RECRUITMENT PACK

Faculty of Science and Engineering

Lecturer: Geography, Urban Planning and Environment
INTRODUCTION

The University of Wolverhampton holds a distinctive place within the higher education sector, and is one of the most successful modern universities, delivering excellence in teaching and research, widening access, and business engagement. Having begun life 190 years ago to enhance the education and skill base of the workforce in what is today a major industrial conurbation, we have continued to fulfil and develop the role to meet the needs of the regions we serve. Today, as the ‘University of Opportunity’, the University of Wolverhampton is an integral part of economic growth and social change within the West Midlands and beyond.

Our course offering is comprehensive across our Schools and Institutes, based within four faculties. We have three main teaching campuses in the UK: City Campus based in the heart of Wolverhampton city centre, Walsall Campus, and Telford Innovation Campus. In addition we have Learning Centres in Burton, Telford and Stafford and operate the University of Wolverhampton Science Park, a centre devoted to the support and enhancement of innovation and enterprise. Further business engagement sites are located in Hereford and Kidderminster, and we also have an international presence with over 20 transnational education partners.

We are well known for the provision of high-quality education with an excellent graduate employment record, with 96% of our most recent graduating class in employment or further study. We are a significant strategic force in the educational, cultural and economic development of the West Midlands, recognised for world-leading research across all our research areas in the most recent Research Excellence Framework exercise, which in 2014 saw our largest staff and research submission yet.

The next stage of our development continues with our new, ambitious Strategic Plan 2016-2021. The Plan has, at its core, three pillars:

1. Students First
2. Skills and Knowledge for Economic and Social Transformation
3. Significant Influence and Impact

These pillars reaffirm our commitment to being the University of Opportunity, whilst driving forward outstanding teaching, research and business engagement, to make us a leading university in the UK and internationally.

Our five-year investment programme Our Vision, Your Opportunity aims to generate £250 million of investment by 2020, enhancing the student experience and driving economic growth to allow us to deliver our new Strategic Plan. It has already resulted in changes to the Campus skyline with new buildings like the Rosalind Franklin and Lord Swraj Paul buildings, home to our Business School. A £4 million redevelopment of the City Campus courtyard includes new catering options for students, including an on-site Starbucks, while the new Science and Technology Prototyping Centre at the University of Wolverhampton Science Park has opened its door to potential tenants.

We have also unveiled specialist engineering provision at Telford and City campuses (£12 million investment in total), the Digital Campus programme of digital projects is transforming student and staff processes and interactions, and our new £100 million construction and built environment ‘super campus’ is breathing new life into the former Springfield Brewery site in Wolverhampton. All of this is further supported by investment in research and academic staff.

This is an exciting time to join the University of Wolverhampton and we look for exceptional candidates to work with us in achieving our vision. Come and join us.

Professor Geoff Layer
Vice-Chancellor
The University of Wolverhampton is a learning community promoting excellence, innovation and creativity. The University is committed to being:

- an agent for social inclusion and social mobility;
- an arena for the development of innovative ideas and critical thinking;
- a strategic force driving educational and cultural strategy for the city and the region;
- an educational hub supporting the economy through employment, entrepreneurship, creativity, knowledge transfer, research and development.

Through knowledge, innovation and enterprise we aim to transform the lives of all those who engage with us.
OUR HISTORY

The University of Wolverhampton is a leading modern university with a tradition of providing opportunity and academic excellence dating back more than 190 years.

The early years (1827-1899)
The roots of the University of Wolverhampton lie in the 19th century growth of Mechanics Institutes, which provided vocational and general education for working men. Following its formation in 1827, the institution grew and strengthened in the decades that followed, influenced heavily by being at the heart of the Industrial Revolution.

