

## Job description

<b>Post title and post number</b>	Lecturer/Senior Lecturer in Healthcare Policy and Management (31450) – 2 posts
<b>Organisation advertising Description</b>	Health Services Management Centre School of Social Policy
<b>Post number</b>	31450
<b>Full-time/Part-time</b>	Full-time
<b>Duration of post</b>	Permanent
<b>Post is open to:</b>	Internal and external candidates
<b>Grade</b>	8/9
<b>Salary</b>	£37,382 - £69,412 (Lecturer salary from £37,382 - £44,607 a year with potential progression (to £50,186 a year)). (Senior Lecturer/Reader salary from £45,941- £53,233 a year with potential progression (to £69,412 a year)).  The successful candidate will be appointed at the grade appropriate to their experience and qualifications.
<b>Additional information</b>	If you wish to discuss the post informally please contact Professor Glasby on 0121 414 7050.
<b>Terms and conditions</b>	<a href="#">Academic Teaching Staff (non-clinical)</a>
<b>Closing date</b>	24 June 2013

## Job summary

HSMC is committed to 'rigour and relevance in health and social care' and works at the interface of research, policy and practice. Staff at HSMC therefore undertake a mix of research, teaching and consultancy (with the balance dependent on their background and interests). This can involve working on/bidding for national policy evaluations, teaching on our MSc and leadership development programmes and working with policy makers, managers, clinicians and service users to help improve health and social care services. HSMC has also recently been successful in winning a multi-million pound national contract to deliver a series of new leadership development programmes for mid-career and senior NHS leaders (both managers and clinicians), and is therefore able to expand an already very successful team with the current posts.

With the cut-off for REF fast approaching, it is expected that the postholder will have appropriate peer review publications that would score at least 11 (unless an 'early career researcher' in REF terms).

We are particularly keen to find someone who would best fit in an outward-looking, policy-focused centre such as HSMC – and would encourage anyone with the relevant skills and interests to apply. However, we are also keen in the longer-term to expand our expertise around leadership development, around international health care and/or around quantitative research – so candidates with an interest in these areas would be particularly welcome for some of the three posts.

Other key elements of the role are:

- To contribute to the delivery of departmental and College strategy by leading, developing and/or delivering research, teaching and consultancy projects and, where appropriate, developing more junior staff.
- To create and disseminate knowledge at a senior level through initiating and conducting original research and through developing and delivering postgraduate and CPD programmes.
- To design, develop and deliver a range of programmes of study within the field of health and social care policy and management.

In addition, the postholder will be expected to contribute to a range of research and consultancy projects and will have a strong publications record, with a high scoring REF return.

## Main duties

### Research

To plan and carry out research, using appropriate methodology and techniques. This may include, where appropriate to the discipline:

- To pursue personal research including developing research ideas and winning support, including financial support.
- To plan, publish and/or execute high quality research
- To project manage research activities, and/or supervise other research staff
- To present findings in high quality publications and conference proceedings
- To develop novel methodologies and techniques appropriate to the type of research being pursued
- To supervise and examine PhD students, both within the institution and externally
- To provide expert advice to staff and students within the discipline.
- To apply knowledge in a way which develops new intellectual understanding

### **In addition at Senior Lecturer level**

To pursue sustained research activity through original research and scholarship, including other research-related contributions through conference papers and presentations and/or consultancy projects and advice. Where appropriate for the discipline, this may include some but not all of the responsibilities listed below.

- To make a major contribution to the management of research activities

- To lead successful funding bids which develop and sustain research support for the specialist area (in disciplines where this is possible)
- To publish leading research that results in a sustained, highly respected reputation of international quality in the subject area and/or designing and developing innovative underpinning technologies
- To provide expert advice internally and externally
- To provide leadership of research that contributes to the progression of the discipline (in disciplines where this is possible)
- To referee and peer review articles for peer reviewed academic journals and grant applications by research councils and/or other major funding bodies

### **Learning and Teaching**

To use a variety of methods teaching and advising individuals and groups of undergraduates, postgraduates, or CPD students. Where appropriate to the discipline this may include:

- To teach and examine courses at a range of levels
- To plan and review own teaching approaches and acting as a mentor to encourage others to do the same
- To develop programme proposals and make substantial contributions to the design of teaching programmes more widely in the Department or School, as appropriate
- Where appropriate, to undertake and develop the full range of responsibilities in relation to supervision, marking and examining
- To use appropriate approaches to learning and teaching in their field
- To disseminate appropriate practices through suitable media
- To develop and advise others on learning and teaching tasks and methods.
- To devise & supervise projects, student dissertations and practical work

