

THE POST

College/Service:	College of Life and Environmental Sciences http://lifesciences.exeter.ac.uk/
Post:	Lecturer in Social and Organisational Psychology (Education and Research)
Reference No:	R46599
Grade:	F
HERA:	LEC
Reporting to:	Dean of College and Head of School

The above full time, permanent post is available immediately in the College of Life and Environmental Sciences.

Job Description

Main duties and accountabilities

1. To fulfil research, teaching and administration duties as a Lecturer in Social and Organisational Psychology.
2. To extend the research profile of Psychology and related areas, especially in the area of Social and Organisational Psychology, attracting and supervising postdoctorate researchers and postgraduate research students.
3. To take a leading role in developing the Social and Organisational MSc course.
4. To collaborate with colleagues both within the College and the University of Exeter as a whole in order to develop and support Psychology research programmes and the College's research programme.
5. To contribute to the general operation of the College as a member of its academic team.

Research

To contribute to enhancing the quality and quantity of Psychology research at Exeter in an area related or complementary to existing research strengths, which include:

- Leadership
 - Organisational behaviour, including group conflict, discrimination, sexual harassment, work-life balance
 - Pro- and anti-social behaviour, including bullying
 - Social identity and health and well-being
 - Sustainability and environmental behaviour
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, managing any dedicated research staff and postgraduate research students, and 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, especially the area of Social and Organisational Psychology.

Teaching

To deliver mainly undergraduate courses 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 and to reflect the education strategy of the discipline, College, and University of Exeter as a whole

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 both 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

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. He/she will be able to demonstrate the following qualities and characteristics:

1. PhD in Psychology or related area
2. Sufficient knowledge related to organisational/industrial/work 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



THE POST

College:	College of Life and Environmental Sciences http://lifesciences.exeter.ac.uk/
Post:	Senior Lecturer in Social and Organisational Psychology (Education and Research)
Reference No:	R46599
Grade:	Grade G
HERA:	SLEC
Reporting To:	Dean of College, Professor Dan Charman

The above full time, permanent post is available immediately in the College of Life and Environmental Sciences.

Job Description

Main duties and accountabilities

1. To fulfil research, teaching and administration duties as a Lecturer in Social and Organisational Psychology.
2. To extend the research profile of Psychology and related areas, especially in the area of Social and Organisational Psychology, attracting and supervising postdoctorate researchers and postgraduate research students.
3. To take a leading role in developing the Social and Organisational MSc course.
4. To collaborate with colleagues both within the College and the University of Exeter as a whole in order to develop and support Psychology research programmes and the College's research programme.
5. To contribute to the general operation of the College as a member of its academic team.

Research

To contribute to enhancing the quality and quantity of Psychology research at Exeter in an area related or complementary to existing research strengths, which include:

- Leadership
 - Organisational behaviour, including group conflict, discrimination, sexual harassment, work-life balance
 - Pro- and anti-social behaviour, including bullying
 - Social identity and health and well-being
 - Sustainability and environmental behaviour
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, managing any dedicated research staff and postgraduate research students, and 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, especially the area of Social and Organisational Psychology.

Teaching

To deliver mainly undergraduate courses 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 and to reflect the education strategy of the discipline, College, and University of Exeter as a whole

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 both 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

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. He/she will be able to demonstrate the following qualities and characteristics:

1. PhD in Psychology or related area
2. Sufficient knowledge related to organisational/industrial/work 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

Person Specification for Senior Lecturer

The successful applicant will have an independent, internationally-recognised research programme in an active field of social and organisational psychology research related or complementary to existing Exeter strengths. He/she will be able to demonstrate the following qualities and characteristics:

- A strong record in attracting research funding, or demonstrable potential to attract such 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
- 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
- A strong record of research grant capture
- Proven academic leadership skills
- Be an externally recognised authority in the broader subject area.

Informal Enquiries

Before submitting an application you may wish to discuss the post further by contacting Mark Levine, e-mail M.Levine@exeter.ac.uk or telephone 01392 72 6448.

Additional Information Relating to the Post

Salary

For appointment at Lecturer level, the starting salary will be from £33,242 up to £37,394 on Grade F, depending on qualifications and experience.

