

## Job Description

|                |                                         |
|----------------|-----------------------------------------|
| Job Title      | Senior Lecturer in Midwifery            |
| Faculty        | Faculty of Health, Medicine and Society |
| School         | School of Nursing and Midwifery         |
| Division       | Midwifery                               |
| HR Ref No.     | 0348-25                                 |
| Role Code      | FINLECTSR5                              |
| Grade          | TSR5                                    |
| Base location  | Wheeler                                 |
| Reports to     | Head of Division - Midwifery            |
| Direct reports | N/A                                     |
| Date created   | June 2025                               |

### Job purpose

At the School of Nursing, Midwifery and healthcare education we are committed to developing the next generation of healthcare professionals, equipped with the skills and compassion needed to provide exceptional care. Our school is recognised for its innovative curriculum, expert staff, and a nurturing learning environment that blends academic rigor with hands-on experience.

Our programs cater to both undergraduate and postgraduate students, and we offer all fields of nursing as well as midwifery and a range of postgraduate specialist programmes in healthcare education. We are proud to partner with a wide range of NHS trusts and third sector organisations across the Northwest region, who provide our students with real-world experience and access to cutting-edge practices.

The school has three specialist sites (Chester, Warrington and Birkenhead) each offering a range of classrooms and meeting spaces as well as fully equipped simulation spaces and virtual reality equipment for practicing clinical skills. Academic staff have a primary base at a specific site which supports them to become part of an academic community.

We have a firm commitment to innovation, discovery, and the application of research to improve our practice and are actively working to develop a research culture within the school. We also offer a supportive, inclusive environment where academics can grow, innovate, and contribute to the education of future nursing and midwifery leaders.

The key purpose of this role is

- To provide a supportive learning environment for students to develop graduate level and subject specific skills.
- To coordinate the delivery of undergraduate and postgraduate programmes.
- To develop and implement teaching and learning initiatives.
- To contribute to postgraduate taught programmes and participate in research and research supervision.

## **Key duties and responsibilities**

### **Communicating Effectively**

- To facilitate students' learning through lectures, tutorials and seminars at undergraduate, levels, contributing to post graduate and masters levels.
- To produce high quality teaching and learning material to support and develop student learning at undergraduate level and at postgraduate levels.
- To write and publish research papers.
- To contribute to the writing of course validation documents.
- To contribute to the cross faculty, school and divisional development of curriculum and course materials.
- Joint or sole authorship of books, publications in refereed journals and other articles, papers and disseminating research results during conference proceedings.

### **Leadership and Working Collaboratively**

- To exercise academic leadership for larger or more complex programmes with full accountability for planning and organising, co-ordinating the efforts of colleagues to deliver programme objectives.
- To support the Head of Division and other programme leaders in the department to manage the ongoing strategic development of programmes in the department.

### **Liaison and Networking**

- To be an active member of relevant divisional committees.
- To initiate and lead short term internal networks for e.g. new programmes, co-ordinating teams of staff from university/department and external examiners; to oversee the development of new courses, write documentation, gain accreditation, and secure approval of new courses.
- To participate in & develop external networks, for example to contribute to student recruitment, secure student placements, facilitate outreach work, generate income, obtain consultancy projects, or build relationships for future activities.
- To participate in Subject Assessment Boards as required.
- To lead or chair external networks as required as part of the role.
- To engage in external academic professional benchmarking (e.g. external examiner, QAA reviewer, OFSTED inspector, validation panels).

### **Delivering a High Quality Standard of Service**

- To enhance the quality of taught and research programmes at under-graduate and/or postgraduate levels.
- To act upon peer observation of teaching feedback, student feedback, and external examiner feedback to maintain high quality in learning and teaching.

- To take sole responsibility for developing ideas for generating income and promoting the subject.

### **Effective Decision Making**

- In the context of the role-holder's teaching duties, to make independent decisions on the content of individual learning activities and marking for student assessment purposes, and to provide advice to colleagues on such matters.
- To support marketing and recruitment activities and sit on student selection panels if appropriate
- To make collaborative decisions with programme teams on the content of taught and research programmes at undergraduate and/or postgraduate levels.
- To provide advice on issues such as academic conduct and other assessment issues which will impact on the students, and to ensure consistency across divisions.