### **In addition at Senior Lecturer level**

To contribute at a senior level on a sustained basis in learning and teaching. Where appropriate for the discipline, this may include some but not all of the responsibilities listed below:

- To lead the development of new and appropriate approaches to learning and teaching. This may be underpinned by research and evaluation of teaching methods and systems
- To act as adviser for teaching and learning methods through excellent practice and mentoring other colleagues
- To lead the design and/or co-ordination of programmes or equivalent activities across the School or Department
- To contribute to the development of teaching and learning policy more widely than the School
- To contribute to debate nationally about policy, methods & practices through publications, conference activity and roles that advance quality in the discipline
- To lead the development and management of assessment strategies within the School/Department

## **Management/Administration**

To contribute to Departmental /School administration or have a high level of responsibility for others. This may include:

- Contributing to the administration/management of research and/or teaching across the Department/School
- Leading and managing a team to devise and implement a new and/or revised process (e.g. new programme or a recruitment drive)
- Advising on personal development of colleagues and students
- Making a major contribution to some administrative activities within the University (e.g. appeals panels, working groups).
- Contribute to widening participation, schools outreach, and/or public understanding of the discipline.

## **In addition at Senior Lecturer level**

To chair and/or lead activities in the Department/ School and representation on University committees or working groups. Where appropriate to the discipline, this is likely to include some but not all of the responsibilities listed below.

- To make an important contribution to the development and running of the Department or School, for example, leading activity on teaching assessment and/or on research
- To develop and manage staff and resources in support of major research and/or teaching activities
- To make important contributions to the development of the Department/ School's/PAU's research strategy and/or learning and teaching strategy.

## **Person specification**

- Normally, a higher Degree relevant to the research/teaching area (usually PhD) or equivalent qualifications.
- Extensive research/teaching experience and scholarship within subject specialism.
- Proven ability to devise, advise on and manage learning/ research.
- Skills in managing, motivating & mentoring others successfully at all levels.

## **Research**

- Experience and achievement reflected in a growing reputation
- Extensive experience and demonstrated success in planning, undertaking and project managing research to deliver high quality results.
- Extensive experience of applying and/or developing and devising successful models, techniques and methods.

## **Teaching**

- Ability to design, deliver, assess and revise teaching programmes.
- Extensive experience and demonstrated success in developing appropriate approaches to learning and teaching and advising colleagues
- Management Administration
- Ability to contribute to School/Departmental management processes

- Ability to assess and organise resources effectively
- Understanding of and ability to contribute to broader management/administration processes

### **In addition at Senior Lecturer level:**

A Senior Lecturer should demonstrate competence in Research, Learning and Teaching, and Management and administration and excellence in at least two of these areas.

### **Research requirements**

An excellent national reputation and a developing international profile through original research work and a clear record of impact. There should be evidence of success under the following headings, as appropriate to the discipline:

- High level peer esteem as evidenced by
  - Excellent reputation in the UK and often internationally, reflected in sustained high quality output, level of innovation, impact on subject and recognition.
  - An excellent and sustained record of peer reviewed research publications.
- Successful and sustained supervision of doctoral students to completion.
- Substantial and sustained research income generation, e.g. through leading on research grants, contracts, research consultancy or other external funding.

### **Learning and teaching requirements**

An excellent teaching profile and performance in terms of both impact and quality. The teaching quality must also be demonstrated to be informed by an appropriate level of scholarship. There should be evidence of success under the following headings:

- Successful and sustained use of a range of appropriate teaching methods, and assessment strategies that promote high quality learning, including learning that is flexible, distinctive and current and stimulates learners' natural curiosity.
- Significant and sustained contribution to one or more of the following: strategic development of new programmes, approaches to learning, the development of learning resources.
- High quality and sustained contributions to fostering excellence in teaching activities more widely, i.e. in the Department/School or College and/or externally.
- Mentoring and expert advice which develops the skills of colleagues in teaching and in fostering learning.

### **Management and administration-related requirements**

The role-holder should demonstrate significant achievement in management and administration-related activities, which may include leadership of activities/initiatives. There should be evidence of success under the following headings.

- Successful and sustained performance in significant administrative/managerial role (s) (e.g. exams officer).

- Significant and sustained high quality innovative contributions to the management/administration of the Department/School/College or University.
- Successful and sustained contribution to the corporate life of the School/College/University, displaying willingness to contribute actively to committees, collaborative teaching and administrative tasks.