

Position / Job Title:	Associate Professor in Advancing Clinical Practice
School:	Rehabilitation, Sport and Psychology
Duration:	Permanent
Location:	Bournemouth Campus
Normal hours per week:	Up to 1 FTE
Band:	F
Reports to:	Head of School

Job Purpose/Summary:

- To contribute to the University becoming a leading specialist health sciences university providing excellent education, clinical care and applied research.
- To bring your sustained experience and knowledge, as suggested in the Key Responsibilities section, to the University to help achieve our vision of becoming recognised nationally and internationally as a centre of excellence, serving Dorset and our local communities.
- To uphold the values of the University and develop your own career, aligned to our academic framework^{*2}, as suggested in the Key Responsibilities section.
- To contribute to an outstanding student experience, delivering excellent graduate outcomes for all.
- To develop a sustained body of research and professional practice in line with the expectations of our academic framework, as suggested in the Key Responsibilities section.

Values:



- Caring
- Professional
- Passionate
- Inclusive
- Collaborative

Main Responsibilities/Key Tasks for Associate Professor:

Values

- Uphold the five values of HSU at all times
- Lead others by example to contribute to an enhanced student or external stakeholder experience
- Lead others within the school on achieving the relevant strategic aims of the University by either direct line management or inspirational practice.

Education

- Demonstrate sustained evidence of educational delivery and good practice as defined in the academic framework.

This might include, for example:

- Attendance of relevant training and induction sessions
- Satisfactory unit delivery including both teaching and assessment

- c) Engagement with assessment boards and programme team meetings
- d) Satisfactory peer observation of teaching.
- e) Positive teacher/subject/course evaluations
- f) Developing examples of good practice adopted by others
- g) Positive learning outcomes as evidenced by such things as retention and pass rates; student prizes and projects
- h) Number of successful undergraduate or taught postgraduate research project completions
- i) Institutional or national teaching awards

- Make a sustained contribution, both as an individual and as part of a programme/framework team, to an enhanced student experience through educational enhancement activity as defined in the academic framework.

This might include, for example:

- a) Application, conversion and withdrawal data for programmes to which you contribute and/or lead
- b) Example of recognised good practice being adopted by colleagues beyond your School
- c) Recognition nationally of examples of good practice
- d) Leadership around student engagement including participation in relevant University committees
- e) Leadership of team-based enhancement initiatives
- f) Leadership of extracurricular activity

- Make a sustained contribution to curriculum innovation and use of educational technology and simulation as defined in the academic framework.

This might include, for example:

- a. Developing new units/programmes/frameworks and components thereof
- b. Innovations around such things as curriculum design, delivery and assessment that are commended via peer adoption, by external examiners or those external to Health Sciences University
- c. Use of learning platforms as appropriate including but not restricted to Moodle.
- d. Leadership of programme/framework revisions and/or the development of new programmes/frameworks via team meetings and attendance/leading/chairing of appropriate validation events
- e. Evaluation of new curriculum and/or learning technologies leading to external reporting
- f. Prizes and commendations for curriculum innovation and use of e-technology
- g. Development of new programme accreditations and enhancements
- h. Development of international educational partnerships unit/programme/framework innovations
- i. Leadership of successful introduction and development of major curriculum innovations including new programmes or delivery modes
- j. Leadership of new programme accreditations and enhancements
- k. National recognition for curriculum innovation and programme development
- l. Development of international partnerships

- Make a sustained contribution to education in your academic subject area at this level could include:

This might include, for example:

- a. Demonstrate clearly the educational leadership and mentorship of others.
- b. Unit leadership and appropriate administration
- c. Course Lead or similar roles
- d. Framework leadership of complex or large academic frameworks
- e. Participation/leadership in open days and direct educational recruitment activity including international recruitment.
- f. Play an active role in developing international student mobility and exchange opportunities.
- g. Lead the development of international partnerships around education.
- h. Lead curriculum design and validation both within your own discipline area and in others

- i. Active role in Academic Quality, Chairing exam boards and validation/review panels
- j. Leading peer teaching observation
- k. Membership of Academic Quality working groups, Education committee, Student Experience committee or ASQC and other such committees and working groups
- l. Membership and/or Leading HSU wide educational committees and working groups
- m. Provide mentorship and leadership to colleagues with respect to education practice

- Successfully undertake leadership roles as required by the Head of School e.g. Framework Leader or Course Leader, Education Lead or Research Lead.

