1495

UNIVERSITY OF
ABERDEEN

Lecturer

School of Psychology

Closing date:	5 December 2021
Interview date:	TBC
Reference number:	PSY044A

INTRODUCTION

The School of Psychology provides an exciting and vibrant 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 and PhD). We also have an expanding online course offering aimed at continuing education and life-long learning.

The School is committed to a supportive and inclusive work environment and in 2020 we were the first School in the University to be awarded the Athena SWAN Silver Award for equality and diversity.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

The successful candidate will play a key role in the design, development, delivery and assessment of Applied Psychology across our undergraduate and postgraduate programmes, as well as online courses in the School of Psychology.

This post is available either on the Teaching & Scholarship career path, or the Teaching & Research career path.

Teaching & Scholarship track

The Teaching & Scholarship (T&S) track attracts academic staff with an interest in applying state-of-the-art learning tools and methods to develop and deliver teaching programmes. The School promotes and supports excellence in education through research and development in teaching and learning. All staff on the Scholarship track are expected to have one or more education research or development project within the School, developing and/or evaluating theory-based teaching and assessment, and technology-enhanced learning.

Teaching & Research track

The Teaching & Research (T&R) track attracts academic staff with an interest in the design and delivery of high quality teaching and with an outstanding research profile, as evidenced by publications in leading academic journals and a track record of successful grant applications, commensurate with their stage of career.
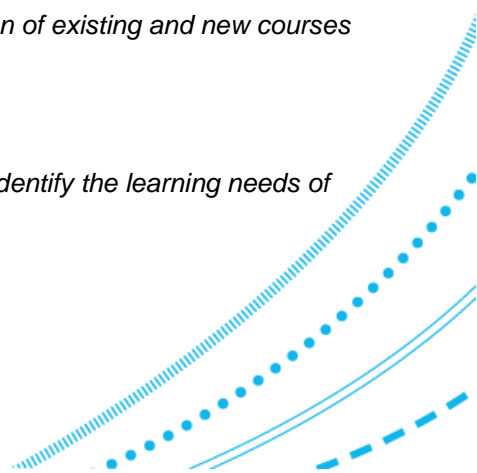
KEY RESPONSIBILITIES:

Teaching & Scholarship Track

Teaching and Promotion of Learning

- *To contribute to the design, development, delivery, assessment and administration of existing and new courses and programmes.*

Administrative and support responsibilities

- *To supervise students directly, providing a high standard of support and help. To identify the learning needs of students and define learning objectives.*

- *To undertake School level administration, as determined by the Head of School.*

Involvement in scholarship and development

> *To develop and sustain at least one educational research or development project within the School, developing and/or evaluating theory-based teaching and assessment, and technology-enhanced learning.*

Teaching & Research Track

Teaching and Promotion of Learning

- *To contribute to the design, development, delivery, assessment and administration of existing and new courses and programmes.*

Research

- *To conduct high quality research in their specialist area*

- *To prepare and submit manuscripts for publications in leading journal outlets (i.e. internationally excellent)*

- *To prepare and submit grant applications for external research support (e.g. Research Councils)*

- *Take responsibility for the supervision and training of postgraduate research students*

Administrative and support responsibilities

- *To supervise students directly, providing a high standard of support and help. 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

Applications are invited from individuals with expertise in Occupational or Business Psychology and a keen interest in education. Experience or knowledge of teaching particularly design, development and delivery of online courses is essential.
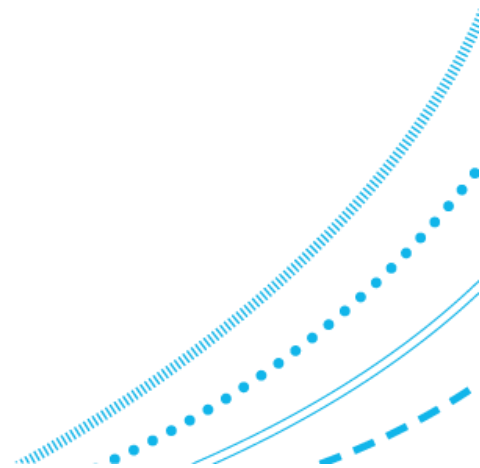
TERMS OF APPOINTMENT

Salary will be at the appropriate point on the Grade 7, £42,149 - £50,296 per annum and negotiable with placement according to qualifications and experience.