Early 20th century (1900-1944)
By 1903, an educational foundation had firmly been established with over 1,300 students studying courses including coach building, house painting and pattern making, with scholarships introduced in the early part of the 20th century. The Wolverhampton Technical College had been formed by 1915, as well as the Municipal School of Arts, later to become the Wolverhampton College of Art. In 1920, the original Deanery House was demolished, making way for the iconic Marble building you see today in Wulfruna Street. The foundation stone was laid by HRH Prince George in 1932 forming the base for the University's presence in Wolverhampton city centre to the present day.

The post-war years (1945-1968)
The post-war 'boom' in education led to a growing demand for a variety of subject areas and in 1945 a music department opened, enrolling 135 students in the first year.

In 1957, the College was awarded one of the earliest digital computers in the UK. By 1966, with student numbers at c.7,000 the College began to provide Bachelor's degrees with options in English, Geography, History, Music, Economics and Computer Technology and held its first ever degree ceremony.

Wolverhampton Polytechnic (1969-1991)
On 1 September 1969, the College was officially designated a Polytechnic. It comprised five faculties: Applied Science, Art & Design, Arts, Engineering, and Social Sciences, with a further Faculty of Education established in 1977.

The 1970s also saw Wolverhampton develop into a truly international community with students from Iran, Malaysia, and Nigeria, and the delivery of Wolverhampton courses internationally beginning to flourish.

By the 1980s, through mergers with teacher training colleges in Wolverhampton, Dudley and Walsall, and expansion into the overseas market, the University had established itself as a global provider of entrepreneurial education. Nurse education was brought into higher education institutions from hospitals, mainly in polytechnics. For Wolverhampton, this led to the creation of the School of Nursing and Midwifery at Walsall Campus. Independence from local authority control and incorporation as a higher education institution occurred in 1988.

The University of Wolverhampton (1992-present)
In 1992, Wolverhampton Polytechnic was granted university status and became the University of Wolverhampton with direct degree awarding powers.
THE UNIVERSITY OF WOLVERHAMPTON TODAY

With approximately 22,000 students, of whom 80% are undergraduate, we are a large academic community. With a portfolio encompassing biosciences, social sciences, construction, engineering, law, computing, business management, education, health and wellbeing, and creative and performing arts we are renowned internationally for the quality of our programmes and recognised as being at the leading edge in enabling students to secure professional careers – as evidenced by our students’ 96% employability rate.*

We are fully committed to enhancing the student experience and the learning and teaching environment. We are developing clear faculty approaches to learning, teaching and assessment, particularly focusing on student support. Innovative teaching, scholastic development and research-informed teaching. As well as continuing to deliver effective teaching and learning in key subject areas, we are growing our portfolio of courses aimed at the economic needs of the region. This is reflected in the advance of our science, technology, engineering and maths (STEM) based provision, as well as specialist facilities, such as the British Judo Centre of Excellence at Walsall Campus, helping our students to develop the skillsets to achieve their ambitions.

We have recently reviewed our postgraduate portfolio and new areas of activity are developing rapidly. Over the last few decades our unique portfolio has attracted students from across the globe, and we were one of the first to develop ‘in-country’ delivery of our programmes.

We play a key role within our region and we have a significant track record of raising education standards in regional schools. We are leading the drive for improvement of underperforming schools in our region and supporting them to raise the aspiration levels of young people in the area. We currently sponsor a number of academies, two University Technical Colleges, and have a significant outreach programme to raise the aspiration of young people in the region.

The University has a long track record in the development of alternative and flexible forms of learning, particularly through blended learning. A major aspect of our ongoing investment is the new Digital Campus: a £30 million five year growth programme of five key digital projects. It aims to go beyond changes to IT infrastructure by aligning the University’s people, processes and systems and changing the way they interact.

We have a well-developed sense of purpose in respect of widening access and securing student success and we adopt the key principles of the Student Lifecycle Model developed by HEECE in 2001. This means that we have a commitment to a holistic approach to an inclusive and accessible curriculum. We define widening access as providing opportunities and making sure individuals are able to maximise that opportunity. This requires a particular focus on transition to higher education, a supportive learning environment, a recognition of diversity, support into graduate employment and postgraduate study.

