



# School of Health & Society

**Head of Social Work Education  
Grade 9**

**Role Title: Head of Social Work Education**

**Reports To: Director of Social Sciences**

## **Overview**

Welcome to the School of Health and Society– a forward-thinking, dynamic school with a commitment to lifelong learning and real world impact.

We are one of the largest educators of nurses, midwives and allied health and social care professionals in the North West, known for our track record of collaborating with a wide range of industry partners across health and social care to produce highly skilled graduates, with real work experience.

Salford has a rich history and an exciting future; we sit at the heart of the Northern Powerhouse, and actively engage with stakeholders across the region to address the identified health outcomes linked to the devolution of power to Greater Manchester's local authorities. We have always been committed to addressing the needs and aspirations of our local community.

We are also experts in the social sciences sector and are known locally, regionally, nationally and internationally for our applied research into the interface between health, wellbeing, housing, criminal justice and social care. We effect social and cultural change by research-informed engagement and practice.

Our focus is not just local – we're actively driving forward our international reach. We have an excellent reputation with the Chinese health and social care sector and actively recruit international students to our MSc and PhD programmes.

Social Work has a long history at Salford and has one of the largest intakes of students in the UK. It has highly regarded UG and PG qualifying programmes, including an Integrated Practice in Learning Disabilities and Nursing programme and a post-qualifying MSc in Applied Social Work Practice. New initiatives include the development of Social Pedagogy and Family Group Conferencing programmes; development and piloting of the NAAS and PSDP initiatives and local lead for Making Research Count, meeting the needs of the contemporary Social Work and Social Care sector. Salford also pioneered the Step Up to Social Work programme and delivers this to partnerships of local authorities.

Social Work at Salford has excellent community partnerships and is a member of the Greater Manchester Social Work Academy (Teaching Partnership). Research is at the heart of our activities and informs our teaching. We are entrepreneurial and engage with our partners to develop bespoke solutions to their workforce development needs through training and accredited programmes; consultancy and evaluation.

We are looking for a motivated, creative and ambitious leader to take Social Work at Salford forward, building on our strengths and developing new areas of business to meet the demands of a changing world.

We put our students first in everything we do, our colleagues help create a community and sense of belonging by having a vibrant campus and campus life that is more than just a workplace. We use agile working principles to enable colleagues to do their best work, from the right location, at the right time to meet our business needs. We are open to your ideas about how you can deliver the outputs of your role in a creative way. We are happy to talk to you about alternative patterns of work that balances your wellbeing and productivity.

## Role Detail

### Role Purpose

To lead and manage the dynamic team of academics delivering the range of Social Work programmes and activities

To plan, design, develop and deliver a range of high-quality programmes of study relating to Social Work at all levels and ensure that programme design and delivery comply with the academic quality standards, regulations of the University and professional bodies

To lead on the development of new areas of business reflecting the changing external world and the needs of employers in the health and social care sector

### Responsibilities

- To lead and manage the dynamic team of Social Work academics, promoting excellence in teaching, research, practice and the overall student experience.
- Initiate and lead in the development and delivery of taught programmes including those related to Social Work and/or research programmes, with outstanding delivery and excellent support of teaching and learning
- Assist the Dean of School/ Associate Deans of School and Director in ensuring that the teaching and professional activities of the Directorate are maintained in accordance with accepted professional / University standards
- Represent the subject as a member of professional groups at national level e.g. professional standards bodies (Social Work England) and other networks
- To lead on creative andragogies and be committed to the philosophy of digital teaching and learning, e.g. blended learning, flipped classrooms, and simulation. Develop and apply innovative and appropriate teaching techniques and assessment procedures across the breadth or depth of subject area, with appropriate professional recognition and dissemination of good practice
- Carry out administrative and managerial duties in relation to teaching activity and projects as required, supporting the programme leaders and/or module leaders
- Engage in scholarship to inform curriculum and course design through e.g. research, industrial engagement, working with communities, third sector organisations etc., consistent with the Industry Collaboration Zones strategy

### Research

- Actively support and carry out research and scholarship which supports and informs programme currency and delivery
- Undertake independent research with demonstrable impact e.g. on industry, research, policy, regulations, health and social care practice, public organisations, acting as principal investigator and project leader where appropriate
- Contribute to the reputation of research in the School through national/ international collaboration and publication in peer-reviewed international academic journals. Contribute to other forms of dissemination in quantities appropriate to the discipline, achieving citations, reviews and other forms of peer recognition

- Generate external funding, including research, knowledge transfer, engagement grants and new commercial business
- Mentor colleagues and supervise postgraduate research students as appropriate
- Deliver presentations at national or international conferences and other similar events
- Seek membership of major committees and significant research bodies, and make a contribution / input to national/international journals

