**Grade 8 - Academic Role Profiles**

**Role Title: Senior Lecturer (Grade 8)**

**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 8, ensuring alignment with strategic priorities and maintaining excellence in student experience, research outputs, and professional standards. It is expected that duties and responsibilities outlined within the Lecturer role profiles are applicable within the scope of this profile.

**Generic to all Senior Lecturer (G8) roles (building on the demands of Lecturer):**

Whilst it is not anticipated that you will be expected to do all of the listed activities all of the time, nor does it guarantee that you will be given the opportunity to do all of these activities, it does mean that the University can expect/require a member of staff at grade 8 to do any of the generic activities, with reasonable notification and support. Where you are directed to undertake any of the activities detailed below, you will be expected to perform at this level within a reasonable time frame.

The duties and responsibilities in grade 7 will still continue to apply. Similarly, the role profile is not exhaustive, and you may be required to undertake other duties of similar level and responsibility.

**General Academic Practice**

* Design, plan, review and innovate in activities and materials that support student learning and deliver either across a range of modules or within a subject area (Contribute to the planning, design and development of objectives and material).
* Supervise off-campus activities such as field trips, study visits or learning expeditions
* Identify areas where current provision is in need of revision or improvement.
* Contribute to or produce content and share insights through various media, such as publications, research dissemination, or outreach findings. This may include presentations at conferences, creation of conference opportunities, creation of networking opportunities, exhibitions, or showcasing professional knowledge at relevant events.
* Maintain knowledge and understanding at the forefront of the academic discipline and, if appropriate, also at the forefront of the relevant area of professional practice.
* Provide expert advice through subject area knowledge, understanding and know-how to students and other academic colleagues.
* Contribute and actively participate in business sustainability practices through recruitment, conversion, and retention activities within the Subject and School.
* Contribute to and influence decision-making on the student voice in quality assurance processes, ensuring alignment with national standards and conditions of registration (e.g., QAA, NSS, TEF etc).

**Communication**

* Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding, as well as to peers, using high level skills and a range of media.
* Convey concepts and theories effectively and succinctly.

**Teamwork**

* Mentor new and/or early career team members to advise on professional development (e.g. peer review of teaching, showcasing aspects of learning & teaching during teaching and learning workshops, participate in joint bid-writing, provide oral and/or written feedback at research groups).
* Act as a responsible team member, leading where agreed, and develop productive working relationships with other members of staff
* Advising others, where appropriate, on their academic activity
* Where required, co-ordinate the work of others to ensure modules are delivered to the standards required
* Advising and assisting on required academic activity, such as supporting the preparation of external examiners by providing necessary documentation, ensuring access to relevant course materials, and facilitating their understanding of assessment processes and standards

**Liaison and Networking**

* Liaise with colleagues and students on a daily basis, and build and participate in internal networks for the effective exchange of information to contribute to the School and Faculty functions (e.g. staff/student Liaison committee; exam liaison, active membership of Hope research group).
* Participate in and develop external networks, for example to identify sources of funding, contribute to student recruitment, /secure student placements, market the institution, facilitate reach-out activities, generate income, obtain consultancy projects, or build relationships for future activities.
* Engage in some external discipline-related responsibilities such as subject network activity and peer review.
* Identify and develop ideas for generating income and promoting the subject / school
* Participate in networks in order to influence events or decisions (e.g. membership of a University/Faculty/School committees, active membership of committees at regional or national level in area of subject expertise or profession).

**Service Delivery**

* Actively contribute to curriculum development under supervision while working within, and suggesting improvements to, institutional procedures and policies such as quality assurance, course handbooks, and assessment criteria.
* Lead the design and delivery of own modules and assessment methods
* Take responsibility, under the direction of the Academic Lead or Head, for overall subject-specific area of expertise within the University, for example by leading in an area of subject specific related professional studies

**Initiative, Problem Solving and Decision Making**

* Use initiative to resolve diverse problems using judgement when adopting different approaches (e.g. student absences, assessment issues, learning and teaching approaches, interpreting research data, income generation).
* Approaching an issue or problem from different perspectives or using a variety of data to devise options or solutions (e.g. course review and development, developing ideas for income generation).
* Develop ideas for generating income.
* Advise others on local issues such as student recruitment and marketing.
* Contribute to the accreditation of courses and quality assurance and enhancement processes.
* Contribute pro-actively to support decision making within the school and subject.
* Comply with the University’s expectation in relation to their own self-monitoring, continuing professional development.
* Achieve and maintain professional recognition, such as Senior Fellowship of the Advance HE or equivalent.

**Planning and Managing Resources**

* Act as programme lead were required, and coordinate with others (such as Profession Services or academic colleagues) to ensure student needs and expectations are met.
* Collaborate and support the Head of School and Academic Lead to support the population of the Staff Allocation Model, ensuring a concise and cooperative approach that accurately reflects the resources needed within the school.

**Sensory and physical demands**

* Acquire, where appropriate and the opportunity is provided by the University, new skills necessary for effective teaching (e.g. use of AVA equipment, use of specialist equipment in areas).

**Work Environment**

* Depending on area of work and level of training received, may be expected to conduct risk assessment and take responsibility for the health and safety of others.
* Adhere to and take responsibility within the subject for academic governance, equality, diversity, health and safety, and risk management requirements by ensuring a safe and suitable work environment, addressing issues in personal and shared spaces, and managing risks related to activities such as fieldwork, lab work, and ethical research.

