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.<br>• Represent the School/Faculty/University externally in relevant research communities contributing to the field and the University's profile within it.<br>• Develop and sustain links with relevant organisations and employers to grow collaborations, employability and funding support.<br>• Where relevant, contribute to enterprise in the University, drawing on internal and external partnerships.<br>• Participate in research supervision and pastoral support for undergraduate and postgraduate students. | • Research group, Faculty, School and University reputation<br>• Individual contribution to the REF and external review of outputs<br>• High quality research outputs as judged by accepted standards of excellence in relevant discipline<br>• Levels of external funding secured that include a proportion of PI level funding<br>• Peer review<br>• External profile and reputation including external invitations<br>• Personal Development Review (PDR) feedback<br>• Research student satisfaction survey outputs<br>• Research student studentship completion rates<br>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 | | |
| • 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 | |
| **Skills and Attributes:**<br>**Drives innovation and action:**<br>• Ability to deliver high-quality innovative teaching and learning.<br>• Ability to develop innovative research proposals | X | X | *This section is used by the panel to inform interview* |

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|---|---|---|---|
| • Intellectual agility for the solving of problems. | X | | *questions for formal interview* |
| **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. | X | | |
| • Skilled approach to planning, managing, organising and objectively assessing own teaching and research contributions. | X | | |
| **Develops self and others to deliver:** | | | |
| • Ability to plan, manage, organise and assess own teaching contributions. | X | | |
| • Ability to mentor and support students/tutorial groups | X | | |
| • Ability to undertake co-ordinating role at programme/school level. | X | | |
| • Proactively participates in scholarly activity. | X | | |
| **Leads and operates amidst change and ambiguity:** | | | |
| • Ability to take a long-term holistic view and remain focussed during times of change and uncertainty. | X | | |
| • Ability to remain resilient, flexible and work with conflicting priorities. | X | | |
| **Builds and secures value from relationships:** | | | |
| • Is proactive in approach to seeking and managing professional collaborations and opportunities for joint projects. | X | | |
| • Works effectively and collegiately as a part of an interdisciplinary team. | X | | |
| • Fosters and develops good working relationships | X | | |
| **Creates and contributes to a shared vision, inspiring others:** | | | |
| • Has strong written, verbal and presentation skills. | X | | |
| • Ability to communicate new and complex information effectively, both verbal and written, engaging the interest and enthusiasm of the target audience. | X | | |
| **Uses sound business judgement:** | | | |
| • Ability to monitor and manage resources and budgets where appropriate. | X | | |

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