Lectureships in Psychology & Impact

SCHOOL OF PSYCHOLOGY

Closing date: 13 November 2022
Interview date: Week Commencing 05 December 2022
Reference number: PSY053A
INTRODUCTION

The School of Psychology has a long tradition of delivering high-quality research that is capable of making a real difference to lives. Underpinning all of our research is a strong focus on applying psychological theory to solving real-world problems. These activities are coordinated through our Applied Psychology and Human Factors group, which has strong connections with local industrial, clinical, educational and commercial stakeholders and is working toward establishing links with policy-makers and the Scottish government.

Research in the School of Psychology falls broadly into three themes: (1) Perception & Attention, (2) Cognition, and (3) Social Cognition. Although each staff member is assigned to a single theme, there is extensive collaboration and overlap of interests within the School. The School houses state-of-the-art facilities to support world-leading research across these three themes, including extensive eye tracking facilities (both lab-based and mobile), EEG systems, TMS systems, psychophysics laboratories and motion tracking facilities.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

As part of the continued expansion of the School of Psychology, and in line with the University’s strategic vision to deliver research that can make a real difference to the lives of people locally and around the world, the School of Psychology is looking to appoint academic staff whose expertise and future plans can enhance our impact activities.

KEY RESPONSIBILITIES:

Research

- To conduct cutting-edge research that can lead to development of impact cases, both independently and in collaboration with colleagues.
- To prepare and submit manuscripts for publications in leading journals.
- To prepare and submit grant applications for external (e.g., Research Council) research support.
- Take responsibility for the supervision and training of postgraduate research students.

Teaching and Promotion of Learning

- To contribute to the design, development, delivery, assessment and administration of existing and new courses and programmes.
- To supervise undergraduate and taught postgraduate student research projects.

Administrative and support responsibilities

- To supervise students directly, providing a high standard of support and pastoral care.
- To identify the learning needs of students and define learning objectives.
- To undertake School level administration, as determined by the Head of School.
CANDIDATE BACKGROUND

The successful candidate will be expected to have a research portfolio and a well-developed future research plan that leads to impactful activities in collaboration with local, national or international stakeholders.
**TERMS OF APPOINTMENT**

Salary will be at the appropriate point on the Grade 7 scale, £43,414 – £51,085 per annum, and negotiable with placement according to qualifications and experience.

Both part-time and full-time applications are welcome.

Should the appointees not already hold a formal teaching qualification (such as Fellowship of the HEA) they will be expected to complete this within the first three years of appointment.

Any appointment will be made subject to satisfactory references and probation period.

As with all academic staff in the School of Psychology, the appointees will be subject to annual review of their progress.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here.

This role is based in the UK and as such the successful candidate will be required to live and work in the UK.

The candidate appointed to this post may be eligible for homeworking on an occasional or regular basis. For more information please refer to our Homeworking Policy.

Should you require a visa to undertake employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship under the requirements of the Skilled Worker visa. At the time an offer of appointment is made, you will be asked to demonstrate that you fulfil the criteria in respect of qualification and competency in English. For research and academic posts, we will consider eligibility under the Global Talent visa. Please do not hesitate to contact Lauren Storey, HR Adviser (e-mail: lauren.storey@abdn.ac.uk) for further information.

**AT A GLANCE**

**SALARY:**
Grade 7
£43,414 – £51,805 per annum

**HOURS OF WORK:**
Full-time / part-time

**CONTRACT TYPE:**
Substantive

**LOCATION:**
Aberdeen
# PERSON SPECIFICATION - LECTURER

## Education/Qualifications

**Academic, technical and professional education and training**

- Awarded PhD in Psychology or cognate disciplines

## Work and Other relevant experience (including training)

**e.g. Specialist knowledge, levels of experience, supervisory experience, research**

- At least two years post-PhD experience working as a researcher
- Evidence of an independent research portfolio at an international level that extends current expertise in the School
- Outstanding publications in leading academic journals
- Can demonstrate evidence for developing impact from research
- Track record of obtaining significant external funding
- Experience of teaching and supervision at undergraduate and postgraduate levels

