



Job Description and Person Specification

Post	Associate Professor (Education and Research) in Social and Organizational Psychology
College	College of Life and Environmental Sciences
Reporting to	Pro Vice Chancellor (PVC), Professor Dan Charman
Ref no:	P13700

Summary of post

This post is primarily to support research and teaching activities in Psychology, in particular in Social and Organizational Psychology. The post holder will be an innovative researcher with a strong and current record of research funding and international quality publications. Therefore the post holder will be a leading international figure.

Main duties

Teaching and Learning Support

1. Oversee the design and development of the overall curriculum in particular in areas linked to Social and Organizational Psychology.
2. Design, develop and deliver a range of programmes of study at various levels.
3. Lead the development and clarification of academic standards and quality for the subject area
4. Working closely with the Director for Education (Psychology) and the Associate Dean for Education (College) in the development and implementation of teaching and learning strategy.
5. Make a significant contribution to the development of academic policies across the Institution.

Research and Scholarship

1. Support the development and implementation of research strategy in particular in Psychology.
2. Lead and co-ordinate research activity in Psychology.
3. Manage research and other collaborative partnerships with other educational institutions or other bodies.
4. Lead bids for research, consultancy and other additional funds.
5. Write publications of the appropriate defined standard or disseminate research findings using media appropriate to the discipline.
6. Conduct research into learning and teaching methodologies and disseminate best practice within the Institution and externally.
7. Develop and promote the use of innovative assessment methods.

Liaison and Networking

1. Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the Institution.

2. Participate in internal and external networks in relation to research and research funding, teaching and teaching funding, and consultancy.
3. Promote and market the work of the College in the subject area both nationally and internationally.
4. Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision making bodies.

Managing people and managing resources

1. Act as line manager for matters relating to the employment of staff and ensuring the work is allocated fairly, according to skills and capacity.
2. Carry out the roles of Academic Lead, Strategic Group Lead, and other leadership roles in Psychology (as required) i.e. sustaining a shared sense of direction for the discipline and a shared participation in the University and Colleges' success through engagement with University and College strategies ensuring decisions are taken forward effectively by all staff they lead enabling, supporting and celebrating individual achievement.
3. Take overall responsibility for the organising and deployment of resources within own areas of responsibility

Person Specification

The candidate is expected to:

1. Be a leading authority in Psychology with an international reputation, as evidenced by research publications, sustained funding as principal investigator and PhD supervision as well as other esteem indicators.
2. Possess in depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.
3. Enthusiasm for contributing to our educational programmes and to the overall student experience and demonstrated excellence in educational activities.
4. Have experience of making significant contribution to the development and clarification of research and or education strategy for their subject area
5. Possess a thorough understanding of institutional management systems and the wider higher education environment, in the UK or abroad, including equal opportunities issues.
6. Have a strong record in attracting research and/or scholarship funding.
7. Have an active and supportive approach to inter-disciplinary and multi-disciplinary research that will help to foster interactions and links both within the University and externally.

Informal Enquiries

Before submitting an application you may wish to discuss the post further by contacting Professor Manuela Barreto, telephone (01392 722674) or email m.barreto@exeter.ac.uk

Terms & Conditions

Our Terms and Conditions of Employment can be viewed [here](#).

Further Information

Please see our [website](#) for further information on working at the University of Exeter.



THE POST

College:	College of Life and Environmental Sciences
Post:	Senior Lecturer (Education and Research) in Social and Organizational Psychology
Reference No:	P13700
Grade:	Grade G
HERA:	SLEC
Reporting To:	Pro Vice Chancellor (PVC), Professor Dan Charman

Job Description

The full job description (role profile) for Senior Lecturer (Education and Research) posts can be found on our website at http://admin.exeter.ac.uk/personnel/academic_paths/academic_paths_tandr.shtml. This summarises the main duties and accountabilities of the post and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility.

Main purpose of the job:

To fulfil research, teaching and administration duties as a senior lecturer in Psychology.

To contribute to extending the education and research profile of Psychology, particularly in the areas of Social and Organizational Psychology.

To contribute to the general operation of the College as a member of its academic team.

Teaching

To develop and deliver undergraduate and postgraduate courses to appropriate academic standards such that:

- Knowledge acquired from research translates to teaching
- Accreditation by professional bodies is obtained where appropriate
- Students are challenged but also tutored and supported with individual care
- Teaching and learning techniques are innovative and inspiring
- Students are supervised appropriately
- Assessment criteria are appropriate, and fairly applied with results fed back to students appropriately
- Module content is continuously reviewed to identify areas for improvement

Research

To conduct independent research and act as principal investigator and project leader, and in so doing:

- Enhance the College's international reputation through research publications of appropriate quantity and quality, and contribute to worldwide debate at national and international conferences, and
- Win research earnings through carefully prepared and successful grant applications as well as identifying potential income-generating programmes and collaborative partnerships.
- To supervise research projects, attracting and managing dedicated research staff and postgraduate research students, and to provide the mentorship to enable staff and students to develop their skills and academic careers.
- To help promote a collegiate working atmosphere and stimulating environment that will attract further research staff of the highest quality as well as good postgraduate research students.
- To contribute to the further and ongoing development of Psychology research at Exeter, in the areas of Social and Organizational Psychology.

