

SECTION A: THE ROLE	
Job Title:	Lecturer in Zoology,
Institute/Service:	Institute of Science and Environment
Job Grade:	Grade 07
Job Family:	Academic
Job Location:	Carlisle
Responsible To:	Head of Teaching, Learning and Student Experience
Role Purpose:	
<p>To work as part of a team developing and delivering high-quality academic provision in zoology through implementation of teaching and learning, widening participation, continual development of CPD provision and other strategies in order to contribute to the provision of high-quality learning and opportunities and the best possible student experience.</p> <p>To engage in scholarly activity and knowledge transfer activities.</p> <p>A high priority is given to the creation of effective working relationships between you and other contacts in and outside the University as appropriate. The development and maintenance of an effective interface between University administrative / support procedures and processes is a clear organisational requirement. You will at all times operate within established University regulations and procedures and will demonstrate professionalism, technical competence, good interpersonal and networking skills and the ability to work independently as well as within a team.</p> <p>Your principal duties and responsibilities are outlined in the role profile for a Lecturer.</p> <p>However, the business will change, and your obligations will vary and develop. The job description should be seen as a guide and not as a permanent, definitive and exhaustive statement.</p>	

SECTION B: PRINCIPAL DUTIES/KEY OBJECTIVES	
The post holder will:	
1.	Deliver teaching and learning in the general subject area of Zoology, contributing to undergraduate teaching in a range of modules to meet the learning outcomes of the programme and industry professional standards.
2.	Apply innovative and appropriate teaching techniques and skills to promote student application and cognitive development.
3.	Act as a module tutor and personal academic tutor to ensure the provision of high-quality learning opportunities and the best possible student experience.
4.	Engage in subject, professional and pedagogical research as required to support teaching activities and to extend, transform and apply knowledge acquired from scholarship and research to teaching as appropriate.
5.	Support and actively promote the Mission and Values (and associated policies and procedures) of the University.
6.	Contribute to other Programmes of study within the Institute portfolio as appropriate.

Additional Information:

You will on occasions and in line with operational needs:

- Be required to work different hours including at weekends/evenings;
- Be required to travel to other campuses and sites as necessary.

In addition to the duties listed here, you will be required to perform other duties which are assigned from time to time. However, such other duties will be reasonable in relation to the grade.

It is the University's intention that this role description is seen as a guide to the major areas and duties for which the post holder is accountable. However, the business will change and the post holder's obligations will vary and develop. The description should be seen as a guide and not as a permanent, definitive and exhaustive statement.

Our Values:

At the University of Cumbria, our values shape the way we work, our culture and environment.

We are PERSONAL

Individuals are at the heart of what we do, and our culture of belonging recognises and supports every person. As an institution, we have mutual respect for those we work with and for and we care about understanding each other's challenges and helping one another to thrive.

We are PROGRESSIVE

As a university we have a determination to deliver our mission, which keeps us open to opportunities in front of us. We encourage thoughtful and inspirational ideas, and we tackle problems proactively, with optimism, creativity and courage.

We are ENGAGED

As stewards of knowledge and place, it is our privilege to champion the region and advocate for the value of education. The University of Cumbria is welcoming to different perspectives, expertise and experiences and we are committed to building and nurturing strong links with our communities.

Providing an Inclusive Environment:

The University of Cumbria is committed to providing an inclusive environment, where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting and celebrating differences, to ensure that we generate a sense of understanding and belonging.

The university recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias.

We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate, beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Health & Safety Statement

All employees at the University of Cumbria are required to ensure that all duties and responsibilities are discharged in accordance with the University's Health and Safety at Work policy. They should take reasonable care for their own health and safety and that of others who may be affected by what they do or do not do. Employees should correctly use work items provided by the University, including personal protective equipment in accordance with training or instructions.

