

Job Description

Job Title:	Lecturer (Practice) in Social Work (Think Ahead Programme)
Job Ref:	HED404-R2
Campus:	Hendon
Grade:	Grade 7
Salary:	£38,206 - £43,887 (Inclusive of London Weighting)
Period:	24 Months fixed term
Reporting To:	Director of Programmes Think Ahead and CPD
Accountable To:	Head of Department

Role Summary

The role will be held by an experienced social work practitioner and developing academic who combines professional practice activities with learning and teaching, primarily for our Think Ahead PGDip/MA 2-year course specialising in Mental Health Social Work. The Lecturer will work within the Social Work academic team.

Job Purpose

The post holder will deliver learning and teaching within a social work practice context and engage in research and knowledge transfer to the benefit of students, the School, the University and the wider community. Duties will include teaching on the six-week summer institute at Hendon Campus and delivering blended learning, including tutoring and support for students whilst they are on placements across England.

Main responsibilities

Learning and teaching

- Deliver high quality teaching to students
- Design, develop and review teaching activities and materials
- Identify best and innovative practices in professional social work education, learning and teaching and build them into personal teaching practice
- Maintain an understanding of professional practice in social work to inform social work teaching practice
- Contribute to course/programme review and design
- Give effective advice, guidance and feedback to students, to support their academic progress
- Enhance student experience and outcomes

Practice and knowledge transfer

- Investigate and reflect on professional standards and practices and contribute to the presentation and/or publication of findings
- Engage in professional practice activities, such as the provision of advice and/or training to professional groups
- Develop and maintain a network of professional contacts in the sector and the wider social work community
- Engage with and maintain personal social work practice knowledge and disseminate across Team, Department, Faculty, School and University
- Assist colleagues in ensuring that research has impact beyond academia
- Continually update own knowledge in the field of specialism related to the social work discipline
- Supervise Masters students and contribute to doctoral supervision

Academic Leadership and Management

- Lead learning and teaching activities in a particular area as agreed, e.g. module leadership
- Contribute to the administration of the academic programme, by supporting student recruitment, induction etc.
- Advise and coach colleagues
- Undertake other activities, as required

Hours: The duties and responsibilities of a Lecturer are wide-ranging. You will be expected to work hours as are reasonably necessary in order to fulfill your duties and responsibilities; the post holder will be assigned to cover at least one of five placement units which are located across England

Leave: 35 days per annum plus eight Bank Holidays and seven University days taken at Christmas (pro rata for part-time staff) which may need to be taken as time off in lieu.

Flexibility: Please note that given the need for flexibility in order to meet the changing requirements of the University, the duties and location of this post and the role of the post-holder may be changed after consultation. The balance of duties may vary over time and will be reviewed as part of the appraisal process.

PERSON SPECIFICATION

Post Title: Lecturer (Practice) in Social Work

NOTE: An enhanced DBS check will be required for this post.

Essential Requirements

Knowledge, Skills and Experience

- Professional social work qualification and current registration with Social Work England
- Appropriate academic qualifications at postgraduate level (normally a Masters or Doctorate or equivalent)
- Experience of teaching and supervising social work students
- Ability to deliver high quality teaching and facilitation of learning within a HEI environment and practice settings, with due regard to working with vulnerable adults, including mental health and with children and families
- Ability to be able to teach and supervise students at undergraduate and masters level
- Commitment to attracting project funding
- Evidence of practice performance and practice-related outputs
- A strong understanding of the current qualification and CPD framework for social work education
- Track record of innovation in teaching and learning, reflected in design, delivery and promotion of good professional practice
- Ability to engage students and staff, and to motivate them to perform at their best
- Track record of high-quality partnership networking and development
- The necessary technical ICT Skills for teaching (i.e. information and communication technology literacy) and knowledge of media pedagogy for the design of eLearning competencies
- Commitment to completing formal training in academic practice
- Direct and relevant practice experience within the UK context in working within mental health, adults and/or children and families statutory settings.

Desirable

- Experience of working within a HEI environment
- Knowledge, skills and experience of delivering social work interventions in a mental health context e.g. motivational interviewing, systemic approaches and strengths-based methods.
- Qualified as a Best Interests Assessor and/or Approved Mental Health Practitioner PGCertHE
- PhD/DProf

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No Parking at Hendon campus: There are no parking facilities for new staff joining our Hendon campus, except for Blue Badge holders. If you are applying for a post at our Hendon campus please ensure you can commute without a car.

Information on public transport to Hendon can be found here:
<http://www.mdx.ac.uk/aboutus/Location/hendon/directions/index.aspx>

We offer an interest-free season ticket loan, interest-free motorbike loan, a cycle to work scheme and bicycle and motorbike parking and changing facilities.

We value diversity and strive to create a fairer, more equitable work environment for our staff and students.

We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff diversity networks, campus facilities and services to support staff from different backgrounds.

Standard paragraphs for posts requiring a DBS certificate

This post is exempt from the Rehabilitation of Offenders Act 1974 and requires a Disclosure and Barring Service certificate. You are therefore required to disclose details of any criminal record. ALL criminal convictions, cautions, reprimands or final warnings, even if they would otherwise be regarded as spent under this Act must be disclosed, as well as any other information that may have a bearing on your suitability for the post, including pending prosecutions.

The University will apply for a DBS certificate before your appointment is confirmed.

The post holder should actively follow Middlesex University policies and procedures and maintain an awareness and observation of Fire and Health & Safety Regulations.

