

Competence Criteria	Title: Senior Lecturer	Grade: 8
<p><b>Role Summary</b></p> <p>The post will be held by an academic with a sustained track record within their discipline, including activities with national impact in education, research, knowledge transfer or professional practice.</p> <p><b>Purpose</b></p> <p>To contribute to learning and teaching, research, knowledge transfer and professional practice, to the benefit of students, the School, the University and the wider community. The post holder would be expected to conduct duties such as Course Director role, citizenship activities associated with recruitment, internationalisation and student experience.</p> <p><b>Appointees would be expected to carry out the core activities in all three areas (a-c, see table below), and normally to deliver significant higher level achievements in at least two of the areas, demonstrating national impact in their discipline and possibly international impact in some areas.</b></p>		

<p><b><i>a) Learning and teaching</i></b></p>	<p><b>Core</b></p> <ul style="list-style-type: none"> <li>• Delivery of high quality teaching</li> <li>• Developing innovative educational materials</li> <li>• Achieving strong module feedback and high student success on taught modules</li> </ul>	<p><b>Higher level (examples)</b></p> <ul style="list-style-type: none"> <li>• Produce materials that are used at other institutions</li> <li>• Publish textbooks</li> <li>• Publish in educational journals and other academic media</li> <li>• Contribute to conferences through lectures or poster presentations</li> <li>• Win educational grants</li> <li>• Receive national educational awards</li> </ul>
<p><b><i>b) Research, knowledge transfer and professional impact</i></b></p> <p>Activities to include:</p>	<p><b>Core</b></p> <ul style="list-style-type: none"> <li>• Remain abreast of the developments in their academic discipline</li> <li>• Conduct activities and/or generate outputs that have national impact/recognition</li> <li>• Actively support School/ University activities that promote or develop research, KT and professional practice</li> </ul>	<p><b>Higher level - research examples</b></p> <p>Achievements in a significant number of the following areas, at a level consistent with national impact in their discipline:</p> <ul style="list-style-type: none"> <li>• Publications (journals, books, chapters that are nationally leading/excellent)</li> <li>• Other high quality research outputs (e.g. exhibitions, compositions, direction/production of performances etc.)</li> <li>• Research grants as principal investigator</li> <li>• PhD supervision</li> <li>• Research presentations at symposia and conferences</li> <li>• PhD External Examinership (PhD)</li> </ul>

		<p><b>Higher level - knowledge transfer examples</b></p> <ul style="list-style-type: none"><li>• Winning significant external funding for applied research with industry</li><li>• Winning significant educational funding (e.g. partnerships and collaborations)</li><li>• Coordinating and/or delivering CPD</li><li>• Developing patents and spin out companies</li><li>• Developing research to provide impact in society or in the economy</li></ul>
		<p><b>Higher level - professional practice examples</b></p> <ul style="list-style-type: none"><li>• Fellowship (or equivalent) of professional bodies</li><li>• Engagement with professional decision-making bodies</li><li>• Leading successful bids for commissioning of professional education, or contributing to major commissions</li><li>• Managing higher level CPD in the discipline</li><li>• Holding editorial positions (including Journal Editorial Boards)</li><li>• Conference organisation (e.g. national conference/programme chairs and programme committee)</li></ul>

<p><b>c)</b></p> <p><b><i>Administration, management, leadership and citizenship</i></b></p> <p>Activities to include:</p>	<p><b>Core</b></p> <ul style="list-style-type: none"> <li>• Administration required for the smooth running of the School</li> <li>• Support for the core business of the School (i.e. recruitment, student experience, research environment)</li> <li>• External engagement as appropriate (with the professional discipline, local community, schools and colleges, employers, international partners)</li> <li>• Mentorship of colleagues</li> <li>• Demonstrate positive attitude, actions and commitment across all areas of activity including EDI</li> </ul>	<p><b>Higher level (examples)</b></p> <ul style="list-style-type: none"> <li>• Demonstration of successful management and leadership within the School</li> <li>• Contribution to University committees or panels</li> <li>• Work with charities/NGOs with national impact</li> </ul>
--	--	---