For appointment at Senior Lecturer level, the salary will be from £40,847 up to £47,328 on Grade G. Appointment at Grade G will be subject to additional criteria and role responsibilities as defined in the job description.

Progression beyond point these points is subject to performance in the role.

Hours of work

There are no specific hours of work but staff are required to work such hours as are necessary to carry out the duties associated with the appointment

Annual Leave

The annual leave entitlement for full-time appointments is 41 days per calendar year (pro rata for part-time appointments). For further information see our website <http://www.admin.ex.ac.uk/personnel/leave.shtml>.

For Lecturer: Professional Development Programme

New Lecturers at the University of Exeter are appointed to a Professional Development Programme of up to five years providing for progression to Senior Lecturer (grade G), subject to satisfactory performance. Personal goals and objectives will be agreed with the Dean of College to cover the areas of teaching, research, business and community relations, and administration and a structured programme of professional development will be agreed. Further details about the Professional Development Programme can be found at:

<http://www.exeter.ac.uk/staff/employment/academicroles/youteachandresearch/lecturer/professionaldevelopmentprogrammepdp/> together with details of the appropriate targets at:

To view the Sciences target [click here](#).

For Senior Lecturer: Probation

The appointment will normally be subject to a probationary period of one year.

References & Medical Clearance

All appointments are subject to satisfactory reference and medical checks and individuals will be required to complete a medical assessment form before appointment is confirmed. Applicants should note that the University normally contacts referees for short-listed applicants without further advice to applicants. When advising of referees, if they are resident overseas, please ensure you supply fax numbers and/or email addresses enabling us to contact them (if necessary) without delay.

Right to Work in the United Kingdom

If you do not have the right to work in the UK, this appointment will be subject to the University successfully obtaining a Certificate of Sponsorship under the UK's Points Based System for migrant workers and to you obtaining Entry Clearance/Leave to Remain.

For further information, see the Home Office website at <http://www.ukba.homeoffice.gov.uk/>. In particular you are encouraged to undertake a self assessment of your eligibility to work in the UK using the link to www.ukba.homeoffice.gov.uk/pointscalculator.

Terms & Conditions

The Terms and Conditions of Employment can be viewed on line by visiting <http://www.exeter.ac.uk/staff/employment/conditions/terms/>

Pensions

Membership of the Universities' Superannuation Scheme (USS) is automatic provided that you meet the qualifying criteria for membership. The USS is a contracted-out scheme. USS scheme has two sections: Final Salary and Career Revalued Benefits; which section you will be eligible for will depend on any previous membership of USS. An information leaflet concerning the qualification rules for both the sections is enclosed; more detailed information about the USS scheme structure can be found at www.uss.co.uk. **IF you have been in USS before, you are strongly requested to contact the Pay and Benefits Office as soon as you can so that possible membership of the Final Salary benefits section can be investigated.** The University, as your employer, contributes such sums as will be required to maintain the full benefits of the

scheme. You may opt out of the scheme; if you wish to do so, you should contact the Pay and Benefits Manager, Mrs Alison Rose (01392 263088/email a.j.rose@exeter.ac.uk) for further information. Further information about Pension Salary Exchange is available from the Human Resources website www.admin.exeter.ac.uk/personnel or from the Pensions Office.

Relocation

You may be able to claim relocation expenses in accordance with the University's Relocation Assistance Scheme. The maximum allowance that you can reclaim under the Relocation Assistance Scheme, if eligible, is 10% of salary.

Short-listing Information

We will acknowledge your application by email. The University of Exeter recognises the time and effort taken to apply for a position and will contact you by email to inform you of results of shortlisting

Application Procedure and Interview Information

The closing date for completed applications is **Thursday 11th December**. We expect to hold interviews in January.

Data Protection Act (1998)

The information contained within your application is being requested to enable the University to make employment decisions and meet statutory obligations. Any information provided to the University in this context will be treated confidentially and used only by manager(s), member of the University, Human Resources, Superannuation and Payroll during the course of your employment. Where the application relates to a post which is externally funded this information may be passed onto the relevant funding body.