

## Academic Staff

# Job description

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<b>Post Title:</b>	Lecturer in Work / Organisational / Occupational Psychology
<b>Grade:</b>	G
<b>Faculty/Service:</b>	Health and Applied Sciences
<b>Accountable to:</b>	Associate Head of Department (or equivalent designated nominee)
<b>Post no:</b>	R01397

## Job context

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The Department of Health and Social Sciences at the University of the West of England (UWE), is seeking to appoint an Occupational Psychologist with a commitment to innovative and high quality teaching. This post is a 1.0 FTE lectureship in the Occupational Psychology team, which is part of the Psychology cluster.

The post will be based in the interdisciplinary [Department of Health and Social Sciences](#) within the Faculty of Health and Applied Sciences. The successful candidate will be joining a supportive collaborative community of academics with a strong commitment to applied scholarly activity and an excellent track record of delivering a high quality student experience. Our staff are professional practitioners and researchers at the forefront of their specialist areas, and our students benefit from their cutting-edge insight, practical experience and innovative approaches to teaching.

We offer a suite of undergraduate and postgraduate psychology programmes accredited by the British Psychological Society (BPS) and other professional bodies. We are focussed on the delivery of high quality teaching with a strong emphasis on the application of academic understanding to real-world contexts with impact. We collaborate closely with employers and stakeholders to ensure that our curricula remain current, topical and relevant to societal needs. We welcome all applicants with a passion for sharing their knowledge both within and beyond academia, and particularly those from minority ethnic backgrounds as they are underrepresented within the subject group.

The University holds a Gold rating in the Teaching Excellence Framework (TEF), and there is a strong focus on delivering high quality teaching and an excellent student experience with undergraduate and postgraduate courses ranked in the Top 10 for teaching quality and overall student satisfaction. With the support of a dynamic and supportive psychology community at UWE, the successful candidate will also contribute towards the maintenance and enhancement of the University's reputation for public engagement, scholarship and knowledge exchange.

The department has a vibrant research culture, organised around several University Centres of Excellence, including The Centre for Health and Clinical Research; Centre for Appearance Research, and Centre for Public Health and Wellbeing. The department also hosts the [Psychological Sciences Research](#) Group and its [Optimising Performance & Engagement](#) theme, and has close links with other practitioners and researchers across the University, including the [Bristol Leadership and Change Centre](#).

## Job Overview

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The successful candidate will have experience of delivering high quality teaching, consultancy briefings or training. Working collaboratively with colleagues on the delivery of high quality teaching and learning, they will contribute to the highly regarded occupational psychology provision at UWE Bristol. We are particularly keen to appoint an individual committed to developing ready and able graduates who are active citizens capable of making real contributions to their communities, workplaces and society.

The post-holder will have opportunities to engage in research and/or scholarly/professional activity to expand your academic field, develop your own professional career, and enhance and inform teaching design, delivery and curriculum development. Support for research bidding will be provided, and there may be opportunities to develop collaborative and individual internal and external bids with staff throughout the department, across the wider University and with external partners. In collaboration with colleagues, the post holder will also contribute to the department's engagement with the local community, and continuing professional development (CPD) portfolio, providing excellent opportunities to develop your professional networks further.

UWE is committed to supporting and promoting equality and diversity to create an inclusive working environment. We believe this can be achieved through attracting, developing, and retaining a diverse range of staff from many different backgrounds who share our ambition to be a university recognised for the success and impact of our practice-oriented programmes; our strong industry networks and our inclusive global outlook. The Department of Health and Social Sciences is a proud recipient of an Athena SWAN Bronze Award and our commitment to equality is reflected in a number of ongoing actions related to workload management, flexible working and career development. We are also committed to widening participation in Higher Education (HE), and outreach with groups who are under-represented in HE.

## Principal accountabilities

The accountabilities below reflect the breadth of coverage of lecturer roles at UWE Bristol. It is not expected that a given lecturer would assume all these accountabilities, this will vary depending on the academic focus of the role and the faculty and department priorities.

### Learning and Teaching

- Teach as a member of a teaching team at undergraduate and postgraduate level, across a range of modules. Teach in a variety of settings from small group tutorials to large lectures.
- Identify learning needs of students and define appropriate learning objectives and ensure that these are met through content, methods of delivery and learning materials.
- Contribute to the planning and design of new modules and new delivery modes to support curriculum development across a range of modules and programmes.

- Supervise the work of students (including research projects, field trips and where appropriate, placements) and provide advice and support on study skills and help with learning problems.
- Continually improve and enhance teaching design and delivery by reflecting on own teaching practice, and obtaining and analysing feedback from students and peer observation.
- Select formative and summative assessment methods/approaches to monitor and measure students work against learning objectives.
- Mark and assess students work and monitor their progress by reference to the assessment criteria, providing timely and effective feedback in line with University quality standards.

