

## LECTURER IN SPORT AND/OR EXERCISE REHABILITATION

Full-time (1 FTE, 37 hours per week); Open-ended contract

Job Ref: REQ250549

### School Summary:

Internationally recognised for its contribution to the study of sport, exercise and health, the School has wide-ranging expertise, encompassing such diverse areas as biomechanics, medicine, molecular and cellular biology, nutrition, pedagogy, psychology, physiology, sociology, economics and sport management.

The School has an active and ambitious plan to grow capacity and influence through developments as part of the National Centre for Sport and Exercise Medicine, Loughborough in London, and StemLab.

The School is extremely proud to hold an [Athena Swan Silver Award](#) since 2013, recognising the commitment and work of the School in addressing gender inequalities in Science and to improving career progress for female academics. The School is committed to ensuring that female students and staff are able to achieve their full potential; and provides a flexible and open working culture to enable staff to maintain a work-life balance.

We support our Athena SWAN initiatives by investing in:

- Bespoke leadership programmes to encourage and build confidence in women to take leadership roles.
- Working lunches where needed to enable meetings to be held between 10am and 4pm (as per our Silver Action Plan).
- Monthly coffee mornings which provide opportunities for networking and developing a sense of community within the School.

We also welcome applications from those who are looking to work part-time.

### Research and Innovation

Research and Innovation within the School is characterised by excellence and breadth, and its quality was recognised in the 2021 Research Excellence Framework where Loughborough University ranked top for research power (GPA x volume) in Sport and Exercise Sciences, Leisure and Tourism. Loughborough University has also placed Number 1 in the QS world ranking for sport-related subjects for nine consecutive years (2017-2025, every year since the category was introduced). A broad range of social and natural sciences contribute to the School's research and innovation activity which is organised within three overlapping themes:

- **Sport performance**, understanding and supporting the enhancement of athletes' performance in competitive sport;
- **Lifestyle for health and well-being**, encompassing research across several disciplines with the common goal of facilitating healthy living and ageing across the lifespan; and
- **Sport, Business and Society**, exploring how individuals, communities and organisations engage with and facilitate sport and exercise opportunities.

The School's research themes articulate in particular with the Sport and Exercise Beacon and the Health and Wellbeing Global Challenge which are key elements of the University's [CALIBRE](#) (Collective Ambition at Loughborough for Building Research Excellence) framework.

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 of the School of Sport, Exercise and Health Sciences in the area of Rehabilitation 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 School 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 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 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 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 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 at all times.

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

### **Organisational Responsibility**

Reports to the Dean of School.

## Person Specification

Your application will be assessed based on the essential and desirable criteria listed below.

Applicants are strongly encouraged to explicitly demonstrate how they meet each essential (and desirable) criteria at the application stage. The criteria that you need to demonstrate in your application will be listed as Stage 1 in the table below.

Stages of assessment are as follows:

- 1 – Criteria measured at Application
- 2 – Criteria measured at Test/Assessment Centre/Presentation
- 3 - Criteria measured at Interview

### Essential Criteria

Area	Criteria	Stage
Experience	Evidence of research and/or academic activity in Rehabilitation consistent with the needs of the School of Sport, Exercise and Health Sciences.	1
	Experience of working in a high-quality academic research environment including experience at post-doctoral level.	1
	Evidence of authoring original work, in the highest quality refereed academic journals.	1
	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	Ability to develop an original research programme on your own initiative and to persuade others of its importance.	2,3
	Ability to identify and develop potential social / cultural / economic impact from professional activity.	2,3
	Knowledge of research and enterprise funding opportunities in UK Higher Education (HE) and understanding of how to secure funding.	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
	Ability to work as part of and to lead a team.	2,3
Training	Commitment to and evidence of continuing professional development.	1,3
Qualifications	Relevant PhD or equivalent research experience.	1
Other	Uphold and actively contribute to the University's commitment to Equity, Diversity and Inclusion.	1,3

**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	Stage
Experience	Experience of presenting research work at international conferences.	1
	Experience of teaching and assessment at undergraduate and postgraduate level.	1,3

	Experience of successfully supervising the projects of taught and research students or company staff at equivalent levels.	1,3
	Experience of work in or in collaboration with the disciplines within the School.	1
	Knowledge of the challenges faced in UK HE.	1
Skills and abilities	Ability to take part in module and programme development.	3
Qualifications	Achieved or progressing towards appropriate professional status.	1

## Conditions of Service

This full-time post is offered on an open-ended contract within the *Research, Teaching and Enterprise* job family at Grade 7 (£46,735 - £55,755 per annum), starting salary to be agreed on offer of appointment.

The appointment will be subject to the University's normal [Terms and Conditions of Employment](#) for staff on Grade 6 and above.

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

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 at: [Childcare Support](#)).

## 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.**