Should the appointee 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 appointee 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 Heather Clark, HR Adviser (e-mail: h.m.clark@abdn.ac.uk) for further information.

AT A GLANCE

SALARY:

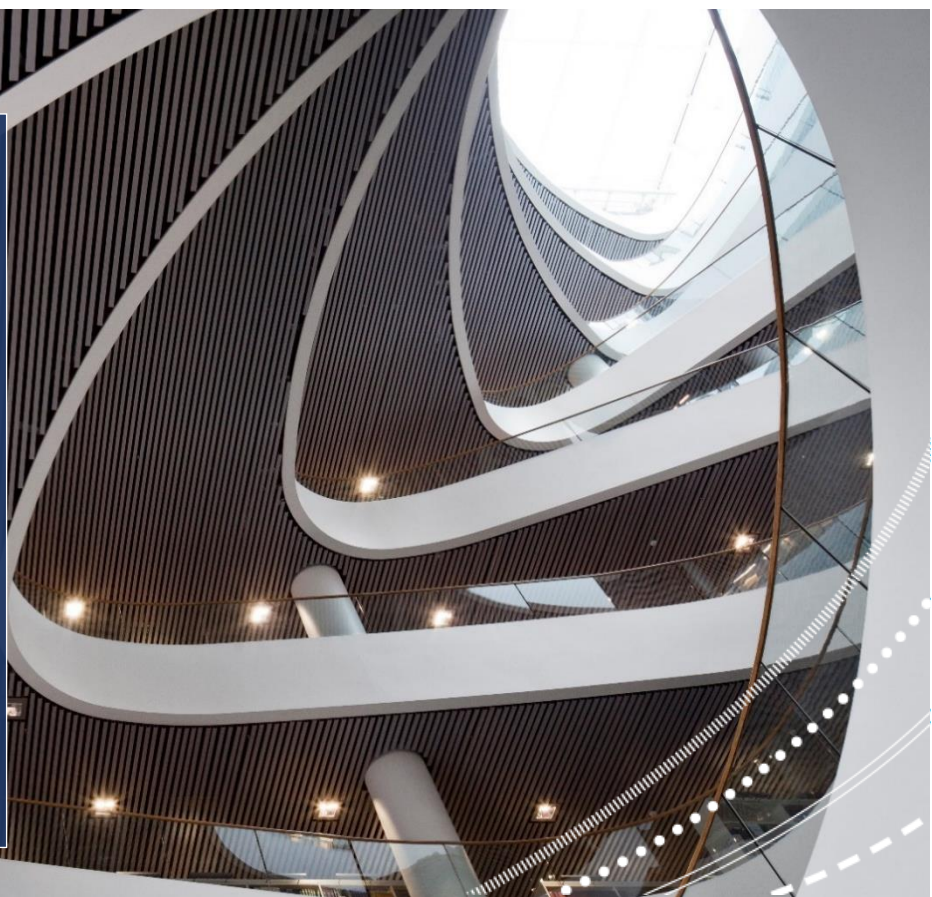Grade 7

£42,149 - £50,296 per annum

HOURS OF WORK:

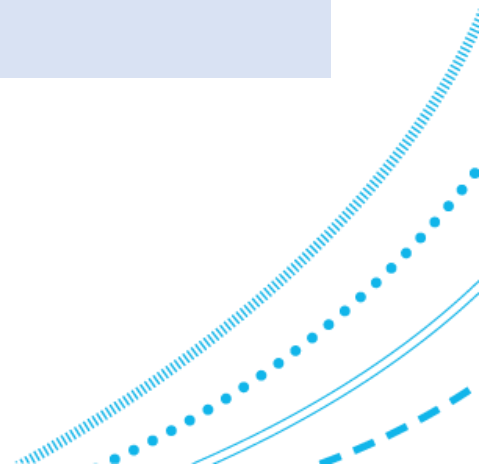Full Time or Part Time

CONTRACT TYPE:

Substantive

LOCATION:

Aberdeen

PERSON SPECIFICATION – LECTURER (T&S)

	ESSENTIAL	DESIRABLE
Education/Qualifications Academic, technical and professional education and training	• Postgraduate qualification in Psychology or cognate disciplines • Experience of Occupational or Business Psychology	• Appropriate academic professional and teaching qualifications
Work and Other relevant experience (including training) e.g. Specialist knowledge, levels of experience, supervisory experience, research	• Experience of teaching in higher education, such as tutorials and practicals/methodology/statistics • Experience of developing teaching and learning materials both for in-classroom and online use • Experience of using online learning tools	• Experience of qualitative research methods
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 scholarship 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 • Knowledge of equal opportunities issues and issues relating to specific learning needs • 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	• Ability and willingness to work in multidisciplinary collaborative environment • Ability to reflect on and question current practice in education

PERSON SPECIFICATION – LECTURER (T&R)

	ESSENTIAL	DESIRABLE
Education/Qualifications Academic, technical and professional education and training	• Postgraduate qualification in Psychology or cognate disciplines • Experience of Occupational or Business Psychology	• Appropriate academic professional and teaching qualifications
Work and Other relevant experience (including training) e.g. Specialist knowledge, levels of experience, supervisory experience, research	• 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 potential for academic and administrative leadership • Track record of obtaining external funding, commensurate with career stage • Experience of developing teaching and learning materials both for in-classroom and online use • Experience of using online learning tools	• Involvement in research collaborations • Experience of disseminating research to academic peers at national and international conferences, and involvement in public engagement in research
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	• Ability and willingness to work in multidisciplinary collaborative environment • Ability to reflect on and question current practice in education

UNIVERSITY OF ABERDEEN
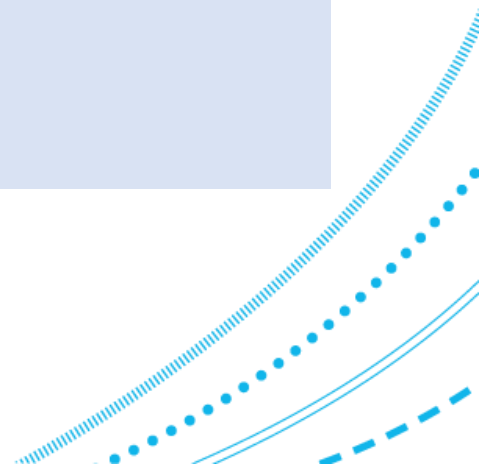
open to all and dedicated to the pursuit of truth in the service of others

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.

2019 — SCOTTISH UNIVERSITY — OF THE YEAR —

TOP 20 UK UNIVERSITY
Guardian University Guide 2021

World top 50 FOR DECENT WORK & ECONOMIC GROWTH (UN Sustainable Development Goal 8)*

1st IN SCOTLAND *for Science Collaboration***

— World top — 180***

75% *of research classified as* WORLD LEADING****

* THE Impact Rankings 2021   ** CWTS Leiden 2020   *** Times Higher Education World University Rankings 2021   **** In-line with the 2014 Research Excellence Framework (REF) results