## Academic Roles

- Undertake the pastoral and academic care of students through the academic and personal tutor (APT) role, referring students to professional services where appropriate.
- Contribute to collaborative links with other programmes / subjects, and to the collegiate life of the subject group, department, faculty and university.
- Develop internal and external networks and to form relationships for future collaborations, for example to contribute to student recruitment, student placements, and to facilitate outreach work.

## Research and Scholarship

- Engage in scholarly/professional/research activity to enhance one's own practice
- Contribute to the reputation of the Psychological Sciences Research Group, including through academic publications, contributing to conferences and events, and disseminating their research, teaching and/or practice (e.g. through our [Psychological Sciences Research blog](#)).
- To, over time, develop a record of securing external funding for knowledge exchange, innovation or engagement (typically on a local scale, but with the early indications of ability to do so on a wider scale).
- To participate in knowledge exchange, engagement or consultancy activity with impact beyond academia including change in stakeholder practice or ways of working.
- To demonstrate a developing esteem and peer recognition for knowledge exchange, engagement or innovation activities at regional, national and/or international levels.

## General

- Undertake appropriate administrative duties in areas such as timetabling, examinations, assessment of progress and student attendance.
- Contribute to recruitment and admissions processes including attendance at open days and the development of programme literature.
- Participate in the full range of activities of the department, including external exhibitions, liaison with schools, colleges and community.
- Contribute to the work and mission of our PSRB (BPS Division of Occupational Psychology).
- Attend team, programme, departmental/faculty meetings as required.
- Be responsible for own health and safety and that of your colleagues, in accordance with the University's health and safety policy.
- Comply with the University's equal opportunities policy, and uses this role to promote equality of opportunity wherever possible.
- To undertake any other duties which fall within the remit of this post.

## Person specification

**E= Essential D= Desirable**

<b>Qualifications / Professional membership / Knowledge</b>	<b>E/D</b>
<ul style="list-style-type: none"> <li>• Postgraduate qualification in Work / Organisational / Occupational Psychology or a related discipline</li> </ul>	E
<ul style="list-style-type: none"> <li>• Chartered Occupational Psychologist with the BPS</li> </ul>	D
<ul style="list-style-type: none"> <li>• PG Certificate in Learning and Teaching in HE, academic professional apprenticeship, or equivalent qualification</li> </ul>	D
<ul style="list-style-type: none"> <li>• Fellowship of the HEA aligned to appropriate descriptor of the UKPSF or expectation to achieve this within 2 years of appointment to this role</li> </ul>	D

<b>Learning and teaching</b>	<b>E/D</b>
<ul style="list-style-type: none"> <li>• Experience of developing and delivering learning and/or training materials</li> </ul>	E
<ul style="list-style-type: none"> <li>• Successful postgraduate level student research supervision</li> </ul>	D

<b>Research with impact</b>	<b>E/D</b>
<ul style="list-style-type: none"> <li>• Evidence of potential to develop a publication record and research outputs of a quality that is nationally and/or internationally excellent, including lead authorship in high quality peer reviewed articles and journals, reports and public events</li> </ul>	E

<b>Knowledge Exchange, external engagement and Innovation</b>	<b>E/D</b>
<ul style="list-style-type: none"> <li>A record of knowledge exchange, external engagement and innovation activities impacting communities beyond academia</li> </ul>	D
<ul style="list-style-type: none"> <li>Evidence of potential to secure funding from a range of sources for knowledge exchange, innovation or engagement as demonstrated by current portfolio</li> </ul>	D

<b>Specific to the role</b>	<b>E/D</b>
<ul style="list-style-type: none"> <li>A track record of successful and innovative practice in the development, design and delivery of teaching and learning</li> </ul>	E
<ul style="list-style-type: none"> <li>Successful development of networks, partnerships and collaborations of demonstrable importance to the department, faculty and/or university</li> </ul>	E
<ul style="list-style-type: none"> <li>Excellent interpersonal and communication skills, including the ability to develop positive and effective working relationships, and to use advocacy, influencing and negotiation skills.</li> </ul>	E
<ul style="list-style-type: none"> <li>Skilled at managing and analysing data, media and information within a digital and contemporary teaching environment</li> </ul>	D
<ul style="list-style-type: none"> <li>Substantial contribution to strategic development and planning at the appropriate level in the University</li> </ul>	D
<ul style="list-style-type: none"> <li>Application of strategic thinking, understanding and responding to context, timely decision making and follow through</li> </ul>	D

## Special conditions

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Attending occasional evenings, and/or weekend open days, as agreed with manager

## Health and Safety/Risks

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This post has been identified with the following risks: (activities, hazards or exposures)

**Risk 1**

DSE / VDU User

**Risk 2**

Choose an item.

**Risk 3**

Choose an item.

**Risk 4**

Choose an item.

**Risk 5**

Choose an item.