
Job Detail

(Overview, Role Detail and Person Specification)

School of Health and Society

**Lecturer in Psychology (Cognitive)
Grade 8**

(MPF1283)

Role Title: Lecturer in Psychology

Reports To: Director of Psychology and Sport

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, social work, allied health and psychologist 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 life experience. The University of 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.

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. 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. You will contribute to teaching and research with emphasis on the core areas of the undergraduate BPS syllabus including modules in Cognitive Psychology, and contribution to one or more of our research themes. Ideally you would also be able to contribute to our MSc modules at postgraduate level in the areas of mental health, addictions, media psychology and/or the psychology of coercive control.

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.

Role Detail

Role Purpose

The Directorate of Psychology and Sport continues to expand, and we are seeking additional staff to support this growth. Applicants are expected to have a first degree in Psychology or a related subject, preferably with GBC status with the British Psychological Society. You should have a PhD in Psychology (or be close to completion) or a closely related discipline or have substantial relevant industry/sector experience. The post requires a person who is research active and who can play a full part in the activities of the Directorate. The person appointed will be expected to contribute to teaching and assessment in the core areas of the BPS syllabus. You should have research interests relevant to Cognitive Psychology and/or other areas within the core areas of the BPS syllabus, cognitive neuroscience, mental health, addictions, media psychology, and the psychology of coercive control.

Responsibilities

Teaching and Learning

- Design teaching material and deliver either across a range of modules or within a subject area, specifically cognitive psychology.
- Supervise undergraduate and postgraduate student dissertations.
- Identify areas where current provision needs 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.

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/or 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 own area of expertise, act as mentor for junior colleagues.
- To engage with and participate in the University's academic review process.
- 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 and act as leader of modules and/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.

Other tasks

- Perform any other duties appropriate to the grade as may be required by the Dean of School or Director of Psychology and Sport or Head of Psychology.
- Comply with the personal health and safety responsibilities specified in the University Health and Safety policy.
- To engage with the University's commitment to put our students first and deliver services that 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.
- Foster the development of an inclusive community, using teaching approaches which encourage inclusivity, working in partnership with students to improve their sense of belonging, diversifying the curriculum and using inclusive approaches to assessment to close the award gap
- Contribute to our thinking and be challenging on how Salford can transform the way it addresses equality disparities, embraces diversity and becomes more inclusive

- 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

Candidate guidance

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.

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	A first degree in psychology or related subject.	E	A
2	A PhD in psychology or related discipline (or be close to completion), or an appropriate higher degree) and/or substantial relevant industry/sector experience.	E	A
3	A Postgraduate Certificate of Academic Practice or equivalent higher education teaching qualification (or commitment to enrol on the University	E	A/I

	programme during the probationary year and complete within three years), or Fellowship of HEA (or international equivalent).		
4	BPS/GBC status.	D	A

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
4	Previous psychology teaching experience in a Higher Education setting, with particular emphasis on Cognitive Psychology.	E	A/I/P
5	Research experience (in particular, publications in academic journals and/or grant capture) relevant to psychology or one of the psychology research themes, with particular emphasis on Cognitive Psychology.	E	A/I/P

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
6	Core areas of the BPS syllabus including, notably Cognitive Psychology	E	I/P
7	Other relevant fields of psychology for contributing to the undergraduate programmes.	D	I
8	An ability to contribute to our postgraduate programmes would be an advantage.	D	I

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
9	Excellent communication, interpersonal and team-working skills.	E	I/P
10	A firm commitment to personal and professional development.	E	I
11	The ability to motivate, coach and support students and have knowledge of individual learning styles and development needs.	E	I
12	The ability to work independently, initiate new developments.	E	A/I
13	The ability to attract funding from industry and/or the research councils.	D	A/I

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