

Job Description

Job Title	Lecturer
Faculty	Faculty of Health, Medicine and Society
School	School of Nursing, Midwifery and Healthcare Education
Division	Nursing and Healthcare Education - University Centre Warrington
HR Ref No.	0260-26
Role Code	FINLECTSR3
Grade	TSR3
Base location	UCW
Reports to	Sara Bell/Amanda Clarke
Date created	26/01/2026

Job purpose

At the School of Nursing and Midwifery 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 courses 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 (Birkenhead, Chester & Warrington) each offering a range of seminar rooms 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 participate in the delivery of undergraduate and postgraduate courses.
- To develop and implement teaching and learning initiatives.
- In addition, to undertake such duties as may reasonably be requested and that are commensurate with the nature and grade of the post.

Communicating Effectively

- To facilitate students' learning through lectures, tutorials and seminars at undergraduate levels, contributing to post graduate and masters levels as required.
- To produce high quality teaching and learning material to support and develop student learning at undergraduate level and at postgraduate level, as required.
- To write and publish research papers on occasion.
- To contribute to the writing of course validation documents as required.

Leadership and Working Collaboratively

- To act as module leader as required.
- To collaborate with academic colleagues on course development and curriculum changes.

Liaison and Networking

- To build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration.
- To be an active member of relevant departmental committees

Delivering a High-Quality Standard of Service

- To enhance the quality of taught and research programmes at under-graduate and/or postgraduate levels.
- To seek ways of improving performance by reflecting on teaching design and delivery by obtaining and analysing peer observation feedback, student feedback, and external examiner feedback to maintain high quality learning and teaching.

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 sit on student selection panels as required.
- 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 to other members of the department to influence operational decisions within the immediate work area.

Planning and Organising Self and Others

- To act as module leader as required.
- To contribute to course organisation.
- To plan and manage own teaching and tutorials as agreed with mentor.

Innovation and Improvement (Effective Problem Solving)

- To deal with problems such as students' academic progress and personal issues (e.g. responding to needs of students with learning difficulties through referral to the appropriate support departments within the University).

Analysis and Research

- 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.

Sensory and Physical Demands

- Standard office environment and equipment reflecting the needs of in-person, live online and placement activities as appropriate.

Work Environment

- To be responsible for the health and safety of students in their immediate working environment, reporting any health and safety concerns to the Head of Division.

8.11 Pastoral Care and Welfare

- To deal with sensitive issues concerning students and provide support.
- To act as a Personal Academic Tutor (PAT).

8.12 Team Development

- To undertake peer mentoring and review of colleagues as required.

8.13 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, ensuring compliance with the quality standards and regulations of the University and Division.
- Develop and research own teaching materials, methods and approaches with guidance and ensure that content, methods of delivery and learning materials meet defined learning objectives.
- To conduct seminars and tutorials, introducing new methods of delivery where required.
- To assess students' overall performance, through setting/marketing programme work, practical sessions, supervisions and examinations, providing appropriate feedback to students.
- To challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking.
- To supervise the work of students, provide advice on academic skills and help them with learning problems.

Knowledge and Experience

Qualifications

- Will be required to hold, or demonstrate a willingness to achieve, a Masters level or equivalent professional qualification and membership of a relevant professional body (e.g. AdvanceHE) within the fixed-term of appointment.

Experience

- Must develop suitable expertise to deliver lectures in relevant subject area.

Skills/Attributes

- An ability to keep abreast of, and lead developments in, teaching specific to the subject area.
- An ability to support students both academically and pastorally.
- Organisational and administrative skills.
- IT skills.

- An ability work as part of a team.

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	Lecturer	Role Code	
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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
QUALIFICATIONS		
Good first degree in relevant subject	E	A
Registered Adult Nurse with an active Nursing and Midwifery Council registration	E	A
Masters level qualification	D	A
Membership of a relevant professional body (e.g., Advance HE)	D	A
KNOWLEDGE AND EXPERIENCE		
Must have suitable expertise to deliver teaching and learning activities in relevant subject areas	E	A/I
Previous teaching experience in higher education.	D	A/I
Proven and sustained track record of contribution to the development of practice in teaching and learning support.	D	A/I
Demonstration of an advanced level of subject knowledge.	E	A/I
An ability to keep abreast of developments in teaching and scholarship specific to the subject area, demonstrated through e.g. attendance at conferences, external contacts and, where appropriate, publication of research.	E	A/I
SKILLS AND PERSONAL ATTRIBUTES		
An ability to support students both academically and pastorally.	E	I
An ability to actively lead and/or work as part of a team.	E	I
An ability to work autonomously.	E	I

Excellent organisational and administrative skills.	E	
Competent with IT and willingness to learn new skills.	E	

**UNIVERSITY OF CHESTER
FACULTY OF HEALTH, MEDICINE AND SOCIETY
NURSING AND HEALTHCARE EDUCATION**

**LECTURER, 1.0FTE
FIXED TERM UNTIL 31/03/2027
BASED AT UNIVERSITY CENTRE WARRINGTON**

SALARY SCALE

TSR3, points 31 – 34, £39,906 - £43,482 per annum.

HOLIDAY ENTITLEMENT

35 days per annum. In the annual leave year in which employment commences annual leave entitlement will accrue on a pro-rata basis. Two extra statutory days during the Christmas period.

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.