



**UNIVERSITY OF LINCOLN
JOB DESCRIPTION**

JOB TITLE	Teacher Practitioner in Clinical Animal Behaviour				
DEPARTMENT	School of Life Sciences				
LOCATION	Brayford				
JOB NUMBER	COS331	GRADE	7	DATE	September 2017
REPORTS TO	Head of School				

CONTEXT

This position is a full-time training provider and clinical teaching position focussing on professional practice in Clinical Animal Behaviour. The role is complimented with employment (50%) that includes clinical case work within the University's animal behaviour clinic to provide state-of-the-art training and service in clinical animal behaviour practice.

JOB PURPOSE

This is a role combining academic duties alongside professional commitments. As such the duties described represent the broad range of activities that may be expected - the assigned range and depth of duties that are to be undertaken in post will vary dependent upon the experience/commitments of the staff member. It is anticipated that the role will be divided between a clinic based function (50%) and academic teaching responsibilities (50%), with associated administration for both.

The purpose of the position is to play a pivotal role in teaching clinical animal behaviour practice to undergraduate and postgraduate students on Lincoln's portfolio of taught animal behaviour science. This includes undergraduate programmes in Animal Behaviour and Welfare and Bioveterinary Science and our postgraduate masters in Clinical Animal Behaviour. The role will include teaching and assessment using a variety of student-facing activities such as interactive lectures and workshops, problem based learning and practical sessions using Lincoln's Animal Behaviour Clinic and associated environments for animal behaviour and training. It will also involve having oversight of the day-to day running of the behaviour clinic and clinical development of residents and interns.

To work with colleagues on curriculum development and the advancement of relevant discipline areas within the university.

To work with senior colleagues on the development of an agreed business plan for the clinical behaviour services of the School and monitor performance in relation to the agreed objectives.

To deliver teaching over a range of modules within animal behaviour related programmes.

To undertake student tutoring and support.

To carry out a limited number of additional activities in support of the academic work of the School.

To assure the quality of practice learning environments.

To develop practice learning experiences.

To have overall oversight of the day to day running of the clinical behaviour services of the University in line with its business plan.

To have oversight of the clinical behaviour services to ensure their smooth running.

The post will also provide an opportunity for obtaining a teaching qualification in HE, and the opportunity to develop research in the context of clinical animal behaviour and its professional practice.

Undertake administrative duties with respect to module, teaching and curriculum leadership and development as well as the provision of clinical behaviour services.

KEY RESPONSIBILITIES

The responsibilities of a Teacher-Practitioner are wide ranging and may change over time according to the development needs of the department and the individual. In general, a Teacher-Practitioner can expect to undertake any of the following:

Teaching and Learning Support

- To work with staff to contribute in a collaborative fashion to the teaching and assessment of animal behaviour related programmes at undergraduate and/or postgraduate level, as determined by the Head of School. The range of teaching duties may change from time to time.
- Contribute to the design, content and delivery of specific areas of teaching and learning and to the quality of teaching delivered.
- To contribute to the development of modules and assignments.
- To deliver a number of identified modules under the guidance of the relevant Programme Leader and module tutors.
- Collaborate with colleagues in the continuous review and development of the School's programmes.
- Where appropriate, take responsibility for the co-ordination of teaching/training provision within a module/ programme.
- Work in accordance with University policies and procedures to undertake assessment of students' work and give feedback.
- To undertake appropriate administrative responsibilities within the School.

Research, Scholarly Activity and Professional Practice

- Undertake clinical professional behaviour practice to ensure maintenance of professional recognition
- Develop a standing as a scholar and /or practitioner in your field that contributes to the profile and reputation of the School.
- Collaborate in scholarly activities and / or professional practice based initiatives with colleagues in and beyond the School, if appropriate.
- Engage in subject professional and pedagogy research as required to support teaching and professional practice activities.
- Engage in continuous professional development and scholarly activity in order to develop own professional skills, including teaching and learning skills.
- Develop with colleagues an agreed business plan for the clinical behaviour services of the School and monitor performance in relation to the agreed KPIs.
- Maintain a degree of supervision of the clinical training of residents and interns in line with your own expertise.

