HEAD OF COUNSELLING, WELLBEING & EDUCATIONAL PSYCHOLOGY

SCHOOL OF EDUCATION

Closing date: 08 January 2023
Interview date: To Be Confirmed
Reference number: EDU132A
INTRODUCTION

This full-time leadership position comes at an exceptional time of growth in the School of Education. This underscores our ambitious plans to further strengthen the profile of our collegial school, and to further build teams of forward-thinking, research-informed educators, with quality, innovation, and an international outlook, at the core.

The School has four academic departments: Counselling, Wellbeing and Education Psychology; Early Childhood Education and Care; Initial Teacher Education; and Postgraduate Taught and Professional Learning. Research and scholarship capacity crosscuts these departments. Education has strong partnerships locally, nationally, and international and a Learning Hub, in partnership with the Northern Alliance, located in the School of Education’s MacRobert Building.

There is a new dedicated Counselling Research Centre: The Bounds located on the university’s King’s College campus. The centre comprises dedicated therapeutic spaces and staff offices. As part of the centre’s role in providing an environment for research and placement opportunities for postgraduate students, the Bounds provides free person-centred counselling/psychotherapy to the community in the Northeast of Scotland.

The Department offers highly respected Masters programmes in Person-Centred Counselling and in Mindfulness. These programs are offered as both full- and part-time and regularly attract significant numbers of students, both nationally and internationally. As well as Postgraduate programmes and a nascent research student population, the Department also offers undergraduate courses in Counselling Skills, as well as other online courses. There is also a new CPD course in Counselling Children and Young people that makes use of the dedicated play therapy space at the Bounds. As Head of Department of Counselling, Wellbeing, and Educational Psychology, you will work to build on these existing foundations to create a strong research-led team.

Within Education, as Head of Department, you will work with the other members of the school executive. In the wider university, you will facilitate and support colleagues within the school in contributing to the university’s five Interdisciplinary Challenges. The interdisciplinary challenges provide an important opportunity for colleagues to work with experienced researchers across the university in other disciplines. It is anticipated that this involvement will lead to the development of research proposals and interdisciplinary research activity between the school and wider university.

Through your work, you will be committed to the university’s Foundational Purpose, being: ‘Open to all and dedicated to the pursuit of truth in the service of others’ (Bishop Elphinstone, 1495).

The role of Head of Counselling, Wellbeing & Educational Psychology is for three years in the first instance (subject to renewal for a further three years). Your academic workload will reflect the administrative role of Head. On conclusion of the Head of Department appointment you will revert to a full academic workload.

Updated October 2022
JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

We are seeking to appoint a positive, creative, and collegial, Head of Department of Counselling, Wellbeing, and Educational Psychology to drive forward research growth and academic development across the Department. You should be highly motivated by the prospect of developing the research potential of the Department, building on the existing high quality undergraduate and postgraduate provision, identifying and capitalising on both research and educational opportunities, and mentoring. You should have extensive research experience in a cognate discipline and an understanding of current trends in research, academic provision, and professional recognition in the area.

As Head of Department, you will work with, for example, the Heads of Departments and the Postgraduate Studies Directors, to support the University’s and School’s strategic goals. As a member of the School Executive Committee, you will also contribute to the wider strategic direction of the School of Education as it seeks to fulfil the Foundational Charter of the University of Aberdeen and to contribute to enacting Aberdeen 2040. You will represent the school internally and externally, building and maintaining positive relationships with primary stakeholders in support of Education.

KEY RESPONSIBILITIES:

- Lead in strengthening the overall research culture and profile of the Department.
- Publish in high quality peer-reviewed journals and promote world class research.
- Foster research-enhanced teaching, including growth in the Department’s Postgraduate Research population.
- Build on the Department’s existing academic provision, horizon scanning and capitalising on developing opportunities to grow the Departments student population.
- Demonstrate significant leadership and involvement in supervision and teaching, as well as academic administration. Fostering a world class student experience.
- Demonstrate leadership in increasing the Departments grant capture, developing further strategies to increase the number of staff actively engaged in collaborative, as well as individual, research and scholarship activity.
- Liaise with key external stakeholders, such as: appropriate professional bodies, local and national governments; third Sector, and, national and international Higher Education Institutions, as appropriate, in support of the strategic aims of the Department, raising the Department’s profile both nationally and internationally.
CANDIDATE BACKGROUND

Being positive, creative, and collaborative by disposition, you will also be suitably academically qualified, and skilled in leading others, with experience of Higher Education leadership, or equivalent. You will have a strong track record of leading research and research development; a track record of winning competitive research funding; a track record of supervising doctoral students to completion; and a track record of oversight and development of high-quality undergraduate, postgraduate, and CPD programmes. Previous experience overseeing a research centre offering counselling/psychotherapy to the public would be an advantage.

