



Generic Job Description template

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

Background and context

*Describe the background and context to the job – see example below.
Delete this guidance & the example below when you have completed the job description*

The Department of Social and Policy Sciences is an internationally renowned Department, which was ranked 2nd in the 2008 RAE Unit of Assessment for Social Policy and Social Work. The department also played a key role in the University of Bath being awarded the prestigious Queen's Anniversary Prize for Higher and Further Education.

The Department is committed to supporting excellence in both research and teaching. It offers programmes in sociology, social policy, social work and international development (<http://www.bath.ac.uk/soc-pol/>).

This post is intended to make a significant contribution to research and teaching capacity in Sociology. The postholder will be expected to teach in Sociology at 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, and undertake management and administrative 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. 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
a	Establish own area of independent research, leading the development of objectives, projects and proposals.
b	Participate in collaborative research projects as appropriate to the discipline.
c	Identify sources of funding and secure funding for own research programme, including consultancy funding where appropriate.
d	Write papers and submit for publication to leading research journals and disseminate research findings using other appropriate media.
f	Present research at national and/or international conferences and/ or at other appropriate events.
g	Supervise doctoral research students as required.
h	Maximise non-academic impact from public engagement with research undertaken, including knowledge exchange activities as appropriate to the discipline.
2	Teaching
a	Design and plan 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 public engagement activity within the Department, Faculty/School or University.
3	Management and administration
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.

Generic Person Specification template

Criteria	Essential	Desirable	Examples measured by
Qualifications			
PhD or equivalent in relevant discipline	√		
UG degree in relevant discipline or equivalent qualification/experience	√		
Membership of professional body (e.g. xx)		√ √	
Higher education teaching qualification or professional recognition (e.g. PGCert, FHEA or equivalent)			
Experience/Knowledge			
Postdoctoral 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	√		