Liaison and Networking

- Support and develop links with relevant professional bodies, external stakeholders and academic groups.
- Actively represent the School at relevant internal committees, working groups, and external academic and professional events, where appropriate.
- Liaise with subject librarians, central timetabling and other services to ensure resources available are appropriately deployed.
- Liaise with clients to ensure a professional standard of clinical behaviour service.

Team Working

- Actively participate as a member of the teaching and behaviour clinic team, collaborating on curriculum and business development and contributing to team and School meetings.

Student Support

- Participate in supervision of student projects and placements as appropriate.
- Support residents and interns in their development and professional practice.

Other

- To undertake appropriate administrative responsibilities within the School and Behaviour Clinic.
- Carry out specific School roles and functions as may reasonably be required – these may be relatively limited in order to allow the role holder to take advantage of planned developmental, clinical and research opportunities.
- Assist in student recruitment activities, including interviews, open days and external recruitment events.
- Engage in appropriate training programmes in the University.
- Actively follow and promote University policies.
- Participate in the staff appraisal scheme.

In addition to the above, undertake such duties as may reasonably be requested and that are commensurate with the nature and grade of the post.

ADDITIONAL INFORMATION

Scope and dimensions of the role

This role will provide an excellent opportunity for a clinical animal behaviourist to utilise their practice expertise in teaching the next generation of practitioners and trainers, within the context of an innovative curriculum and business environment within the University. Engagement with current practice, through a joint appointment with our commercial clinical animal behaviour services will allow the post-holder to develop their teaching and training skills alongside developing their professional practice profile.

The post holder will ensure that correct processes are followed, students and mentors are supported, and the learning environment is quality monitored and developed to enhance the student experience. The post is also critical to contributing to the external income generation of the School.

Key working relationships/networks

Internal	External
<ul style="list-style-type: none">• Head of School• Head of College• Behaviour Clinic Director• College / School academic, administrative and technical staff• Support Services Staff• Library staff• Clinical behaviour colleagues- residents and interns.	<ul style="list-style-type: none">• Relevant academic and professional groups• Relevant national, regional and international networks• External examiners• External partners• Clients of the behaviour clinic and related activities



**UNIVERSITY OF LINCOLN
PERSON SPECIFICATION**

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Selection Criteria	Essential (E) or Desirable (D)	Where Evidenced Application (A) Interview (I) Presentation (P) References (R)
Qualifications:		
Relevant post graduate degree in animal behaviour or related subject (or equivalent)	E	A
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	E	A
Experience:		
Experience of having worked in clinical animal behaviour and training services	E	A/I
Experience of the preparation of reports relevant to animal behaviour investigations	E	A/I
Experience of the practical execution of behaviour management protocols with both clients and animals	E	A/I
Current role as a Clinical animal behaviourist (or similar) with the potential to operate a University role in parallel	D	A/I
Experience of developing training and learning resources in the area of clinical animal behaviour	D	A/I
Experience in the delivery of teaching and learning activities to students and interns/ residents	D	A/I
Experience in the management of a professional clinical behaviour practice	D	A/I
Skills and Knowledge:		
Specialist knowledge associated with clinical animal behaviour and ability to apply this within a professional framework, including knowledge of legal and ethical aspects of practice.	E	A/I
Specialist skills commensurate with a professional clinical animal behaviourist and ability to execute these in line with the professional standards expected by the University	E	A/I
Excellent presentation and communication skills	E	A/I
Evidence of a commitment to the profession by continuing professional development and lifelong learning	E	A/I
Knowledge of Higher Education	D	A/I
Ability to develop excellent teaching and assessment skills across the range of taught levels offered	E	A/I
Ability to contribute to curriculum development	E	A/I
Ability to support students in their study through academic counselling	E	A/I
Ability to work on own initiative and problem solve.	E	A/I
Competencies and Personal Attributes:		
Enthusiasm	E	I
Commitment	E	I
A commitment to teaching, practice and scholarship	E	A/I

Ability to work closely with a team and independently	E	A/I
Good interpersonal skills	E	I
Flexibility and adaptability	E	I

Essential Requirements are those, without which, a candidate would not be able to do the job. **Desirable Requirements** are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Author	D.S. Mills	HRBP	SP
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