This might include, for example:

- a. Engaging with Advance HE, such as becoming an HEA Fellow as appropriate to level of experience
- b. Participating in external learning and teaching events
- c. Act as external examiner for taught programmes at other HEI's
- d. Contribution to external validation/accreditation reviews
- e. Applying/receiving external grants for learning and teaching project
- f. Development and support of placement activity including coordinating roles within Schools.
- g. Activity linked directly to the student employability and excellent graduate outcomes
- h. Applying/receiving for national teaching awards

Research

- Maintain a sustained body of published work relevant to your discipline and aligned to the Research Strategy of the University, building international recognition, as defined in the Academic Career Framework.

This might include, for example:

- a. An established body of published work commensurate with discipline and sector norms validated by external benchmarks.
- b. Clear evidence of regular submission of output for publication. Numbers will vary with disciplines but the benchmarks of at least three peer reviewed journal publications (or equivalent) per year and/or a book every two years is provided in way of guidance.
- c. For professional disciplines between 4 and 5 publication in professional outlets.
- d. Publication of textbooks, professional manuals/books and technical reports
- e. Evidence annually of at least two external conference presentations.
- f. Evidence of active and regular publishing/collaboration with students and international colleagues with at least two co-authored publications with a student or international colleague every two years.

- Continue to have a sustained track record of external research and knowledge exchange bids as defined in the Academic Career Framework.

This might include, for example:

- a. Submission of two or more external research and knowledge exchange bids per annum as Principal Investigator with evidence of successful outcomes. This might include such things as research council/charity projects, contract research, consultancy or KTP applications.
- b. Submission of two or more external research and knowledge exchange bids with colleagues within or beyond Health Sciences University as a PI or collaborator/contributor with evidence of successful outcomes.
- c. Evidence of successful bidding to UKRI councils and successful applications for internal research or knowledge exchange.
- d. Evidence of successful funding to build a research team (e.g., PGRs, RAs, PDRA) through external funding.

- Have a sustained record of PGR supervision as defined in the Academic Career Framework.

This might include, for example:

- a. A steady number of PGR students with a growing number of successful completions
- b. Involved in Health Sciences University Research and Innovation Committee perhaps a chair or deputy chair.
- c. Involved with PGR student activities.
- d. Acting as internal and external examiners as well chairing viva voce.
- e. Regular applications for studentship funding both internally and externally

- Sustained leadership and mentorship of other research staff within Health Sciences University as defined in the Academic Career Framework.

This might include, for example:

- a. Providing internal peer review
- b. Active participation/leadership in the relevant research themes
- c. Serving on relevant research committees
- d. Leading School research events
- e. Provide mentorship and leadership to colleagues with respect to research

- Make a sustained and externally recognised contribution to your academic subject as defined in the Academic Framework.

This might include, for example:

- a. Regular journal reviewer
- b. Convening and co-convening conferences/workshops
- c. Editing collected works and conference proceedings
- d. Members of external funding panels
- e. Member of academic committee for learned societies
- f. Clear evidence of peer esteem

Professional Practice

- Maintain a sustained contribution to professional practice in your subject area at national/ international level as defined in the Academic Framework.

This might include, for example:

- a) Practicing as a professional either through Health Sciences University as a consultant or in private practice with contractual approval
- b) Holding relevant professional qualifications outside education and research
- c) Recognition by a professional body as a practicing professional; e.g. chartered status or similar peer/client assessed professional accreditation.
- d) Maintain own professional qualifications/accreditation through a programme of CPD activity
- e) Programme of personal self-development around leadership
- f) Business/industry or other non-academic secondments

- Maintain a sustained contribution to professional practice in your subject area through engagement and thought-leadership with business/industry and professional or government bodies at a national/international level as defined in the Academic Framework.

