



**UNIVERSITY OF LINCOLN  
JOB DESCRIPTION**

<b>JOB TITLE</b>	Lecturer in Social Work				
<b>DEPARTMENT</b>	School of Health and Social Care				
<b>LOCATION</b>	Brayford Pool				
<b>JOB NUMBER</b>	CSS561	<b>GRADE</b>	7	<b>DATE</b>	March 2021
<b>REPORTS TO</b>	Deputy Head of School				

**CONTEXT**

The School of Health and Social Care is seeking to appoint a Lecturer in Social Work to support its expanding provision of social work education and to complement our existing strengths in teaching, research, and professional practice.

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, which is reflected in our Gold award in the national Teaching Excellence Framework. The University of Lincoln has been named as the Modern University of the Year in The Times and Sunday Times Good University Guide 2021.

Located in the College of Social Science (with the Schools of Psychology, Sports and Exercise Science, Education, Social and Political Sciences and the Lincoln Law School), the School of Health and Social Care offers a well-established range of undergraduate, post-graduate degrees, apprenticeships and post qualifying and post registration stand-alone programmes. More than 1700 students are currently registered on the School's programme, with the majority undertaking qualifying programmes towards professional registration in Nursing, Midwifery, Paramedic, Physiotherapy, Occupational Therapy and Social Work. The School has an active consultancy and research focus locally, nationally and internationally, including the Community and Health Research Unit, renowned for its publicly engaged and transformational research in primary and preventative health and social care practice. The School of Health and Social Care is forward thinking and ambitious with plans to further develop education for health, social care and social work professionals at all academic levels. A significant feature of the School of Health and Social Care is its commitment to interprofessional learning, with cross teaching and collaboration.

We are seeking to appoint a Lecturer who is registered social worker, with experience of supporting and developing colleagues and/or students and in teaching and learning. They will have a focus on developing and preparing graduates for careers in social work, and for social care, by delivering high quality, student centred learning opportunities to students. They will actively contribute to teaching, research and community engagement in teaching a range of subjects at undergraduate and postgraduate levels utilising blended models and digital learning technologies. Experience of managing social work programmes at university level or leading on curricula development initiatives, is also highly desirable. Understanding of the professional requirements for social work and social work education is essential.

We are looking for candidates who are self-motivated, adaptable and innovative and who have excellent communication and interpersonal skills. They must have a confident and resourceful approach and be driven to achieve. They should demonstrate evidence of planning and meeting deadlines and should have attention to detail in all they do. The successful candidate will join and be expected to contribute to an experienced staff group who is committed to enhancing the

social and health well-being of people, with the opportunity to develop their consultancy and research profile and expectations.

## **JOB PURPOSE**

### **Overview**

This is a developmental role for those entering their first full academic role. As such the duties described represent the range of activities that may be expected at this level and the actual range and depth of duties being undertaken will vary dependent upon the experience of the staff member.

Staff developing through this level are expected to gain the necessary experience and skills to demonstrate competency in the main areas of role as described before progressing to the next level.

### **General Duties**

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

To deliver teaching over a range of modules within an established programme.

To undertake student tutoring and support.

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

## KEY RESPONSIBILITIES

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

### Teaching and Learning Support

- To 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.
- Contribute to the design, content and delivery of specific areas of teaching and learning and to the quality of teaching delivered.
- Collaborate with colleagues in the continuous review and development of the Department's programmes.
- Take responsibility for the co-ordination of modules when appropriate to do so and after gaining sufficient relevant experience.
- Work in accordance with University policies and procedures to undertake assessment of students' work and give feedback.

### Scholarly Activity and Professional Practice

- 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
- Work with Professional bodies or relevant industry contacts to develop student or educational contract opportunities for the School/Department
- Work with more senior Scholars or Professional Practice leads in the School/Department to develop relevant activities to enhance the income and reputation of the School/Department and University
- Engage in subject professional and pedagogy research as required to support teaching activities
- Ensure that outcomes of scholarly activity are appropriately disseminated
- Engage in continuous professional development and scholarly activity in order to develop own professional skills, including teaching and learning skills

### Liaison and Networking

- Establish contacts within the wider community where possible and begin to form relationships for future collaboration
- Develop links with relevant professional bodies and academic groups
- Develop involvement in academic activities with industry and other external partners

- Take part in relevant internal committees and working groups
- Liaise with subject librarians, central timetabling and other services to ensure resources available are appropriately deployed

#### **Team Working**

- Work as a member of a team, collaborating on curriculum development and contributing to departmental meetings.
- Begin to co-ordinate the work of others when appropriate through taking responsibility for module co-ordination

#### **Student Support**

- Act as academic tutor to students as allocated by the 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 student projects and placements as appropriate.