### **Planning and Organising Self and Others**

- To undertake elements of divisional leadership in areas such as organisation of staff development activities, programme leadership, assessment, students with specific learning needs, use of technology to support learning, or curriculum or student development roles.
- To act as module and programme leader as required, co-ordinating the work of module/ programme team to ensure modules are delivered to the standards required & co-ordinate the work of colleagues to identify & respond to students' needs.
- To make significant and sustained contributions to the management of the subject area, including planning and resource allocation, policy development and improvement of procedures.
- To contribute to cross-school and cross Faculty programme organisation, contributing to strategic decisions as required.
- To be responsible for the co-ordination of administrative duties in areas such as admissions, time-tabling, examinations, assessment of progress & student attendance, progression and completion.

### **Innovation and Improvement (Effective Problem Solving)**

- To deal with problems e.g. a students' academic progress and personal issues (e.g. responding to needs of students with diverse and neurodiverse learning requirements through referral to the appropriate support departments within the University).
  - To design new modules as required.
  - To develop suites of new modules and contribute to overall programme design.
  - To devise new programmes of study to meet market demand and academic advancement in the subject or to resolve problems of poor recruitment or retention if required.
- To resolve problems regarding the delivery of teaching programmes, and to identify opportunities for the strategic development of these activities.
- To identify areas of need and obtain external funding for learning and teaching or research developments, leading the resulting research team where appropriate.

### **Analysis and Research**

- To have an active involvement in research, in line with the department's research strategy, including presenting at conferences, publication in journals etc at least once per year.
- To research teaching materials and to identify and utilise current best practice in the relevant subject area.

- To conduct subject specific research and scholarship as appropriate, engaging in pedagogical research and implementing results to develop the learning and assessment process and the learning environment.
- Actively investigating funding opportunities within relevant area if research, as appropriate, including submitting external research grant applications to obtain support. Leadership of the resulting research may be required.
- To contribute to innovation, engagement and knowledge transfer.

### **Teaching and Learning Support**

- To design inductions to modules and programmes for students, adapting delivery to suit learners' needs.
- To design and deliver one off lectures or workshops as required, providing feedback on performance.
- To develop and design course content and materials on a long term basis, ensuring compliance with the quality standards and regulations of the University and department.
- To conduct seminars and tutorials, introducing new methods of delivery where required, and to supervise students at all levels across the breadth and depth of the subject area.
- To assess students overall performance, through setting/ marking programme work, practical sessions, supervisions, fieldwork and examinations, providing appropriate feedback to students.
- Integrate separate topics into a cohesive whole linked closely to the curriculum.
- Responsible for the overall quality auditing of course provision
- To contribute to overall curriculum development and course design in specific area of curriculum.
- Pioneer and promote the introduction of new learning experiences and environments.

### **Sensory and Physical Demands**

- Standard office environment and equipment.

### **Work Environment**

- Responsible for the health and safety of students in their immediate working environment, conducting risk assessments as required.

### **Pastoral Care and Welfare**

- To deal with sensitive issues concerning students and provide support.
- To act as a Personal Academic Tutor (PAT).
- To take responsibility for dealing with referred issues for students within own programmes.

### **Team Development**

- To undertake peer mentoring and review of colleagues.
- To work with colleagues to shape a vision, provide a sense of direction, guide others towards achievement and enable them to develop their own and team potential.
- In addition to the above, undertake such duties and hours as may reasonably be requested and that are commensurate with the nature and grade of the post.

**General duties**

- To uphold and comply with all University's policies and procedures, including those relating to:
  - Equality, diversity and inclusion
  - Health and safety
  - Data protection and IT security
  - Safeguarding
  - Sustainability
- To support the creation of a culture that is highly performance focused and built on a foundation of fairness, diversity, belonging and inclusivity.