## Personal qualities and abilities

**e.g. initiative, leadership, ability to work on own or with others, communication skills**

- Excellent communication and leadership skills in order to provide future academic leadership in teaching and research in Psychology
- Excellent organisational and time management skills, with an ability to plan and prioritise own work in order to meet deadlines
- Ability to contribute, professionally and otherwise, to the life of the School and the University, and to engage with staff and students
- Ability to balance the pressures of teaching, research and administrative demands and competing deadlines
- Demonstrable ability to work well as part of a team
- Ability to work with minimum supervision and act on own initiative
- Ability to develop and lead professional networks
- Commitment to personal development and updating of knowledge and skills

## ESSENTIAL | DESIRABLE

- Appropriate academic professional and teaching qualifications
- Involvement in research collaborations
- Experience of disseminating research to academic peers at national and international conferences, and involvement in public engagement in research
- Ability and willingness to work in multidisciplinary collaborative environment
open to all and dedicated to the pursuit of truth in the service of others

The University of Aberdeen is a broad-based, research-intensive University, and we put students at the centre of everything we do. Outstanding in a wide range of discipline areas, Aberdeen is credited for its international reach and commercialisation of research ideas into spin-out companies. The University has over 16,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation, and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment which challenges and inspires.

CURRENT CONTEXT

The University continues to build on its achievements. Underpinning our high performance and significant growth is a £100m investment in Aberdeen’s estate which will include the completion of a new Science Teaching Hub, the regeneration of the historic King’s Quarter and a new Business School building. The University has also invested in 50 new academic posts and in 2020 launched five interdisciplinary, cross-institution Research Centres that will catalyse world-leading research in our areas of strength. Our five Interdisciplinary Challenges are: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing.

ABERDEEN 2040

On our 525th anniversary as a University we launched Aberdeen 2040, our strategic vision for the next 20 years. Four strategic themes will shape our learning and discovery, underlined by 20 commitments we have made against each theme:

- **Inclusive**
  We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.

- **Interdisciplinary**
  We innovate in education and research by generating, sharing and applying new kinds of knowledge. We learn together.

- **International**
  We connect with others and extend our networks and partnerships around the world. We think across borders.

- **Sustainable**
  We understand and nurture our environment, and take care of our resources, including our people and finances. We work responsibly.
OUR EDUCATION

Recognised as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, we remain true to our roots as an ancient Scottish university, combining breadth and depth in our degree programmes and drawing strength from the quality of our research. Our flexible curriculum encourages students to grow as independent learners and therefore to thrive as graduates in the diverse workplaces of the future. Our education is open to all and we are setting ambitious targets to further widen access.

OUR RESEARCH

Researchers at the University of Aberdeen have been at the forefront of innovation and excellence throughout the centuries, generating insights in medicine, science, engineering, law, social sciences, arts and humanities. This research has contributed to five Nobel prizes as well as other awards such as the Queen’s Anniversary prize. Our research is intellectually rigorous working within our established areas of excellence as well as new methods of enquiry. We will continue to generate new knowledge addressing economic and societal issues with ambition and imagination, ensuring that it is globally excellent and locally relevant.

INTERNATIONAL

Aberdeen is increasing its international presence, positioning the University as a global organisation and building on established global partnerships in e.g. Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students¹ and have been named 31st in the world for International Outlook². The University of Aberdeen is proud to be the first UK University to deliver programmes on a dedicated campus in Qatar in partnership with AFG College. Phase 1 has successfully recruited over 600 students and Phase 2 will see the creation of a substantially larger campus, with capacity for at least 5,000 students and research activity. For further information on our Qatar campus visit www.abdn.ac.uk/qatar.

IMPACT

Our dedication to building a sustainable future is reflected in the Times Higher Education Impact Rankings 2021 where we were ranked in the top 60 Universities worldwide for positive impact on society.

In 2020 the University signed the United Nations Sustainable Development Goals accord, solidifying our commitment to developing the world in a sustainable way. In 2021 we were listed in the global Top 50 for 6 of these goals and in the UK Top 20 for all 17³.

1 QS World University Rankings 2022
2 Times Higher Education World University Rankings 2022
3 Times Higher Education Impact Rankings 2021
The School of Psychology

The School of Psychology provides an exciting and collaborative research-led learning environment for both undergraduate and postgraduate studies. The School has approximately 1000 students and currently offers BSc, MA and MSc programmes in Psychology, all of which are accredited by the British Psychological Society (BPS), as well as research degrees (MRes, MSc by Research, and PhD).

