

Lecturer

Successful candidates will have a record of excellence which is contributing to the furtherance of knowledge in their discipline, and which is recognised internationally. Candidates must also have a PhD or equivalent research experience and be able to demonstrate a clear trajectory towards achievement at a higher academic level.

Job Description

Please note that this is a generic job description for the position of Lecturer.

Job Family and Grade: Research, Teaching and Enterprise, Grade 7

Job Purpose

To contribute to and enhance the research, teaching and enterprise activities in support of the University Strategy, Creating Better Futures. Together.

Job Duties

Research

- To pursue a personal research programme consistent with the research priorities of the academic area that increases the global visibility and reputation of the University.
- To secure external research funding.
- To supervise and manage research projects.
- To publish the outcomes of research in outlets of international standing.
- To attend and contribute to major international conferences.
- To supervise postgraduate students at Masters and Doctoral levels.
- To collaborate in research initiatives with colleagues both within the University and externally.

Teaching

- To work with colleagues in the School to deliver an exceptional learning environment for students.
- To teach and inspire undergraduate and postgraduate students, and to conduct associated assessments.
- To provide academic and pastoral support to undergraduate and postgraduate students.
- To promote the use of a range of methods and techniques in teaching, learning and assessment.
- To engage in the evaluation and development of modules for which you have responsibility, in terms of content, delivery and assessment.
- To be responsible for the design and content of specific areas of teaching and learning within the School's undergraduate and postgraduate programmes.
- To cooperate with colleagues in the continuous review and development of the School's taught programmes and curriculum.

Enterprise

- To engage with business, public and voluntary organisations through knowledge exchange activities such as student projects and placements, research collaboration, consultancy and specialist training.
- To create social, cultural and economic impact from academic, especially research, activity.
- To secure external funding in support of these activities.
- To seek opportunities for the commercialisation of research and the formation of social enterprises.

Related Activities and Functions

- To work effectively with relevant administrative, technical and academic staff in the academic area and across the University.
- To carry out specific administrative roles and functions as may be reasonably required.
- To take part in and, on occasion, act as chair of one or more School committees.
- To engage in training programmes in the University (e.g. through Staff Development) which are consistent with your needs and aspirations and those of the academic area.
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.
- To engage fully with the annual Performance and Development Review (PDR) process.

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility outlined in the document.

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment, and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff are expected to uphold and actively contribute to the [University's commitment to Equity, Diversity, and Inclusion](#), ensuring that all duties are carried out in alignment with this commitment.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Belonging and Inclusion.

Person Specification

Below you will find the general person specification for a Lecturer role at Loughborough University.

You can view how your application will be assessed on the [academic recruitment campaign website](#) – we strongly encourage you to review this before applying.

Essential Criteria

Area	Criteria
Experience	Evidence of research and/or academic activity in the chosen academic area consistent with the needs of the University.
	Experience of working in a high-quality academic research environment including experience at post-doctoral level.
	Evidence of authoring original work, in the highest quality refereed academic journals.
	Candidates from outside of academia must be able to demonstrate the ability to make the transition to becoming a top academic
Skills and abilities	Ability to develop an original research programme on your own initiative and to persuade others of its importance.
	Ability to identify and develop potential social / cultural / economic impact from professional activity.
	Knowledge of research and enterprise funding opportunities in UK Higher Education (HE) and understanding of how to secure funding.
	A clear trajectory towards achievements at a higher academic level.
	Excellent communication and interpersonal skills which give you the ability to engage with students, colleagues, business and other agencies on a wide variety of matters.
	Ability to work as part of and to lead a team.
Training	Commitment to and evidence of continuing professional development.
Qualifications	Relevant PhD or equivalent research experience.
Other	Uphold and actively contribute to the University's commitment to Equity, Diversity and Inclusion.

Desirable Criteria: These are skills, experience and competencies that are additional extras that may be used to narrow the pool down if we receive a high volume of applications all meeting the essential criteria.

Area	Criteria
Experience	Experience of presenting research work at international conferences
	Experience of teaching and assessment at undergraduate and postgraduate level.
	Experience of successfully supervising the projects of taught and research students or company staff at equivalent levels.
	Experience of work in or in collaboration with the disciplines within the academic area
	Knowledge of the challenges faced in UK HE
Skills and abilities	Ability to take part in module and programme development.
Qualifications	Achieved or progressing towards appropriate professional status

Conditions of Service

The appointment will be subject to the [University's Terms and Conditions of Employment](#) relevant to the job grade for Academic and Related staff. Salary will be on Research, Teaching and Enterprise, Grade 7.

Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and the way we work at Loughborough. The University promotes the values of being **Adventurous, Collaborative, Creative, Authentic** and being **Responsible**. All employees are expected to demonstrate these values in the workplace.

For more information, please refer to our [vision and values](#).

Our Accreditations



We strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a [Bronze Athena SWAN award](#) which recognises the importance of support for women at all stages of their academic career.



We are proud to be a [Race Equality Charter Member](#). The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared themselves with a disability, provided they meet the essential criteria for a role. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.