## Person Specification

|           |                                     |           |            |
|-----------|-------------------------------------|-----------|------------|
| Job Title | Senior Lecturer In Midwifery (TSR5) | Role Code | FINLECTSR5 |
|-----------|-------------------------------------|-----------|------------|

The person specification details the qualifications, skills, experience or other attributes needed to perform the job.

**Essential criteria** are those, without which, a candidate would not be able to do the job. Applicants who do not clearly demonstrate in their application that they possess the essential criteria will normally be rejected at the shortlisting stage.

**Desirable criteria** are those that would be useful for the candidate to possess and will be considered when more than one applicant meets the essential requirements.

### Methods of assessment:

**A** = Application Form, **I** = Interview/Assessment Tests, **P** = Pre-Employment Checks

| Selection Criteria                                                                                                                                                                                                  | Essential (E) or Desirable (D) | Assessed via |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------|
| <b>QUALIFICATIONS</b>                                                                                                                                                                                               |                                |              |
| Good first degree in relevant subject                                                                                                                                                                               | E                              | A            |
| Registered Midwife, with an active professional body registration                                                                                                                                                   | E                              | A            |
| Will be required to have a master's level qualification (or nearing completion) and membership of a relevant professional body (e.g. Advance HE/HEA).                                                               | E                              | A            |
| Demonstration of an advanced level of subject knowledge and of being an externally regarded teacher or scholar.                                                                                                     | E                              | A            |
| <b>KNOWLEDGE AND EXPERIENCE</b>                                                                                                                                                                                     |                                |              |
| Must have suitable expertise to deliver lectures in relevant subject area.                                                                                                                                          | E                              | A/I          |
| Previous teaching experience in higher education.                                                                                                                                                                   | E                              | A/I          |
| Proven and sustained track record of contribution to the development of policy and practice in teaching and learning support.                                                                                       | E                              | A/I          |
| An ability to keep abreast of, and lead developments in, teaching and scholarship specific to the subject area, demonstrated through e.g. attendance at conferences, external contacts and publication of research. | E                              | A/I          |

| SKILLS AND PERSONAL ATTRIBUTES                                            |   |     |
|---------------------------------------------------------------------------|---|-----|
| An ability to support students both academically and pastorally.          | E | A/I |
| Organisational and administrative skills, including working to deadlines. | E | A/I |
| Competent with IT and willingness to learn new skills.                    | E | A/I |
| An ability to work autonomously.                                          | E | A/I |
| An ability to lead and/or work as part of a team.                         | E | A/I |

**UNIVERSITY OF CHESTER**  
**FACULTY OF HEALTH, MEDICINE AND SOCIETY**  
**DIVISION OF MIDWIFERY**  
**SENIOR LECTURER IN MIDWIFERY**  
**FULL TIME, PERMANENT**  
**BASED AT CHESTER**

**SALARY SCALE**

TSR5, points 40 – 43, £51,039 - £55,755 per annum.

**HOLIDAY ENTITLEMENT**

In addition to statutory Bank/Public Holidays and Christmas Closure days, staff are entitled to 35 days annual leave per annum. In the annual leave year in which employment commences annual leave entitlement will accrue on a pro-rata basis for each completed calendar month of service.

**MEDICAL EXAMINATION**

The successful candidate will be required to complete an Occupational Health Questionnaire and may also be required to undergo a medical examination.

**ESSENTIAL CERTIFICATES**

Short-listed candidates will be asked to bring to interview, proof of qualification as outlined on the Job Description and Person Specification provided. Upon appointment, copies of essential certificates will be required by Human Resources.

**DISCLOSURE & BARRING SERVICE CHECKS**

The successful applicant will have to undergo a DBS check before an appointment can be made.

**PENSION SCHEME**

All academic staff will be enrolled in the Teachers' Pension Scheme from their first day of employment, in accordance with the scheme rules. If staff do not wish to remain a member of the scheme, they will be entitled to opt out after enrolment.

**EQUAL OPPORTUNITIES**

The University has a policy of equal opportunity aimed at treating all applicants for employment fairly.

**SMOKING POLICY**

The University operates a No-Smoking policy.

**PROBATIONARY PERIOD**

A twelve months' probationary period applies to all Academic posts.