This might include, for example:

- a. Membership of regional/national/international professional bodies and participation in working groups and committees
- b. Development and support of placement activity including coordinating roles within Schools.

- c. Development of impact case studies suitable for REF or for use in external promotion
- d. Activity linked directly to the student employability agenda
- e. Invited speaker at national/international business/industry or other non-academic events
- f. Participation via the use of appropriate media tools, in conjunction with the Marketing team at Health Sciences University, in the dissemination of research, academic learning or appropriate critical comment.
- g. Become a recognised spokes-person for Health Sciences University in a relevant area of expertise leading to press/media comments.

- Maintain a sustained public and professional engagement involving the dissemination of research or education and practice to business or industry, government bodies, schools and colleges and the general public at a regional and national level as defined in the Academic Framework.

This might include, for example:

- a. Organisation/leadership of school/college outreach activity promoting your subject area, profession and HE participation
- b. Participation/leadership in/of public engagement sessions
- c. Leadership of amateur groups and special interest societies
- d. Leadership of professional workshops, conferences and briefings.
- e. Leadership of business/industry briefing events

- Maintain a sustained contribution to the organisation of professional practice activity within Health Sciences University as defined in the Academic Framework.

This might include, for example:

- a. Engaging in alumni activity
- b. Development and support of placement opportunities and activity including undertaking relevant coordinating roles within Schools.
- c. Activity linked directly to the student employability and excellent graduate outcomes agenda
- d. Clear evidence of acquisition of professional/business/industry needs/intelligence and its use to inform either personal research and education or that of others
- e. Provide mentor/leadership to others with respect to professional practice

Additional Duties:

- Undertake any other duties as assigned by the Head of School
- This might include Line Management of staff on lower grades to assist the Head of School
- To demonstrate support for the University's commitment to equal opportunities and its Equality, Diversity and Inclusion Policy.
- To demonstrate support for the University's Health and Safety Policy ensuring that it is adhered to in the post holder's areas of responsibility.
- To undertake other activities identified from time to time commensurate with the level of the post, as defined in the Academic Framework.
- Occasional weekend or out of hours work may be required to support specific projects e.g. Open Days.
- To lead and co-ordinate administrative duties as required by the Head of School.
- Maintain a personal development plan in line with agreed annual review.
- To obtain a Teaching Qualification within 3 years of starting this role.

