

**UNIVERSITY OF LINCOLN
JOB DESCRIPTION**



JOB TITLE	Professor of Pharmacy Education				
ACADEMIC PROFILE	Teaching, Scholarship and Professional Practice				
DEPARTMENT	School of Pharmacy / Health and Social Care				
LOCATION	Lincoln Campuses				
JOB NUMBER	CHS113	GRADE	SMG	DATE	April 2024
REPORTS TO	Head of School				

CONTEXT

The University of Lincoln Pharmacy provision sits within the College of Health and Science and forms a part of a broad Health and Social Care portfolio that provides education to over 2000 students across a range of undergraduate, postgraduate degrees, post registration continuous professional development and apprenticeship programmes. The Health and Social Care portfolio has a base budget exceeding £20m with circa 150 academic and research staff, practice educators and professional services staff. The pharmacy provision is based in the Joseph Banks Laboratories within the Lincoln Science Park. It has access to a wide range of excellent teaching and research facilities.

The College of Health and Science is forward-thinking and is keen to enhance our pharmacy education at pre and post-registration levels alongside furthering our research portfolio. You will join a team of experienced academics who provide leadership to staff delivering programmes across our portfolio. This post will oversee our pharmacy provision, lead the pharmacy profession development and interprofessional relationships and connections across the health and social care portfolio. The successful candidate will join a strong leadership team committed to inter-professional and collaborative working in teaching and research.

Our vibrant interprofessional research community is led by Professors, who strive to enhance health and wellbeing and to reduce health inequalities. We focus on diabetes, drug delivery and nanotechnology, primary care, rural health and ageing. We are committed to inter-professional and collaborative working in teaching and research.

We have a strong values-based ethos and our focus is to support the development and transformation of the future health and care workforce by working with partner providers to ensure that our graduates are equipped with the skills and innovative thinking to deliver and transform services to enhance care and outcomes.

As a Professor you will be involved in University service beyond Pharmacy, making a major contribution to the work of the University. You will demonstrate continuing academic attainment and achievement, as well as providing academic leadership through active contribution to the pharmacy profession. You will have an established and sustained a profile as an expert within pharmacy, making an outstanding impact in a significant area, in either teaching, scholarship and/or in professional practice that maintains, enhances, and improves the University's national and international reputation in their field.

JOB PURPOSE

As a Professor you will take on a major leadership role in relation to peer recognition and sustained impact in the domain of interaction between a scholarly discipline and its application in a professional or commercial area beyond the University at a sector and international level.

This post will have a significant leadership role with a portfolio focus on Pharmacy; ensuring the MPharm programme meets GPhC standards and that our graduates achieve and develop excellent practice skills and to support staff to deliver an excellent student experience.

Along-side the development and delivery of our educational portfolio, and enhancement of teaching and learning quality and innovation, the post holder will.

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.

Support the Head of School in the achievement of the school objectives and to contribute to the development and management of their School.

Provide leadership to a team of academics.

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

Support the diversification of our business and develop strong relationships across the pharmacy.

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 & ACCOUNTABILITIES

Scholarship and Professional Practice

A Professor focussed on scholarship and/or professional practice is recognised as a leading educator nationally and internationally, taking a significant role in making an innovative contribution to knowledge and understanding in pedagogy and or their professional area of practice or industry demonstrating international impact in the discipline beyond the University.

For professional practice focussed roles, a Professor is expected to lead substantial and sustained activities that link the University to the wider community via scholarship or industry/practice-based excellence. A Professorship is a leadership role conferred on those who can demonstrate the professional, practical or industrial impact within their sector, internationally, and over a period of time.