CURRENT CONTEXT

The University continues to build on the achievements above. 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.
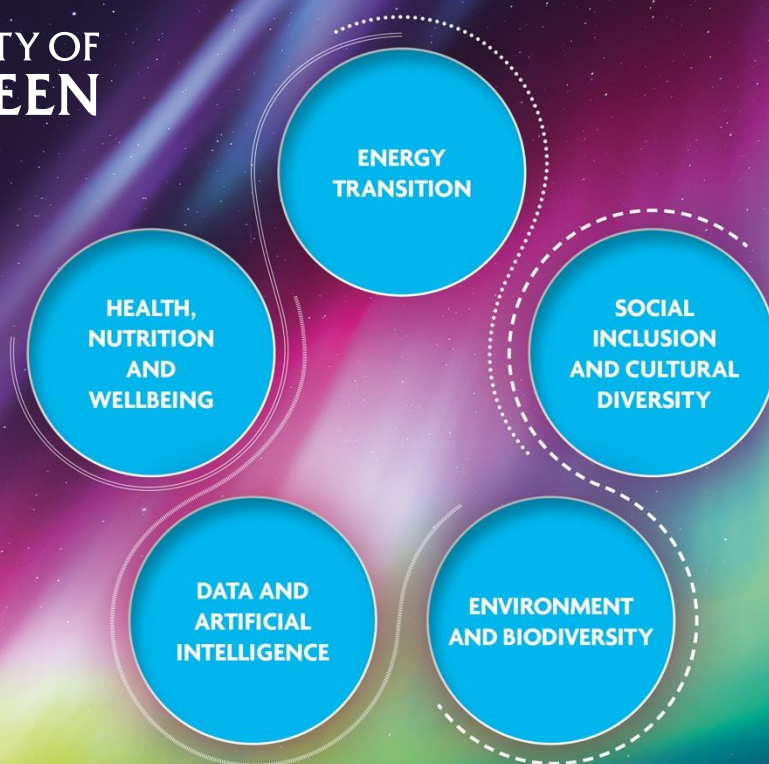
OUR EDUCATION

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 students[1] and have been named 32nd in the world for International Outlook[2]. The University of Aberdeen is proud to be the first UK University to operate on a dedicated campus in Qatar. Phase 1 of this partnership with AFG College has successfully recruited over 600 students. 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 top 20 for all 17[3].

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[1] Times Higher Education World University Rankings 2021

[2] QS World University Rankings 2021

[3] Times Higher Education Impact Rankings 2021
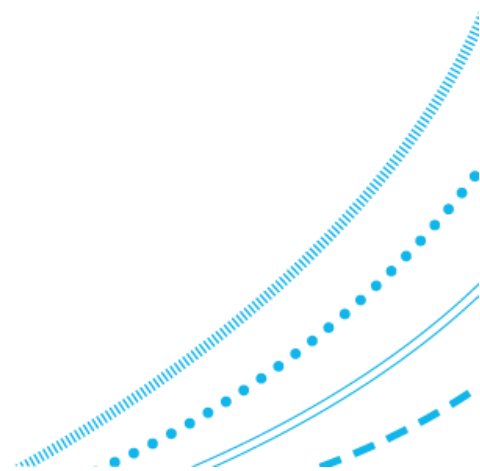
The School of Psychology

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).

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 2014, our School was ranked 19th in the UK in overall league tables, which reflect a combination of working environment, research outputs and research impacts. We were ranked 3rd in the UK for the number of both 3* and 4* outputs, and 4th in the UK for 4* outputs alone, reflecting the high quality of research conducted by our staff.

We have a strong track record in research led teaching and in the 2021 National Student Survey, the School was ranked 12th out of 126 HEIs for overall student satisfaction.

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.

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 our 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 **5 December 2021**

During the week of **13-17 December 2021**, successful candidates will be invited to give a presentation to the School and attend a formal interview on **15 December 2021**.

Should you wish to make an informal enquiry please contact:

Dr Jason Bohan, Director of Education
j.bohan@abdn.ac.uk

Please do not send application forms or CVs to Dr Bohan and apply online.

Please quote reference number PSY044A on all correspondence