Selection Criteria

Essential/
Desirable

Education, Training and Qualifications

An appropriate postgraduate qualification in advanced clinical practice

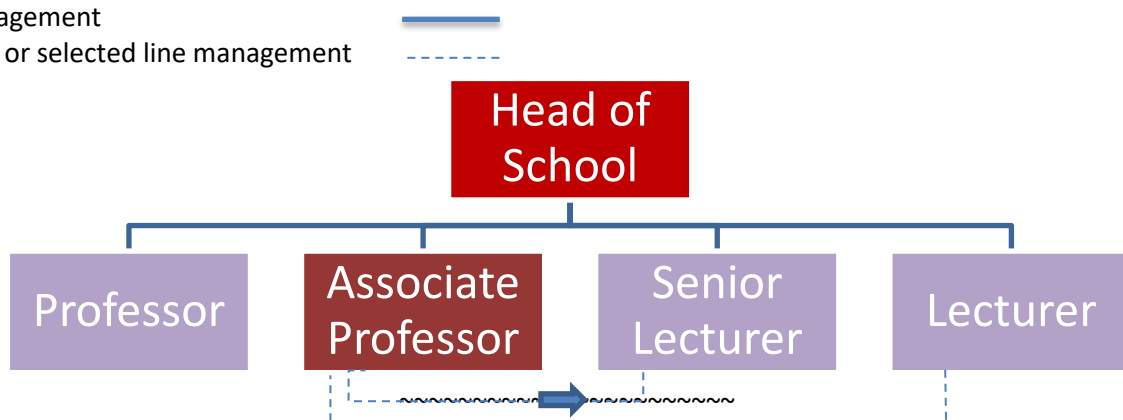
E

Relevant professional qualifications and/or current registration of a Professional Statutory Regulatory Body, PSRB (if applicable) relevant to HCPC accredited courses (if applicable).	E
Annotation as a non-medical prescriber	D
Doctoral qualification/doctoral candidate	D
Postgraduate qualification in Education or Fellowship of the Higher Education Academy or significant experience in education	D
Commitment to obtaining a relevant Doctorate or professional qualification in Education within an agreed timescale (if applicable)	E
Skills and Knowledge	
An ability to use a variety of suitable assessment techniques, in-class, online and using simulation	E
Sustained knowledge of relevant developments in learning and teaching practices, including programme validation and, if applicable, professional body requirements	E
Sustained reputation in own discipline for excellence in learning and teaching, research and/or professional practice	E
A sustained and broad knowledge of local, national and international stakeholders to expand our collaborations in education, research and professional practice	E
A sustained ability to develop and deliver proposals and bids for external funding	E
Sustained activity within Research and/or Professional Practice with clear evidence of such	E
Sustained experience in administering taught programmes and procedures	E
Experience of provide guidance, support, supervision and assessment of students	E
Highly developed communication and interpersonal skills	E
Effective leadership and team-working on projects	E
Experience of mentoring colleagues	E
Practiced IT skills	E
Experience	
Sustained evidence of experience in education and research or education and professional practice	E
Working at an advanced clinical practice level in the last five years	E
Experience as a non-medical prescriber	D
Evidence of sustained leadership within Higher Education, private practice or an NHS setting	E
Development, leadership and management of successful learning, teaching and assessment activities including lecturing, small group seminars, problem-based learning, simulation and clinical skills development	E
Extensive teaching experience in higher education	E
Contributed to or led research publications in peer reviewed journals	E
Delivering and leading staff development sessions	E
Preparing documents for external submission	E
An evidenced track record of external funding	E

Personal Attributes	
Caring, Professional, Passionate, Inclusive, Collaborative	E
Excellent interpersonal skills with staff, students and external stakeholders	E
Drive and energy to deliver targets in a fast-paced environment;	E
An ability to adapt and work flexibly to meet the demands of the Strategic Plan, Fit for the Future	E
Maintain an outstanding student educational experience, be professional and reflective	E
Abilities	
Inspire the University community and contribute to the development of the institution	E
Commitment to developing academic excellence and an outstanding student experience	E
Self-motivated, proactive and innovative	E
Embrace change and personal development	E

Line management

Influence or selected line management



NB: The purpose of the job description is to indicate the general level of responsibility of the position. The duties may vary from time to time without changing their general character or level of responsibility.

Health Sciences University is committed to equality of opportunity and welcomes applications from everyone regardless of ethnicity, gender, age, faith or sexual orientation.

Position / Job Title:	Senior Lecturer
School:	Rehabilitation, Sport and Psychology
Duration:	Permanent
Location:	Bournemouth Campus
Normal hours per week:	Up to 1 FTE
Band:	E+
Reports to:	Head of School

Job Purpose/Summary:

- To contribute to the Health Sciences University becoming a leading specialist health sciences university providing excellent education, clinical care and applied research.
- To bring your established experience and knowledge, as suggested in the Key Responsibilities section, to the Health Sciences University to help achieve our vision of becoming recognised nationally and internationally as a centre of excellence, serving our local communities.
- To uphold the values of the Health Sciences University and develop your own established career, aligned to our academic framework, as suggested in the Key Responsibilities section.
- To contribute to an outstanding student experience, delivering excellent graduate outcomes for all.
- To develop an established body of research and professional practice in line with the expectations of our academic framework, as suggested in the Key Responsibilities section.

Values:



- Caring
- Professional
- Passionate
- Inclusive
- Collaborative

Main Responsibilities/Key Tasks for Senior Lecturer:

Values

- Uphold the five values of HSU Health Sciences University at all times.
- Lead others by example to contribute to an enhanced student or external stakeholder experience.
- Lead others within the school on achieving the relevant strategic aims of the Health Sciences University by inspirational practice.

