UNIVERSITY OF LINCOLN
JOB DESCRIPTION

JOB TITLE	Lecturer in Intelligence, Surveillance and Reconnaissance				
DEPARTMENT	Office for Executive Education and Skills				
LOCATION	Lincoln Campuses				
JOB NUMBER	OEES006	GRADE	7	DATE	February 2026
REPORTS TO	Director of Executive Education and Skills				

CONTEXT

The Professional Development Unit (PDU) operates as a dynamic hub within the university, dedicated to delivering high-impact, sector-responsive learning and development solutions. Working under the strategic leadership of the Office for Executive Education and Skills, the PDU supports the design, development, and delivery of professional programmes that address evolving workforce needs across industries, including defence, security, and public service. The unit plays a central role in advancing the university's civic mission, fostering external partnerships, and driving innovation in executive education, skills development, and lifelong learning

You will find that you are joining a vibrant and dedicated team who are focused on keeping the learner experience central to all we do. We achieve this by supporting their holistic development as they strive to achieve academic success alongside, what will for many, be a series of competing professional and domestic commitments.

The work-based context is pivotal to our teaching and learning strategy. The programmes offered are structured so the student can apply academic and technical skills to their workplace, utilising their experiences to facilitate their academic development and employability skills; the workplace is the context for learning.

Key principles are learning about, for and through work, the use of experiential and reflective learning and the education of equals rather than from above, we aim to develop our students holistically, encouraging them to consider the positive impact they can have on their peers as well as the organisation.

As a team we work flexibly from home and the Brayford, with some planned evening and weekend work. Teaching takes place online, from University of Lincoln and employer locations.

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 school.

Specific to this post upon appointment

Programme Leader for Innovation in Intelligence, Surveillance and Reconnaissance

To co-create short courses with and for Defence and Industry Partners

To lead modules and short courses

To Advise the Director for Executive Education and skills regarding proposed developments arising, for instance, from pedagogical, technological and/or research-based developments in the subject.

To Contribute to the planning of Student Induction Weeks/onsite days, including attendance at relevant meetings and events such as Open Days and PLA days.

To Ensure that adequate levels of academic and pastoral support are provided for students throughout their student journey, including advice or guidance and when required referral to appropriate contacts within the University and Partners (Education and Employers).

To Promote, contribute to and support innovation in teaching and learning and business development.

To Oversee the use of Blackboard across the programme to ensure consistency and full utilisation.

To Liaise with external partners, alumni and students to gain insight that facilitates business development, curriculum development, development of the student journey and accessibility and enhance support for students and employers.

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

- 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 School'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

- Work alone, or in collaboration with others, to develop your professional practice and/or to conduct scholarship (of discipline, or of teaching and learning)

- Generate outputs from your scholarship and/or professional practice that impact within and beyond the university and help to elevate its profile, e.g. articles, books, textbooks, blogs, keynotes, creative outputs, exhibitions, conference papers, podcasts.

- Work on own initiative and/or in conjunction with colleagues to develop revenue-raising consultancy and/or educational contract opportunities for the School/Department, connecting with Professional bodies or industry contacts where relevant.

- Engage in advisory roles from a professional, academic, industrial, or creative perspective

- Engage in continuous professional development to ensure currency and enhance your professional skills - including teaching and learning skills through participation in internal workshops and events.

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.

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 be an experienced team member, who will largely manage their own time and determine priorities to achieve the required output. The post holder will apply knowledge and judgement to determine the best approach from several identifiable solutions to resolve problems. The ability to gain and hold a security clearance through United Kingdom Security Vetting (UKSV), including a Baseline Personnel Security Standard (BPSS) background check.

Key working relationships/networks	
Internal	**External**
- Dean for Executive Education and Skills - Director for Executive Education and Skills - School Senior Academic Managers - Departmental academic, administrative and technical staff - Support Services Staff	- Relevant academic and professional groups - Relevant national, regional and international networks - External examiners

UNIVERSITY OF LINCOLN
PERSON SPECIFICATION

JOB TITLE	Lecturer	JOB NUMBER	OEES006

Selection Criteria	Essential (E) or Desirable (D)	Where Evidenced Application (A) Interview (I) Presentation (P) References (R)
Qualifications:		
Relevant honours degree or equivalent	E	A
Working to or having completed a PhD in relevant discipline or equivalent through demonstrated record of practice and professional achievement	E	A
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	E	A
Experience:		
Teaching in Higher Education **OR** relevant professional experience	D	A/I
Curriculum development	D	A/I
Development and innovation of teaching and learning methods, including blended teaching and learning	D	A/I
Interdisciplinary work relevant to Defence or Executive Education	D	A/I
Developing depth and breadth of subject understanding	E	I
Skills and Knowledge:		
Evidence of continuing professional development	D	A/I
Developing depth and breadth of subject understanding	E	I
Knowledge of Higher Education	D	A/I
Ability to teach and assess across the range different levels of relevant UG and PG degree programmes	E	A/I
Understanding of international pedagogy	D	A/I
Ability to contribute to curriculum development	E	A/I
Ability to support students in their study through academic counselling	E	A/I
Ability to use digital learning management systems	D	A / I
Ability to work on own initiative	E	A/I
Excellent interpersonal skills and intercultural awareness	E	A/I
Competencies and Personal Attributes:		
Enthusiasm and commitment to teaching, learning and research	E	I
Ability to inspire enthusiasm in others	E	I
Team working and collaboration	E	I
Flexibility, adaptability and resilience	E	I
Business Requirements		
Ability to establish academic credibility and reputational enhancement in a broad range of environments	E	I
Ability to work collaboratively to achieve agreed outcomes both internally and externally	E	I

Ability to travel and stay in location for events, partner visits and teaching	**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	AM	**PBP**	GPH