

School of Health & Society

Senior Lecturer in Psychology (Forensic)

Grade 9

0.6 FTE

Role Title: Senior Lecturer in Psychology (Forensic)

Reports To: Director of Psychology and Sport

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.

This exciting opportunity offers a motivated, creative and ambitious leader to lead our new programme, MSc Forensic Psychology, at Salford. The Subject area of Psychology is part of the Directorate of Psychology and Sport. Research conducted by the Psychology group focuses on how individuals think, feel, and act, and how they deal with the challenges they face at an individual, group, or societal level, covering diverse issues such as nutrition, addictions and alcohol use, visual attention, working memory, sleep, mental health, climate change, social media, and political radicalisation. A key research area relates to forensic psychology. This role will lead, develop and deploy the MSc Forensic Psychology programme. We are committed to advancing the understanding of human behaviour at a theoretical level and to developing interventions to improve wellbeing and performance. Psychology research sits within the Centre for Health Sciences Research in the School of Health and Society (<https://www.salford.ac.uk/research/research-centres/centre-health-sciences-research>). Our research themes are: Cognitive Development (including the Nutrition and Psychopharmacology Brain Development Unit); Mental Health and Wellbeing (including the Autism and Criminal Justice Hub); Politics, Policy, and Practice; and Visual Cognition.

Details of our research can be found at <http://hub.salford.ac.uk/health-and-society-research/home-page/health-sciences-research-centre/psychology/> Please see <https://www.salford.ac.uk/our-facilities/psychology-labs> for a description of our psychology labs.

Our track record includes partnerships with authorities, policy-influencing organizations, companies, and health-providers. Our research has attracted funding from EPSRC, ESRC, Technology Strategy Board, the Home Office, the Ministry of Defence, and the BBC. But our focus isn't just local – we're actively driving forward our international reach. The Directorate has active partnerships with other Schools across the University as well as with Salford City College and the British University of Bahrain.

The School of Health and Society is pleased to announce that due to growth in the subject area of Psychology, we are seeking to appoint a permanent Lecturer to contribute to our Undergraduate and Postgraduate Psychology provision.

The Directorate currently offers the following BPS accredited undergraduate programmes:

- BSc (Hons) Psychology
- BSc (Hons) Psychology and Counselling Studies
- BSc (Hons) Psychology and Criminology
- BSc (Hons) Psychology of Sport

- BSc (Hons) Psychology of Human and Animal Behaviour
- BSc (Hons) Psychology with English Language

Postgraduate programmes include:

- MSc Applied Psychology (Therapies)
- MSc Applied Psychology (Addictions)
- MSc Psychology of Coercive Control
- MSc Media Psychology

We recognise that to create an inspirational, inclusive learning, research and working environment we need to be celebrating the diversity of our University community in our everyday conversations. We are proud that our School student profile is ethnically diverse with 28% of our students coming from a Black, Asian and Minority Ethnic (BAME) background 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. 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.

We recognise that our colleague profile is not as diverse as it should be particularly looking at the representation of Black, Asian and Minority Ethnic (BAME) colleagues and have developed strategies to address this. We are a members of the AdvanceHE Race Equality Charter and hold a bronze Institutional and School Athena SWAN award. We operate a guaranteed interview scheme for job applicants who declare they have a disability and meet the essential criteria of the job they are applying for. We make every effort to support disabled colleagues by providing them with equipment or making reasonable adjustments to support them in their career journey.

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. The role of Senior Lecturer in Psychology (Forensic) will see you working with the Director of Psychology and Sport and Head of Psychology to ensure we build a vibrant, successful, student experience. This will involve both operational and strategic decision making, and line management of colleagues. You will contribute to teaching and research with emphasis on the core areas of the undergraduate BPS syllabus, and contribution to one or more of our research themes. You may also be able to contribute to our strong postgraduate taught programmes.

Being part of a team is important to us and we are looking for a good team player who is willing to work on a variety of complex activities and tasks daily. You will also have the opportunity to contribute across the spectrum of academic work in the School through learning, teaching, research and enterprise. You will have the opportunity to develop your career within an innovative, progressive and supportive environment with a range of opportunities for leadership development such as module leadership, programme leadership, and/or leadership on issues related to equality, diversity, and inclusion or other areas. You will also have the opportunity to contribute to the supervision of MSc and PhD students.