The range of professional, cultural, industrial and practical interactions that link the subject domains of the University to the wider world preclude a narrow definition of what such a role would comprise, however it may include:

- A high level of disciplinary esteem external to the University, with a national or international reach
- A high level of ongoing and recognised interaction with the industry or practice-area related to that discipline
- The effective fostering of wide networks of influence beyond the University
- The demonstration of this personal achievement, external interaction, impact and network generation through, for example, significant collaborative scholarship and professional practice engagement with industry, significant influence in creative practice, significant outcomes within that practitioner community
- Publications and/or innovations in a relevant industry or discipline that are used beyond the University
- Engaging in (inter)disciplinary, professional and educational scholarship or development including authoring and publishing major educational resources
- Extending, transforming and applying knowledge from external activities to teaching
- Attracting external and sustained funding for and leading educational projects, including collaborative projects with national/international institutions
- Leading national or international networks of educationalists
- Leading or making a significant contribution to external educational bodies and associations
- Organising significant events such as conferences, public lectures, debates, seminars etc.
- Representing the School, College or University externally on educational matters, such as consultation exercises, or within professional associations, etc.

Teaching and Learning

Professors are expected to contribute towards teaching delivery, curriculum design and the creation of an engaging and innovative teaching environment that supports effective student learning, student engagement and a high-quality student experience.

Professors are expected to contribute to the subject portfolio of programmes, including postgraduate/research degrees by:

- Undertaking teaching at undergraduate and/or postgraduate levels and carrying out all related activities, achieving sustained levels of student progression and feedback
- Leading on scholarship and/or professional practice engaged teaching in subjects and areas related to the post-holder's discipline and developing initiatives based on feedback which evidences impact
- Leading on improved approaches to teaching and learning, informed by pedagogy and engagement with practice, within their own subject area(s), across the Department/School and ideally beyond the University

- Collaborating with colleagues in curriculum development and the advancement of the discipline within the University and disseminate best practice in teaching and learning
- Conducting academic administration, including contribution to programme and/or unit management duties, as appropriate
- Contributing to the development and implementation of learning and teaching strategies within the School and across the College / University
- Supporting students undertaking doctoral research in their subject and supervising them to completion.

For professional practice focussed roles, Professors are expected to teach and engage with students in order to ensure that students benefit from this expertise, external reach and excellence of practice. They will be expected to work at a leadership level in learning and teaching to develop and enhance the externality and relevance of the curriculum at all levels, especially enhancing student professional employability. They will be expected to engage individual students as producers within their external activity.

The value of these activities to the University will be clear in financial or reputational terms, and in the level of esteem conferred on the institution by the individual concerned.

For scholarship focussed roles, a Professorship is a leadership role, making a significant contribution to the development and enhancement of the teaching and learning environment of the School and beyond, in a variety of ways including:

- Contribute to and where required lead on the development of teaching policy and practice and influence educational strategy at School, College and University level
- Effectively leading on aspects of the development of teaching and learning within the School/ College/ University, such as:
 - Leading on the development of innovative approaches to learning, teaching, and student support
 - Leading the School's response to major teaching initiatives (e.g. TEF)
 - Chairing relevant College or School committees and representation of the School and /or College on University committees and working groups
- Work consistently with colleagues within the University, nationally and internationally to enhance teaching quality and improve student experience
- Mentoring key teaching staff such as Programme Leaders, to drive improvements in quality and student satisfaction.

External Engagement and Enterprise

- Attract external funding where appropriate, through enterprise activities including consultancy and knowledge transfer activities to achieve income diversification, improve academic reputation and enhance links between HE and industry
- Engage external employers and stakeholders on applied and related work (e.g. leading educational contract and consultancy work, leading employability initiative) where appropriate in the furthering of academic, professional or learning excellence and to improve the student experience
- Lead on and mentor colleagues on knowledge exchange activities and projects to enhance the skills of the University community
- Represent the School and University on external practitioner, employer and policy bodies and networks such externally so as to advance the interests and strategies of the Institution.
- Support and enable the development academic and related (e.g. policy) partnerships and linkages that further the academic development of the School and the University's strategic plan
- Active involvement with academic and/or professional bodies, e.g. leadership of a significant professional accreditation, industry committees, policy development and/or quality assurance in another institution or professional body
- Lead on and undertake public engagement activities
- Sustained leadership of new and significant international educational links and/or improvements to international student education.

