



## Job Description

<b>Job title</b>	Lecturer
<b>Department/School</b>	Psychology
<b>Job family</b>	Education and Research
<b>Grade</b>	8
<b>Reporting to</b>	Head of Department
<b>Responsible for</b>	Any research staff/students appointed to grants held
<b>Location</b>	University of Bath premises

### Background and context

The Department of Psychology is well known for its excellence in research and teaching. The Department of Psychology has more than 50 academic staff and 600 undergraduates and postgraduates. In recent years, we have ranked in the top five places in the Guardian league table, the Complete University Guide (in association with The Independent), and The Times & Sunday Times Good University Guide.

Research and teaching in the department occurs across five clusters: social and environmental psychology, clinical psychology, cognitive science, development and psychopathology, and health psychology. We are based in a new £30m purpose-built facility, containing two floors of state-of-the-art labs for interview, group observation, EEG/ERP, virtual reality, psychobiology, eye-tracking, pain, cross-modal and computerised testing.

This post is intended to make a significant contribution to research and teaching capacity in Psychology. The postholder will be expected to teach in related areas at the undergraduate and postgraduate level.

### Job purpose

To conduct research with a high potential for national/international impact and profile; undertake teaching at undergraduate and postgraduate level; supervise postgraduate research students, and undertake management and administrative duties commensurate with the role.

<b>Main duties and responsibilities</b>	
<p>The job duties and responsibilities listed below are intended to describe the general nature of the role. The duties and responsibilities, and the balance between the elements in the role, may change or vary over time depending on the specific needs at a specific point in time, or due to changing needs in the department/group. Jobholders should note that there may not be an immediate requirement to carry out all the activities listed below.</p>	
<b>1</b>	<b>Research</b>
a	Establish own area of independent research as appropriate to the work of the Department, ensuring a commitment to the highest standards of ethics and integrity in research.
b	Participate in collaborative research projects as appropriate to the discipline.
c	Identify sources of funding and secure funding for own research programme.
d	Write papers and submit for publication in leading research journals and/or leading national/international conference proceedings or other outputs as appropriate to the discipline.
f	Present research at national and/or international conferences and/ or at other appropriate events.
g	Supervise doctoral research students as required.
h	Engage effectively in non-academic impact of research, including substantial knowledge or technology exchange and/or public engagement activities, involving a range of partnerships with external organisations.
<b>2</b>	<b>Teaching</b>
a	Design, plan and implement effective and inclusive teaching and supporting learning activities.
b	Teach across a range of modules/units or within a subject area using appropriate teaching, learning support and assessment methods and technologies.
c	Assess the work and progress of students and provide them with constructive feedback.
d	Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
e	Develop ideas for improving the learning environment, teaching and/or assessment and feedback methods.
f	Engage in professional development in relation to teaching, learning and assessment, including the use of an evidence-informed approach, which utilises the outcomes of research and scholarship, to enhance practice.

g	Contribute to outreach and/or Widening Participation activity within the Department, Faculty or University.
<b>3</b>	<b>Management and administration</b>
a	Undertake internal roles of responsibility e.g. contribute to committees and working parties, act as Admissions Tutor.
b	Advise and support colleagues with less experience and advise on academic and personal development.
c	Participate in internal initiatives/events to the benefit of the University e.g. open days, outreach activities, student placements.
d	Act as supervisor for the work of others, for example, research teams or projects or as PhD supervisor.

#### Special conditions

All appointments to Lecturer posts are subject to three years' probation and successful completion of the Bath Course in Enhancing Academic Practice (Bath Course). Individuals may be granted exemption from the Bath Course and/or probation at the University's discretion.

## Person Specification

Criteria	Essential	Desirable	Examples measured by
<b>Qualifications</b>			
PhD or equivalent in relevant discipline	✓		
UG degree in relevant discipline or equivalent qualification/experience	✓	✓	
Membership, registration, or qualification with a relevant professional body (e.g. British Psychological Society, Health and Care and Professions Council)		✓	
Higher education teaching qualification or professional recognition (e.g. PGCert, FHEA or equivalent)		✓	
<b>Experience/Knowledge</b>			
Substantial experience in relevant research field		✓	
An emerging track record in research in relevant subject commensurate with stage of career	✓		
Demonstrates depth and breadth of understanding of subject matters at a complex conceptual level	✓		
Experience of teaching at UG/PG level		✓	
<b>Skills</b>			
Excellent written and verbal communication skills including presentation skills	✓		
Excellent interpersonal skills, communication style and team working	✓		
A creative research vision for development, implementation and delivery of successful research projects	✓		
Ability to supervise PhD students	✓		
Excellent organisational and administrative skills	✓		
Ability to form positive working relationships within the University, community, business and other partners	✓		
<b>Attributes</b>			
Commitment to excellence in research and teaching and to providing the highest quality experience for students	✓		
Commitment to working within professional and ethical codes of conduct	✓		