Our student body is very diverse in that we have one of the highest proportions of students from low income groups, a high proportion of students from minority ethnic groups, significant numbers of part-time and mature learners. We also have a rapidly growing intake of disabled students. All of this is based on building on our heritage and seeking to secure an inclusive environment.

We are committed to being a major global player and are increasingly developing key partnerships to secure further growth. In recent years there has been a significant growth in transnational education (TNE) partnerships and numbers are continuing to grow. There are also significant international research links in the faculties and these are also increasing.

As well as enhancing our students’ employability, the University is highly regarded within the region and beyond for the help it is able to give its commercial partners. We work with businesses of all sizes, from the small and medium-sized enterprise (SME) community to larger national companies. In support of research and development, the placement of our students into business and in discrete project assignments.

*Destination of Leavers from Higher Education, Class of 2017
STRATEGIC PLAN
2016-2021

Our mission
Maximising opportunity through generating knowledge, innovation and enterprise.

Pillars
1. Students First
2. Skills and Knowledge for Economic and Social Transformation
3. Significant Influence and Impact

Our ambition
To be a progressive and influential sector leader, championing diversity, growth, and creating life chances for all while enhancing economic impact and accelerating ambition across the entire University community.

1. Students First
By 2021, we will:
1.1 Achieve a sector-leading University experience for all.
1.2 Maximise individual potential for all students.
1.3 Create outstanding learning opportunities informed by world-leading research and professional practice.

2. Skills and Knowledge for Economic and Social Transformation
By 2021, we will:
2.1 Provide learning, research and engagement opportunities which target the economic and social needs of the areas in which we operate.
2.2 Maximise individual potential for all our staff.
2.3 Seek to eliminate inequality by narrowing the skills gap within the communities we serve.

3. Significant Influence and Impact
By 2021, we will:
3.1 Transform lives through research.
3.2 Be renowned as a University that makes impact regionally, nationally and internationally.
3.3 Foster global knowledge exchange and collaboration.

wlv.ac.uk/strategic-plan
The University of Wolverhampton has prepared for the change in the higher education policy and funding environment in the UK. With good financial reserves and a high quality, focused curriculum offer, the future of the University is strong.

We also have a new innovation and enterprise strategy. Developing and enhancing current activity in this area, two innovation and enterprise hubs have been created at either end of the Wolverhampton Telford Technology Corridor, creating an environment that stimulates and encourages enterprise, entrepreneurship and innovation in the region. This not only presents fresh opportunities for students and graduates but also provides local businesses with the incentive to raise their research and development activities across the full range of technologies.

In 2018, we were awarded a Silver award as part of the Teaching Excellence Framework assessment. This award recognises that the University delivers provision that is of high quality and consistently exceeds the rigorous national quality requirements for UK higher education, with most students achieving excellent outcomes. Our enhancement of student learning opportunities was also highly commended, the highest possible accolade, following the last institutional audit by the Quality Assurance Agency in 2015. Additionally, our National Student Survey results continue to be strong.

In the Research Excellence Framework 2014, we entered more staff across more subject areas than ever before and all Research Centres submitting work had elements graded at the highest level, classed as world-leading.

We have made significant investment in our teaching and learning spaces, creating state-of-the-art facilities for students and staff. Following notable investment at Walsall Campus that resulted in our iconic Performance Hub, Library and a new Institute of Sport, including the British Judo Centre of Excellence, recent years have seen our Campus landscape develop even further. The £25 million Rosalind Franklin Building, a state-of-the-art science centre, opened for teaching in 2014 and the following year established the new £18 million Lord Swraj Paul Building, home to the University of Wolverhampton Business School. Our recent Millennium City courtyard redevelopment has improved access and catering facilities in the heart of our City Campus.

