



UNIVERSITY OF
LINCOLN

**UNIVERSITY OF LINCOLN
JOB DESCRIPTION**

JOB TITLE	Associate Professor and Head of Anatomy				
DEPARTMENT	College of Science				
LOCATION	Lincoln Campuses				
JOB NUMBER	COS524	GRADE	9	DATE	August 2023
REPORTS TO	Associate Dean of Medicine				

CONTEXT

The University of Lincoln embarked on an exciting project in 2018, in partnership with the University of Nottingham, to offer Nottingham's undergraduate medical degrees in Lincolnshire. The Early Years and BMedSci element of the degrees is offered at the University of Lincoln's Brayford Pool campus, in purpose-built accommodation consisting of the new £21 million Ross Lucas Medical Sciences Building, completed in March 2021. In September 2023, there will be approximately 450 students enrolled on the programmes and our first cohort of students is due to graduate with their BMBS degree in July 2024, gaining provisional registration with the General Medical Council. The University has just embarked on a project to become an independent medical school, with the aim of admitting our first cohort of independent Lincoln Medical School students in September 2026.

In light of this important development, we are seeking to appoint a new Associate Professor and Head of Anatomy to oversee the further development of Anatomy education at Lincoln Medical School, which is currently delivered by a range of methods, including use of cadaveric dissections in practical classes. While a medical qualification is not essential, extensive experience of anatomy teaching and anatomy demonstration will be essential for the successful candidate.

JOB PURPOSE

The primary purpose of the role is to deliver excellent teaching of anatomy through both formal lectures and practical demonstration. Formative and summative assessment of anatomy knowledge in students will also be crucial. Anatomy is delivered by a small group of core staff, including two other core academic staff in Anatomy (Lecturer and Senior Lecturer), an Associate Lecturer and a Medical Education Fellow, supported by a Senior Technician/Prosector.

Working from the Anatomy Suite in the new medical school building in Lincoln, which is a satellite site under Nottingham's HTA (Human Tissue Act) licence, the appointed individual will be expected to lead on and ensure appropriate compliance with all legislation for Lincoln in this regard.

The role is available as a Teaching and Research position or a Teaching, Scholarship and Professional Practice position depending on the experience of applicants.

KEY RESPONSIBILITIES

Main Duties
<ul style="list-style-type: none"> • Provide input into the curriculum and the teaching, learning and assessment of anatomy in schemes of study delivered by the Medical School including, but not limited to, the Medicine with a Foundation Year and BMedSci/BMBS Medicine programmes • Contribute to teaching in a range of delivery methods including but not limited to lectures, practicals, special study modules, workshops and seminars • Act as the Lincoln point of contact for all legislative and HTA related matters covering anatomy and prosection sample handling and storage • Oversee the preparation of prosection teaching aids for students • Take responsibility for one of two roles, either (a) Director of Teaching & Learning (DoTL) or (b) Lead for Curriculum and Assessment for the Lincoln Medical School Independence Project • Contribute to student recruitment and admissions activities including outreach and widening participation • Engage with existing stakeholders and develop new collaborative relationships that benefit Lincoln Medical School and the University of Lincoln • Supervise dissertation projects and PhD students • Take responsibility for various administrative and academic duties as requested by the Associate Dean of Medicine or Head of College
Teaching and Learning Support
<ul style="list-style-type: none"> • To engage in teaching on undergraduate and/or postgraduate level programmes as determined by the Associate Dean of Medicine or Head of College. The range of teaching duties may change from time to time. • Develop the teaching activities of the School in agreed areas by pursuing new and innovative teaching and learning methodologies and assessment techniques which will enhance the quality of teaching and learning. • Lead on the design and development of new or existing programmes and ensure that they are enhanced by current research or professional practice and interaction /collaboration with other internal departments, external institutions or external bodies. • 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 (T&R profile) and/or Scholarly Activity (TSPP profile)
<ul style="list-style-type: none"> • Make a significant contribution to the research profile of the School or College and pursue a personal research programme consistent with the School's research priorities • Provide leadership in research within the School and collaborate in research activities and initiatives with colleagues in and beyond the School. • Secure grant funding to support research projects and manage resulting projects.

