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| Last updated: | <date> |

**JOB DESCRIPTION**

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| Post title: | **Lecturer B** | | |
| Standard Occupation Code: (UKVI SOC CODE) | 2311 - Higher education teaching professionals | | |
| School/Department: | Philosophy | | |
| Faculty: | Arts and Humanities | | |
| Career Pathway: | Education, Research and Enterprise (ERE) | Level: | 5 |
| \*ERE category: | Balanced portfolio | | |
| Posts responsible to: | Head of Philosophy | | |
| Posts responsible for: | No direct supervisory responsibility | | |
| Post base: | Office-based | | |

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| Job purpose |
| To teach philosophy at both undergraduate and postgraduate level, to undertake, disseminate and publish research, and to conduct appropriate administrative duties. |

| Key accountabilities/primary responsibilities | | % Time |
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|  | *Research*  The post-holder is expected:   * to develop and pursue individual and/or collaborative research in philosophy. * to disseminate research in peer-reviewed journals and monographs in formats consistent with REF targets and present results at conferences. * to seek external funding for research projects, including larger research projects, and to enhance the Philosophy research culture and its impact through personal initiatives, networking, etc. | 40% |
|  | *Teaching*  The post-holder is expected:   * to contribute to the design and delivery of undergraduate and postgraduate modules in Philosophy. * to supervise undergraduate dissertations, taught postgraduate theses, and doctoral theses. * to set and mark assessments, providing constructive and timely feedback to students. * to provide appropriate advice and support to undergraduate and postgraduate students. | 40% |
|  | *Leadership and management*  The post-holder is expected:   * to contribute to the efficient management and administration of Philosophy by performing administrative duties as allocated by the Head of Philosophy. * to promote Philosophy at Southampton in terms of educational and public outreach. | 20% |

| Internal and external relationships |
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| * Head of Discipline (Philosophy) as line manager responsible for: appraisal; career development; discipline/faculty-wide duties and responsibilities; and individual research profile. * Head of Research (Philosophy) as co-ordinator of Philosophy research and research funding initiatives, * Director of Programmes (Philosophy) as co-ordinator of Philosophy teaching and monitor of teaching quality. * A senior colleague to guide development during probationary period and aid integration into the School of Humanities. |

| Special Requirements |
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| To attend national and international conferences for the purpose of disseminating research results. |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | PhD in Philosophy  Growing national reputation in Philosophy  Track record of development and delivery of teaching at undergraduate level.  Demonstrated success in delivering learning outcomes.  Track record of published research. | Research capable of having impact beyond the academy  Able to teach business ethics and/or in areas that would enhance our PPE programme (e.g. social, political, or economic philosophy) or our new Liberal Arts programme (e.g. philosophy of literature, history, social sciences, etc.) | Application  Application/references  Application/presentation/Interview  Application/presentation/interview  Application/work sample  Application/work sample/presentation/interview  Application/interview |
| Planning and organising | Proven ability to plan and develop a range of high quality research and teaching activities, ensuring plans complement broader research and education strategy.  Able to develop innovative research proposals and attract research funding.  Proven ability to plan, manage, organise and assess own teaching contributions.  Proven ability in the design of course units, curriculum development and new teaching approaches in Philosophy. |  | Application/presentation/  Interview/references  Application/presentation  Interview/references  Application/presentation/  Interview/references  Application/presentation/  interview |
| Problem solving and initiative | Able to handle and analyse complex philosophical problems. |  | Application/work sample/presentation/interview/references |
| Management and teamwork | Proven ability to manage and deliver own modules and contribute to team-taught modules.  Proven ability to support students.  Able to undertake coordinating roles in Philosophy.  Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development. |  | Application/interview/  references  Application/interview/  References  Application/interview/  references  Application/interview/  references |
| Communicating and influencing | Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience.  Track record of presenting research results at group meetings and conferences. | Able to disseminate philosophical research to different types of audience | Application/work sample/presentation/interview  Application/references  Application/interview/  references |
| Other skills and behaviours | Positive attitude to colleagues and students. |  | Application/interview/  references |
| Special requirements | Able to attend national and international conferences to present research results. |  | Application/interview |

**JOB HAZARD ANALYSIS**

**Is this an office-based post?**

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| Yes | If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below. |
| No | If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below.  Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder. |

## - HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

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| **ENVIRONMENTAL EXPOSURES** | **Occasionally**  (<30% of time) | **Frequently**  (30-60% of time) | **Constantly**  (> 60% of time) |
| Outside work |  |  |  |
| Extremes of temperature (eg: fridge/ furnace) |  |  |  |
| ## Potential for exposure to body fluids |  |  |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below: |  |  |  |
| Frequent hand washing |  |  |  |
| Ionising radiation |  |  |  |
| **EQUIPMENT/TOOLS/MACHINES USED** | | | |
| ## Food handling |  |  |  |
| ## Driving university vehicles(eg: car/van/LGV/PCV) |  |  |  |
| ## Use of latex gloves (prohibited unless specific clinical necessity) |  |  |  |
| ## Vibrating tools (eg: strimmers, hammer drill, lawnmowers) |  |  |  |
| **PHYSICAL ABILITIES** | | | |
| Load manual handling |  |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods |  |  |  |
| Repetitive climbing (ie: steps, stools, ladders, stairs) |  |  |  |
| Fine motor grips (eg: pipetting) |  |  |  |
| Gross motor grips |  |  |  |
| Repetitive reaching below shoulder height |  |  |  |
| Repetitive reaching at shoulder height |  |  |  |
| Repetitive reaching above shoulder height |  |  |  |
| **PSYCHOSOCIAL ISSUES** | | | |
| Face to face contact with public |  |  |  |
| Lone working |  |  |  |
| ## Shift work/night work/on call duties |  |  |  |