Further investment in engineering has transformed Telford Innovation Campus, while our plans for the new Springfield Campus are developing the former Springfield Brewery into a centre of excellence for construction and the built environment.

A new £10 million Science Centre has opened its doors on the University of Wolverhampton Science Park. The impressive three-storey facility offers high-specification spaces, workshops, specialist equipment and Category 1 and 2 laboratories for science and technology-based businesses in the Midlands.

The new Centre for Sikh and Panjabi Studies, launched in early 2018, will offer PhDs and Master’s level courses in Sikh Studies, as well as continuing professional development (CPD) courses for teachers and managers of diverse workforces such as national and local government, the NHS and the emergency services.
Research

The University of Wolverhampton has a breadth of research interests across its academic subject areas. Across the University, we have over 20 Research Centres and Institutes focusing on research areas including neuro-oncology, sport and exercise performance, dementia, art and design practices and the built environment. Our applied research activities impact on business, public and voluntary sectors in a number of ways by advancing knowledge and addressing real world problems. We are on a path to grow our research base and increase our impact, demonstrated by our improved Research Excellence Framework 2014 outcomes. As part of our commitment to enhancing research, we have invested £12 million to fund new or enhanced research areas over six years.

The initial focus of the investment has been the recruitment of new academic staff, to significantly enhance the research capacity and capability of the University in target areas and further build the research community. In addition to these strategic appointments a number of PhD studentships have been established to grow existing high-quality research within the University, and we continue to invest in current staff to provide opportunity to grow the capacity for world-leading research. In the latest investment round, we have focused on new strategic strengths.

Business Growth and Innovation

The University of Wolverhampton is a business-facing university, investing in the development and enhancement of regional and national businesses.

Through our Telford Innovation Campus and the University of Wolverhampton Science Park, we provide much needed business incubator and grow-on space. Businesses housed in the incubator space have access to onsite business advice and training, specialist consultants, access to University facilities and consultants, and the Business Start programme. The University’s Business and Innovation Centre on the Telford Innovation Campus provides ‘grow-on’ space for those companies currently occupying the e-Innovation Centre on the same campus. The campus can hold up to 60 businesses with a further 80 businesses based at the Science Park.

The University of Wolverhampton is committed to the development of businesses. Our Business School, housed in the Lord Swraj Paul Building, features an executive education suite for training the business leaders of the region. Our Business Solutions Centres are support facilities that provide a one-stop shop for businesses to seek expert unbiased advice, support and resources from the combined partnership. Through the Business Solutions Centres, the University is also able to act as a ‘broker’ facilitating business expansion, something which businesses have reported is lacking within the region. Our presence in Hereford will soon grow with the addition of a new Centre for Cyber Security jointly funded by the University and Herefordshire Council.

In 2016, we launched our new Apprenticeship Hub on City Campus, which provides opportunities for budding apprentices to develop professional and technical skills in a real working environment, at the same time providing valuable resources and support to help meet the needs of local businesses. Over 400 apprentices are now studying with us on Higher and Degree Apprenticeships in areas as diverse as construction, healthcare and management, while the portfolio continues to grow to offer even more opportunities.
WOLVERHAMPTON: A PLACE OF OPPORTUNITY

The University of Wolverhampton is a vital provider of inspiration, aspiration, practical support and development in the Black Country, West Midlands and beyond.

The city has a vibrant, diverse, multicultural community and excellent transport links to Birmingham, Shropshire, Staffordshire, London and beyond. Just 30 minutes from Birmingham International Airport, the University of Wolverhampton is truly at the heart of the nation.

The Black Country is made up of four boroughs – Dudley, Sandwell, Walsall and Wolverhampton. Each borough is independently operated and has its own strengths and needs, but the Black Country as a whole is characterised by rich social, cultural and community diversity containing areas of social deprivation with traditionally low levels of educational participation.