- Sustain professional recognition by significant contribution to debates on national and international issues and/or by sustaining a track record of research disseminated in peer reviewed outlets
- Have sufficient outputs to be returned in the REF at agreed minimum standards inclusive of complex circumstances.
- Act as referee and contribute to peer assessment of research

Liaison and Networking

- Liaise with and develop internal networks, for example by chairing and participating in institutional committees
- Lead, develop and contribute to external networks, professional, national or international bodies such as Research Councils, Higher Education Committees and high level advisory groups
- Interact and collaborate with other internal departments and faculties and external institutions and bodies on the establishment of joint research projects or to enhance the quality of teaching and learning or other academic endeavour.

Team Working

- Work as a member of the School management team to contribute to the development and management of the School
- Deputise for the Associate Dean of Medicine where necessary, including at College Leadership Team meetings
- Provide academic leadership within the School over a subject area, a range of courses or programmes, an 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.
- Act as line manager and appraiser to designated colleagues, advising on personal development and ensuring that they are meeting the standards required.

Student Support

- Act as personal tutor to students as allocated by the Associate Dean of Medicine/Senior Tutors, 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 (AAPR)

Role Profile

- Engage in teaching on undergraduate and postgraduate level programmes as determined by the Associate Dean of Medicine. The range of teaching duties may change from time to time.
- Undertake research in an appropriate subject area, including where appropriate, research publications and (as a secondary priority) external research income generation.

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

Key working relationships/networks

Internal	External
Associate Dean of Medicine PVC, Head of College Heads of relevant Schools Academic, technical and administrative staff in the School Student Representatives	Nottingham partners and academic staff External examiners Research Councils and other research-funding bodies Accrediting bodies and relevant learned societies Local research and teaching partners and stakeholders Relevant local, regional, national and international organisations and statutory bodies, such as but not limited to employers, local authorities and health trusts



UNIVERSITY OF
LINCOLN

**UNIVERSITY OF LINCOLN
PERSON SPECIFICATION**

JOB TITLE	Associate Professor and Head of Anatomy	JOB NUMBER	COS524
------------------	---	-------------------	--------

Selection Criteria	Essential (E) or Desirable (D)	Where Evidenced Application (A) Interview (I) Presentation (P) References (R)
Qualifications:		
First degree or equivalent	E	A
PhD in relevant discipline OR equivalent recognised standing in and contribution to a professional discipline	E	A
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	E	A
Experience:		
Development and innovation in teaching and learning methods	E	A/I
Interdisciplinary work relevant to the School	D	A/I
Research supervision	D	A/I
Research/scholarly interest in a relevant area of work	E	A/I
For a T&R profile: Proven record of outputs that would be returnable in the REF	E	A/I
Experience of developing, leading and managing initiatives which contribute towards delivering improvements against key targets, in at least one of the following areas: <ul style="list-style-type: none"> Teaching and learning Student experience Research and scholarship Scholarship or professional practice External income generation International Recruitment External income generation Marketing, external relations and recruitment 	E	A/I
Broad teaching experience in anatomy at foundation year and/or undergraduate level	E	A/I
Experience of anatomy curriculum development	E	A/I
Experience of working with and using metrics that impact on the performance of the School	D	A/I
Experience of PhD supervision	D	A/I
Experience of obtaining funding for research projects and of managing them effectively	D	A/I
Experience of working in internationally competitive research environments	D	A/I
Skills and Knowledge:		
Knowledge of the higher education sector	E	A/I
In depth knowledge of innovative teaching in anatomy	E	A/I
Demonstrable ability to lead, influence, motivate and develop others	E	A/I

Organisational ability, including good time management skills	E	A/I
Ability to think strategically, and to formulate initiatives for developing and improving outcomes	E	A/I
Evidence of HTA licensing and legislation as applied to anatomy	E	A/I
Experience of collaborating successfully and initiating effective relationships with external groups, particularly NHS colleagues.	E	A/I
Evidence of participation in, design and delivery of robust and valid undergraduate medical, or allied health professional assessments.	E	A/I
Ability to support students in their study through academic counselling	E	A/I
Ability to supervise research students	E	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:		
Ability to build good working relationships with key colleagues in the School, College and elsewhere in the University	E	I
Ability to work collaboratively to achieve agreed outcomes	E	I
Ability to establish academic credibility	E	I
Enthusiasm for teaching and research within the range of subjects allied to anatomy	E	I
Flexibility and adaptability	E	I
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	D McLaughlin	PBP	Paige Chapman
---------------	--------------	------------	---------------