UWS UNIVERSITY OF THE WEST of SCOTLAND

Job Description & Person Specification

Academic and Research roles

JOB DESCRIPTION

Job title	Senior Lecturer in Civil Engineering
Faculty	Faculty of Computing, Sciences and Engineering
Department	Department of Engineering and Smart Infrastructure
Programme *(if applicable)*	BEng (Hons) Civil Engineering and, BEng (Hons) Civil Engineering (GA)
Location	Paisley
Reporting to	Head of Department
UWS grade	AC4
FTE	1

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

This post will play a lead role in the Department of Engineering and Smart Infrastructure helping to develop the area of Civil Engineering; actively lead and carry out research and knowledge exchange activities; engage with programme development and delivery; and contribute to the wider development of the faculty of Computing, Sciences and Engineering, including undertaking international travel if required. Programme leadership of one of the Graduate Apprenticeships/ Work-based Learning programmes (Transportation/ Railway Engineering) is also part of the agreed activity.

The successful candidate will be expected to achieve/have publications of the quality and quantity required to participate in the next research assessment exercise.

People & finance responsibilities

People	There may be responsibilities for the line management of designated staff.
Finance	May have responsibility for a specific budget associated with a research grant or learning and teaching grant

Key activities

Learning and Teaching

- Provide academic leadership within Civil Engineering related courses, modules and programme area(s), taking a lead role in their design, development and delivery, and which may include the operational management of staff (work allocation/co-ordination, activity planning, performance management and staff development, mentoring, etc.) within the Civil Engineering subject area.
- Review course content and materials, ensuring that course design and delivery comply with all quality controls.
- Encourage and support colleagues to engage in Civil Engineering teaching, research and commercialisation activities.
- Establish and deliver modules, programmes and courses in Civil Engineering which meet the needs of students and sponsoring organisations subject to the quality standards and quality assurance processes of the University and external benchmarks.
- Design, develop and implement scholarship, research, knowledge exchange and external engagement activities to produce outputs in accordance with agreed objectives.
- Foster effective relationships with staff, students and other stakeholders at all levels both internally and externally.
- Support the Faculty by promoting best practice and ensuring effective implementation of particular initiatives in Student Engagement, Student Support and Guidance and Learning, Teaching and Assessment strategies in order to enhance the student experience.
- Contribute significantly to the management of the faculty, including curricula development, admissions, student progression, student skills development and the wider strategic planning processes of the University.
- Support the Dean of the School and the Dean's Executive Group by representing them internally and externally, and/or by co-ordinating significant areas of activity which may be cross-School or cross-campus in nature.
- Contribute fully to quality assurance processes out with the school as required, as an external examiner, etc.

Research & Commercialisation

- Take a leading/co-ordination role in research activity including bids for research, consultancy and other additional funds, in consultation with Academic Director/Associate Dean/Dean.
- Make a significant contribution to the determination of relevant research and commercialisation objectives for a research team.
- Make a significant contribution to the development of research and commercialisation strategies and take a leading role on their implementation.
- Carry out independent research and act as principal investigator and project leader.
- Act as a referee and contribute to peer assessment.
- Make presentations or exhibitions at national and/or international conferences and other similar events.
- Publish research outputs in line with University Research Strategy and publish in appropriate peer reviewed journals.
- Contribute to the development of and provide support for initiatives to generate external income in line with Faculty Strategy.
- Collaborate with similar research and commercialisation activities in other universities and industry, resulting in funded research and commercialisation and joint publication with scholars of repute.