In line with the University’s own £250 million investment plans, which are funding multiple flagship projects helping to change the city's skyline, the city is also being revitalised in other ways. Wolverhampton is one of the top ten fastest growing economies in the UK with over £3.7 billion investment either on site or in the pipeline.

The interchange project in Wolverhampton city centre has revolutionised transport into the city, creating a single hub for public transport and creating a gateway entrance to the city on the West Coast Main Line. Multi-million pound extensions to the region's tram network will also see transport links strengthened further over the coming decade.

The i54 project, just off the M54, sits between our City and Telford campuses, a 15 minute drive from either location. Supported by the Wolverhampton, Staffordshire County and South Staffordshire Councils, i54 is a significant development for the region with Jaguar Land Rover, Moog, and Eurofins already on the site.
OUR REGIONAL PRESENCE

We are a university of the region and for the region. Our mission commits us to providing for, and contributing to, the region through vocationally relevant programmes that ‘enable and encourage individuals to realise their full potential.’ 80% of our undergraduate students come from within 25 miles of the City Campus which incorporates the Black Country, Shropshire, Staffordshire and Birmingham.

Powered by the revolutionary Midlands Engine and led through the Black Country local enterprise partnership (LEP), the area is undergoing a programme of regeneration. £1 billion of government investment will boost the region’s economy, with the West Midlands becoming a major ‘city region’ in which the University is a key partner for success.

The establishment of a devolution agenda in the region has led to the development of radical new partnerships. To address the challenges facing the West Midlands economy, we’ve entered into a groundbreaking partnership with Birmingham City University and Coventry University to launch West Midlands Combined Universities (WMCU) with a collective aim of increasing growth and prosperity in the region. We’re also collaborating with six universities as part of Midlands Enterprise Universities (MEU), a partnership that will combine the knowledge, expertise and influence to provide an economic resource to power the Midlands Engine. The focus is on collaboration and economic growth.

We help to embed entrepreneurship in our region through initiatives such as SPEED, led by the University and part-funded by the European Regional Development Fund, which aims to support current students and graduates to set up their own business. Helping participants to develop entrepreneurial skills, the project creates new jobs and wealth in the West Midlands region.

Part of our continuing success lies in our innovative partnerships, working to improve education and opportunity for communities across the West Midlands through Academy Schools, University Technical Colleges and University Centres, as well as collaborations with local businesses, particularly on sites such as Springfield. Flagship projects like this will help to mark out Wolverhampton as an economic power, with Springfield Campus positioning the city as a national and international hub of excellence for construction and the built environment.

The University of Wolverhampton Science Park is home to over 80 businesses. In addition to office and workshop space, the site provides an incubation unit for start-up companies and offers conferencing and seminar facilities to businesses, as well as Wolverhampton Business Solutions Centre which is recognised for providing award-winning business support services and consultancy. In 2016, we launched a new Business Solutions Centre in Wyre Forest, Kidderminster, following 2015’s new centres in Skylon Park, Hereford, and in Telford, which extended our support across the Marches region.

Our work in Shropshire is currently centred around our Telford Innovation Campus and involvement with the Marches LEP, while we are engaged with a number of Staffordshire based schools and businesses. In 2015, University Centre Telford launched at Telford’s Southwater One complex; a collaboration between the University and Telford College of Arts and Technology, the centre widens access to higher education through its offer of short courses and professional development opportunities. Over recent years, we’ve grown our presence in these areas, such as our new distributed learning centre, University of Wolverhampton in Stafford (UWIS), which is providing opportunities for lifelong learning to the community.