Education

- Demonstrate established evidence of educational delivery and good practice as defined in the academic framework.

This might include, for example:

- a) Attendance of relevant training and induction sessions.
- b) Satisfactory unit delivery including both teaching and assessment.
- c) Engagement with assessment boards and programme team meetings.
- d) Satisfactory peer observation of teaching.
- e) Positive teacher/subject/course evaluations.
- f) Developing examples of good practice adopted by others.
- g) Positive learning outcomes as evidenced by such things as retention and pass rates, student prizes and projects.
- h) Number of successful undergraduate or taught postgraduate research project completions.
- i) Institutional or national teaching awards.

- Make an established contribution, both as an individual and as part of a programme/framework team, to an enhanced student experience through educational enhancement activity as defined in the academic framework.

This might include, for example:

- a) Innovation around student engagement.
- b) Example of recognised good practice being adopted by colleagues within your School.
- c) Individual and leadership of team-based enhancement initiatives.
- d) Leadership of extracurricular activity.

- Make an established contribution to curriculum innovation and use of educational technology and simulation as defined in the academic framework.

This might include, for example:

- a) Developing new units and components thereof.
- b) Innovations around such things as curriculum design, delivery and assessment that are commended via peer adoption or by external examiners.
- c) Use of learning platforms as appropriate including but not restricted to Moodle.
- d) Contributing to programme revisions and/or the development of new programmes via team meetings and attendance as appropriate at validation events.
- e) Evaluation of new curriculum and/or learning technologies.
- f) Prizes and commendations for curriculum innovation and use of e-technology.
- g) Successful introduction and development of major curriculum innovations including new programmes.
- h) Development of new programme accreditations and enhancements.
- i) Development of international educational partnerships.

- Make an established contribution to education in your academic subject area at this level could include.

This might include, for example:

- a) Unit leadership and appropriate administration.
- b) Course Leader or similar roles.
- c) Framework leadership of small and simple structures
- d) Participation/leadership in open days and direct educational recruitment activity including international trade missions.
- e) Participate in the development of international partnerships around education.
- f) Lead/contribute to curriculum design and validation both within your own discipline area and in others.
- g) Participating in peer teaching observation.
- h) Active role in Academic Quality processes, such as Scrutiny Group.
- i) Membership of Academic Quality working groups, Education committee, Student Experience committee or ASQC and other such committees and working group.
- j) Membership of HSU wide educational working groups.

- Successfully undertake leadership roles as required by the Head of School e.g. Framework Leader or Course Leader, Education Lead or Research Lead.

This might include, for example:

- Engaging with Advance HE, such as becoming an HEA Fellow as appropriate to level of experience.
- Participating in external learning and teaching events.
- Act as external examiner for taught programmes at other HEI's.
- Applying/receiving for institutional teaching awards.
- Applying/receiving internal grants for learning and teaching projects.
- Development and support of placement activity including coordinating roles within Schools.
- Activity linked directly to the student employability and excellent graduate outcomes.

Research

- Maintain an established body of published work relevant to your discipline and aligned to the Research Strategy of the Health Sciences University, building international recognition, as defined in the Academic Career Framework.

This might include, for example:

- An established body of published work commensurate with discipline and sector norms validated by external benchmarks.
- Clear evidence of regular submission of output for publication. Numbers will vary with disciplines but the benchmarks of at least two peer reviewed journal publications (or equivalent) per year or a book every two years is provided in way of guidance.
- For professional disciplines between 3 and 4 publications in professional outlets.
- Publication of textbooks, professional manuals/books and technical reports.
- Evidence annually of at least two conference presentations.
- Evidence of active publishing/collaboration with students and international colleagues with at least two co-authored publications with a student or international colleague every three years.

- Continue to have an established track record of external research and knowledge exchange bids as defined in the Academic Career Framework.

