IMPERIAL

Associate Lecturer/Lecturer (Teaching)

Department/Division/ Faculty:	Early Career Researcher Institute
Campus/Location:	South Kensington Campus - Hybrid
Job Family/Level:	Teaching, Lecturer/Associate Lecturer (Teaching)
Responsible to:	Head of Consultancy
Key working Relationships (Internal):	Imperial early career researchers (ECRs), ECRI staff and ECRI stakeholders across all Faculties and campuses. Departmental staff who support ECRs, People Function, including the Talent and Culture and Inclusion teams, Registry, Associate Provosts (EDI), Enterprise, Library, CDT Directors and Managers, International Relations Office, Research Office, Policy Forum and Societal Engagement units, Clinical Academic Training Office (CATO), Educational Development Unit (EDU) and CHERS, Careers Service, Student Services, Imperial College Students' Union, Communications Division.
Key Working Relationships (External):	National and International external network stakeholders, external consultants, Research Councils, learned societies and other professional bodies, equivalent post-holders at other UK and international institutions.
Contract type:	Full Time - Open Ended

Purpose of the Post

Imperial College London is the only UK university to focus entirely on science, engineering, medicine and business. Our international reputation for excellence in teaching and research sees us consistently rated in the top 10 universities worldwide.

Early Career Researchers (ECRs) play a vital role in making Imperial's mission a reality. At Imperial, an ECR is defined as anyone whose daily activity is primarily research and who is not fully established as a group leader. This includes research degree students (primarily PhD students) and research staff (primarily postdocs and research fellows).

The Early Career Researcher Institute (ECRI) was established in 2024 to attract, develop, empower and advocate for the next generation of outstanding STEMB talent. ECRI provides a broad range of learning and development opportunities, events, tailored group and individual support and resources for ECRs. Each year there are 7,500 attendances at ECRI courses and programmes and over 350 individuals access our tailored support.

ECRI aims to create a collaborative and dynamic research environment that drives discovery and addresses the urgent challenges of the 21st century. Through its work to strengthen the national and international impact of ECRs and its comprehensive programme of tailored support and development opportunities, ECRI contributes to a healthy, supportive and productive research environment at Imperial.

The primary purpose of this post is to deliver specialised individual support for early career researchers including one-to-ones and mock interviews. You will also lead the programme for and deliver a range of learning and development opportunities on career development and planning. Additionally, you will be expected to work with and convene other ECRI staff and subject experts both within Imperial and beyond to enhance ECRI's overall provision.

Key Responsibilities for Associate Lecturer (Teaching)

Contribution to the College's Educational Mission

- Deliver specialised individual support for ECRs, including one-to-one appointments and mock interviews.
- Design, develop and deliver workshops and training to ECRI's stakeholders as part of ECRI's Learning and Development Team.
- As a course tutor/facilitator, take responsibility for the design and delivery of one's own courses.
- Act as Programme Leader for careers related programmes, continuously liaising with other course tutors, monitoring the programme and implementing changes based on stakeholder feedback.
- Collaborate extensively with relevant departments with expertise in careers and researcher development, including the Careers Service, to coordinate learning opportunities for ECRs and maintain own knowledge.
- Collaborate with ECRI's ECR Programme Partners, as appropriate, to design and deliver high-quality teaching materials for assigned ECRI courses and programmes, using appropriate methods and approaches.
- Provide constructive and timely formative feedback to ECRI participants, as appropriate, through ECRI course and programme delivery as well as through ECRI's coaching, mentoring and other individual support.
- Undertake ECRI course and programme administration duties, such as working with ECRI's Coordinators to schedule teaching activities and coordinate any internal/external course tutors, guest speakers/consultants.
- Engage in internal and external consultancy work on behalf of ECRI Academy, as requested.
- Contribute towards ECRI's quality assurance processes, including course evaluation, programme review, and peer observation of teaching practice.
- Work with ECRI admin to facilitate efficient and timely delivery of other ECRI services

Governance

- Be a member of (or chair, when requested) relevant ECRI committees and groups.

Educational Research, Evaluation and Critical Enquiry

- Actively contribute/participate in Imperial's Teaching Fellows Network, the Imperial Festival of Learning and Teaching and Special Interest Groups.
- Assist, where appropriate, with the implementation of actions assigned to ECRI through various institutional action plans (the Concordat to Support the Career Development of Researchers, PRES, staff survey etc).

Leadership and Management

- To manage and develop staff as appropriate (e.g. through mentoring, supporting Postdoc and Fellow Reps, working with ECRI Programme Partners).

Profession and Practice

- Be a reflective, responsive practitioner committed to personal and professional development, and the development of own teaching and learning skills

- Undertake learning and development training as relevant to role

Additional responsibilities for Lecturer (Teaching)

Contribution to the College's Educational Mission

- Contribute to the strategic development of ECRI's learning and development provision with a focus on individual support, helping to shape ECRI's, curriculum development and overall offer.
- Actively contribute to ECRI's development and quality processes, helping to identify areas where ECRI's current provision needs revision or improvement and offer potential solutions for enhancement.
- Apply knowledge and best practice acquired from scholarly activities to own teaching practice.
- Contribute extensively to quality assurance activities across ECRI, as a peer reviewer, critical friend, and active member of ECRI's learning and development groups.