Meanwhile, a new centre is marching ahead in the fight against cyber crime. A joint venture between the University and Herefordshire Council, the Centre for Cyber Security in Hereford is a multi-million pound development which will provide office space for businesses and offer high quality research and training facilities designed to help the cyber sector tackle threats in cyberspace. The centre will be located on Skylon Park in the Hereford Enterprise Zone and is expected to open by spring 2020.
REGIONAL PRESENCE

- **Campuses**
  - Wolverhampton, Telford, Walsall, UoW Science Park, Springfield

- **Distributed Learning Centres / Regional Learning Centres**
  - Stafford, Southwater (Telford), Hereford, Kidderminster, Burton

- **University of Wolverhampton Multi-Academy Trust Schools**

- **University Technical Colleges**
  - Health Futures - West Bromwich, WMUTC - Springfield

- **Other Significant Projects**
  - Elite Centre for Manufacturing Skills Spokes - Tipton & Aldridge
  - Arts Park - Wolverhampton
  - Cyber Security Centre - Hereford
OUR INTERNATIONAL PRESENCE

The University of Wolverhampton has an impressive international reputation built on the University’s core activities in teaching, research and consultancy.

With over 10% of our student body coming from outside the EU, we are committed to the internationalisation of our University. We work with a number of partners across a range of geographical regions to deliver courses in-country, as part of the University’s commitment to partnership and development for the global economy. Our in-country provision has been going for over a decade and we now have over 2,000 students studying University courses ranging from Higher National Diplomas (HNDs) and honours degrees to taught postgraduate courses.

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We are committed to engaging in overseas capacity building as a major part of our mission and strategy. Examples of such engagement include working with partners on staff development programmes to provide the opportunity for those staff to gain Master’s, PhDs or teaching qualifications, and working directly with governments on leadership and entrepreneurship programmes.

The University of Wolverhampton has committed a minimum of 1% of its overall international income to international Corporate Social Responsibility (CSR) projects. A range of initiatives have been supported by the University to provide opportunities for young people from disadvantaged backgrounds in Costa Rica, Cameroon and India. In addition, the University has welcomed Syrian academics under the CARA scheme.
OUR INTERNATIONAL PRESENCE

THE UNIVERSITY OF OPPORTUNITY: OUR INTERNATIONAL PRESENCE

[Map of the world with various markers indicating student origin, transnational education partners, centres for international development and training partners, government scholarship students, and campuses.]
FACULTY OVERVIEW

The Faculty
The Faculty has around 200 academic, technical and administrative staff and comprises of six schools which are:

- Architecture and the Built Environment
- Biology, Chemistry and Forensic Science
- Biomedical Science and Physiology
- Engineering
- Mathematics and Computer Science
- Pharmacy

Its Vision and Mission
The Faculty is a key provider of vocationally relevant higher education and research in Science and Engineering closely linked to the needs of the professions and industry, as well as addressing key global concerns such as sustainability and health. It is proud of its contribution to the regeneration of the West Midlands and aims to meet the national and global demand for STEM graduates.

In its present phase of development the Faculty aims to deliver its current portfolio of courses and maintain its research strategy. Over the next few years it will:

- build on successful existing STEM provision
- develop new STEM provision, e.g. Chemistry, Chemical Engineering and Architecture
- become a leader in public understanding of Science
- manage international provision and opportunity in STEM subjects
- support industry needs through its course offering, its research and its knowledge transfer
- be recognised for the quality of the student experience
- build on its reputation for research and develop research in the pedagogy of STEM subjects

Aims and Objectives
The Faculty aims to:

- grow STEM numbers
- introduce a broad foundation year
- increase the UCAS entry tariff
- replace under-performing provision with new courses
- ensure work experience for all courses and build employability into the curriculum
- secure 100% PSRB accreditation wherever appropriate
- be in the upper quartile for NSS and DELHE scores
- expand and develop integrated masters
- secure progression agreements with all FE colleges in the region
- promote the public understanding of Science
- build PGT to 30% of provision and increase the proportion of high value courses
- increase PGR by 10% per annum
- refocus TNE to ensure that all schemes are academically successful and economically sustainable
- develop industrial partnerships, knowledge transfer, and commercial activities delivering increased income
- develop a strategic research plan post REF that maximises research impact and underpins all teaching
- develop the School as a centre for pedagogical research and curriculum development in Science and Engineering
- ensure all teaching staff are members of HEA and subject based professional bodies

Its Portfolio
The Faculty has a wide range of subjects in its portfolio with each school focussing on specific areas. The programmes provide range from foundation degrees, HND, BSc, BEng, MEng and MPharm at undergraduate with MSc, and PhD at postgraduate.

