

JOB DESCRIPTION

Job Title	Senior Lecturer
Faculty	Faculty of Health, Medicine and Society
School	School of Nursing, Midwifery and Healthcare Education
Division	Nursing and Healthcare Education - UCW
HR Ref No.	0081-26
Role Code	FINLECTSR5
Grade	TSR5
Base location	Warrington
Reports to	Head of Division
Direct reports	N/A
Date created	30-07-25

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 (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 participate in 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 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 Department 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 departmental committees.
- To initiate and lead short term internal networks for e.g. new foundation degrees, 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 chair 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 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 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 such as malpractice and other assessment issues which will impact on the students, and to ensure consistency across departments.

Planning and Organising Self and Others

- To undertake elements of departmental 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-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.

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 learning difficulties 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.
- Contribute to the successful commercialisation of patents, inventions and any other exploitable intellectual property where appropriate.

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.

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.

Knowledge and Experience

Qualifications

- Will be required to have a Masters level qualification and membership of a relevant professional body (HEA).
- Will be required to obtain a doctoral level qualification or equivalent professional qualification/recognition within an agreed timescale.
- Demonstration of an advanced level of subject knowledge and of being an externally regarded teacher or scholar.

Experience

- Must have suitable expertise to deliver lectures in relevant subject area.
- Previous teaching experience in higher education.
- Proven and sustained track record of contribution to the development of policy and practice in teaching and learning support.

Skills/Attributes

- 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.
- An ability to support students both academically and pastorally.
- Organisational and administrative skills.
- IT skills.
- An ability to lead and/or work as part of a team.

General

- To undertake any other duties commensurate with your grade, and/or hours of work, as may reasonably be required of you.
- To take responsibility for upholding and complying with the University's Equality and Diversity policies and for behaving in ways that are consistent with fair and equal treatment for all.
- To comply with all University Health and Safety policies.

PERSON SPECIFICATION		
Job Title: Senior Lecturer		Department:
Criteria	Essential / Desirable	Method of identification
Qualifications:		
Good first degree in relevant subject	Essential	Application Form
Masters level qualification	Essential	Application Form
Membership of a relevant professional body (e.g.HEA)	Essential	Application Form
PhD or willingness to achieve this within an agreed timescale	Essential	Application Form
A registered mental health nurse (NMC)	Essential	Application Form
Proven Experience:		
Must have suitable expertise to deliver lectures in mental health nursing	Essential	Application Form/ Interview
Previous teaching experience in higher education.	Essential	Application Form/ Interview
Proven and sustained track record of contribution to the development of policy and practice in teaching and learning support.	Essential	Application Form/ Interview
Demonstration of an advanced level of subject knowledge and of being an externally regarded teacher or scholar.	Essential	Interview
An ability to keep abreast of, and lead developments in teaching and scholarship mental health nursing, demonstrated through e.g. attendance at conferences, external contacts and, where appropriate, publication of research.	Essential	
Delivering academic and service excellence:		
An ability to support students both academically and pastorally.	Essential	Interview

Managing self and inspiring others:		
An ability to lead and/or work as part of a team.	Essential	Interview
Organisational and administrative skills.	Essential	Interview
IT skills.	Essential	Interview

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

Desirable Requirements are those that would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Method of identification is where the selection panel will match the candidate's skills and abilities to the required criteria outlined (i.e. application form, interview, test)

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

**SENIOR LECTURER, 1.0FTE
PERMANENT
BASED AT UNIVERSITY CENTRE WARRINGTON**

SALARY SCALE

TSR5, points 40 – 43, £51,753 to £56,535 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.