



## **School of Social Sciences & Humanities Loughborough Law**

### **READER**

**Job Ref: REQ250386**

**As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**

We have recently established Loughborough Law in the School of Social Sciences and Humanities (SSH) and wish to recruit high calibre individuals to be part of this exciting new venture. Loughborough Law aims to be a high profile, high performing department within the University, the higher education sector and internationally, undertaking outstanding research; offering a transformative legal education and student experience, equipping students for diverse career destinations; and supporting staff to thrive in their careers. It is committed to critical and socio-legal education; the promotion of social justice; being a cohesive, supportive community for both staff and students; diversity and inclusion; research intensivity; making interdisciplinary connections in research and teaching; and working collaboratively to make change in the world.

Up to 10 posts are available at Lecturer/Senior Lecturer/Reader levels, to commence during the 2025/26 academic year. The majority of these posts will be based on the Loughborough campus in the East Midlands. Some posts may be based at the Loughborough University London campus on the QEII Olympic Park site (where the LLM programme is taught), or may require teaching on both the East Midlands and London campuses. Candidates with any area of focus may apply, but the department has particular needs for specialists bringing critical perspectives to public law, property/land law, EU law/transnational legal regimes, company and commercial law, law and technology, environmental law and sports law.

Successful candidates will be able to demonstrate a substantial track record of high-quality teaching and a sustained and continuing record of research excellence which has contributed to the furtherance of knowledge in your discipline and is recognised in a well- established and high-profile international reputation. Evidence of academic leadership and a PhD or equivalent research experience are also essential. Candidates must also be able to demonstrate a clear trajectory towards achievement at a higher academic level, as well as a capacity to work collectively to build Loughborough Law's new programmes and modules in accordance with the department's ethos.

Staff from under-represented groups in higher education and the law discipline, including those from racialised minorities, who have a physical or invisible disability, or are neurodivergent, are particularly encouraged to apply. The University is a Disability Confident employer, a member of the Stonewall Diversity Champion Scheme and holds Race Equality Charter and Athena SWAN bronze awards.

### **Job Description**

#### **Job Grade**

Research, Teaching and Enterprise Grade 8

#### **Job Purpose**

To take a leading role in developing and enhancing the research, teaching and enterprise activities of the School in support of the University Strategy, Creating Better Futures. Together.

To engage personally with those activities, adding to the School's international reputation.

## **Job Duties**

### ***Academic Leadership***

- To pursue excellence in research, teaching and enterprise and to inspire others to do the same.
- To lead and participate in internal and external networks to foster collaboration and to promote the School and the University, nationally and internationally.
- To monitor the external environment and ensure that the School and University capitalise on emerging opportunities and to review the scope of current academic provision.

### ***Research***

- To pursue a personal research programme consistent with the research priorities of the School increasing 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 the organisation of major international conferences.
- To supervise postgraduate students at Masters and/or Doctoral levels.
- To initiate, lead and collaborate in research initiatives with colleagues both within the School and externally.
- To initiate, lead and collaborate in research initiatives with other HEIs and other relevant bodies.

### ***Teaching***

- To lead colleagues in the school in a developing capacity to deliver an exceptional learning environment for students.
- To teach and inspire undergraduate and/or postgraduate students and to conduct associated assessments.
- To provide academic and pastoral support to undergraduate and/or postgraduate students.
- To promote the use of a range of methods and techniques in teaching, learning and assessment.
- To engage in the development and evaluation 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/or postgraduate programmes.
- To lead colleagues in the continuous review and development of the School's taught programmes and the curriculum.

### ***Enterprise***

- To initiate and lead engagement 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 impacts 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 School 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 of the School's 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 School.
- 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 entailed

## 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 should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

## Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application.

Stages of assessment are as follows:

- 1 – Application
- 2 –Presentation
- 3 – Interview

### Essential Criteria

Area	Criteria	Stage
Experience	Evidence of academic leadership, e.g. project management, leading collaborations, managing staff and/or managing budgets.	1,3
	A sustained and continuing record of excellence which has contributed to the furtherance of critical, socio-legal knowledge within their field and is recognised by an established international reputation in that field.	1, 3
	Experience of working in an internationally recognised academic research environment, including significant experience at post- doctoral or equivalent level.	1
	Evidence of authoring a substantial body of original work of the highest quality in refereed academic journals as judged against international norms.	1
	Significant experience of successfully supervising the projects of taught and/or research students.	1,3
	Experience of presenting research work at international conferences, and of public engagement.	1, 3
	Substantial experience of research-led teaching and assessment at undergraduate and/or postgraduate level and of curriculum development.	1,3
	Candidates from outside of academia must be able to demonstrate the ability to make the transition to becoming a top academic	1,2,3
Skills and abilities	Demonstrated ability to develop a major original research programme on your own initiative and to persuade others of its importance orally and on paper.	2,3
	Demonstrated ability to develop substantial research and/or enterprise projects fundable from external sources.	1,3
	Demonstrated ability to create social / cultural / economic impacts from professional activity.	2,3
	Demonstrated ability to develop the relationship between law and social justice in research and teaching	1, 2, 3
	A clear trajectory towards achievements at a higher academic level	1, 2, 3

	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.	1,2,3
	Capacity to work collectively to build and lead Loughborough Law's programmes, modules and profile in accordance with the Department's ethos	2,3
	Excellent IT skills.	2
Training	Commitment to and evidence of continuing professional development.	1,3
Qualifications	Relevant PhD or equivalent professional (including academic) experience.	1
Other	Commitment to observing the University's Equal Opportunities policy at all times.	1,3

### Desirable Criteria

Area	Criteria	Stage
Experience	Experience in commercial exploitation of products / services or formation of social enterprises. (1,3)	1,3
	Experience of work in or in collaboration with other disciplines within the School or the University	1
Skills and abilities	A sound understanding of the structure of universities and issues facing the UK higher education sector, for example: <ul style="list-style-type: none"> <li>Research funding opportunities in UK HE.</li> <li>The challenges faced in recruiting students to UK HE.</li> </ul>	1,2,3
Qualifications	Senior Fellow of the Higher Education Academy	1

### Conditions of Service

The position full time and open ended. Salary will be on Research, Teaching and Enterprise and Grade 8, £66,537 - £74,865 per annum, at a starting salary to be confirmed on offer of appointment. Subject to annual pay award, in exceptional circumstances the University may offer a market supplement of up to 10% of the maximum salary quoted per annum.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available [here](#).

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available [here](#))

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus.