Job Description

Job Title:	**Lecturer (Practice) in Mental Health Nursing**
Job Ref:	**HED532-R**
Campus:	**Hendon**
Grade:	**Grade 7**
Starting Salary:	**£43,811 per annum pro rata inclusive of Outer London Weighting rising to £50,136 incrementally each year**
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.**
FTE:	**0.5**
Period:	**Temporary**
Reporting To:	**Director of Programmes (Mental Health)**
Accountable To:	**Head of School/Department**

Role Summary

The successful applicant will be an experienced Registered Mental Health Nurse with current NMC registration. They will have experience as an educator and/or practitioner and the knowledge and skills required to deliver high-quality teaching across mental health nursing, including advanced communication skills, scientific principles underpinning nursing practice and evidence-based mental health interventions, in accordance with NMC requirements. The postholder will work within the Mental Health academic cluster.

Job Purpose

To deliver high-quality learning and teaching across a range of mental health nursing programmes with particular responsibility for key areas including advanced communication skills, mental health nursing knowledge, scientific principles underpinning practice and evidence-based mental health interventions. The postholder will draw upon contemporary mental health nursing practice, research, and CPD to enhance student learning and contribute to the work of the Faculty, University and the wider community.

Main responsibilities

Learning and teaching

- Deliver high-quality teaching to mental health students across relevant subject areas, including advanced communication skills, scientific principles underpinning nursing practice and evidence-based mental health interventions.
- Design, develop and review teaching activities and materials
- Identify and incorporate current and innovative approaches to professional nursing education, learning and teaching into their own academic practice.
- Maintain current knowledge of professional practice in mental health nursing, and demonstrate a depth and breadth of understanding of the role, scope and evidence base of mental health nursing, to inform teaching and assessment.

- Contribute to course/programme review and design
- Provide effective academic advice, guidance and constructive feedback to support students' learning, achievement and progression.
- Enhance student experience and outcomes

Practice and knowledge transfer

- Contribute to Continuing Professional Development (CPD) provision, practice development, scholarship and knowledge exchange activities in the field of mental health nursing, including relevant professional or academic outputs.
- Engage in 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 mental health community
- Maintain current mental health practice knowledge and disseminate and share relevant developments across the academic team, Department, Faculty and University.
- Assist colleagues in ensuring that research has impact beyond academia
- Continually update own knowledge in the field of specialism related to mental health nursing
- Supervise and support undergraduate and postgraduate students, as appropriate to the postholder's experience and allocated duties.

Academic Leadership and Management

- Contribute to, and where appropriate lead, modules or defined areas of programme activity, as agreed with the Director of Programmes.
- Contribute to programme administration and enhancement, including student recruitment, induction, academic advising, assessment and quality assurance activities.
- Collaborate with, advise and support colleagues in relation to teaching, learning and professional practice.
- Undertake other activities, as required

Fixed Term Contract

This temporary appointment is for the following allowable reason:

Short term funding available for post.

If you are applying as an internal candidate to do the temporary post as a secondment please discuss this with your line manager first and read our Secondment Guidelines.

Leave: 30 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.

MU Services Limited:

Middlesex University has established a wholly owned subsidiary, MU Services Limited (MUSL), to provide academic and professional services to the University. MUSL employees work alongside Middlesex University employees. MUSL only offers a Defined Contribution Pension Scheme which is provided by Scottish Widows.

The University's relevant job descriptions, policies and procedures apply to MUSL employees, unless expressly stated otherwise. For the avoidance of doubt, the University's Academic, Researcher and Senior Manager Staff Handbooks do not apply to MUSL employees.

PERSON SPECIFICATION

Post Title: **Lecturer (Practice) in Mental Health Nursing**

Essential Requirements

Knowledge, Skills and Experience

- Professional mental health nursing qualification and current registration with the NMC
- Appropriate academic qualifications at undergraduate and postgraduate level (normally an undergraduate degree and post-graduate skills/diploma or Masters)
- Experience of teaching, facilitating learning, supervising, practice assessing or mentoring mental health nursing students, with evidence of the knowledge and skills required to translate contemporary mental health nursing practice into high-quality university-level teaching.
- Excellent written and verbal communication skills with the ability to develop and deliver relevant teaching materials for mental health nursing across the lifespan and provide high-quality assessment feedback for students.
- The digital skills and knowledge required to deliver effective teaching to mental health nursing students in classroom, online and blended learning environments, including the appropriate use of educational technologies and digital media.
- Commitment to attracting project funding and some experience/ interest in practice-research and/or CPD outputs
- A strong understanding of the current NMC nursing curricula framework with the ability, knowledge and skills to develop, teach and assess a range of mental health nursing subject areas including advanced communication skills in mental health plus nursing knowledge and scientific principles and key interventions within mental health relevant for nursing students
- Evidence of effective and innovative approaches to teaching and learning, including the design and delivery of inclusive teaching materials and the ability to engage, support and motivate students to achieve their potential.
- Track record of high-quality partnership networking and development with professional partners
- Commitment to undertaking appropriate academic-practice development, including a relevant teaching qualification where required under University policy.
- Demonstrable commitment to fairness and the principles of equality and inclusion

Desirable

- Direct teaching experience in a HE or FE environment
- Qualifications in BIA, PGCertHE, Psychological Interventions, Motivational Interviewing (e.g. MINT Trainer); Safeguarding; and/or AMHP

Parking at Hendon campus

There are currently *Regular Parking Permits and Pre-Paid Parking options* available to new joiners*. Further details are available on the Travel and transport page on the staff intranet. Please note if the number of applications becomes oversubscribed these parking options could be withdrawn at any point.*

Information for Disabled Staff
Staff and visitors with their own current blue badge have access to free parking on campus. All blue badge holders should present a copy of their blue badge to the security office in the Quad. Holders will be given car park access up to the date of expiry of their blue badge.

Public Transport
Our Hendon Campus is well served by public transport with buses, London underground and British Rail services all within a short walk of the campus. You can get detailed journey information from TfL (www.tfl.gov.uk) and have a look at our directions and location to help plan your travel: 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.

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

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.

What Happens Next ?
If you wish to discuss the job in further detail please contact the Directors of Programmes for Mental Health, Laura Mohess at l.mohess@mdx.ac.uk, or DoP (Mental Health)/Senior Lecturer in Mental Health, Alfonso Pezzella, at a.pezzella@mdx.ac.uk. Alternatively, please contact the Head of School Professor Lucille Allain – l.m.allain@mdx.ac.uk

POST GRADUATE CERTIFICATE IN HIGHER EDUCATION

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

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.