



**UNIVERSITY OF LINCOLN
JOB DESCRIPTION**

JOB TITLE	Senior Lecturer in Intelligence, Surveillance and Reconnaissance				
DEPARTMENT	Office for Executive Education and Skills				
LOCATION	Lincoln Campuses				
JOB NUMBER	OEES006	GRADE	8	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

This is a senior academic role requiring demonstrated leadership in teaching, curriculum development, professional engagement, and programme management. The post holder will provide strategic and academic leadership within Intelligence, Surveillance and Reconnaissance (ISR) education, contributing significantly to the development of the discipline and the University's defence and executive education portfolio.

The Senior Lecturer will be expected to exercise independent judgement, shape academic direction, lead programme innovation, and contribute to institutional strategy through partnership development, income generation, and enhancement of academic standards.

General

Provide leadership in curriculum design, development, and review within ISR and related disciplines.

Deliver high-quality teaching across undergraduate and postgraduate provision, including leading complex or flagship modules.

Lead programme development initiatives and contribute strategically to the advancement of defence and executive education provision.

Act as a senior academic tutor and mentor to colleagues where appropriate.

Contribute actively to business development, professional engagement, and institutional strategy.

Specific to this post upon appointment:

Programme Leader for Innovation in Intelligence, Surveillance and Reconnaissance, with overall responsibility for academic quality, standards, and student outcomes.

Lead the strategic development and growth of ISR provision, including the identification and development of new programmes and revenue-generating opportunities.

Lead the co-creation of short courses and executive education provision with Defence and Industry Partners, ensuring academic rigour and operational relevance.

Provide strategic advice to the Director of Executive Education and Skills on pedagogical, technological, research-informed, and market developments.

Lead planning and delivery of induction events, onsite activities, and sector engagement initiatives.

Ensure high standards of academic governance, student experience, and pastoral oversight across the programme lifecycle.

Drive innovation in teaching and learning, including digital delivery, work-based pedagogy, and assessment design.

Oversee effective use of digital learning platforms to ensure consistency, quality, and enhancement.

Develop and sustain strategic relationships with defence and industry stakeholders to support curriculum relevance, student recruitment, and business development.

Represent the University in relevant professional and sector forums to enhance institutional reputation.

KEY RESPONSIBILITIES

The responsibilities of a Senior Lecturer are wide ranging and may change over time according to the development needs of the department and the individual. In general a Senior 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
- Take responsibility for the design, content and delivery of specific areas of teaching and learning and for the quality of teaching delivered.
- Ensure that teaching content is appropriately informed by current research and advanced scholarly activity
- Collaborate with colleagues in the continuous review and development of the Department's programmes
- Work in accordance with University policies and procedures to undertake assessment of students' work and give feedback.

Scholarly Activity and Professional Practice

- Conduct individual and / or collaborative scholarly and / or professional practice projects
- Identify sources of funding and contribute to the projects of securing funds for own scholarly activities, where appropriate
- Extend, transform and apply knowledge acquired from scholarship and professional practice to teaching and appropriate external activities
- Work with Professional bodies or relevant industry contacts to develop student or educational contract opportunities for the School/Department
- Work with colleagues in the School/Department to develop relevant activities to enhance the income and reputation of the School/Department and University
- Develop relevant bids and tenders to enhance programmes and modules for organisations
- Develop consultancy activities with partners in relevant organisations
- Engage in subject professional and pedagogy research as required to support teaching activities and contribute towards the priorities of the School and / or College
- Ensure that outcomes of scholarly activity and/or professional practice are appropriately disseminated in peer reviewed outlets
- Supervise and manage projects, if required

Liaison and Networking

- Establish contacts within the wider community; disseminate knowledge through public activities which enhance the reputation of the School or College
- Participate in academic activities with industry and other external partners
- Maintain and develop links with relevant professional bodies and academic groups
- Represent the School or College on appropriate external bodies
- Take part in relevant internal boards, committees and working groups at College or University level as required
- Liaise with subject librarians, central timetabling and other services to ensure resources available are appropriately deployed

Team Working

- Act as a responsible team member, leading modules or programmes and co-ordinating the work of others to identify and respond to student needs. Although at this level this would not normally be expected for large or complex programmes, such as those involving split sites, or significant cross teaching
- May be expected to supervise the work of others and/or participate in peer observation of teaching. At this level significant resourcing and staffing issues identified would be expected to be dealt with at a higher level

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 research degree students as appropriate
- 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 operate as a senior academic leader within the School, exercising substantial autonomy in determining priorities and directing programme development in alignment with institutional strategy.

The post holder will apply advanced professional judgement to shape solutions in complex and sometimes ambiguous contexts, taking responsibility for academic standards, programme performance, and stakeholder engagement. Decisions may have significant impact on programme quality, student outcomes, partner relationships, and income generation.

The role requires strategic oversight of programme delivery and development, including the leadership of academic colleagues, coordination of external partnerships, and contribution to institutional growth objectives.

The post holder will be expected to influence academic practice and contribute to the wider strategic direction of defence and executive education provision.

The ability to gain and hold appropriate security clearance through United Kingdom Security Vetting (UKSV), including a Baseline Personnel Security Standard (BPSS) background check, is essential.

Key working relationships/networks

Internal	External
<ul style="list-style-type: none"> • Dean for Executive Education and Skills • Director for Executive Education and Skills • School Senior Academic Managers • College Directors of academic Quality • Departmental academic, administrative and technical staff • Support Services Staff • Office for Quality Standards and Partnerships 	<ul style="list-style-type: none"> • Relevant academic and professional groups • Relevant national, regional and international networks • External examiners



**UNIVERSITY OF LINCOLN
PERSON SPECIFICATION**

JOB TITLE	Senior Lecturer	JOB NUMBER	OEES006
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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
PhD in relevant discipline or equivalent demonstrated through professional practice record of achievement	E	A
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	E	A
Experience:		
Relevant teaching in Higher Education OR relevant professional experience	E	A
Curriculum development	D	A/I
Development and innovation of teaching and learning methods	D	A/I
Effective use of digital learning management systems	E	A/I
Interdisciplinary work relevant to the Department	D	A/I
Research interest in teaching and learning development	D	A/I
Undertaking subject, professional and pedagogy research to support teaching activities	E	A/I
Conducting individual or collaborative scholarly or professional practice based projects	E	A/I
Skills and Knowledge:		
Depth and breadth of subject understanding	E	A
Evidence of continuing professional development	E	I
Knowledge of Higher Education	D	A/I
Ability to teach and assess across the range of taught levels offered	E	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 supervise student projects, field trips and placements	E	A/I
Ability to work on own initiative	E	A/I
Excellent written and verbal communication skills	E	A/I
Good organisational and time management skills	E	I
Competencies and Personal Attributes:		
Enthusiasm and commitment	E	I
Team working	E	I
Flexibility and adaptability	E	I

Business Requirements		
Demonstrated ability to establish and sustain academic credibility and enhance institutional reputation across academic, professional, and defence environments.	E	I
Ability to lead and influence collaborative activity to achieve agreed strategic outcomes internally and with external partners.	E	I
Willingness and capacity to travel and represent the University at events, partner visits, and teaching activities, including overnight stays where required.	E	I
Ability to contribute as an academic lead within business development and bid activity, providing subject expertise to shape competitive, academically rigorous proposals aligned to defence and executive education priorities.	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
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