



Job Description

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

Background and context

We are looking for a Lecturer in Education with expertise in educational inequalities and social change with regards to children and young people. This could be in the context of formal/informal education from the early years or any phase of schooling.

You will bring a special interest in relation to educational inequalities; for example, race, disability, neurodiversity, and/or technology (including AI). We are keen to maintain and promote interdisciplinarity in our research, such as research in education and economics, social policy, sociology, geography, and the arts and humanities.

You will be able to show how your work is directly related to at least one of the following Department's Research Groups: 'Education, Work and Social Change' or 'Education, Wellbeing, and Inclusion Through the Life Course' or 'Reimagining Education for Better Futures.' You will have an established or strong emerging publications profile with evidence of international publications in high quality journals. Ideally, your existing publications will be with international, and/ or interdisciplinary and. We are particularly interested in candidates who have a track record of working in partnership with non-academic partners. Your research will be expected to have strong potential for attracting mid- and large-scale research grants.

You will be an excellent teacher with experience of lecturing in Education at undergraduate and/ or postgraduate taught levels in HE or have a strong interest and focus on education in your current discipline. You will offer innovative, inclusive learning approaches for in-person, online and hybrid environments. You will offer a wide contribution to the life of the Department including a commitment to promoting i] excellence in research and in learning and teaching and ii] a positive research culture for staff and our large community of doctoral students.

We are particularly interested in attracting a lecturer who undertakes research with communities in the Global South, and/ or who is from an under-represented group in academia.

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.

Main duties and responsibilities	
<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>	
1	Research
	Establish own area of independent research as appropriate to the work of the Department/Faculty/School, ensuring a commitment to the highest standards of ethics and integrity in research.
	Participate in collaborative research projects as appropriate to the discipline.
	Identify sources of funding and secure funding for own research programme.
	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.
	Present research at national and/or international conferences and/ or at other appropriate events.
	Supervise doctoral research students as required.
	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.
2	Teaching
	Design, plan and implement effective and inclusive teaching and supporting learning activities.
	Teach across a range of modules/units or within a subject area using appropriate teaching, learning support and assessment methods and technologies.
	Assess the work and progress of students and provide them with constructive feedback.
	Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
	Develop ideas for improving the learning environment, teaching and/or assessment and feedback methods.
	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.
	Contribute to outreach and/or Widening Participation activity within the Department, Faculty/School or University.
	Act as an academic advisor for new and returning taught students within your academic department, consistent with the University's Quality Assurance Code of Practice QA33.

Main duties and responsibilities	
3	Management and administration
	Undertake internal roles of responsibility e.g. contribute to committees and working parties, act as Admissions Tutor.
	Advise and support colleagues with less experience and advise on academic and personal development.
	Participate in internal initiatives/events to the benefit of the University e.g. open days, outreach activities, student placements.
	Act as supervisor for the work of others, for example, research teams or projects or as PhD supervisor.

Special conditions
<p>All appointments to Lecturer posts are subject to three years' probation and successful completion of the 'The Pathway to HEA Fellowship for Probationers' (PHEAF). Individuals may be granted exemption from the PHEAF and/or probation at the University's discretion.</p>

Person Specification

Criteria	Essential	Desirable
Qualifications		
Undergraduate degree (e.g. BA, BSc, BEng)	√	
PhD degree in subject area of direct relevance for the project; or	√	
Professional/Industrial/Creative Doctorate in subject area of direct relevance for the project (e.g. DBA, MD, EdD, PsyD, EngD, DA); or		
Professional qualification (e.g. Chartership) and relevant experience equivalent to that of a PhD; or		
Professional experience in relevant discipline equivalent to that of a PhD		
Membership of professional body		√
Higher education teaching qualification or professional recognition (e.g. PGCert, FHEA or equivalent)		√
Experience/Knowledge		
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	√	
Skills		
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	√	
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	√	
--	---	--