Enterprise
The School has experience of Knowledge Transfer Partnerships and a growing reputation for its role in working with local industries. It presently achieves an external income of around £4.5 million annually.

Research
The faculty has a distinctive research and HE provision in STEM that reflects both regional and global priorities.
1. ORGANISATION CHART

Reports to:
Head of School

Direct reports:
None

2. CONTACTS

Internal:
Dean of Faculty, Associate Deans, Head of School/Institute, Head of Department/Subject Leader, central services, academic, technical and administrative staff at Faculty, campus and institutional levels, and students.

External:
Wide range of clients, including both potential students and employers; other groups as required by the Dean of Faculty.

3. BUDGETARY RESPONSIBILITY

As appropriate, as determined by the Head of School

4. PURPOSE OF THE POST

Overview

The duties described represent the range of activities that may be expected at this particular level but 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 the 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.

To undertake student tutoring and support.

To contribute to the research profile of the Faculty including enterprise.

To support the academic work of the Faculty.

Specific to this post

The post holder will be involved in taught, apprenticeships and TNE provisions across the school. Ability and willingness to travel nationally and internationally will be required.
5. MAIN DUTIES AND RESPONSIBILITIES

The responsibilities of a Lecturer are wide ranging and may change over time according to the development needs of the Faculty and the individual. In general a Lecturer can expect to undertake any of the following:

Teaching and Learning Support

a. To engage in teaching on undergraduate and/or postgraduate level programmes as determined by the Head of School and carry out the associated examining and administrative processes. The range of teaching duties may change from time to time.

b. Contribute to the design, content and delivery of specific areas of teaching and learning and to the quality of teaching delivered.

c. Collaborate with colleagues in the continuous review and development of the Faculty’s programmes.

d. Take responsibility for the co-ordination of modules when appropriate to do so and after gaining sufficient relevant experience.

e. Work in accordance with University policies and procedures to undertake assessment of students’ work and give feedback.

f. Contribute to the wider student experience through personal tutoring, excellent classroom teaching and providing support in and outside the classroom

g. Supervise student projects and placements as appropriate.
5. MAIN DUTIES AND RESPONSIBILITIES

Research and Professional Practice

a. Make a contribution to the research profile of the Faculty and pursue a personal research programme consistent with the Faculty’s research priorities.

b. Collaborate in research activities and initiatives with colleagues in and beyond the Faculty, if appropriate.

c. Ensure that outcomes of research and scholarly activity are appropriately disseminated in peer reviewed outlets.

d. Engage in scholarly activity as required to support teaching activities.

e. Develop and maintain an external professional profile, including membership of appropriate professional bodies, refereeing and other scholarly activities.

f. Ensure personal research informs and contributes to teaching.

g. Support research degree students as part of a supervisory team.

Enterprise

h. Establish contacts and links with: the wider academic community; relevant professional bodies; industry; and other external stakeholder groups in order to form relationships for future collaboration.

i. Identify opportunities for income generation and/or entrepreneurialism from research, consultancy and/or professional practice

j. Collaborate with colleagues in bidding for external income (including research grants) and contribute to the delivery, as appropriate, of projects that are secured.
5. MAIN DUTIES AND RESPONSIBILITIES