#### **Citizenship**

- Contribute, as required to the wider mission and reputation of the University with active involvement in activities contributing to general university life e.g. open days, student activities, alumni events and delivery of outreach activities e.g. school visits, local community activities
- Where appropriate, active participation in committees/groups contributing to university life e.g. health and safety, customer service, equality diversity and inclusivity, sustainability and working groups
- Engage in appropriate training programmes in the University, actively follow and promote University policies and participation in the staff appraisal scheme
- Where appropriate help contribute towards the future development of the University and support the University's wider social, cultural and economic development of our region, our 'civic' mission with engagement and/or leadership of external partnerships contributing to the civic mission of the University. Participation in external activities such as volunteering, cultural activities, community activities.
- 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 requires an understanding of the requirements of social work and social work education, demonstrating an understanding of the contemporary national/international developments in social work. They must be able to develop and manage innovative approaches to teaching and assessment to promote, support and manage student learning. This includes the contribution of blended learning and digital approaches to support this. The post holder will be directly involved in the support of students in practice placements and in the training and support of practice educators. They will be expected to support students as a personal tutor. The post holder will be required to liaise and work with social work partners and other stakeholders to support and manage the student's experience. The post holder must be willing to travel in the UK and abroad.

### Key working relationships/networks

Internal	External
<ul style="list-style-type: none"> <li>• Head of School</li> <li>• Deputy Heads of School</li> <li>• Assistant Professors (Principal Lecturers)</li> <li>• Members of the School of Health and Social Care Team, especially social work colleagues</li> <li>• PVC/Head of College</li> <li>• College Senior Academics</li> <li>• College / School academic, administrative and technical staff</li> <li>• Support Services</li> <li>• College Directors of Education and Academic Affairs</li> <li>• Cross University collaborators</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborative partners and key stakeholders</li> <li>• Relevant academic and professional groups</li> <li>• Relevant national, regional and international networks</li> <li>• External Examiners</li> <li>• External health, social work and social care partners</li> </ul>



**UNIVERSITY OF LINCOLN  
PERSON SPECIFICATION**

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LINCOLN

<b>JOB TITLE</b>	Lecturer in Social Work	<b>JOB NUMBER</b>	CSS561
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<b>Selection Criteria</b>	<b>Essential (E) or Desirable (D)</b>	<b>Where Evidenced Application (A) Interview (I) Presentation (P) References (R)</b>
<b>Qualifications:</b>		
Relevant Master's degree	<b>E</b>	<b>A</b>
PhD in relevant discipline	<b>D</b>	<b>A</b>
A HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	<b>E</b>	<b>A</b>
A qualified Social Work Practice Educator OR a commitment to complete the Award	<b>E</b>	<b>A</b>
Current registration with the Social Work England as a Social Worker	<b>E</b>	<b>A</b>
<b>Experience:</b>		
Teaching in Higher Education	<b>D</b>	<b>A/I</b>
Teaching and assessing students in practice	<b>D</b>	<b>A/I</b>
Curriculum development	<b>D</b>	<b>A/I</b>
Development and innovation of teaching and learning methods	<b>E</b>	<b>A/I/P</b>
Interdisciplinary work relevant to the School	<b>D</b>	<b>A/I</b>
Developing depth and breadth of subject understanding	<b>E</b>	<b>A/I</b>
Research/scholarship interest in a relevant area of work	<b>E</b>	<b>A/I</b>
Distance/technology enhanced learning	<b>D</b>	<b>A/I</b>
<b>Skills and Knowledge:</b>		
Depth and breadth of subject understanding	<b>E</b>	<b>A/I</b>
Evidence of continuing professional development	<b>E</b>	<b>A/I</b>
Knowledge of Higher Education	<b>E</b>	<b>A/I</b>
Ability to contribute to curriculum development	<b>E</b>	<b>A/I</b>
Ability to support students in their study through academic support	<b>E</b>	<b>A/I</b>
Ability to work on own initiative	<b>E</b>	<b>A/I</b>
Excellent written and verbal communication skills	<b>E</b>	<b>A/I</b>
Good organisational and time management skills	<b>E</b>	<b>A/I</b>
<b>Competencies and Personal Attributes:</b>		
Excellent interpersonal skills, with an ability to develop robust relationships across a wide range of areas, including complex communication channels.	<b>E</b>	<b>I</b>
Ability to prioritise and work proactively to achieve deadlines and challenging aims through self-directed work	<b>E</b>	<b>I</b>
Ability to work collaboratively and be a strong team player	<b>E</b>	<b>I</b>
Confidence to negotiate engage effectively with both individuals and groups external to the University	<b>E</b>	<b>I</b>
<b>Business Requirements</b>		

Ability and willingness to travel around the country, and potentially overseas, as required.	<b>E</b>	<b>A/I</b>
DBS checks will be required prior to appointment, these will be obtained as part of the clearances process	<b>E</b>	<b>A/I</b>

**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.

<b>Author</b>	JW	<b>HRBA</b>	SL
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