Closing date for receipt of applications: see job advertisement

Interview date: see job advertisement

What Happens Next ?

If you wish to discuss the job in further detail please contact either Dr. Lucille Allain Director of Programmes on L.M.Allain@mdx.ac.uk or Edd Carter, Programme Leader (Think Ahead) e.carter@mdx.ac.uk .

Academic Professional Apprenticeships (APA) (updated January 2020)

Newly appointed academic professionals, including Associate Lecturers, engaged in higher education teaching and/or research have for some years been required to undertake the PG Cert HE programme unless they hold an equivalent qualification or relevant experience. This is because Middlesex University is committed to the professionalisation of teaching in higher education through recognition and the celebration of good practice in learning and teaching. The PG Cert HE carries academic credit, not only for articulating and demonstrating the scholarship of teaching and learning but, of equal importance, for evidence from practice which convincingly underpins espoused theory.

From September 2018, subject to eligibility criteria, Academics without a teaching qualification are now required to undertake the Academic Professional Apprenticeship or the PG Cert HE as appropriate. Key points *(please refer to the Academic Professional apprenticeship*

Guidelines for more detailed information) <https://www.intra.mdx.ac.uk/key-information/academic-professional-apprenticeship>

- The Academic Professional Apprenticeship is expected to be completed over 18 to 24 months.
- Employees working less than 0.8 FTE will have the duration of the Apprenticeship extended.
- 20% of the contractual time is set aside for off the job Training (7 hours a week approximately).
- Applicants will be auto-registered on the Apprenticeship in October or January following their employment.
- Exemptions for prior learning can be considered, if some modules have been completed.
- The Apprenticeship is managed by the Education Department.
- Applicants have 2 years to successfully complete the programme.
- Staff completing the apprenticeship will be awarded: the Academic Professional Apprenticeship, the PG Cert Higher Education and Fellowship of the Higher Education Academy (FHEA).

Guidance Table

Considerations	Answer
Prior Qualifications Does applicant already have a teaching Qualification? PG Cert HE, FE etc or has 3 years teaching experience in HE .	If yes, no further action is required. If No , they will be required to do the APA
Is applicant a UK or EEA national or a non UK or EEA national who has been in the UK for at least 3 years ?	If yes, the applicant will be required to do the APA. If No, they will be required to undertake the PG Cert HE as they will not be eligible to do the APA
Level 2 English & Mathematics (GSCE) Has the applicant completed level 2 English & Mathematics or equivalent? (Evidence will need to be provided).	If yes the Applicant will be able to do the APA. If No, the Applicant will be required to undertake the PG Cert HE, as they are not eligible to do the APA.
Part Qualified Has the applicant already commenced a PG Cert HE, FE Programme in another institution and completed some of the modules?	The applicant will still be required to complete the APA and may be given credit for the modules already completed. The recognition of prior learning (RPL), may reduce the overall time to complete the Apprenticeship. However, all apprenticeships must be undertaken over a period of at least twelve months.
Start date When are applicants expected to start the programme?	If the applicant commences employment before September, they will commence the programme in September. Applicants who commence employment after September but before January, will commence in January.
Deferral Are applicants able to request a deferral?	Approval for deferral will be given by the Executive Dean or Head of School.

Postgraduate Certificate in Higher Education Programme

Staff who do not hold a teaching qualification in Higher Education may be required to undertake a PGCHE on appointment.

POST GRADUATE CERTIFICATE IN HIGHER EDUCATION

Set out below are the conditions which apply to newly appointed academic or related staff in relation to the PG Cert Higher Education programme:

- all staff with a contract of more than two years duration and not less than 0.5 FTE are expected to complete the programme unless exempted at the time of appointment;
- other fractional staff and part-time hourly-paid staff may enroll on the programme subject to the normal University conditions concerning payment of tuition fees;
- exemption shall be granted to suitably qualified and experienced staff: *i.e.* 3 years full-time or equivalent or PG Cert HE or equivalent;
- normally staff should be expected to complete the PG Cert HE programme successfully within 24 months of enrolling;
- normally there will be an upper limit of four years to complete the programme successfully. If problems are identified at 30 months every effort will be made to resolve them at a staff development level;
- failure to complete the programme within four years may result in delayed grade progression within the University from Lecturer to Senior Lecturer and is likely to be considered negatively when candidates in such a position apply for promotion;
- staff must be given adequate time to complete the programme within an agreed time framework (*i.e.* normally within 24 months);
- staff will normally be given a time allocation of 0.1 FTE in order to participate in the programme;
- staff who do not complete the programme successfully within 48 months of enrolment without good cause shall not receive a further increment until they do successfully complete the programme;
- where exceptional circumstances apply staff should have the right to appeal to the Deputy Vice-Chancellor against a decision to withhold increments pending successful completion of the programme within four years.

The following qualifications will be considered for exemption of new teaching staff from undertaking the PGCHE:

Either

- Qualified teacher status: e.g. Registered teaching qualification recognised by SEDA, Bed, PG Cert E or further education qualification;
- DFEE registered teaching number (school based number);
- Recognised ENB (NURSING) teaching qualification.

Or

- Three years full time teaching experience (subject to review following guidelines from ITLHE).

Not Accepted

General Adult Education cert. not accepted at present as it does not consider theories of learning, knowledge, needs, skills, and principles of learning.

NB Regardless of exemption, all new lecturers to the University MUST go through academic induction.