Job scope

Planning and organising	● In the main, work will be allocated by the Unit Lead or their representative, with responsibility for planning and effective delivery of programmes within a discipline or subject area. ● Timescales of work will range from short-term to long-term (daily to annually and more) according to the nature of the work allocated. ● The post-holder will be required to carry a leadership/co-ordination role mainly at subject level, but often at the Faculty and sometimes at University level. ● There will be a need to co-ordinate the work of others, agreeing objectives and activity plans, etc. to ensure courses are delivered effectively and sufficient time is allocated to research and other activities. ● Contribute to the management of quality, Faculty planning and the development of new and creative approaches to Learning and Teaching/Research and Commercialisation. ● Work will be consistent with the strategies defined in the Faculty and University Plans.
Decision making	● Authority to take decisions and deal with issues with appropriate consultation with the Dean and the Dean's Executive Group. ● Provide advice on strategic issues such as student recruitment, staff appointments, etc. ● Resolve issues affecting the delivery of educational/research programmes.
Working relationships – *Liaison and Networking*	● Lead and develop internal and external networks to foster collaboration and build relationships. ● Develop research plans in line with the Faculty's Research Strategy. ● Attend and contribute to relevant School meetings such as Cluster and programme panels. ● Liaise with relevant external examiners and respond to external examiner reports.
Working relationships – *Communication*	● Report to the Unit Lead for continuing professional and career development. ● Contribute to cross-school collaboration, as required. ● Be involved in complex negotiations internally and with external bodies.
Working relationships – *Teamwork*	● Work with other members of the Civil Engineering group to develop strategy for all aspects of subject group activity.
Working relationships – *Pastoral Care*	● Be responsive to the needs of potential students and employers.
Working relationships – *Managing People*	● Deal with referred issues for students within own area ● Act as personal mentor to colleagues, providing academic leadership to designated staff.

PERSON SPECIFICATION

Qualifications

			Evidence A = Application I = Interview
Essential	**QE1**	● PhD or other doctoral level (or equivalent extensive professional experience) in Civil Engineering, preferably in Transportation/ Railway Engineering or an appropriate related discipline.	A
	QE2	● First Degree in Civil Engineering, or in an appropriate related or equivalent discipline area.	A
	QE3	● A postgraduate qualification in education/learning and teaching.	A
	QE4	● Membership of an appropriate internationally recognised professional body.	A
Desirable	**QD1**	● Advance HE Fellowship or appropriate teaching qualification.	A
	QD2	● Publications record.	A

Experience

			Evidence A = Application I = Interview
Essential	**EE1**	● Track record of teaching in Civil Engineering area, including a strong awareness of current pedagogic techniques.	A/I
	EE2	● Evidence of experience of learning, teaching and assessment of undergraduate/postgraduate degree programmes in Civil Engineering (focus on Transportation/Railway Engineering).	A
	EE3	● Evidence of familiarity with online learning environments and the principles of digital education.	A
	EE4	● A track record in research, demonstrating strong analytical experience applied to Civil Engineering, and clear long-term plan for development of research activity relevant to needs of the faculty. ● A demonstrable history high-quality research or of Civil Engineering commensurate with career stage.	A A
	EE5	● Track record of engagement with organisations from private, public and/or voluntary sector.	A
	EE6	● Programme leadership – development and management.	A/I
	EE7	● Evidence of academic and professional preparation consistent with an ability to contribute at a high level to the programme curriculum.	A/I
	EE8	● Evidence of line management experience.	A/I
	EE9		A/I
Desirable	**ED1**	● Publications record of a level to be included in REF.	A
	ED2	● Generation of significant income from external engagement activity.	A

Skills

			Evidence A = Application I = Interview
Essential	**SE1**	• High level expertise in teaching, research/consultancy in Civil Engineering.	I
	SE2	• Ability to lead course/module delivery and development in Civil Engineering with particular emphasis on Railway Engineering (i.e. Rail specific asset management, Health and Safety, networks, geotechnical and environmental engineering).	I
	SE3	• Ability to provide effective leadership for groups and activities with significant financial/reputational impact, understanding resource management processes	I
	SE4	• Skilled in developing, devising and appraising new Civil Engineering programmes, models and teaching methods.	I
Desirable	**SD1**	• Ability to guide PhD students in research projects	A
	SD2	• Active participation in the activities of one of the Professional Institutions including Advance HE	A

Knowledge

			Evidence A = Application I = Interview
Essential	**KE1**	• Evidence of sufficient depth or breadth of specialist knowledge and understanding of Civil Engineering/ Built Environment disciplines to work within established teaching and research programmes.	I
	KE2	• Appreciation of the challenges and opportunities in the Higher Education sector (nationally and globally).	I
	KE3	• Recognised track record of published research/ teaching delivery/ successful consultancy activities.	I
Desirable	**KD1**	• International dimension to past work (i.e. working abroad or on international collaborative projects).	I
	KD2	• Evidence appropriate knowledge relating to programme Leadership and the ability to successfully manage a programme to meet the needs of the organisation.	I
	KD3	• Evidence of successful knowledge relating to managing academic colleagues to ensure successful team.	I

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