



**UNIVERSITY OF LINCOLN  
JOB DESCRIPTION**

<b>JOB TITLE</b>	Lecturer in Clinical Animal Behaviour				
<b>DEPARTMENT</b>	Natural Sciences				
<b>LOCATION</b>	Lincoln Campuses				
<b>JOB NUMBER</b>	CHS327	<b>GRADE</b>	7	<b>DATE</b>	June 2026
<b>REPORTS TO</b>	Head of School				

**CONTEXT**

The School of Natural Sciences is looking to strengthen our current teaching provision as we look to deliver on the new University Strategy. We are building on an internationally recognised research and teaching environment with a focus on interdisciplinary working and research-led teaching. The School currently delivers a range of undergraduate BSc degrees including Animal Behaviour and Welfare, Biochemistry, Biology, Biomedical Science, Bioveterinary Science, Ecology & Conservation and Zoology, as well as a number of MSc programmes, including in Clinical Animal Behaviour.

Complementing our modern teaching laboratories we also have exceptional facilities in the Joseph Banks Laboratories and Minster House, where faculty, graduate and undergraduate project students collaborate in a well-equipped, vibrant and exciting environment. Minster House is home to our well-known Animal Behaviour Clinic, and a crucial component of this role is significant involvement in the clinical and administrative work of the Animal Behaviour Clinic.

A full-time lectureship is now available in Clinical Animal Behaviour to support the delivery of teaching and play a key role in our clinical work. We are looking for someone who will contribute to teaching; primarily, but not exclusively, on the MSc in Clinical Animal Behaviour and who is able to lead clinical modules and contribute to curriculum design. The successful candidate will also be involved in supporting undergraduate and postgraduate student projects and offering tutoring and pastoral support.

The candidate needs to be an MRCVS veterinarian registered to practice in the UK, ideally with a specialist qualification or accreditation in behavioural medicine.

The University of Lincoln is a forward-thinking, energetic institution, with a substantial commitment to growing science infrastructure. If you would like to be part of shaping our world-class vision and would like to know more about this opportunity please email Prof. Steve Bevan, Head of the School of Natural Sciences ([sbevan@lincoln.ac.uk](mailto:sbevan@lincoln.ac.uk)), Dr Helen Zulch [hzulch@lincoln.ac.uk](mailto:hzulch@lincoln.ac.uk) or Dr Ambrose Tinarwo [atinarwo@lincoln.ac.uk](mailto:atinarwo@lincoln.ac.uk) ) for more information or to arrange an informal conversation about the position.

The University of Lincoln is committed to equality, diversity and inclusion, and as an Athena Swan Bronze Award holder, particularly encourages applications from women and others underrepresented in STEM.

## **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**

Teaching in clinical animal behaviour largely on postgraduate, but some undergraduate modules.

Support the running of modules with the associated administrative duties.

Management and clinical duties in the University of Lincoln Animal Behaviour Clinic.

## 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 School of Natural Sciences at the University of Lincoln seeks to appoint a Lecturer in Clinical Animal Behaviour to support teaching and scholarship across our undergraduate and postgraduate provision and the work of the University of Lincoln Animal Behaviour Clinic.

The post requires a MRCVS veterinarian (registered to practise in the UK) who has expertise in Behavioural Medicine and who would be interested in teaching extensively (but not exclusively) on the MSc in Clinical Animal Behaviour and taking over management of the clinic. A higher qualification or accreditation in Behavioural Medicine is desirable, alternatively the willingness to work towards this would be considered.

The successful applicant will work as part of a small and supportive clinical team comprising a European Specialist, Residents of the ECAWBM and Non-Veterinary Behaviourists, one holding a CCAB accreditation, as well as alongside the wider School of Natural Sciences staff, which enables interdisciplinary collaborations. This provides an excellent opportunity to develop an academic career from a clinical background.

Experience in teaching or clinical mentoring is desirable as is business or practice management experience.

### Key working relationships/networks

Internal	External
<ul style="list-style-type: none"><li>• Head of College</li><li>• Head of School</li><li>• College/School Senior Academic Managers</li><li>• Departmental academic, administrative and technical staff</li><li>• Support Services Staff</li></ul>	<ul style="list-style-type: none"><li>• Relevant academic and professional groups</li><li>• Relevant national, regional and international networks</li><li>• External examiners</li></ul>



**UNIVERSITY OF LINCOLN  
PERSON SPECIFICATION**

UNIVERSITY OF  
LINCOLN

<b>JOB TITLE</b>	Lecturer	<b>JOB NUMBER</b>	CHS327
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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>		
Veterinary degree	<b>E</b>	<b>A</b>
MRCVS registered and eligible to practise in the UK	<b>E</b>	<b>A</b>
Recognised Specialist of the EBVS (Diplomate of the ECAWBM) or Specialist recognised by the RCVS in Behavioural Medicine or extensive experience in behavioural medicine demonstrated through record of practice and professional achievement, with a willingness to work towards a specialism or accreditation.	<b>E</b>	<b>A</b>
HE teaching qualification (HE PGCE or HEA fellowship) OR a commitment to complete one	<b>E</b>	<b>A</b>
<b>Experience:</b>		
Teaching in Higher Education <b>OR</b> relevant professional experience	<b>D</b>	<b>A/I</b>
Curriculum development	<b>D</b>	<b>A/I</b>
Development and innovation of teaching and learning methods, including blended teaching and learning	<b>D</b>	<b>A/I</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>I</b>
Up to date clinical practice experience in behavioural medicine	<b>E</b>	<b>A</b>
<b>Skills and Knowledge:</b>		
Evidence of continuing professional development	<b>E</b>	<b>A/I</b>
Developing depth and breadth of subject understanding	<b>E</b>	<b>I</b>
Knowledge of Higher Education	<b>D</b>	<b>A/I</b>
Ability to teach and assess across the range different levels of relevant BSc and MSc degree programmes	<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 counselling	<b>E</b>	<b>A/I</b>
Ability to use digital learning management systems	<b>D</b>	<b>A / I</b>
Ability to work on own initiative	<b>E</b>	<b>A/I</b>
Excellent interpersonal skills and intercultural awareness	<b>E</b>	<b>A/I</b>
<b>Competencies and Personal Attributes:</b>		
Enthusiasm and commitment to teaching, learning and research	<b>E</b>	<b>I</b>
Ability to inspire enthusiasm in others	<b>E</b>	<b>I</b>
Team working and collaboration	<b>E</b>	<b>I</b>
Flexibility, adaptability and resilience	<b>E</b>	<b>I</b>

<b>Business Requirements</b>		
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Experience of managing a practice or running a business	<b>D</b>	<b>A</b>
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**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>	SB	<b>PBP</b>	LW
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