

Job Detail

(Overview, Role Detail and Person Specification)

School of Health & Society

**Lecturer in Adult Nursing – Grade 8
1.0 FTE position**

(Ref:GRP84)

Role Title: Lecturer in Nursing

Reports to: Head of Adult Nursing

Overview

Welcome to the School – 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 professionals in the Northwest, 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 life 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 health outcomes arising from 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. One of the most exciting upcoming projects for the University is the recently announced medical school, which will combine the expertise of the University of Salford, Manchester and Manchester Metropolitan, providing world-class training for the next generation of doctors and health professionals.

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.

But our focus isn't just local – we're actively driving forward our international reach. We have an excellent reputation with the Chinese health and social care sector and recruiting MSc and PhD students in Saudi Arabia.

We have a great team in place, who are passionate about their work in the Nursing field and we now wish to appoint a Lecturer in Adult Nursing who will strengthen our teaching team by sharing our passion for providing a high-quality learning experience for students and contribute to developing good practice through curriculum development.

We are proud of our diverse student population and it's important for us to create an inclusive culture where all our students and colleagues can bring their whole selves to the University.

We recognise that our colleague profile is not as diverse as it should be, particularly looking at the diversity of our students and have developed strategies to increase the ethnic diversity of our teams. It is important to us that our students see themselves reflected in those who teach them, and that higher education is a place where they can thrive.

The University of Salford is committed to an inclusive approach to equality and diversity. We make every effort to form shortlisting and interview panels that are diverse in terms of gender, age, ethnicity, nationality and socio-economic background.

As an employer 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. All colleagues are encouraged to discuss their working patterns and practices with their line manager to explore how they can balance the requirements of their role and contribute to the team, whilst managing their wellbeing and productivity. We also have a flexible working policy for those colleagues who need to make more permanent contractual changes and all colleagues can make a request which we will consider fairly.

About you

We want you to join our team and work with us creating the professionals of the future. We successfully train and develop students for careers in the modern world and our students regularly gain employment in their speciality on graduation. You will play a key role in the continued development and delivery of pre-registration undergraduate and postgraduate programmes, building on our strengths and developing new ideas to meet the demands of a changing world. You will also have the opportunity to contribute across the spectrum of academic work in the School through learning, teaching, research and enterprise.

We invite applications from nurses with the following experience- a basic knowledge of anatomy and physiology, any general and specialist nursing experience in hospital or community settings.

To be considered for this role you must be registered as an adult nurse with the Nursing and Midwifery Council. Prior experience of teaching students at university level would also be beneficial. There would also be an expectation that you have links with healthcare organisations, or are willing to develop them.

Role Detail

Role Purpose

The successful candidate will develop and deliver high-quality teaching materials across a range of modules and/or short programmes and to contribute to the planning, design and development of modules and programmes. It is also expected that the post holder will undertake, research and learning and teaching activities to enhance their own portfolio as well as that of the school.

Responsibilities

Teaching and Learning

- Design teaching material and deliver either across a range of modules or within a subject area
- Supervise student projects, including, where appropriate, PGT, field trips and placements
- Identify areas where current provision is in need of revision or enhancement
- Contribute to the planning, design and development of course and curriculum objectives and material, in collaboration with Student Information Directorate to ensure accuracy of central databases
- Set, mark and assess work and examinations and provide feedback to students
- Act as personal tutor to a group of students

- Using state of the art of teaching technology develop educational resources to be used online and in the simulation centre

Research

- Undertake individual or collaborative research projects of relevance to the School/University
- Extend, transform and apply knowledge acquired from scholarship to learning, research and appropriate external activities
- Identify external sources of funding and develop or contribute to funding bids – research, knowledge transfer and engagement grant applications
- Promote graduate studies by contributing to the supervision of postgraduate research students
- Write or contribute to publications in peer reviewed academic journals or disseminate research findings using other appropriate media
- Make presentations at conferences or exhibit work in other appropriate events, participating in dissemination and engagement activities to contribute to knowledge base of area of expertise, maximise policy, media industrial or community impact of research

Leadership, Management and Engagement

- Take a lead in their own area of expertise, acting as mentor for junior colleagues
- To engage with and participate in the University's PDR process as reviewer and/or reviewee, as appropriate
- Lead and co-ordinate the work of other staff to ensure module, programme, enterprise or research project is delivered to the standards required
- Co-ordinate colleagues to ensure student needs and expectations are met; act as leader of module or programme, or of significant sections of a programme
- Plan, co-ordinate and implement research programmes or engagement projects; organisation of external activities such as student projects, field trips and industrial placements; manage or monitor research or engagement budgets and ensure effective use of resource; organise administrative duties
- Support colleagues with less experience and advise on personal development; train/advise on own area of expertise where appropriate; coach and support colleagues in developing research
- Collaborate with external organisations such as industry, public sector, charity and local community groups

University of Salford Generic Responsibilities

- Perform any other duties appropriate to the grade as may be required by the Dean/ Associate Deans or directors

- Comply with the personal health and safety responsibilities specified in the University Health and Safety policy
- Engage with the University's commitment to put our students first and deliver services which are customer orientated, represent value for money and contribute to the financial and environmental sustainability of the University 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
- Indicative level of membership for Higher Education Academy: Fellow

Person Specification

Salford Behaviours

Before applying to work with us, it is important that you have read the Salford Behaviours. At Salford, it is how we do things that is as important as what we do.

Alongside this, we are looking for:

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	Current NMC registration in Adult nursing	Essential	A
2	An NMC recordable teaching qualification	Desirable	A
3	A Postgraduate degree in a health-related area	Desirable	A
4	A Postgraduate diploma in a health related area (if you do not have a Postgraduate degree)	Essential	A
5	A PhD (or near completion)	Desirable	A I
6	A Postgraduate Certificate of Academic Practice or equivalent higher education teaching qualification (or commitment to enrol on the University programme during the probationary year and complete within three years)	Essential	A I
7	Fellowship of HEA (or international equivalent)	Desirable	A

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
8	Post qualification experience of working with people in a therapeutic setting	Essential	A
9	Experience of student education/supervision in Adult Nursing through practice and/or education	Essential	A, I
10	Teaching experience in higher education and/or other formal settings	Desirable	A, I

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
11	Current health issues, policies and practice at local, national and international levels and application to nursing education	Essential	I
12	The role of the nurse educator in facilitating evidence-based teaching and research in student learning and assessment	Essential	I
13	The importance of establishing and maintaining recognition in research and scholarship in their field by publication and dissemination of knowledge	Essential	A, I

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
14	Excellent written and verbal communication skills and abilities	Essential	A, I, P
15	The ability to work both independently and as part of a team	Essential	A, I
16	Good organisational skills in relation to self and workload management	Essential	A, I
17	The ability to teach clinical skills, as required, within the educational environment	Essential	A, I
18	The ability to use a range of teaching and learning technologies	Essential	A, I, P

A = Application form, I = Interview, P = Presentation

Details of any assessments required will be provided in the invitation to interview letter.

- Appointments to grade 7 and above will normally include a competency based interview and presentation and in some instances a work based simulation exercise.

Candidate Guidance

Within your supporting statement you should describe how your skills and experience match the criteria listed in the person specification. Please provide narrative to each of the key sections (Background & Experience, Knowledge and Skills & Competencies).

Strong applications will demonstrate experience relevant to the essential and desirable criteria. You should aim to be as concise and succinct as possible when providing your narrative, as this will greatly assist the shortlisting panel in reviewing your application.

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**