Other

k. Take part in relevant internal committees and working groups.
l. Liaise with corporate services, (e.g. library, central timetabling and other services) to ensure resources available are appropriately deployed.
m. Work as a member of a team, collaborating on curriculum development and contributing to departmental meetings.
n. Co-ordinate the work of others, when appropriate, e.g. through taking responsibility for module co-ordination.
o. Carry out specific Faculty / School / Department roles and functions as may reasonably be required – these being relatively limited in order to allow the role holder to take advantage of planned developmental and research opportunities.
p. Assist in student recruitment activities, including interviews, open days and external recruitment events.
q. Undertake continuous professional development, including training, peer review of teaching, classroom observation, receiving mentoring and other activities to enhance own skills.
r. Participate in the staff appraisal scheme (Specific objectives will be agreed through the University appraisal process).
t. Engage in appropriate training programmes in the University and ensure all mandatory training is up to date.
v. Actively follow and promote University policies.

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.
## PERSON SPECIFICATION

### Qualifications:
- **First degree or equivalent in a relevant discipline**
  - Essential (E)
  - Application (A)
- **Masters degree or equivalent in a relevant discipline**
  - Essential (E)
  - Application (A)
- **PhD or equivalent qualification in a relevant discipline (Completed or near Completion)**
  - Essential (E)
  - Application (A)
- **A Higher Education teaching qualification (or willingness to work towards)**
  - Essential (E)
  - Interview (I)
- **Membership of a relevant professional body**
  - Desirable (D)
  - Application (A)

### Experience:
- **Fellowship of the HEA (or willingness to work towards)**
  - Essential (E)
  - Interview (I)
- **Teaching experience, preferably in Higher Education or equivalent**
  - Essential (E)
  - Application (A/I)
- **Interdisciplinary working**
  - Essential (E)
  - Application (A/I)
- **Research experience in an area relevant to the Faculty’s research themes**
  - Essential (E)
  - Application (A/I)
- **Credible track record and future strategy for publication of material within recognised international research frameworks**
  - Desirable (D)
  - Application (A)
- **Affiliation to a relevant learned society**
  - Desirable (D)
  - Application (A)
## PERSON SPECIFICATION

### Selection Criteria

<table>
<thead>
<tr>
<th>Skills and Knowledge:</th>
<th>Essential (E) or Desirable (D)</th>
<th>Where Evidenced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expertise in subject area</td>
<td>E</td>
<td>A/I</td>
</tr>
<tr>
<td>Evidence of continuing professional development</td>
<td>D</td>
<td>A</td>
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<tr>
<td>Knowledge of Higher Education</td>
<td>E</td>
<td>I</td>
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<td>Commitment to developing depth and breadth of subject understanding</td>
<td>E</td>
<td>I</td>
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<td>Ability to contribute to curriculum development</td>
<td>E</td>
<td>I</td>
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<tr>
<td>Ability to support students and contribute to the wider student experience</td>
<td>E</td>
<td>I</td>
</tr>
<tr>
<td>Ability to participate in the preparation and delivery of research funding proposals</td>
<td>E</td>
<td>A/I</td>
</tr>
</tbody>
</table>

### Competencies and Personal Attributes:

<table>
<thead>
<tr>
<th>Competencies and Personal Attributes:</th>
<th>Essential (E)</th>
<th>Where Evidenced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commitment to fairness, inclusivity and the promotion of equality and diversity</td>
<td>E</td>
<td>I</td>
</tr>
<tr>
<td>Enthusiasm and commitment</td>
<td>E</td>
<td>I</td>
</tr>
<tr>
<td>Excellent team working and interpersonal skills</td>
<td>E</td>
<td>I</td>
</tr>
<tr>
<td>Flexibility and adaptability</td>
<td>E</td>
<td>I</td>
</tr>
<tr>
<td>Ability to work independently</td>
<td>E</td>
<td>I</td>
</tr>
</tbody>
</table>
The process will involve shortlisted candidates undertaking a 15 minute formal presentation to a selected audience, followed by a formal panel interview during the day.

For informal discussions regarding the post contact Professor Arif Mohammed on 01902 322261 or mohammed.arif@wlv.ac.uk