This might include, for example:

- Submission of more than one external quality approved RKE bids per annum as Co- or Principal Investigator. This might include such things as research council/charity projects, contract research, consultancy or KTP applications.
- Submission of more than one external research and knowledge exchange bids with colleagues within or beyond HSU Health Sciences University as a co-investigator or collaborator/contributor.
- Successful applications for internal research and knowledge exchange funding.

- Have an established record of PGR supervision as defined in the Academic Career Framework.

This might include, for example:

- A growing number of PGR students with some completions.
- Involved in HSU Health Sciences University based Research and Innovation Committee and with PGR student activities.
- Acting as internal examiners.
- Regular applications for studentship funding both internally and externally.

- Establish leadership and mentorship of other research staff within HSU Health Sciences University as defined in the Academic Career Framework.

This might include, for example:

- a) Providing internal peer review.
- b) Active participation in the relevant research themes.
- c) Serving on relevant research committees.
- d) Attending School research events.

- Make an established and externally recognised contribution to your academic subject as defined in the Academic Framework.

This might include, for example:

- a) Journal reviewer for a range of different journals.
- b) Participating in the organisation conference/workshops.
- c) Editing collected works, conference proceedings and special issues.
- d) Member of academic committee for learned societies.

Professional Practice

- Maintain an established contribution to professional practice in your subject area at regional/national level as defined in the Academic Framework.

This might include, for example:

- a) Practicing as a professional either through HSU Health Sciences University as a consultant or in private practice with contractual approval.
- b) Holding relevant professional qualifications outside education and research.
- c) Recognition by a professional body as a practicing professional, e.g. chartered status or similar peer/client assessed professional accreditation.
- d) Maintain own professional qualifications/accreditation through a programme of CPD activity.
- e) Programme of personal self-development around leadership.
- f) Business/industry or other non-academic secondments.

- Maintain an established contribution to professional practice in your subject area through engagement and thought leadership with business/industry and professional or government bodies at a regional/national level as defined in the Academic Framework.

This might include, for example:

- a) Membership of regional/ national professional bodies and participation in working groups and committees.
- b) Development of impact case studies suitable for REF or for use in external promotion.
- c) Invited speaker at regional business/industry or other relevant non-academic events.
- d) Participation via the use of appropriate media tools, in conjunction with the Marketing team at HSU Health Sciences University, in the dissemination of research, academic learning or appropriate critical comment.

- Maintain an established public and professional engagement involving the dissemination of research or education and practice to business or industry, government bodies, schools and colleges and the general public at a regional and national level as defined in the Academic Framework.

This might include, for example:

- a) Participation, organisation/leadership in/of school/college outreach activity promoting a subject area, profession and HE participation.
- b) Participation in public engagement sessions.
- c) Speaking to amateur groups and special interest societies.
- d) Participation/leadership in/of professional workshops, conferences and briefings.
- e) Participation/leadership in/of business/industry briefing events.

- Maintain an established contribution to the organisation of professional practice activity within HSU Health Sciences University as defined in the Academic Framework.

This might include, for example:

- a) Engaging in alumni activity.
- b) Development and support of placement opportunities and activity including undertaking relevant coordinating roles within Schools.
- c) Activity linked directly to the student employability and excellent graduate outcomes agenda.
- d) Clear evidence of acquisition of professional/business/industry needs/intelligence and its use to inform either personal research and education or that of others.

Additional Duties:

- Undertake any other duties as assigned by the Head of School.
- To demonstrate support for the Health Sciences University 's commitment to equal opportunities and its Equality, Diversity and Inclusion Policy.
- To undertake other activities identified from time to time commensurate with the level of the post, as defined in the Academic Framework.
- Occasional weekend or out of hours work may be required to support specific projects e.g. Open Days.
- To undertake and co-ordinate administrative duties as required by the Head of School.
- Maintain a personal development plan in line with agreed annual review.
- To obtain a Teaching Qualification within 3 years of starting this role.

