



Job Detail

(Overview, Role Detail and Person Specification)

Teaching Fellow

Grade 7

(Ref: MPF1555)

Role Title: Midwifery Teaching Fellow

Reports To: Head of Midwifery

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. 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.

Midwifery has a long history at Salford, we are recognised as experts locally, regionally and internationally and we have one of the largest intakes of students in the UK. We provide highly regarded UG and PG qualifying programmes and have been awarded the UNICEF Baby Friendly Initiative Gold Award. Midwifery has excellent community partnerships with NHS Trusts, community and charitable organisations and our team work closely with the Greater Manchester Local Maternity System. 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 have a great team in place, who are passionate about their work in Midwifery and we now wish to appoint a Teaching Fellow in Midwifery 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.

About you

The School is seeking to appoint an outstanding and talented midwife to join a team of academics providing midwifery education. 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. We encourage applications from talented midwives with a relevant academic background, or a non-academic background but with significant clinical experience. **To be considered for this role you must be registered as a midwife with the Nursing and Midwifery Council.**

This post is full time. We offer flexible working patterns in many different ways, including flexibility in terms of working hours enabling our colleagues to accommodate work life balance. Please talk to us about your requirements and we will do our best to accommodate your request. We can't promise to give you exactly what you want, but we do promise that we will consider your request and we will not judge you for

Role Detail

Role Purpose

To contribute to, develop and engage with a variety of teaching and learning techniques, to be able to develop yourself to teach the next generation of midwives and healthcare professionals and to contribute to the development of the school. To contribute to the planning, design and development of modules and wider programme content. To engage in scholarly activity and develop your skills in teaching and learning.

Responsibilities

Teaching and Learning

- Design teaching material and deliver, in a variety of settings from small group tutorials to large lectures, either across a range of modules or within a subject area.
- Identify areas where current provision is in need of revision or enhancement.
- Co-supervise student projects, including, where appropriate, PGT, field trips and placements.
- After a period of development take on a module leadership and/or an educational project role.
- Contribute to the planning, design and development of course and curriculum objectives and material.
- Set, mark and assess work and examinations and provide feedback to students.
- Develop and prepare learning resources/module handbooks in support of teaching and learning.
- Take on the role of personal tutor to a number of individual students and to uphold the University's tradition of student-centred, tutor supported learning.

Scholarly Activity

While this post is teaching focused, the postholder will be encouraged to participate in the research culture of the School and will be supported to undertake research activity that enhances their teaching.

- Extend, transform and apply knowledge acquired from *scholarship* to learning and teaching
- and understanding in field or specialism.
- *Translate Continually update knowledge* of advances in the subject area into the programme curriculum.
- *Identify external sources of funding* and develop or contribute to funding bids – knowledge transfer and engagement grant applications
- *Contribute to* the supervision of postgraduate research students
- *Contribute to* scholarly activity that enhances pedagogic knowledge and informs professional practice.
- *With your mentor or team* 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

- To engage with and participate in the University's Performance and Career conversation/PDR process.
- Contribute to the effectiveness of teams by developing productive working relationships with other team members.

- Contribute to the work of other staff to ensure module, programme, enterprise or research project is delivered to the standards required.
- Plan, co-ordinate and implement engagement projects; organisation of external activities such as student projects and field trips.
 - Participate in external networks to share information and ideas and/or help identify potential sources of funding.
- Collaborate with external organisations such as industry, public sector, charity and local community groups
- Promote and enhance external relationships through collaboration with public and professional organisations, statutory, independent and third sector health and social care providers.

Other tasks

- Perform any other duties appropriate to the grade as may be required by the Dean of School/Head of Division etc.
- 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. Contribute to our thinking and be challenging on how Salford can transform the way it addresses equality disparities, embraces diversity and becomes more inclusive.
- 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
- 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: Associate Fellow

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 ICZ 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
- Leadership, management enterprise and engagement
- Internationalisation

Qualifications

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	Hold a good honours degree in a relevant subject	Essential	A
2	Completion of a higher degree in a relevant academic area or working towards this	Essential	A
3	Hold a Postgraduate Certificate of Academic Practice or equivalent higher education teaching qualification or Fellowship of HEA or commitment to enrol on the University programme during the probationary year and complete within three years.	Desirable	A
4	Hold the Newborn Infant Physical Examination qualification	Desirable	A

Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
5	Experience of teaching at undergraduate and/or postgraduate level.	Essential	A / I
6	Current midwifery practice experience	Essential	A
7	Experience of supervising students.	Essential	A / I
8	Experience of infant feeding education and / or working within a Baby Friendly accredited organisation	Desirable	A / I
9	Established capacity or potential to work with industry/external partners in the context of the University's IC strategy to enhance research, teaching and engagement activities.	Desirable	A / I

Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
10	Knowledge of pedagogical approaches to learning within a higher education institute	Desirable	A / I

Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
11	Evidence of good teaching skills and the ability to plan and present effectively.	Essential	I / P
12	Evidence of the ability to produce appropriate and high-quality materials for teaching and assessment.	Desirable	I / P
13	Excellent interpersonal, written and communication skills.	Essential	A / I / P

13	An understanding of the needs of students from diverse backgrounds and an ability to drive forward inclusion, diversity and widening participation activities to affect sustained cultural change.	Essential	A / I
14	Evidence of successful team working and successfully working to deadlines.	Essential	A / I
15	Evidence of good organisational and time managements skills.	Essential	A / I

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

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

****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**.**
