**Grade 7 - Academic Role Profile**

**Role Title: Lecturer (Grade 7)**

**Responsible to: Head of School / Academic Lead**

**Primary Purpose:**

To contribute to the institution's core mission of delivering high-quality teaching, impactful research or scholarship, and fostering a supportive academic community. The role combines responsibilities expected from all Lecturing staff at a grade 7, ensuring alignment with strategic priorities and maintaining excellence in student experience, research outputs, and professional standards.

**Generic to all Lecturer (G7) roles:**

Individuals expected to carry out a range of duties and have responsibility taken from the following. Whilst it is not anticipated that all of the activities will be covered by one individual, it is expected that over time all individuals will make a balanced and overall contribution to a range of generic areas of academic activity as listed below.

**General Academic Practice**

* Manage academic responsibilities with support as needed, teach across various settings, transfer practical knowledge, identify learning needs, and ensure content and methods align with objectives.
* Select appropriate assessment instruments and criteria, assess the work and progress of students by reference to the criteria, and provide constructive feedback to students.
* Where requested act as module leader and manage personal administrative tasks, including contributing to the planning of delivery of taught programmes, research student programmes, and other projects as relevant so as to contribute to quality enhancement in all areas of academic activity.
* Develop own teaching materials, methods and approaches, with guidance if necessary.
* Develop the skills of applying appropriate approaches to teaching, challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking.
* Supervise the work of students, provide advice on study skills and help them with learning needs and requirements.
* Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback, including peer review of teaching.
* To support and contribute to business sustainability practices through recruitment, conversion, and retention activities within the Subject and School.
* Contribute to quality assurance processes within the institution, ensuring alignment with national standards and conditions of registration (e.g., QAA, NSS, TEF etc.
* Engage with the development, use and dissemination of existing and new pedagogical techniques and technologies.
* Apply subject expertise to develop solutions to real-world challenges.

**Communication**

* Receive, understand and convey information, using a range of media, in a clear and accurate manner from routine to complex

**Teamwork and motivation**

* Collaborate with Academic and Professional Services colleagues as appropriate.
* Attend and contribute to subject, school and faculty meetings, where required.
* Contribute and support Academic Leads and Programme Leads on the effective management of the subject area by performing duties outside of immediate academic practice, as agreed with the Head of School.
* Take opportunities to assist with the mentoring of less experienced staff

**Liaison and Networking**

* Build internal contacts and participate in internal networks to contribute to the exchange of information, and formation of cross School / Faculty relationships for future collaboration
* Engage with external networks and academic committees, acting as a liaison for professional placements and fostering collaboration in the discipline.

**Initiative, Problem Solving and Decision Making**

* Contribute to collaborative decision making with colleagues (e.g. course content, assessment criteria, pedagogy, module delivery)
* Contribute to the process of decision making, particularly in areas of expertise
* Respond to pedagogical and practical challenges.
* Contribute to collaborative decision making with colleagues.
* Comply with the University’s expectations of academic staff in relation to their own self-monitoring, continuing professional development and self-regulation.

**Sensory, Physical and Emotional Demands**

* Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work and will involve carrying out tasks that require the learning of certain skills.
* Balance, with help, the competing pressures of teaching, research, reach-out, academic management/administrative demands and deadlines.

**Work Environment**

* Is required to be aware of the risks in the work environment and their potential impact on their own work and that of others.
* Adhere to academic governance, equality and diversity, relevant health and safety and risk management requirements.

**Pastoral Care and Welfare**

* Provide pastoral support to students using listening and interpersonal skills, addressing sensitive issues, appreciating individual needs, acting as a personal tutor, and referring to specialist services when necessary.

**6. Equality, Diversity, and Inclusion**

* Foster an inclusive and supportive environment for staff and students, ensuring equality of opportunity and diversity, demonstrating a commitment to widening participation and accessibility.

**7. Governance and Compliance**

* Adhere to institutional policies and procedures, ensuring compliance with legal, ethical, and professional standards.
* Demonstrate accountability and integrity in managing workloads, adhering to deadlines, and contributing to institutional reporting and governance requirements.

