



UNIVERSITY OF LINCOLN
JOB DESCRIPTION

JOB TITLE	Associate Professor in Nursing				
RELEVANT PROFILE	Teaching, Scholarship and Professional Practice				
DEPARTMENT	School of Health and Social Care				
LOCATION	Lincoln				
JOB NUMBER	CSS532	GRADE	9	DATE	September 2020
REPORTS TO	Deputy Head of School				

CONTEXT

The University of Lincoln has established a reputation as one of the most dynamic, fastest growing universities in the UK. Situated in the heart of a beautiful and historic city it has built an international reputation for the quality of its teaching and research. The University was named as the Modern University of the Year in The Times and Sunday Times Good University Guide 2021.

The School of Health and Social Care is forward thinking, and ambitious with plans to further develop education across the health and social care professions. The School has excellent relationships with a range of local, regional and national stakeholders integral to the development of the health and social care education agenda, and the provision of a highly skilled workforce. We are committed to inter-professional and collaborative working in teaching and research.

JOB PURPOSE

To have School teaching and learning responsibilities and to contribute to the development of teaching and learning at College level, in a research informed manner.

To interpret the Professional Standards Framework for teaching and supporting learning in Higher Education in order to support and promote student learning in all areas of activity.

To contribute to the development and management of their School.

To contribute to the wider mission of the University

Associate Professors may be required to carry forward specific projects in teaching and learning of wider applicability across the College or the University.

Provide leadership to a team of academics and professional services staff.

Monitor and enhance programmes against Professional, Statutory and Regulatory Body (PSRB) requirements.

Consider the diversification of our offer and support the Head and Deputy Head of School in the achievement of these activities.

To support and deputise for the Deputy Head of School where appropriate.

To be responsive and proactive to internal and external challenges and deal with uncertainty in a receptive and open manner.

To be a role model in promoting the University of Lincoln's strategic objectives and values.

Provide support, mentorship and coaching to colleagues to promote their development.

To be solutions focussed in a timely and effective manner.

KEY RESPONSIBILITIES

Teaching and Learning Support

- Facilitate, develop, lead 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 teaching and enrich the student experience and assisting with the resolution of problems affecting the quality of course delivery and student progress.
- Work with others to develop College policy that influences and promotes good practice in all aspects of the student learning experience
- Support current staff and staff new to teaching within the School and provide guidance on development needs and opportunities.
- Engage in teaching on undergraduate and/or postgraduate level programmes as determined by the Deputy Head of School. The range of teaching duties may change from time to time.
- 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.

Research, Scholarly Activity and Professional Practice

- Lead the development of research or significant scholarly work and evaluation to improve the quality of the student learning experience within the college
 - Contribute towards strengthening the link between research in own discipline areas and the teaching of that discipline
 - Sustain professional recognition by significant contribution to debates on teaching and learning on national and international issues and/or by sustaining a track record of such research or scholarly outputs disseminated in peer reviewed outlets
 - Have sufficient outputs to be returned in the REF at agreed minimum standards inclusive of complex circumstances.
- OR
- Conduct significant individual and /or collaborative scholarly and / or professional practice based projects that make a significant contribution to the School or College
 - If appropriate, pursue a personal research programme consistent with the School's research priorities

Liaison and Networking

- Be a member of the Teaching and Learning management team and contribute to University wide teaching and learning agendas.

- Promote the reputation of the University within the wider higher education community through publications, contributions to conferences and liaison with the Higher Education Academy, including 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.
- Monitor external funding opportunities and assist the College and the University in securing external funding.
- 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 teaching and learning.

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, area of research or significant academic endeavour.
- Contribute significantly to the development and running of the School by taking on appropriate co-ordinating or leadership roles.
- Supervise other staff as appropriate.
- Act as mentor or appraiser to designated colleagues, advising on personal development and ensuring that they are meeting the standards required.

Student Support

- Act as academic tutor to students as allocated by the Deputy Head of School 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.
- Supervise research degree students as appropriate.
- Supervise student projects and placements as appropriate.

Other

- Contribute to the wider mission and reputation of the University
- 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

The post holder will work in accordance with the NMC/HCPC/GMC/GPharmC quality standards and risk controls to assure the quality of provision. The post holder will also work closely with commissioning partners to ensure that the academic quality of the programmes are reported on in a timely manner.

The post holder will work to assure and improve student experience in relation to a portfolio of programmes.

This is a significant leadership role, and therefore as a member of the health leadership team, the post holder will assist the Deputy Head of School in the management of a specified group of staff who contribute to the delivery of the portfolio.

The post holder will contribute to the delivery of academic programmes that align with their clinical expertise and professional background.

The post holder will support and lead the development of new areas of business for the school.

Key working relationships/networks

Internal	External
<ul style="list-style-type: none"> • Head of School • Deputy Heads of School • PVC/Head of College • College Senior Academics • College / School academic, administrative and technical staff • Support Services Staff • College Director of Academic Affairs • Associate Professors • Senior Lecturers and Lecturers 	<ul style="list-style-type: none"> • Relevant academic and professional groups • Relevant national, regional and international networks • External examiners • External health and social care partners



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:		
Degree or equivalent leading to registration with the Nursing and Midwifery Council	E	A
Good relevant MSc/MA	E	A
PhD or equivalent in relevant discipline OR equivalent	D	A
HE teaching qualification (HE PGCE or HEA fellowship).	E	A
Current registration as a Nurse with the Nursing and Midwifery Council	E	A
Experience:		
Teaching in Higher Education	E	A/I
Leadership in Higher Education	E	A/I
Significant curriculum development expertise	E	A/I
Development and innovation in teaching and learning methods	E	A/I
Developing and using technology to enhance student learning	E	A/I
Teaching international students	D	A/I
Interdisciplinary work relevant to the School	E	A/I
Research supervision	D	A/I
Research interest or scholarly work undertaken in teaching and learning development	E	A/I
Proven record of outputs that would be returnable in the REF OR scholarly work that makes a significant contribution to the profession, college or school	E	A/I
External examiner and/or member of validation/approval events	E	A/I

Experience of validation and approval work as an NMC panel member	D	A
Working with external healthcare partners including commissioners	E	A/I
Developing and delivering programmes that meet professional registration requirements	E	A/I
Identifying market opportunities and developing programmes of learning to meet that market need.	E	A/I
Skills and Knowledge:		
Evidence of continuing professional development	E	A/I
Recent, relevant peer-reviewed research record	D	A
Knowledge of Higher Education	E	A/I
Ability to teach and assess across the range of taught levels offered	E	A/I
Ability to contribute to and lead curriculum development	E	A/I
Ability to support students in their study through academic counselling	E	A/I
Ability to supervise research students	D	A/I
Strong leadership skills	E	A/I
Excellent written and verbal communication skills	E	A/I
Good organisational and time management skills	E	A/I
Competencies and Personal Attributes:		
Able to work as part of a team	E	I
Initiative and independence in thinking/approach and able to make sound decisions	E	A
Organised and methodical in the management of self and others	E	A/I
Positive and proactive in approach	E	I
Able to motivate others	E	A/I
Flexibility and adaptability	E	I
Commitment to the subject area and the drive to improve	E	A/I
Business Requirements:		
Ability and willingness to travel around the county, country and internationally	E	A/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	SB/ KG	HRBA	SL
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