We have a strong track record in research led teaching and in the 2022 National Student Survey, the School was ranked 1st in Scotland and 3rd out of 124 Higher Education Institutions in the UK for overall student satisfaction.

Research within the School is structured around three themes: Cognition, Perception & Attention, and Social Cognition. In the last UK-wide assessment of research quality, REF 2021, our School was ranked 27th in the UK in overall league tables, which reflects a combination of working environment, research outputs and research impacts.

The School is committed to a supportive and inclusive work environment and in 2020 we were proud to become the first School in the University to be awarded the Athena SWAN Silver Award for equality and diversity: https://www.abdn.ac.uk/psychology/about/working-environment-291.php.

More information about the School is available on our website: https://www.abdn.ac.uk/psychology/.
ABERDEEN AND ABERDEENSHIRE

Scotland’s third largest city, Aberdeen sits on the coast between the mountains of Aberdeenshire and the stunning North Sea coastline. The Aberdeen City region is a can-do place that is actively investing, at scale, in its future.

Renowned as a Global Energy Hub, Aberdeen is a vibrant, entrepreneurial region, home to a unique mix of business opportunities and specialist skills across various sectors including energy, technology, life sciences and food & drink. More than 20% of Scotland’s top businesses are located in this region which is taking great strides to ensure that it continues to compete on a world stage. Investments of more than £10 billion of public and private infrastructure is due to be delivered before 2030, marking an exciting time to be part of a genuine world-class location.

Built from sparkling local granite Aberdeen has earned the name of the Silver City. As the energy capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live, work and study. Due to its global business and international energy industry credentials, Aberdeen is well served by local and national transport infrastructure with excellent rail networks that run both North and South of Scotland and the rest of the UK. It also acts as an international travel hub. Flying time to London is just over one hour with regular daily flights and serves international travel to European centres such as Amsterdam (Schiphol) and Paris (Charles de-Gaulle) as well as flights to other European destinations.

The City and the surrounding countryside provide a variety of urban, seaside and country attractions. Aberdeen has first class amenities including His Majesty’s Theatre, Music Hall, Art Gallery, the P&J Arena, Museums, and Beach Leisure Centre. The City is framed by its accessible beach front which is within a short walk of the city centre and there are an array of activities available across the region such as hill walking; mountaineering; sailing; surfing; salmon, trout and sea fishing; golf; sailing; surfing and windsurfing. The surrounding countryside, known as Aberdeenshire, is also one of Scotland’s most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

Aberdeen has ranked consistently highly in nationally recognised quality of life surveys, and was recently named the happiest city in the UK to live and work in.

To find our more visit www.visitabdn.com

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4 Shawbrook Bank Happiest Cities Index 2021
EQUALITY AND DIVERSITY

The University values a diverse working environment and recognises the benefits this can bring. The University is keen to receive applications from individuals from across all of the equality protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

The University supports opportunities for flexible working for a range of reasons and has policies in place to facilitate this. The policies can be found at https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php.

The University’s commitment to gender equality has been recognised through the achievement of an Athena SWAN Bronze award at an institutional level and across all its subject areas. The University is also a Stonewall Diversity Champion to further LGBT+ equality.

The University is signed up to Advance HE’s Race Equality Charter, affirming the University’s commitment to the charter’s aim of improving the representation, progression and success of minority ethnic staff and students within higher education.

Candidates who are British Sign Language (BSL) users can contact us directly by using contact SCOTLAND-BSL.

The University is delighted to be accredited as a Disability Confident employer and strives to ensure that disabled staff and students have the opportunity to work and study in an inclusive, accessible and supportive environment.

www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277

HOW TO APPLY

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is 13 November 2022

During the week of 5 December 2022, successful candidates will be invited to give a presentation to the School and attend a formal interview.

Should you wish to make an informal enquiry please contact:

Professor Ben Tatler
b.w.tatler@abdn.ac.uk

Chair of Search Committee

Please do not send application forms to Professors Tatler and apply online.

Please quote reference number PSY053A on all correspondence