



UNIVERSITY OF
LINCOLN

**UNIVERSITY OF
LINCOLN JOB
DESCRIPTION**

JOB TITLE	Reader				
ACADEMIC PROFILE	Teaching and Research				
DEPARTMENT	School of Education				
LOCATION	Brayford Pool				
JOB NUMBER	CSS461	GRADE	9	DATE	June 2019
REPORTS TO	Head of School				

CONTEXT

The School of Education at the University of Lincoln is a vibrant and intellectually stimulating centre of postgraduate teaching and research and offer a full range of UG and PG programmes. The School aims to produce research that contributes to innovative educational policy and practice both regionally, nationally and internationally with our current research specialisms including alternative education, higher education policy, science education, SEND, technology in education, the sociology of education, and a range of interests in pedagogy and curriculum.

The School is now seeking to appoint a Reader who will take a leading role in further developing the research profile of the School, contribute to the delivery of our UG and PG modules, and supervise doctoral students.

JOB PURPOSE

To generate high quality personal research outcomes and outputs, provide leadership in the development of research initiatives, and to contribute to research-related teaching and learning through delivery and curriculum innovation in their subject area.

KEY RESPONSIBILITIES

Research

To enhance and promote the research culture in the subject area and to contribute to the strategic development of research in the School of Education and/or College, including by:

- Demonstrating a strong international profile within their discipline;
- Conducting research of an international standard;
- Publishing (or equivalent) research outputs of internationally excellent quality;
- Have sufficient outputs to be returned in the REF at a high standard inclusive of complex circumstances;
- Have a history of externally funded bids;
- Developing new externally funded research projects;
- Working (possibly with others) on the writing of bids to external funding sources;
- Contributing to research by participating in relevant research groups/committees;
- Linking their research profile to education and the professional sector as appropriate;
- Developing links with relevant local, national and international organisations with a view to enhancing research in cognate fields;
- Contributing to research development events for staff.

Teaching and Learning Support

To contribute to the subject portfolio of programmes, including postgraduate/research degrees by:

- Teaching and supervision on relevant programmes;
- Carrying out all related teaching activities, achieving good sustained levels of student progression and feedback.
- Informing curriculum development and delivery, at postgraduate and other levels;
- Facilitate, develop, and support innovations in the teaching activities of the School in agreed areas;
- Support the design and development of new or existing programmes, advising on ways to enhance the quality of engagement and influence of discipline specific professionals and enrich the student experience with a focus on employability through practitioner or employer led engagement;
- Engage in teaching on undergraduate and/or postgraduate level programmes as determined by the Head of School. The range of teaching duties may change from time to time;
- If appropriate, lead a subject area or range of programmes and resolve problems affecting the quality of course delivery and student progress within own areas of responsibility;
- Work with others to develop College policy that influences and promotes effective research in all aspects of the student learning experience;
- Develop, implement and manage a community of practice to support staff new to teaching within the school to engage in research;

Liaison and Networking

- Work within an extended network or community suitable to their discipline, which can impact positively on the work of the University;
- Take a lead role in the application of these networks to enacting the University mission and strategy;
- Promote the reputation of the University within the wider higher education community through publications, contributions to conferences and liaison within the relevant subject centre;
- Liaise with and develop internal networks, for example by chairing and participating in institutional committees;
- Lead, develop and contribute to relevant external networks, professional, national or international bodies such as Higher Education Committees and high level advisory groups.
- Interact and collaborate with other internal Schools and Colleges and external institutions and bodies on the establishment of joint projects to enhance the quality of research, teaching and learning.

Student Support

- Act as academic tutor to students as allocated by the Head of School if appropriate and act as first line contact for them for advice and support on academic matters, ensuring that students are directed to relevant support services when necessary.
- Supporting students undertaking doctoral research in their subject and supervising them to completion.
- Supervise student projects and placements as appropriate.