You will have access to an extensive range of excellent facilities. The Directorate has received £500,000 of investment to further develop our research facilities. Currently, the Directorate has a range of psychological, physiological and neuroimaging equipment including dedicated experimental testing suites, functional near-infrared spectroscopy (fNIRS), eye trackers, neuroimaging systems, EEG, and Biopac physiological recording systems. Continued investments will be used to create a new research facility, as well as fund the purchase of a new fNIRS system, a transcranial magnetic stimulation (TMS) system, physiological monitoring equipment,

and additional eye-tracking capabilities. We also have access to world leading facilities for research in virtual reality.

We offer flexible working patterns in many ways to enable our colleagues to accommodate work life balance.

Our focus is not just local – we're actively driving forward our international reach. We have an established partnership with the British University of Bahrain, delivering our BSc (Hons) Psychology programme, and actively recruit international students to our MSc and PhD programmes.

For informal discussions regarding this interim role please contact Dr Steve Atkins, Director of Psychology and Sport, for a meeting (s.j.atkins@salford.ac.uk, ext. 52411)

Role Detail

Role Purpose

To lead the newly established MSc Forensic Psychology programme, supporting quality assurance, learning and teaching, and allied research and innovation.

To 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

To undertake research and/or enterprise activity commensurate with the subject area

Responsibilities

- To lead a dynamic team of Psychology academics promoting excellence in teaching, research, practice and the overall student experience.
- Initiate and lead in the development and delivery of the taught MSc programme in Forensic Psychology with outstanding delivery and excellent support of teaching and learning
- Assist the Director/Head of Subject 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 relevant professional groups at national level e.g. professional standards bodies (BPS) and other networks
- To lead on creative pedagogies and be committed to the philosophy of digital teaching and learning, e.g. blended learning, flipped classrooms, and creative synchronous learning solutions.
- To 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
- Contribute to generating 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 AcademicSalford 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.

Indicative level of membership for Higher Education Academy: Senior Fellow

Person Specification

Within this role, it's not only what you do but how you do it that will enable you to be truly successful. The Salford Behaviours are an integral part of who we want to be as an Institution and it is important that you are able to show us that these are also important to you. For this role, we have identified the following behaviours to be critical

Co-creating	You can build strong working relationships and create a network of trusted contacts across organisational boundaries
Inspiring	Act as a role model and influence colleagues and students to be the best version of themselves. Inspiring students is integral to ensuring their success and encouraging them to fulfil their potential.
Daring	Contribute to our thinking, building on our strengths and be challenging on how we can transform the way we operate to meet the demands of a changing world.

In addition, we would like you to be able to show us you have the following qualifications, experience, knowledge and skills which will enable you to deliver within the role:

Qualifications

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	Hold a relevant undergraduate degree in Psychology or a related subject	Essential	A
2	Hold a relevant postgraduate qualification in Psychology or a related subject	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, with suitable HEA recognition	Desirable	A
5	British Psychological Society GBC status in the area of Forensic Psychology.	Essential	A

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
6	Clear experience of leadership and management of people and projects	Essential	A, I
7	Experience of developing new business opportunities that meet relevant industry needs	Desirable	A, I
8	Teaching experience with students in a higher education environment or other formal settings.	Essential	A, I

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A,I, P,T
9	A broad range of contemporary Psychology practice and research experience	Essential	I

10	The challenges of managing staff in a HEI context and ideas for effective ways of undertaking this	Essential	I
11	The challenges facing Psychology UG and PG education, and solutions to improve metric outcomes	Essential	A, I, P
12	The importance of establishing and maintaining recognition in research and scholarship in their field by publication and other activities	Essential	A, I
13	Creative approaches to teaching, research and practice in student learning, teaching and assessment	Desirable	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, and across disciplinary boundaries	Essential	A, I
16	Good organisational skills in relation to self and workload management	Essential	A, I
17	Excellent leadership and management skills	Essential	A, I
18	The ability to improve the quality of service provision	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*