## **Leadership, Management and Engagement**

- Lead and ensure effectiveness of a major project/programme/ subject area team, developing and/or improving procedures, organising and promoting interdisciplinary studies, and developing collaborative arrangements to support teaching
- Provide line management to staff
- Act as a formal mentor/coach for junior colleagues
- To engage with and participate in the University's Salford Academic process as reviewer and reviewee, as appropriate
- Lead and/or develop internal networks, working groups and committees which have input or contribution to cross university functions and/or impact upon institutional decision making and governance
- Lead/develop external networks, such as a sub-committee of a professional body, employers' association, group of universities etc., provide consultancy/ professional advice to such bodies or act in the capacity of external examiner to other Institutions
- Contribute to the process of sharing and disseminating new ideas, products and processes to external partners, through engagement, delivering quality within budget and on time
- Generate income, external recognition for self and School and participate in community engagement activity such as community liaison, contribution to creation and/or development of social enterprise or contribution to the transfer of intellectual property. Ensure they inform learning and research
- Contribute to the planning and organising of the Directorate, development of cross-School partnerships, undergraduate or postgraduate programmes, marketing, admissions etc; input to strategic planning at Directorate, School and/or wider planning process at institutional level, membership of planning committees; responsible for quality, audit and other external assessments for the Directorate/School
- Responsible for the development of large and complex programmes; responsibility for a major area of operation within the Directorate/School; identify opportunities for strategic development of new programmes or appropriate areas of activity and contribute to and take responsibility for implementing these ideas
- Identify current capabilities and future needs for those working within specified areas and plan action/ training where required, conduct staff appraisals and manage and contribute to staff development activities

## Other tasks

- Perform any other duties appropriate to the grade as may be required by the Dean of School/Associate Deans of School and Director, etc.
- Comply with the personal health and safety responsibilities specified in the University Health and Safety policy
- Engage with the University's commitment to deliver value for money services that optimise the use of resources by maintaining a cost conscious approach when undertaking all duties and aspects of the role
- Promote equality and diversity for students and staff and sustain an inclusive and supportive study and work environment in accordance with University policy
- This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.

## Salford Behaviours

Before applying to work with us, it is important that you have read the Salford Behaviours.

The Salford Behaviours are a collection of TEN behaviours which have been identified from a cross section of colleagues across the University as those which are the most effective in helping us all to achieve the University's strategy. They are the vehicle which underpins all of the changes we want to make and a framework of language to enable effective conversations and interactions to take place, particularly around performance, development and talent management. It also enables a common understanding of what effective looks like.

At Salford, it is how we do things that is as important as what we do. We want people to work for us who feel an affinity with the behaviours that are important to us.

## Person Specification

Consideration should be given to the following four themes which will be tested at each stage of the recruitment process

- Teaching and learning
- Research and innovation
- Leadership, management enterprise and engagement
- Internationalisation

## Qualifications

|   | The successful candidate should have:  | Essential/<br>Desirable | Tested<br>by*<br>A, I, P, T |
|---|--|-------------------------|-----------------------------|
| 1 | Current Social Work England registration   | Essential               | A                           |
| 2 | Hold a relevant postgraduate qualification   | Essential               | A                           |
| 3 | Hold a PhD or Professional Doctorate/be close to completion/have equivalent industry experience            | Desirable               | A, I                        |
| 4 | Hold a Postgraduate Certificate of Academic Practice or equivalent higher education teaching qualification | Desirable               | A                           |
| 5 | HEA recognition  | Desirable               | A                           |

## Background & Experience

|   | The successful candidate should have:   | Essential/<br>Desirable | Tested<br>by*<br>A, I, P, T |
|---|---|-------------------------|-----------------------------|
| 6 | Significant post qualification experience of practice in Social Work                          | Essential               | A, I                        |
| 7 | Significant experience of leadership and management of people and projects                    | Essential               | A, I                        |
| 8 | Experience of developing new business opportunities that meet relevant industry needs         | Desirable               | A, I                        |
| 9 | Teaching experience with students in a higher education environment or other formal settings. | Desirable               | A, I                        |

## Knowledge

|    | The successful candidate should have demonstrable knowledge of:   | Essential/<br>Desirable | Tested<br>by*<br>A,I, P,T |
|----|---|-------------------------|---------------------------|
| 10 | A broad range of contemporary Social Work practice, policy and research   | Essential               | I                         |
| 11 | The challenges of managing staff in a HEI context and ideas for effective ways of undertaking this  | Essential               | I                         |
| 12 | The challenges facing Social Work education and potential solutions to these  | Essential               | A, I, P                   |
| 13 | The importance of establishing and maintaining recognition in research and scholarship in their field by publication and other activities | Desirable               | A, I                      |
| 14 | Creative approaches to teaching, research and practice in student learning, teaching and assessment                                       | Desirable               | A, I                      |

## Skills & Competencies

|    | <b>The successful candidate should demonstrate:</b>  | <b>Essential/<br/>Desirable</b> | <b>Tested<br/>by*<br/>A, I, P, T</b> |
|----|--|---------------------------------|--------------------------------------|
| 15 | Excellent written and verbal communication skills and abilities  | Essential                       | A, I, P                              |
| 16 | The ability to work both independently and as part of a team, and across disciplinary boundaries   | Essential                       | A, I                                 |
| 17 | Good organisational skills in relation to self and workload management   | Essential                       | A, I                                 |
| 18 | Excellent leadership and management skills   | Essential                       | A, I                                 |
| 19 | The ability to improve the quality of service provision and drive forward inclusion, diversity and widening participation activities at a programme level to affect sustained cultural change. | Essential                       | A, I                                 |

**A = Application form, I = Interview, P = Presentation, T = Test**

### **Candidates**

\*\*In order to fully meet the essential criteria candidates must show clear evidence of how they meet the criteria. Simply stating that you have a skill or experience in an area is not sufficient, you must provide a clear example to show how you have met each of the criterion you address\*\*