You will have good networks in your academic field. You will also have been involved in contributing to new thinking and ways of working. Coupled with an inclusive and collegial personal style, you will have a developmental disposition; a passion for quality; and a keen ability to understand changing educational, socio-political, and economic landscapes. You will possess an ability to build positive relationships and to work effectively internally, with School colleagues, other Departmental Heads, the School’s Senior Leadership Team, university decision-makers, and externally with partners, in national and international contexts.

You will be committed to academic life and the important role that research plays in society.
**TERMS OF APPOINTMENT**

A competitive remuneration package will be available for exceptional candidates at Chair level.

For Senior Lecturer or Reader salary will be at the appropriate point on the Grade 8, £54,949 - £61,823 and negotiable with placement according to qualifications and experience.

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

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.

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.

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](#).

---

**AT A GLANCE**

**SALARY:**
A competitive remuneration package will be available for exceptional candidates at Chair level.

Senior Lecturer/Reader - Grade 8

£54,949 - £61,823

**HOURS OF WORK:**
Full time

**CONTRACT TYPE:**
Substantive
## PERSON SPECIFICATION — CHAIR

<table>
<thead>
<tr>
<th>Education/Qualifications</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
</table>
| Academic, technical and professional education and training | - Doctorate in Psychology/Psychotherapy or other cognate discipline  
- Chartered/Accredited/Registered member of BPS, BACP, or equivalent | - Qualifications in Person centred experiential or other humanist approaches to Psychotherapy  
- Further relevant qualifications, such as Higher Education Academy. |

### Work and Other relevant experience (including training)

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

<table>
<thead>
<tr>
<th>Work and Other relevant experience (including training)</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
</table>
| International research profile and outstanding record of research scholarship. | - International recognition — invited lectures, nominated UK expert, research visits, honours, etc.  
- Experience of leading a public facing research centre.  
- Knowledge of opportunities for national and international student recruitment.  
- Knowledge of current trends in Psychotherapy in relation to Professional accreditation and development. |
| Successful and sustained record of influential publications, and a recognised leader in your field of research. | - Experience of overseeing postgraduate and undergraduate programs.  
- Experience of teaching at undergraduate and postgraduate levels.  
- Experience in the administration of academic affairs or similar experience.  
- Established contacts with networks in the field.  
- Experience of PhD supervision to completion.  
- Experience of attracting full fee-paying doctoral students. |
### Personal qualities and abilities

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

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Experience and ability to work effectively as a dynamic leader and academic line manager.</td>
<td></td>
</tr>
<tr>
<td>• Ability and willingness to contribute to academic profile, leadership, administration, and general life of the School.</td>
<td></td>
</tr>
<tr>
<td>• Proven ability in mentoring colleagues to develop their research and other academic skills.</td>
<td></td>
</tr>
<tr>
<td>• Ability and willingness to work in a multidisciplinary environment.</td>
<td></td>
</tr>
<tr>
<td>• Ability to think creatively about research and teaching and to lead methodological and theoretical innovation.</td>
<td></td>
</tr>
<tr>
<td>• Excellent interpersonal skills and an ability to work collaboratively and creatively with others.</td>
<td></td>
</tr>
<tr>
<td>• Strong organisational skills, able to manage a demanding workload.</td>
<td></td>
</tr>
<tr>
<td>• Ability to initiate, sustain and evaluate a range of development initiatives.</td>
<td></td>
</tr>
<tr>
<td>• Excellent, effective, and empathetic communication and presentation skills.</td>
<td></td>
</tr>
</tbody>
</table>

### Other

E.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Prepared to travel and participate in research activity and/or to teach off-campus, both at home and overseas (as applicable).</td>
<td></td>
</tr>
<tr>
<td>• Able to work flexible hours.</td>
<td></td>
</tr>
</tbody>
</table>
# Person Specification – Senior Lecturer/Reader

## Education/Qualifications

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic, technical and professional education and training</td>
<td>Qualifications in Person centred experiential or other humanist approaches to Psychotherapy.</td>
</tr>
<tr>
<td>• Doctorate in Psychology/Psychotherapy or other cognate discipline.</td>
<td>• Further relevant qualifications, such as Higher Education Academy.</td>
</tr>
<tr>
<td>• Chartered/Accredited/Registered member of BPS, BACP, or equivalent.</td>
<td></td>
</tr>
</tbody>
</table>