Team Working

- Work as a member of the School management team to contribute to the development and management of the School
- Provide academic leadership within the School over a subject area, a range of courses or programmes and an area of research or significant academic endeavor.
- Contribute significantly to the development and running of the School by taking on appropriate coordinating or leadership roles.
- Supervise or line manage other staff as appropriate.
- Participating in and, where appropriate, convening relevant research-related groups/committees in the School or College;
- Act as mentor or appraiser to designated colleagues, advising on personal development and ensuring that they are meeting the standards required

Leadership

Readers are expected to lead by example in research and to support the research activities of individuals/research groups in the area in which they are appointed. Candidates will therefore have to evidence their leadership skills relevant to research, as well as their own personal high quality research record. This record should cover such aspects as their research outputs (including publications), research grants and research supervision. The post holder will be expected to maintain and develop their own research at a high level and to be a significant contributor to external research audits.

Citizenship

- Contributing to the efficient administration, organisation and development of research in the School or College;
- Contribute to the wider mission and reputation of the University; active involvement in activities contributing to general university life e.g. open days, student activities, alumni events, mentoring, personal tutoring and engagement with student support and delivery of outreach activities e.g. school visits, local community activities
- Engage in appropriate training programmes in the University;
- Actively follow and promote University policies;
- Participate in the staff appraisal scheme;
- Contribute to the future development of the University and support the University's wider social, cultural and economic development of our region, our 'civic' mission.

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

The Reader will be expected to lead by example in research and to support the research activities of individuals/research groups in the School of Education. Candidates will therefore have to evidence their leadership skills relevant to research, as well as their own personal high quality research record. This record should cover such aspects as their research outputs (including peer reviewed publications), research grants as PI, and research supervision. The post holder will be expected to maintain, and further develop, their own research at a high level and to be a significant contributor to external research audits.

Key working relationships/networks

Internal	External
<ul style="list-style-type: none">• Pro Vice Chancellor & Head of College• Head of School• Dean of Research• Other academics inside/outside the College• Research and other students• Administrative staff• Service staff• Other Colleges within the University	<ul style="list-style-type: none">• External agencies• Funding bodies e.g. Research Councils• Professional & Regulatory Bodies, Educational establishments and organisations e.g. other universities• Professors, Readers, Senior Research Fellows and other researchers elsewhere• Suppliers of goods and services• Visitors/general public



**UNIVERSITY OF LINCOLN
PERSON SPECIFICATION**

JOB TITLE	Reader	JOB NUMBER	CSS461
Selection Criteria	Essential (E) or Desirable (D)	Where Evidenced Application (A) Interview (I) Presentation (P) References (R)	
Qualifications:			
A doctorate in Education	E	A	
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	E	A	
Experience:			
Proven substantial track record of internationally excellent outputs (min. 3*) that would be returnable in the REF	E	A/I	
Experience of gaining, as PI, externally funded research projects in the specialist area	E	I	
Experience of working within a research team	E	A/I	
Experience of teaching postgraduate students	D	I	
Experience of supervising research students (to successful completion)	E	I	
Experience of efficient administration and management of research and/or teaching programmes	E	A/I	
Skills and Knowledge:			
Evidence of a substantial research profile in subject area	E	A	
Evidence of successful engagement (projects/funding) with key external agencies	E	A	
Regular and consistent REFable academic research outputs	E	A	
Able to demonstrate leadership skills in relation to research initiatives	E	I	
Able to apply research to teaching and learning	D	I/R	
High level of verbal and written communication skills	E	I/R	
Able to organise and prioritise own workload	E	I	
Able to build effective working relationships with a wide range of staff and external agencies	E	I/R	
Competencies and Personal Attributes:			
Able to work as part of a team	E	I/R	
Initiative and independence in thinking/approach	E	A	
Organised and methodical in the management of self and others	E	I	
Positive and proactive in approach	E	I/R	
Commitment to the subject area and the drive to improve	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	Prof. Ian Abrahams	HRBA	PC
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