

Job Description and Person Specification

JOB DESCRIPTION

Post title:	Lecturer in Coastal Engineering		
Standard Occupation Code: (UKVI SOC CODE)	2311 - Higher education teaching professional		
School/Department:	Engineering/Civil, Maritime and Environmental Engineering/Energy and Climate Change Group		
Faculty:	Engineering and Physical Sciences		
Career Pathway:	Education, Research and Enterprise (ERE)	Level:	5
*ERE category:	Balanced portfolio		
Posts responsible to:	Head of Energy and Climate Change Group		
Posts responsible for:	Research staff and postgraduate students within own research programme		
Post base:	Office-based or Non Office-based (see job hazard analysis)		

Job purpose
To undertake research in line with the Group/Department/School research strategy, to teach at undergraduate and postgraduate level, and to undertake leadership, management and engagement activities.

Key accountabilities/primary responsibilities	% Time
<p>1. Research and Enterprise</p> <ul style="list-style-type: none"> • Develop the research activities of the School by sustaining a personal research plan. Manage the application of a range of research methodologies, approaches and techniques appropriate to the type of research personally being pursued. • Establish a national reputation for research and the enhancement of learning and teaching practice by sustaining the regular dissemination of findings through leading peer-reviewed publications, presenting results at conferences, or exhibiting work at other appropriate events. • Plan and develop innovative research proposals, projects and funding bids as self-contained items or as part of a broader programme. • Recruit, obtain funding for and supervise research students. • Carry out management and administrative tasks associated with specified research funding, including risk assessment of project activities, organisation of project meetings and documentation and preparation of annual reports. To oversee and implement procedures required to ensure accurate and timely formal reporting and financial control. 	40 %

Key accountabilities/primary responsibilities	% Time
<p>2. Education</p> <ul style="list-style-type: none"> Support the teaching objectives of the School by managing a range of contributions to its learning and teaching activities. Deliver teaching of the highest quality across a range of modules and to all levels, through lectures, tutorials, practicals and seminars. Directly supervise students, providing expert advice on learning best practice and helping with learning problems, contributing to the enhancement of the student experience at Southampton. Identify the learning needs of students and define learning objectives. Promote the use of appropriate media to support student learning. Set and mark coursework and exams, providing constructive feedback to students. Monitor, evaluate and revise course design to ensure excellence and coherence. Identify areas where current provision is in need of revision or improvement, planning and developing innovative contributions to learning, teaching and assessment methods within the School as appropriate. 	40 %
<p>3. Other Academic Roles</p> <ul style="list-style-type: none"> Contribute to the efficient management and administration of the School by performing personal administrative duties as allocated by the Head and by taking on appropriate School coordination roles. Provide expert advice in own subject area to other staff and students. Any other duties as allocated by the line manager following consultation with the post holder. 	20 %

Internal and external relationships
<p>Member of the School Examination Board and of such School committees relevant to their administrative duties.</p> <p>New appointees will be assigned a senior colleague to guide their development and aid their integration into the School, Faculty and University.</p> <p>Research objectives will be supported by membership of a research group.</p> <p>Teaching and administrative duties will be allocated by the Head of School, within the context of the teaching programmes agreed by the School Learning and Teaching Committee.</p>

Special Requirements
<p>To attend national and international conferences for the purpose of disseminating research results.</p> <p>To be available to participate in residential fieldwork, in the UK or overseas, according to own area of subject specialism.</p> <p>Participation in weekday and weekend recruitment and marketing events such as Outreach activities, UCAS and open days etc.</p>

PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	<p>PhD or equivalent professional qualifications and experience in a relevant engineering discipline.</p> <p>Growing and consistent national reputation in subject areas related to coastal engineering and climate change.</p> <p>Track record of development and delivery of teaching at undergraduate and postgraduate level.</p>	<p>Evidence of collaborative research with related disciplines.</p> <p>Membership of Higher Education Academy.</p> <p>Teaching qualification (PCAP or equivalent).</p> <p>Demonstrated success in delivering learning outcomes.</p> <p>Experience of appropriate technologies and skills for a</p>	Qualifications, quality of application, CV, record of outputs, track record, interview, references.

	<p>Track record of peer reviewed published research.</p> <p>Ability or potential to obtain peer-reviewed funding in their research area.</p> <p>Willingness to work towards a Postgraduate Certificate in Academic Practice (PCAP), or Higher Educational Academy Fellowship (HEA)</p>	<p>research programme that is consistent with the School's research strategy.</p> <p>Experience in developing and delivering teaching programmes associated with the degree programmes offered by the School.</p> <p>Experience of some aspects of Higher Education institution administration.</p> <p>Involvement in national events.</p>	
Planning and organising	<p>Able to develop innovative research proposals and attract research funding.</p> <p>Proven ability to plan, manage, organise and assess own teaching contributions.</p>	<p>Proven ability to plan and develop a range of high-quality research and teaching activities including laboratory and fieldwork as appropriate, ensuring plans complement broader research and education strategy.</p> <p>Proven ability in the design of course units, curriculum development and new teaching approaches in the School.</p> <p>Able to build research/teaching teams.</p>	Application, CV, interview, references.
Problem solving and initiative	<p>Able to identify broad trends to assess deep-rooted and complex issues.</p> <p>Able to apply originality in modifying existing approaches to solve problems.</p>	<p>Ability to advise peers and students on how to deal with analytical problems.</p> <p>Initiative to be at the forefront to make innovations in teaching.</p>	Application, past evidence, interview, references
Management and teamwork	<p>Able to manage, motivate and coordinate own research team, delegating effectively. Able to formulate staff development plans, if appropriate.</p> <p>Proven ability to manage and deliver own course units and team-taught course units.</p> <p>Proven ability to coach and support students/tutorial groups.</p> <p>Able to undertake coordinating role in School/Faculty/University.</p> <p>Able to monitor and manage resources and budgets.</p> <p>Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development.</p>		CV, interview, references
Communicating and influencing	<p>Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience.</p> <p>Track record of presenting research results at group meetings and conferences.</p> <p>Track record of delivering lectures and seminars in courses relating to different aspects of subject area.</p>	<p>Able to provide expert guidance to colleagues in own team, other work areas and institutions to develop understanding and resolve complex problems.</p> <p>Able to communicate complex ideas to all levels of audience using innovative and/or varied aids.</p> <p>Able to engage counselling skills and pastoral care, where appropriate.</p>	Application, CV, track record, interview, references.

	<p>Able to engage counselling skills and pastoral care, where appropriate.</p> <p>Able to persuade and influence at all levels in order to foster and maintain relationships, resolving tensions/ difficulties as they arise.</p>		
Other skills and behaviours	<p>Understanding of relevant Health & Safety issues.</p> <p>Positive attitude to colleagues and students.</p>	The desire to promote links across disciplines and areas within the University of Southampton	Interview.
Special requirements	Able to attend national and international conferences to present research results.	To undertake continuing personal and career development, including completion of Postgraduate Certificate in Academic Practice, probation procedures and performance review, as appropriate.	Past record, interview.

JOB HAZARD ANALYSIS

Is this an office-based post?

<input type="checkbox"/> 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.
<input checked="" type="checkbox"/> 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.

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	Yes		
Lone working	Yes		
## Shift work/night work/on call duties			