



**UNIVERSITY OF LINCOLN
JOB DESCRIPTION**

JOB TITLE	Senior Lecturer in Animal Behaviour & Welfare				
DEPARTMENT	Natural Sciences				
LOCATION	Lincoln Campuses				
JOB NUMBER	CHS333	GRADE	8	DATE	June 2026
REPORTS TO	Head of School/Department				

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.

Complementing our modern teaching laboratories we also have exceptional research 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. Our ambitions require us to continue delivering excellent research-led teaching, with world-class research supported by significant external funding.

To help us achieve these ambitions, a full-time senior lectureship on a Teaching, Scholarship and Professional Practice role profile is now available in Animal Behaviour and Welfare to support the delivery of teaching across our BSc Animal Behaviour and Welfare and related programmes at undergraduate and postgraduate levels. We are looking for someone who will contribute to teaching across a broad range of animal behaviour and welfare related subjects and particularly welcome applicants with experience in teaching applied welfare topics, able to lead modules on Animal Management, Animal Protection and Applied Animal Behaviour, with a proven ability to deliver high-quality, student-focused teaching at all levels. We would welcome candidates with expertise which aligns with, and expands, our existing strengths in the [Animal Behaviour, Cognition and Welfare research group](#), especially those who have an interest in policy, legislation and knowledge transfer; but please note this is not primarily a research focused position.

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), Prof. Oliver Burman (oburman@lincoln.ac.uk), or Prof. Anna Wilkinson (awilkinson@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

General

To work with colleagues on curriculum development and the advancement of relevant discipline areas within the University

To plan, design and deliver teaching within programmes in relevant discipline areas

To undertake student tutoring and support

To conduct individual scholarly and / or professional practice based projects that contribute to the profile of the School

To carry out other activities in support of the academic work of the department/school particularly in relation to discipline and teaching scholarship and/or relevant professional practice with relevant organisations.

Specific to this post upon appointment:

Job purpose specific to the post to be appointed

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

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



**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:		
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

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	SB	PBP	LW
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