**Grade 7 – Underlying Contract – Duties and Responsibilities**

**Teaching and Learning**

It is expected that individuals will make a balanced and overall contribution to a range of Teaching and Learning areas of academic activity, as listed below.

1. **Teaching and Learning**

* Consistently deliver outstanding, innovative, and inclusive teaching.
* Engage with the development and dissemination of new pedagogical techniques and technologies.
* Create a learning environment that fosters critical thinking, creativity, and independent learning.
* Contribute to the University, Faculty and School recognition for teaching excellence, such as institutional or national teaching awards.
* Deliver teaching informed by Teaching and Learning practices.

1. **Teaching Delivery**

* Engage in professional development to enhance teaching practices.
* Contribute to research in pedagogy or subject-specific education.

1. **Curriculum Development**

* Contribute to the design and review of teaching modules, ensuring alignment with research advancements and accreditation requirements.
* Support the integration of research into teaching materials and methods.

1. **Administrative Duties**

* Participate in school committees related to teaching and learning.

1. **Leadership and Contribution**

* Demonstrate initiative in improving learning and teaching pedagogy with the school.
* Support and mentor colleagues on best practices in teaching and pedagogical practices.

**Teaching and Research**

It is expected that individuals will make a balanced and overall contribution to a range of Teaching and Research areas of academic activity, as listed below.

1. **Teaching and Research**

* Conduct high-quality, original research leading to publications in peer-reviewed journals or equivalent high-impact outputs.
* Collaborate with colleagues and external partners to enhance research activity.
* Present research findings at conferences, seminars, and public events.
* Support and contribute to bids for external funding through supporting and providing input on research proposals and grant applications.

1. **Teaching Delivery**

* Design and deliver engaging, research-informed teaching sessions and assessments.

1. **Curriculum Development**

* Contribute to the design and review of teaching modules, ensuring alignment with research advancements and accreditation requirements.
* Support the integration of research into teaching materials and methods.

1. **Administrative Duties**

* Participate in School / Faculty committees related to Teaching and Research.

1. **Leadership and Contribution**

* Begin to establish a reputation for research excellence in a specific field.
* Contribute to mentoring early career colleagues and sharing best practices in research and teaching.

**Professional Practice -Innovation, Enterprise and Knowledge Exchange**

It is expected that over time all individuals will make a balanced and overall contribution to a range of Professional Practice - Innovation, Enterprise and Knowledge Exchange areas of academic activity as listed below.

1. **Professional Practice Development**

* Engage with industry, government, and community partners to deliver innovative and impactful projects.
* Actively contribute to the university’s knowledge exchange activities.

1. **Innovation and Enterprise**

* Develop and deliver innovation-led projects, including collaborative R&D or consultancy.
* Support the creation and commercialisation of intellectual property, including patents and entrepreneurial initiatives.
* Seek opportunities for enterprise activities, such as professional training and CPD courses.

1. **Knowledge Exchange and Engagement**

* Foster relationships with external organisations to enhance partnerships and collaborations.
* Contribute to regional, national, and international networks relevant to the post holders’ discipline / subject area.
* Disseminate expertise through workshops, public lectures, and other external outreach activities.

1. **Income Generation**

* Support on and contribute to external funding from industry, government, and other stakeholders for applied research, enterprise, or training projects.
* Support on opportunities to develop consultancy work and enterprise income streams.

1. **Teaching Delivery**

* Deliver teaching informed by professional practice, including work-integrated learning and real-world case studies.
* Contribute to the design of practice-oriented or experience-based modules or courses.

1. **Curriculum Development**

* Contribute to the design and review of teaching modules, ensuring alignment with professional sector changes, advancements and accreditation requirements.

1. **Administrative Duties**

* Participate in School / Faculty committees related to Professional Practice - Innovation, Enterprise and Knowledge Exchange.

1. **Leadership and Contribution**

* Take a proactive role in promoting professional practice within the school.
* Support colleagues in developing partnerships and enterprise opportunities.