UWS UNIVERSITY OF THE WEST of SCOTLAND

Job Description & Person Specification

Academic and Research roles

JOB DESCRIPTION

Job title	Lecturer in Civil Engineering
School/Department	Faculty of Computing, Sciences and Engineering
Division (if applicable)	Department of Engineering and Smart Infrastructure
Programme (if applicable)	BEng Civil Engineering and BEng Civil Engineering (GA)
Location	Paisley
Reporting to	Senior Lecturer
UWS grade	AC3
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

The Faculty of Computing, Sciences and Engineering is seeking to appoint a Lecturer to a fixed term contract, contributing to the delivery of academic programmes in Civil Engineering, with particular emphasis on Transportation Engineering (Railway Engineering and Operations). The successful candidate will have an undergraduate degree in Civil Engineering, or equivalent, and will be qualified to doctoral level (or close to completion). A postgraduate qualification in education/learning and teaching and Advance Higher Education Fellowship are 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 Computing, Sciences and Engineering 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 post will involve leadership and/or coordination responsibilities across subject areas related to Civil Engineering, with a particular emphasis on Transportation Engineering (Railway Engineering i.e. Rail specific asset management, Health and Safety, networks, geotechnical and environmental engineering). The post holder will be expected to adopt a flexible approach to subject delivery and to contribute to the development of new programmes alongside the enhancement and delivery of the existing portfolio. Module coordination and the academic supervision of Honours, MSc and PhD students are expected. We are seeking an individual who will make a strong contribution to our existing teaching team and support the effective delivery of our growing apprenticeships and workplace learning programmes, with demonstrable experience in teaching Civil Engineering at undergraduate level.

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

Teaching

- Design and deliver excellence in learning and teaching
- Use appropriate teaching, learning support and assessment methods
- Contribution to the development, validation and review of programmes of study
- 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
- Module administration and co-ordination
- Participate in quality assurance and enhancement initiatives in collaboration with academic colleagues
- Maintain appropriate scholarship activity to ensure research-informed teaching is delivered at all times
- Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback

Research & Enterprise

- Undertake high-quality original Civil Engineering research and disseminate results through regular publications in high impact journals.
- Apply as principal- or co-investigator to appropriate research funding bodies and manage grants awarded
- Supervise research students and staff as required, providing direction, support and guidance
- Develop and contribute to enterprise activities including continuous professional development opportunities or consultancy
- Engage in knowledge transfer activities

Job scope

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

PERSON SPECIFICATION

Qualifications

			Evidence **A = Application** **I = Interview**
Essential	**QE1**	• First degree in Civil Engineering, or in an appropriate related discipline.	A
	QE2	• A postgraduate qualification or PhD in Civil Engineering, preferably in Transportation/ Railway Engineering or an appropriate related discipline.	A
Desirable	**QD1**	• A postgraduate qualification in education/learning and teaching	A
	QD2	• Advance Higher Education Fellowship or appropriate teaching qualification	A
	QD3	• Membership of an appropriate professional body	A

Experience

			Evidence **A = Application** **I = Interview**
Essential	**EE1**	• Evidence of experience of learning, teaching and assessment of Civil Engineering in higher education, with a focus on Transportation/Railway Engineering.	A/I
	EE2	• Evidence of knowledge and understanding of contemporary pedagogies related to the Civil Engineering.	A
	EE3	• Evidence of published research profile commensurate with career stage (including 3/4* research outputs).	A
	EE4	• Evidence of experience in module/programme administration.	A/I
	EE5	• Evidence of experience in designing and delivering co-creative and active learning and assessment in Civil Engineering.	A/I
	EE6	• Evidence of familiarity with online learning environments and the principles of digital education.	A/I
Desirable	**ED1**	• Evidence of participation of income generation from external funding bodies.	A

Skills

			Evidence **A = Application** **I = Interview**
Essential	**SE1**	• Ability to plan and deliver programmes of teaching and research. In depth knowledge of Civil Engineering with the ability to teach core and advanced topics (Transportation/Railway Engineering) at undergraduate and postgraduate levels.	A/I A
	SE2	• Strong practical laboratory skills and experience of experimental and instrumental methods relevant to Civil Engineering.	
	SE3	• Ability to design and supervise safe laboratory teaching and research, including COSHH and risk assessment and good laboratory practice.	A

	SE4 **SE5** **SE6**	• Excellent oral and written communication skills, with the ability to explain complex concepts to students, peers and external stakeholders. • Evidence of ability to work creatively and collaboratively with colleagues and students in a multi-discipline environment. • Evidence of a willingness to embrace responsibility and work on own initiative.	A/I A/I A/I
Desirable	**SD1** **SD2**	• Evidence of ability to secure research and enterprise funding, commensurate with experience • Ability to engage with the public and potential students to explain and promote Civil Engineering.	A/I A/I

Knowledge

			Evidence **A = Application** **I = Interview**
Essential	**KE1** **KE2** **KE3**	• Evidence of sufficient depth or breadth of specialist knowledge and understanding of Civil Engineering, particularly Transportation Engineering, to work within established teaching and research programmes • Evidence of extended knowledge and understanding of contemporary pedagogies and educational practice related to the Civil Engineering • Evidence of knowledge and understanding of interdisciplinarity and interdisciplinary methodologies and methods relevant to Civil Engineering	A/I A/I A
Desirable	**KD1**	• An understanding of health, safety, ethical and regulatory requirements relevant to Civil Engineering teaching and research.	A

Created/Updated (mm/yy):	**11/26**