General

To contribute to the overall general and academic management in the College by undertaking activities that may be required such as:

1. Developing overall academic content and structure of modules with colleagues
2. Developing ideas for generating income and promoting the College in general and Psychology in particular
3. Supporting admissions processes and procedures
4. Supporting examinations processes and procedures
5. Contributing to the work of College committees
6. Contributing to accreditation and quality control processes
7. Contributing to strategic planning

Person Specification for Senior Lecturer

The successful applicant will have an independent, internationally-recognised research programme that will strengthen and complement existing Exeter strengths. They will be able to demonstrate the following qualities and characteristics:

- A PhD or equivalent qualification/experience in the subject or a closely related discipline
- A strong record in attracting research funding
- Teamwork skills to work in collaboration with existing group members
- An active and supportive approach to inter-disciplinary and multi-disciplinary research that will help to foster interactions and links both within the University and externally with educational bodies, professional institutions, and employers
- The attitude and ability to engage in continuous professional development
- The aptitude to develop familiarity with a variety of strategies to promote and assess learning
- Enthusiasm for delivering undergraduate and postgraduate programmes and demonstrated excellence in these activities
- Proven academic leadership skills
- Be an externally recognised authority in the broader subject area.

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THE POST

College/Service:	College of Life and Environmental Sciences
Post: Psychology	Lecturer (Education and Research) in Social and Organizational Psychology
Reference No:	P13700
Grade:	F
HERA:	LEC
Reporting to:	Pro Vice Chancellor (PVC)

Job Description

Main duties and accountabilities

1. To fulfil research, teaching and administration duties as a lecturer in Psychology.
2. To extend the education and research profile of Psychology, in particular in Social and Organizational Psychology.
3. To collaborate with colleagues both within the College and the University of Exeter as a whole in order to develop and support Psychology's and the College's education and research programmes.
4. To contribute to the general operation of the College as a member of its academic team.

Teaching

To deliver undergraduate and postgraduate courses (as required) to appropriate academic standards such that:

1. Knowledge acquired from research translates to teaching
2. Students are challenged but also tutored and supported with individual care
3. Teaching and learning techniques are innovative and inspiring
4. Students are supervised appropriately
5. Assessment criteria are appropriate, and fairly applied with results fed back to students appropriately
6. Module content is continuously reviewed to identify areas for improvement

Research

1. To conduct independent research and act as principal investigator and project leader, and in so doing:

Enhance the College's international reputation through research publications of appropriate quantity and quality, and contribute to worldwide debate at national and international conferences, and

- Win research earnings through carefully prepared and successful grant applications as well as identifying potential income-generating programmes and collaborative partnerships.
2. To supervise research projects, attracting and managing dedicated research staff and postgraduate research students, and to provide the mentorship to enable staff and students to develop their skills and academic careers.
 3. To help promote a collegiate working atmosphere and stimulating environment that will attract further research staff of the highest quality as well as good postgraduate research students.
 4. To contribute to the further and ongoing development of Psychology research at Exeter in the areas of Social and Organizational Psychology.

General

To contribute to the overall general and academic management in the College by undertaking activities that may be required such as:

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5. Contributing to the work of College committees
6. Contributing to accreditation and quality control processes
7. Contributing to strategic planning

This job description summarises the main duties and accountabilities of the post and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility.

Person Specification

The successful applicant will have an independent research programme that will strengthen and complement the existing team at the University. They will be able to demonstrate the following qualities and characteristics:

1. PhD (or nearing completion) or equivalent in Psychology.
2. Sufficient knowledge of Psychology to develop teaching and research programmes
3. A strong record in attracting research funding, or demonstrable potential to attract such funding.
4. Teamwork skills to work in collaboration with existing group members
5. An active and supportive approach to inter-disciplinary and multi-disciplinary research that will help to foster interactions and links both within the University and externally with other educational bodies, professional institutions and employers
6. The attitude and ability to engage in continuous professional development
7. The aptitude to develop familiarity with a variety of strategies to promote and assess learning
8. Enthusiasm for delivering undergraduate programmes. Where candidates have already been involved in education, demonstrated excellence in these activities.

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