**Pastoral Care**

* In addition to Personal Tutor responsibilities, take on additional responsibility for student care such as undertaking a Senior Academic Advisor role

**Grade 8 – 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**

* Lead the development and delivery of innovative, inclusive, and effective teaching practices for undergraduate and postgraduate courses.
* Champion student engagement through active, experiential, and cutting-edge learning techniques.
* Lead subject or programme initiatives to innovate and enhance teaching practices and curriculum design.
* Conduct and apply curriculum reviews to align with strategic goals, disciplinary developments, and student needs.
* Drive the adoption and integration of advanced digital learning tools and pedagogical methods.

1. **Teaching Delivery**

* Lead the delivery of undergraduate and/or postgraduate programs with innovative and engaging methods.
* Use active and experiential learning techniques to improve student engagement and outcomes.

1. **Curriculum Development**

* Develop interdisciplinary and innovative subject or programs that enhance student employability and skills.
* Lead curriculum design and enhancement initiatives, ensuring relevance to evolving academic and industry trends.
* Conduct regular curriculum reviews to align with institutional priorities and student needs.

1. **Administrative Duties**

* Oversee module or program administration, ensuring effective resource allocation and adherence to academic policies.
* Lead quality assurance processes in relation to own subject and specialism, including assessment and program reviews.
* Have sufficient experience and professional standing to be able to provide high-level input into the professional aspects of a student’s development, for example by having experience of leadership in the relevant profession and a high-level awareness of the professional standards, policies and procedures that pertain

1. **Leadership and Contribution**

* Act as a leader in subject or programme teaching initiatives, shaping policies and strategies.
* Mentor and support early-career academics, fostering their professional development in teaching.
* Represent the institution in external teaching-related networks, conferences, and partnerships.

**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**

* Develop and submit competitive research proposals to secure external funding and publish high-quality outputs in peer-reviewed journals, books, or other recognised scholarly platforms.
* Supervise research projects, ensuring alignment with the institution’s research priorities and academic standards.
* Ensure own research activities contribute to the Subject or School, aligning outputs with institutional priorities and enhancing REF submissions.

1. **Teaching Delivery**

* Lead, design and deliver engaging, research-informed teaching sessions

1. **Curriculum Development**

* Design and lead curriculum initiatives in subject area that align with contemporary research and industry developments.
* Ensure that course content integrates current research findings, preparing students with up to date and leading knowledge.
* Collaborate with colleagues to create interdisciplinary and innovative programs that reflect institutional priorities and emerging trends.

1. **Administrative Duties**

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

1. **Leadership and Contribution**

* Lead programme administration, ensuring compliance with academic policies and efficient use of resources.
* Lead quality assurance and enhancement processes at programme level, including curriculum reviews, research ethics compliance, and assessment practices.
* Contribute to institutional reports and evaluations, ensuring alignment with strategic goals in both teaching and research.

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

It is expected that over time 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**

* Drive impactful knowledge exchange activities, fostering collaboration between the institution and external stakeholders.
* Ensure activities contribute to the Programme or Subject level, aligning outputs with School priorities and enhancing wider engagement.
* Develop and implement enterprise-focused projects that align with institutional priorities and societal needs.
* Mentor colleagues in achieving excellence in innovation and professional practice, fostering creativity and collaboration.

1. **Innovation and Enterprise**

* At programme level Lead, 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**

* Create and lead activities that translate academic research into real-world applications and community impact.
* Engage with external organisations, including industry and community groups, to disseminate knowledge and best practices.
* Develop innovative approaches to public engagement that showcase institutional expertise and impact.
* Facilitate workshops, seminars, and collaborative events to promote knowledge sharing and stakeholder collaboration.
* Provide programme level leadership in innovation, enterprise, and knowledge exchange within the institution.
* Mentor and support colleagues and students to engage with professional practice and enterprise activities.
* Represent the institution in external networks, advisory panels, and professional forums to enhance its reputation.
* Drive collaborative projects that integrate innovation and professional practice across the institution.

1. **Income Generation**

* Identify and secure funding opportunities to support innovation, enterprise, and knowledge exchange initiatives.
* Develop consultancy services, training programs, or commercial projects that generate income for the institution.
* Foster partnerships with industry and external stakeholders to secure sponsorships, grants, or endowments.
* Monitor and report on income generation activities, ensuring alignment with institutional financial goals

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**

* Design and lead curriculum initiatives at subject level which integrate innovation and enterprise into teaching programs.
* Ensure curriculum ensures that students engage with real-world challenges through projects, placements, or problem-based learning.
* Collaborate with colleagues to embed professional practice and knowledge exchange into interdisciplinary programs.

1. **Administrative Duties**

* Participate, and where appropriate lead, in School / Faculty committees related to Professional Practice - Innovation, Enterprise and Knowledge Exchange.
* Manage enterprise and knowledge exchange projects, ensuring effective resource allocation and compliance with policies.
* Lead quality assurance and enhancement processes at programme level, including curriculum reviews, research ethics compliance, and assessment practices.

1. **Leadership and Contribution**

* Provide leadership at a subject or programme level in innovation, enterprise, and knowledge exchange within the institution.
* Mentor and support colleagues and students to engage with professional practice and enterprise activities.
* Represent the Subject or School where appropriate, in external networks, advisory panels, and professional forums to enhance its reputation.
* Drive collaborative projects that integrate innovation and professional practice across the Subject / School.