

Job Description

Job title	Associate Professor of Psychology
School / department	School of Human and Social Sciences
Grade	8
Line manager	Head of Subject (Psychological Studies)
Responsible for (direct reports)	N/A
Date of creation or review	24/05/2022

Main purpose of the job

The main purpose of the job is to provide research leadership within psychology (cognitive psychology, biopsychology, neuropsychology and/or neuroscience) through identifying, developing and leading significant research fields and projects; to provide academic leadership and innovation in the development of inclusive curricula in response to emerging priorities; to attract research and/or enterprise funding over a sustained period; to mentor junior staff as they develop their academic profiles; to engage with the external psychology community, e.g., through membership of relevant bodies; to contribute to teaching and assessment from level 3 to level 7; to support a diverse body of taught and research students at all levels to reach their full potential.

Key areas of responsibility

Working as part of a team to provide a high-calibre academic experience for all students, and in line with the level of appointment, the postholder will:

- Lead the design, development and delivery of high-quality education within our course portfolio
- Deliver teaching excellence at UG and PGT level
- Demonstrate a commitment to an inclusive curriculum
- Engage with student feedback to enhance modules and personal teaching practice
- Mentor junior colleagues to help them develop their academic practice
- Undertake administrative duties in line with the seniority of the appointment
- Lead course and curriculum development, taking a significant role in reapproval and re-accreditation
- Ensure all academic quality-assurance/enhancement processes are adhered to and monitored
- Provide proactive, high-quality and effective academic and pastoral support to students
- Put processes in place to support high levels of student achievement and satisfaction
- Contribute to student recruitment efforts

Playing a leading role in the delivery of research and enterprise, the postholder will:

- Lead the submission of funding bids for individual or collaborative research, enterprise and consultancy projects
- Act as PI for projects and disseminate findings via appropriate national and international outlets
- Mentor junior colleagues to help them develop their research portfolio and acquisition of funding
- Supervise PGR students

Play a leading role in promoting UWL's psychology provision locally, nationally and internationally

Lead the development of collaborative relationships with external partners and provide networking opportunities within psychology.

Maintain an understanding of the BPS requirements for the Graduate Basis for Chartered Membership for accredited UG courses. To keep abreast of relevant professional developments and to undertake continuing professional development as appropriate. To engage with the BPS and other relevant professional bodies and ensure that knowledge of developments and debates is current. To take a lead role in disseminating current developments to colleagues.

In addition to the above areas of responsibility the postholder may be required to undertake any other reasonable duties relating to the broad scope of the position, commensurate with the post, and in support of the University.

Person Specification

	Criteria	Essential or Desirable ¹	Demonstrated ²		
			Application	Interview	Test / Exercise
Qualifications and/or membership of prof. bodies	PhD in Psychology	Essential	X		
	Eligibility for Graduate Basis for Chartered membership of the British Psychological Society	Essential	X	X	
	A PG Cert and HEA Fellowship or willingness to work towards this within one year of appointment	Essential	X	X	
	Membership of relevant chartered/professional bodies	Desirable	X	X	
Knowledge and experience	Specialist knowledge of at least one of the following areas of psychology: cognitive psychology, biopsychology, neuropsychology or neuroscience	Essential	X	X	
	Design, (re-)development and delivery of a range of high-quality HE courses at various levels	Essential	X	X	
	Leadership of a programme of research, disseminating results through regular and sustained publications in high-impact journals, books and conference proceedings	Essential	X	X	
	Record of attracting substantial research and/or enterprise funding over a sustained period	Essential	X	X	
	Experience of successfully supervising PGR students to completion	Essential	X	X	
	Contribution to leadership, development, coordination and implementation of research strategy through identifying, developing and leading significant research directions and projects	Essential	X	X	
Specific skills to the job	Contribution to strategic leadership	Essential	X	X	
	Development and application of innovative teaching techniques and material which are conducive to an inclusive curriculum and create interest, understanding and enthusiasm within a diverse student body	Essential	X	X	
	Establishing demonstrable links with industry, government and/or	Essential	X	X	

	relevant chartered/professional bodies				
General skills	Flexible, resilient and able to work to tight deadlines	Essential	x	X	
	Engaging with feedback from a range of sources to develop modules and teaching practice	Essential	x	X	
	A commitment and enthusiasm for teaching and learning within HE/widening participation contexts	Essential	x	x	
	Promoting psychology at UWL, e.g., in recruitment events	Essential	x	x	
	A commitment to the University's values, aims and objectives	Essential	x	x	
Other	Genuine commitment to the student success of students from diverse backgrounds	Essential	X	X	
	Flexibility including the willingness to work evenings and weekends	Essential	X	x	
	Ability to work as a member of a team with shared goals	Essential	x	x	

Disclosure and Barring Scheme Is a DBS Check required: DBS This post does not require a DBS check

Before making a selection, please refer to the University's [Disclosure and Barring Checks Guidance for Staff](#) and [Criminal Convictions, Disclosures and Barring Staff Policy and Procedure](#). If a DBS check is required for the role, a **Check Approval Form** will need to be completed.

¹**Essential Criteria** are those, without which, a candidate would not be able to do the job. Applicants who have not clearly demonstrated in their application that they possess the essential requirements will normally be rejected at the shortlisting stage.

Desirable Criteria are those that would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements, to determine which applicants to shortlist.

²**Demonstration:** Select the Recruitment Process stage at which the candidates will have to demonstrate that they meet the criteria. Criteria which have to be demonstrated at application stage should be mentioned in the Recruitment Information Pack as Pre-Selection/Killer Questions, Shortlisting Questions or Shortlisting Criteria. Other criteria should be evaluated and tested at interview stage (e.g. through interview questions) or through additional tests, exercises or presentations. Criteria can (and should) be demonstrated at multiple stages.