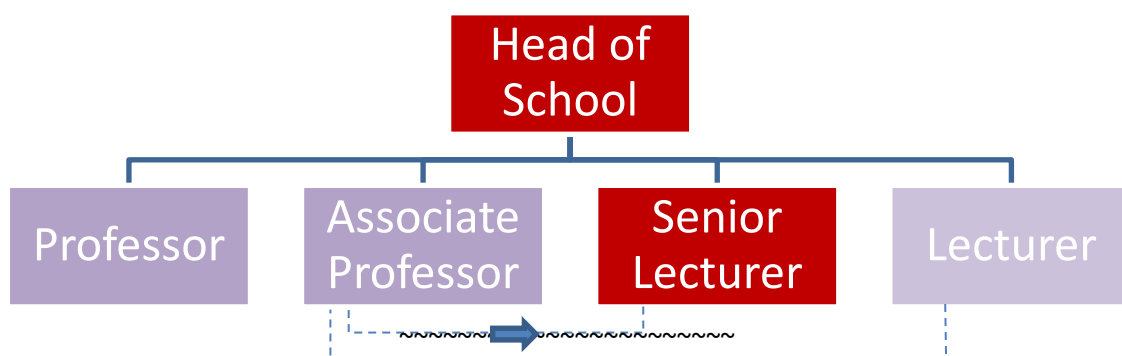
Selection Criteria
**Essential/
Desirable**
Education, Training and Qualifications

An appropriate undergraduate and/or postgraduate qualification in advanced clinical practice, first contact practice or equivalent	E
Relevant professional qualifications and/or current registration of a Professional Statutory Regulatory Body	E
Doctoral qualification/doctoral candidate	D
Annotation as a non-medical prescriber	D
Postgraduate qualification in Education or Fellowship of the Higher Education Academy or significant experience in education	D
Commitment to obtaining a relevant Doctorate or professional qualification in Education within an agreed timescale (if applicable)	E
Skills and Knowledge	
An established ability to use a variety of suitable assessment techniques, in-class, online and using simulation	E
Established knowledge of relevant developments in learning and teaching practices, including programme validation and, if applicable, professional body requirements	E
An established reputation in own discipline for excellence in learning and teaching, research and/or professional practice	E
An established knowledge of local, national and international stakeholders to expand our collaborations in education, research and professional practice	E
An established ability to develop and deliver proposals and bids for external funding	E
Established activity within Research and/or Professional Practice with clear evidence of such	E
Established experience in administering taught programmes and procedures	E
Established experience of provide guidance, support, supervision and assessment of students	E

Highly developed communication and interpersonal skills	E
Effective team-working on projects and establishing leadership	E
Practiced IT skills	E
Experience	
Established evidence of experience in education and research or education and professional practice	E
Experience of working clinically at and advanced level of clinical practice	E
Evidence of established leadership within Higher Education, private practice or an NHS setting	E
Development of successful learning, teaching and assessment activities including lecturing, small group seminars, problem-based learning, simulation and clinical skills development	E
Established teaching experience in higher education	E
Contributed to research publications in peer reviewed journals	E
Taking part in staff development sessions	E
Preparing documents as part of a team and as the lead for external submission	E
An established track record of external funding	E
Personal Attributes	
Caring, Professional, Passionate, Inclusive, Collaborative	E
Excellent interpersonal skills with staff, students and external stakeholders	E
Drive and energy to deliver targets in a fast-paced environment;	E
An ability to adapt and work flexibly to meet the demands of the Strategic Plan, Fit for the Future	E
Maintain an outstanding student educational experience, be professional and reflective	E
Abilities	
Enhance the Health Sciences University community and contribute to the development of the institution	E
Commitment to developing academic excellence and an outstanding student experience	E
Self-motivated, proactive and innovative	E
Embrace change and personal development	E

Line management

Influence or selected line management.



NB: The purpose of the job description is to indicate the general level of responsibility of the position. The duties may vary from time to time without changing their general character or level of responsibility.

Health Sciences University is committed to equality of opportunity and welcomes applications from everyone regardless of ethnicity, gender, age, faith or sexual orientation.