Governance

- Represent ECRI at University groups and fora, as requested.

Educational Research, Evaluation and Critical Enquiry

- Engage in scholarly activities related to researcher development and higher education practice, such as the codification of and communication of best practices, as well as engagement with the literature to develop one's own practice i.e. writing of reports, publications and the delivery of presentations on best practices, reading/attendance of a dissemination of lessons from such reports and presentations given by others.
- Contribute to the process of securing internal or external funding for researcher development initiatives or scholarship

Leadership and management

- Contribute towards the development and delivery of ECRI's strategy.
- Act as a role model and champion for equality, diversity and inclusion, consistently demonstrating commitment to Imperial's values and behaviours.

Profession and Practice

- Demonstrate continuous in practice over time, actively engaging with scholarship to inform this.

Person Specification – Associate Lecturer (Teaching)

Requirements Candidates/post holders will be expected to demonstrate the following:	**Essential (E)/ Desirable (D)**
Education	
A degree or equivalent qualification, and hold (or be nearing the completion of) a postgraduate qualification	E
Postgraduate professional qualifications in careers or coaching, or a related support provision	E
Postgraduate Certificate (PG Cert) in learning and teaching, or an equivalent teaching qualification, or the capacity and willingness to rapidly acquire one	E
Associate Fellowship of the Higher Education Academy, or the capacity and willingness to rapidly work towards a successful application	E

Hold (or be nearing completion of) a PhD	D

Experience

Experience of individual support along with the associated administrative and management support work	E
Experience of designing, delivering, and evaluating professional and personal development initiatives for a variety of audiences including early career researchers (ECRs).	D

Knowledge

An awareness of the Higher Education (HE) context, including the 'Concordat to Support the Career Development of Researchers', Research Culture, and relevant issues relating to funding and assessment (e.g. REF, TEF).	E
An awareness of client-centred strategies to promote and assess professional and career development of researchers.	E
Knowledge of delivering training, workshops, course and individual support to postgraduate researchers and research staff in higher education at the highest standards	E
Command of the core developmental and career progression needs of ECRs at research intensive Higher Education institutions	E
Up to date knowledge of best practice in diverse career pathways and career development activities	D

Skills & Abilities

An understanding of relevant educational theory and good practice relating to individual support, learning, teaching, and course design in researcher development.	E
Ability to work flexibly and as part of a team in an open-minded and cooperative manner to manage and successfully deliver project outcomes	E
Demonstrable ability to take initiative, prioritise efficiently and work autonomously	E
Effective communication and interpersonal skills	E
Ability to work under pressure and to demonstrate good time management and organisational skills	E
ICT skills with an ability to effectively use Microsoft 365 software	E
Problem-solving skills	E
Willingness to undertake any training necessary for this role	E
A commitment to championing equality, diversity and inclusion	E

Additional requirements for Lecturer (Teaching)

Requirements Candidates/post holders will be expected to demonstrate the following:	**Essential (E)/ Desirable (D)**
Education	
Hold an appropriate Master's-level teaching qualification (or equivalent) in Higher Education	E

Hold FHEA (or equivalent)	E

Experience

A background that provides appropriate contextual knowledge of early career researchers or other related areas, ideally in a research-intensive HE context	E
Experience of individual support and/or teaching in a research-intensive HE context, along with the associated administrative and management support work	E
Experience of working in areas such as careers guidance, researcher development, learning and development, professional development, academic skills development or similar.	E
Experience of using digital learning tools and platforms	D

Knowledge

In-depth knowledge of the broader Higher Education (HE) context, including knowledge of the 'Concordat to Support the Career Development of Researchers', Research Culture, and relevant issues relating to funding and assessment (e.g. REF, TEF).	E
Demonstrable familiarity with a variety of client-centred strategies to promote and assess professional and career development of researchers.	E
A demonstrable track record of delivering training, workshops, course and individual support to postgraduate researchers and research staff in higher education at the highest standards.	E
An in-depth understanding of relevant educational theory and good practice relating to individual support, learning, teaching, and course design in researcher development	E
An informed, critical understanding of the core developmental and career progression needs of Imperial's ECRs	E
Up to date knowledge of best practice in diverse career pathways and career development	E
Knowledge of best practice activities in: ➢ Coaching/mentoring for ECRs ➢ Wellbeing and fostering a positive research culture ➢ Leadership and Management ➢ Equality, Diversity and Inclusion initiatives for ECRs	D

Lecturer (Teaching)
The post will be at the Lecturer (Teaching) (formerly known as "Senior Teaching Fellow") level of the Teaching Job Family.

Associate Lecturer (Teaching)
The post will be at the Associate Lecturer (Teaching) (formerly known as "Teaching Fellow") level of the Teaching Job Family.

Further Information

Please note that job descriptions cannot be exhaustive, and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.

Our values are at the root of everything we do and everyone in our community is expected to demonstrate Imperial:

- Respect
- Collaboration
- Excellence
- Integrity
- Innovation

Employees are also required to comply with all Imperial policies and regulations.

We are committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation. You can read more about our commitment on our webpages.

November 2026