Citizenship

- Support the Head of School in the management and direction of the School, as appropriate and as agreed with the Head of School
- Contribute to and support the University's strategy and strategic plan with leadership of activities contributing to general university life e.g. open days, student activities, alumni events, mentoring schemes, assisting professional services, engagement with student support and delivery of outreach activities e.g. school visits, local community activities
- Contribute to the efficient administration, organisation and development of professional practice and or scholarship within the School or College
- Participate in and, where appropriate, convene relevant related groups/committees in the School or College, as well as leadership/membership of committees/groups contributing to university life e.g. health and safety, equality diversity and inclusivity, sustainability, working groups
- Contribution to 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 with/leadership of external partnerships contributing to the civic mission of the University. Participation of external activities such as volunteering, school governor, employment committees, third sector governance, cultural activities, other relevant community activities. Leadership and promotion of the university's civic mission through e.g. publications, talks, outreach

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 role of Professor is key to the academic development and performance of the University. Professors are expected to have an international reputation in their field, and also to mentor colleagues to drive improved outcomes and achieve their personal objectives and goals. They are also expected to engage in external networks in their area(s) of expertise and to generate income through scholarship and other externally-supported projects. Engagement with practice, enterprise, innovation and employer engagement may also be closely associated with aspects of a Professors remit.

An important part of the role is improvement of both the culture of professional and applied practice and the learning and teaching environment, including leadership within the School and College. Although based in a specific School, the expectation is that Professors will contribute fully to the academic and intellectual environment of the University and its activities.

Specific to this role, the post holder will work in accordance with the GPhC quality standards and risk controls to assure the quality of provision, and they will work to assure and improve student experience in relation to the pharmacy portfolio of programmes.

The exact balance of duties will be agreed with your line manager depending on expertise, interest and the strategy of the University on an annual basis.

Key working relationships/networks

Internal	External
<ul style="list-style-type: none"> • Pro Vice Chancellor & Head of College • Head of School • Other Professorial staff in the School and College • Other academics inside/outside the School and College • Relevant Researchers and research students / Educationalists, Programme Leaders, Principal Lecturers • Student representatives • Research and Enterprise/ LALT • Service staff 	<ul style="list-style-type: none"> • External agencies • External Examiners • Funding bodies • Professional& Regulatory Bodies, Educational establishments and organisations e.g. other universities • Research / Project collaborators and partners • Industrial sector or other relevant bodies • Overseas partner institutions • Accrediting bodies

**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:		
PhD in relevant discipline or equivalent demonstrated through professional practice record of achievement	E	A
Obtained Senior Fellow of the HEA recognition or equivalent	E	A
Current registration as a Pharmacist with the GPhC	E	A
Experience:		
A major presence nationally / internationally in the profession/scholarly discipline	E	A
A track record of leading activities that have significant impact within or beyond the University	E	A/I
Broad teaching experience at undergraduate and taught postgraduate level	E	A/I
Proven track record of sustained income generation to support scholarship/professional practice work	E	A/I
Sustained record of fostering excellent national / international industry networks	E	A/I
Leadership of activities that enhances the professional practice agenda	E	A/I
Experience of leadership and administrative management in HE	E	A/I
Leading and managing projects and initiatives	E	A/I
Experience of supervising research students to completion and/or supervision of research staff	D	I
Publication of scholarship and professional practice resources	E	A
Significant experience of enhancing teaching quality and improving the student experience	E	A/I
Sustained national / international reputation for research/teaching/pedagogy	E	A/I
Responsibility for academic quality and standards assurance	E	A/I
Educational leadership beyond own School	E	A/I
Skills and Knowledge:		
Ability to develop and lead a portfolio of educational/professional practice projects	E	A/I
Ability to lead and motivate others	E	I
Excellent written and verbal communication skills	E	A/I/P
Extensive knowledge of the HE sector	E	A/I
Ability to develop and maintain an effective professional network and engagement with key agencies	E	A/I
Ability to apply professional practice to teaching and learning with extensive experience of current industry or other relevant organisational practice	E	I/R

Excellent organisational skills	E	I
Ability to build effective working relationships with a wide range of staff and external agencies	E	I/R
Competencies:		
Flexibility and adaptability	E	I/R
Initiative and independence in thinking/approach	E	I
Commitment to the subject area and the drive to improve	E	I
Business Requirements:		
Ability and willingness to travel on School, College or University business, including overseas	E	A

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	KG	PBP	AH
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