



Job Description

Job title	Reader
Department/School	Psychology
Job family	Education and Research
Grade	9
Reporting to	Head of Department
Responsible for	Any research staff/students
Location	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 lead research with international impact and profile; contribute to teaching at undergraduate and postgraduate level; supervise postgraduate research students, and undertake management and leadership duties commensurate with the role.

Main duties and responsibilities

The job duties and responsibilities listed below are intended to describe the general nature of the role. In exceptional circumstances, jobholders may be required to undertake research and scholarship duties only e.g. where external funding has been secured for research.

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.

1 Research & scholarship

- a Lead a research team as appropriate to the discipline, including supervision of research students and staff, ensuring the highest standards of ethics and integrity in research.
- b Lead collaborative research projects as appropriate to the discipline, normally at an international level, which may include international partners.
- c Attract substantial external funding to support research activity in collaboration with other Universities or organisations as appropriate to the discipline
- d Maintain a regular output of highest quality research which is published in leading research journals and national/international conferences or other outputs as appropriate to the discipline.
- e Present research at national and/or international conferences and/ or at other appropriate events.
- f 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.
- g Contribute to the development and implementation of research strategies in the Department/School.

2 Teaching

- a Deliver a wide range of effective and inclusive teaching and supporting learning activities
- b Assess the work and progress of students and provide them with constructive feedback.
- c Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
- d 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.
- e Contribute to outreach and/or Widening Participation activity within the Department, Faculty/School or University.

3	Management and leadership
a	Undertake specific leadership roles in the Department /Faculty e.g. Director of Studies, and contribute to institutional committees and working parties.
b	Manage and support colleagues with less experience and facilitate their academic and personal development.
c	Represent the Department in external relations as required.
d	Foster and develop internal or external networks of benefit to the Department /School /University

Person Specification

Criteria	Essential	Desirable	Examples measured by
Qualifications			
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)		√	
Experience/Knowledge			
Experience in providing research leadership	√		
Excellent record of publications in leading peer-reviewed journals at a national and normally international level	√		
Strong record of research funding as appropriate to the discipline	√		
Demonstrates depth and breadth of understanding of subject matter at a complex conceptual level	√		
Up to date knowledge of content and methods of teaching and /or supporting learning including the value and use of learning technologies	√		
Experience of teaching at UG/PG level		√	
Skills			
Academic leadership	√		
Ability to articulate a research vision and strategy for development, implementation and delivery of successful research projects	√		
Excellent written and verbal communication skills including presentation skills	√		
Excellent interpersonal skills, communication style and team working	√		
Evidence of positive working relationships within the University, community, business and other	√		

partners			
Attributes			
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	√		