## Work and Other relevant experience (including training)

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>e.g. Specialist knowledge, levels of experience, supervisory experience, research</td>
<td>Established contacts with networks in the field.</td>
</tr>
<tr>
<td>• Evidence of increasing ability to produce world-leading research.</td>
<td>• Experience of PhD supervision to completion.</td>
</tr>
<tr>
<td>• Research reputation of national standing with a developing international research reputation;</td>
<td>• Experience of attracting full fee-paying doctoral students.</td>
</tr>
<tr>
<td>• A growing track record of demonstrable impact of research;</td>
<td></td>
</tr>
<tr>
<td>• Experience of taking the lead in the development of research strategies at department or sub-department level;</td>
<td></td>
</tr>
<tr>
<td>• Experience of leading high quality independent research and/or project managing the research activity, supervising and taking responsibility for a major part of the research team’s activities and development;</td>
<td></td>
</tr>
<tr>
<td>• Experience with supervision of post-graduate research students appropriate for the discipline to successful completion.</td>
<td></td>
</tr>
</tbody>
</table>

## Personal qualities and abilities

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>e.g. initiative, leadership, ability to work on own or with others, communication skills</td>
<td>Experience and ability to work effectively as a leader including managing others.</td>
</tr>
<tr>
<td>• Experience and ability to work effectively as a leader including managing others.</td>
<td>Ability and willingness to contribute to academic profile, leadership, administration, and general life of the School.</td>
</tr>
<tr>
<td>ESSENTIAL</td>
<td>DESIRABLE</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>• Experience in mentoring colleagues to develop their research and other academic skills.</td>
<td></td>
</tr>
<tr>
<td>• Ability to think creatively about research and teaching and to lead methodological and theoretical innovation.</td>
<td></td>
</tr>
<tr>
<td>• Excellent interpersonal skills and an ability to work collaboratively and creatively with others.</td>
<td></td>
</tr>
<tr>
<td>• Strong organisational skills, able to manage a demanding workload.</td>
<td></td>
</tr>
<tr>
<td>• Excellent, effective, and empathetic communication and presentation skills.</td>
<td></td>
</tr>
</tbody>
</table>

**Other**

e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Prepared to travel and participate in research activity and/or to teach off-campus, both at home and overseas (as applicable).</td>
<td></td>
</tr>
<tr>
<td>• Able to work flexible hours.</td>
<td></td>
</tr>
</tbody>
</table>
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 uphold the principals of the foundational purpose. We remain committed to delivering positive change both locally and globally. We work together and with our partners in an interdisciplinary way, catalysing world-leading research in our areas of strength: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing. We are investing in our future and have committed £100m to upgrading our campus, including the new fully digitised Science Teaching Hub, the regeneration of the historic King’s Quarter and a new Business School building. Our commitment to our students, campus and community has led to us being named a Top 20 UK institution in two major league tables and 4th in the UK for overall student satisfaction.

---

1 The Times and Sunday Times Good University Guide 2023 and the Guardian University Guide 2023
2 National Student Survey (NSS) 2022

Updated October 2022
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 around the world, including Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students.

---

3 Times Higher Education World University Rankings 2021

Updated October 2022
IMPACT

In 2020 the University signed the United Nations Sustainable Development Goals accord, solidifying our commitment to developing the world in a sustainable way. In 2022 we were listed in the global Top 100 for 8 of these goals\(^4\).

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland’s best institution for environmental research\(^5\).
THE SCHOOL OF EDUCATION

The School of Education is a diverse and pioneering School, comprising over 100 staff across four departments: Initial Teacher Education; Counselling, Wellbeing, and Educational Psychology; Early Years and Childhood Education and Postgraduate Taught (Masters-Level) and Professional Learning. Within these departments, you will find a large portfolio of programmes and courses broadly designed for educators, therapeutic practitioners, and researchers.

The school has a thriving research culture, with our research activities underpinning all aspects of the school’s work. Our cohort of PhD students enhances our research community. The school’s four research themes are:

- International Studies in Social and Educational Development
- Lifelong Professional Education and Development
- Educational Inclusion and Wellbeing
- Pedagogy and Digital Learning
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.

The city and the surrounding area have ranked consistently highly in nationally recognised quality of life surveys, coming out top 10 as one of the best places to live in Scotland in 2020 in the annual Bank of Scotland survey.

To find out more visit www.visitabdn.com
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 08 January 2023

Should you wish to make an informal enquiry please contact:

Catriona MacDonald, Interim Head of School
catriona.a.macdonald@abdn.ac.uk

Please do not send application forms or CVs to Catriona MacDonald.

Please quote reference number EDU132A on all correspondence