Job title:	Lecturer in Zoology
Grade:	7
Responsible to:	Head of Teaching, Learning and Student Experience
Job purpose:	<p>To work as part of a team developing and delivering high quality academic provision through implementation of teaching and learning, widening participation and other strategies in order to contribute to the provision of high-quality learning and opportunities and the best possible student experience.</p> <p>To engage in scholarly activity and knowledge transfer activities.</p>
Main duties and key responsibilities:	
Teaching and learning support	<ul style="list-style-type: none"> • Teach as a member of a team in a developing capacity mainly within an established programme of study, with the assistance of a mentor if required • May act as a module leader and /or leader of some minor awards • Teach in a developing capacity in a variety of settings from small group tutorials to large lectures • Transfer knowledge in the form of practical skills, methods and techniques • Identify learning needs of students and define appropriate learning objectives • Ensure that content, methods of delivery and learning materials will meet the defined learning objectives • Develop own teaching materials, methods and approaches with guidance • Develop the skills of applying appropriate approaches to teaching • Challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking • Supervise the work of students, provide advice on study skills and help them with learning problems • Select appropriate assessment instruments and criteria, assess the work and progress of students by reference to the criteria and provide constructive feedback to students • Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback • Undertake examination duties • Participate in course development
Research and scholarship	<ul style="list-style-type: none"> • Reflect on practice and the development of own teaching and learning skills • Continually update knowledge and understanding in field or specialism • Translate knowledge of advances in the subject area into the course of study <p>and/or</p> <ul style="list-style-type: none"> • Conduct individual and collaborative research projects • Write up research work for publication
Communication	<ul style="list-style-type: none"> • Deal with routine communication using a range of media • Communicate complex information, orally, in writing and electronically • Preparing proposals and applications to external bodies, e.g. for funding and accreditation purposes • Communicate material of a specialist or highly technical nature
Liaison and networking	<ul style="list-style-type: none"> • Liaise with colleagues and students • Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration • Join external networks to share information and ideas • Liaise with professional bodies for personal and professional reasons

Managing people	<ul style="list-style-type: none"> • Agree responsibilities • Manage own teaching, scholarly and administrative activities, with guidance if required • Could be expected to supervise students' projects, fieldwork and placements • Act as a mentor for students in capacity of personal tutor
Teamwork	<ul style="list-style-type: none"> • Collaborate with academic colleagues on course development and curriculum changes • Attend and contribute to subject group meetings • Collaborate with colleagues to identify and respond to students' needs • Participate in peer review process
Pastoral care	<ul style="list-style-type: none"> • Use listening, interpersonal and pastoral care skills to deal with sensitive issues concerning students and provide support • Appreciate the needs of individual students and their circumstances • Act as personal tutor, giving first line support • Refer students as appropriate to services providing further help
Initiative, problem solving and decision making	<ul style="list-style-type: none"> • Develop initiative, creativity and judgement in applying appropriate approaches to teaching and learning support and scholarly activities • Respond to pedagogical and practical challenges • Share responsibility in deciding how to deliver modules and assess students • Contribute to collaborative decision making with colleagues on academic content, and on the assessment of students' work
Planning and managing resources	<ul style="list-style-type: none"> • Use teaching resources and facilities as appropriate • Plan and manage own teaching and tutorials as agreed with mentor • Involvement in recruitment activity e.g. open days and interviews
Sensory, physical and emotional demands	<ul style="list-style-type: none"> • Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work and will involve carrying out tasks that require the learning of certain skills • Balance with help the competing pressures of teaching scholarship and administrative demands and deadlines
Work environment	<ul style="list-style-type: none"> • Is required to be aware of the risks in the work environment and their potential impact on their own work and that of others
Expertise	<ul style="list-style-type: none"> • Possess sufficient breadth or depth of specialist knowledge in the discipline to work within established teaching programmes • Engage in continuous professional development • Able to engage the interest and enthusiasm of students and inspire them to learn • Develop familiarity with a variety of strategies to promote and assess learning • Understand equal opportunity issues as they may impact on academic content and issues relating to student need

PERSON SPECIFICATION		
Criteria	Essential/ Desirable	To be identified by:
Qualifications Honours Degree (or equivalent) and/or in a subject relevant to Zoology Higher Degree (or equivalent at least at Masters level) in a subject relevant to Zoology or undertaking one at present Completed or undertaking or willingness to undertake a PhD (or equivalent). Other qualifications Member of a relevant professional body such as the Royal Society of Biology	Essential Essential Essential Desirable	Application Form Application Form Application Form Application Form
Experience & Expertise Possess sufficient breadth and depth of specialist knowledge in the discipline to work within established teaching programmes. Evidence of engagement in continuing professional development. Experience of leading fieldwork, including multiday/residentials Ability to effectively communicate complex information to a range of audiences using appropriate technology. Ability to care for the pastoral needs of students. Effective verbal, written and presentational skills. Ability to work effectively as part of a team or self-directed. Experience of undertaking research and/or knowledge exchange activity within the subject discipline Successful experience of curriculum development within the subject discipline area.	Essential Essential Desirable Essential Essential Essential Desirable Essential Desirable	Application form/ Interview Interview Application form /Interview Application form /Interview Interview Interview Application form/Interview Application form/Interview Application form/Interview
Other Commitment to the strategic plan and values of the University especially in relation to equality of opportunity at work, a healthy and safe working environment and the expected behaviours of an effective leader. Full UK Driving licence (or equivalent) D1 licence or willingness to undertake	Essential Essential Desirable	Interview Interview Interview