

Job Description

Job Title:	Senior Lecturer (Practice) in Learning and Teaching
Job Ref:	HED451
Campus:	Hendon
Grade:	Grade 8
Salary:	£47,205- per annum inclusive of Outer London Weighting rising to £54,273 incrementally each year
FTE	1
Period:	Permanent
Reporting To:	Head of Education
Reporting to Job Holder:	None

Role Summary

The role will be held by an experienced and enthusiastic practitioner or academic with a proven track record of excellence in learning, teaching and assessment and experience in professional practice. The role will involve aspects of academic leadership and management.

Job Purpose

To be part of a strong, committed and experienced team who develop and deliver high quality undergraduate and postgraduate programmes in the Learning and Teaching area of the department. Ensuring that all students have an excellent experience in all aspects of learning, teaching, assessment and support is a key part of the role.

Main responsibilities

Learning and teaching

- Deliver high quality teaching to all students at undergraduate and postgraduate level, bringing a wide range of experience and expertise in learning, teaching and assessment in Education
- Design, develop and evaluate courses and programmes in the area of Learning and Teaching
- Identify best and innovative practices in learning and teaching and build them into personal teaching practice
- Ensure that personal professional practice and knowledge of the field inform teaching practice
- Contribute actively to initiatives which identify new and best practice in teaching and learning and promote it across the school and institution

- Ensure that professional practice insights and materials are built into the curriculum
- Take lead responsibility for a programme area, subject or course, as required
- Enhance student experience and outcomes

Professional practice and knowledge exchange

- Develop collaborations with colleagues across the University, within the local community and with the schools where the students are employed during the programme
- Contribute to the improvement of professional standards and practices, through advice, investigation, publication and involvement in initiatives
- Provide professional advice and services to external stakeholders which attract external income
- Participate in and build networks, to develop a professional profile and enhance the University's connections in the area of activity
- Support colleagues in research-led knowledge exchange initiatives
- Supervise postgraduate students
- Contribute to and sometimes lead CPD delivery, consultancy and collaborative link activities

Academic Leadership and Management

- Lead learning and teaching activities in a particular area as agreed, e.g. programme leadership
- Manage professional practice and knowledge exchange projects
- Contribute to cross-faculty/university activities, such as student recruitment, induction, assessment, national and international partnerships etc
- Advise and coach colleagues
- Manage allocated people and resources
- 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.

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: Senior Lecturer in Education (Professional Practice)

Essential Requirements

Knowledge, Skills and Experience

- Appropriate academic qualifications at postgraduate level (normally a doctorate or equivalent, Masters level qualifications may be considered depending on experience)
- Appropriate academic practice qualification or equivalent (normally QTS)
- Relevant experience in Higher Education or relevant professional experience
- Proven ability to deliver high quality learning, teaching and assessment
- Evidence of subject specific and pedagogical perspectives of Learning and Teaching
- Track record of innovation in learning, teaching and assessment, 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
- Evidence of engagement with practice-based research in Education
- Excellent communication skills (written and verbal)
- Experience of working with and leading teams of people
- Good organisational skills and ability to work to deadlines.
- Commitment to doctoral or further study (as appropriate)
- Demonstrable commitment to fairness and the principles of equality and inclusion

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 using a car.

Information on public transport to Hendon can be found here:

<https://www.mdx.ac.uk/get-in-touch/directions-london>

We offer an interest-free season ticket loan, interest-free motorbike loan, 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.

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

What Happens Next ?

If you wish to discuss the job in further detail please request a phone call from the Director of Programmes, Liz Beasley by emailing l.beasley@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)	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.

Has the applicant completed level 2 English & Mathematics or equivalent? (Evidence will need to be provided).	
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;
- DfE (or equivalent) registered teaching 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. **Academic Professional Apprenticeships (APA) (updated January 2020)**

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