

## 1 Advertisement

**Post Title: Lecturer/Senior Lecturer in International Relations (Education & Research).**

**School/department:** School of Global Studies/Department of International Relations

**Hours:** Full time or part time hours considered up to a maximum of 1.0 FTE. Requests for [flexible working](#) options will be considered (subject to business need).

**Location:** Brighton, United Kingdom

**Contract:** Permanent

**Reference:** 10140

**Salary:** starting at £43,414 to £51,805 per annum for Lecturer B, and £53,353 to £61,823 for Senior Lecturer, pro rata if part time

**Placed on:** 14 November 2022

**Closing date:** 16 January 2023. Applications must be received by midnight of the closing date.

**Expected interview date:** ASAP

**Expected start date:** 01 September 2023

The School of Global Studies at the University of Sussex invites applications for a lectureship/senior lectureship in International Relations.

We are looking for an excellent teacher with high-quality and cutting-edge research in International Relations. We are particularly interested in candidates with expertise in:

- International Theory.

The successful candidate will normally possess a doctorate in International Relations or cognate discipline and show clear evidence of teaching experience and academic publications.

Please contact the Head of International Relations, Professor Kevin Gray ([k.gray@sussex.ac.uk](mailto:k.gray@sussex.ac.uk)) for informal enquiries.

*Please note that this position may be subject to [ATAS clearance](#) if you require visa sponsorship.*

For full details and how to apply see our [vacancies page](#)

*The University of Sussex values the diversity of its staff and students and we welcome applicants from all backgrounds.*

## **2. The School / Division**

The School of Global Studies was established in 2009 and is one of the UK's leading centres of excellence for teaching, research and debate on the global challenges of our times. With around 100 academic faculty, a thriving doctoral programme, postdoctoral and visiting researchers, the School is large enough to create a diverse interdisciplinary research environment, while maintaining a close and supportive community for its staff and students. The School has a strong research culture and excelled in the 2021 Research Excellence Framework. With an annual intake of around 400 students taking undergraduate degrees in Anthropology, Geography, International Relations and International Development, almost 400 Masters students and more than 100 PhD students, the School is a hub of interdisciplinary learning. Many of these students study International Relations, either as single or joint honours undergraduate studies, by taking one of our elective and interdisciplinary optional modules, our MA and MSc courses, or by joining our doctoral training programme. These programmes draw on the School's areas of research excellence, including global inequalities and global justice, climate and environmental change, war and peace, global health and financial crises, intolerance and discrimination.

The School fosters the global engagement of students and staff, including through a network of partnerships with international centres of excellence in research and teaching, public bodies and the private sector. Our faculty, staff and students engage locally with schools, local authorities and community organisations interested in applying global insights to local problems. We are committed to an approach to the creation and exchange of knowledge that is aimed at generating understanding for a better world for all. We pride ourselves on our pioneering work that seeks to facilitate change and to challenge and transform the structures of inequality. Our community brings together researchers and scholars working at the interface between disciplines, spanning the arts, sciences and social sciences.

More information can be found at: <http://www.sussex.ac.uk/global/>

### **The Department of International Relations**

The Department of International Relations at Sussex is one of the leading IR departments in the UK. In the 2021 Research Excellence Framework (REF) Sussex IR was second highest ranked IR department in the country with 91% of our work assessed as internationally excellent. In 2015 Sussex IR celebrated its 50th anniversary and a major conference was held to celebrate its contribution to the development of the discipline.

IR at Sussex has gained an enviable reputation for its original, critical, historical and interdisciplinary approaches to the study of societies, economies and political structures in the transnational age. A thriving community of doctoral students contributes to this research, and to the lively intellectual debate that is a characteristic of the Department. There are currently 32 members of faculty in IR at Sussex. Our student body comprises some 25 Doctoral candidates, around 130 Masters students, and approximately 500 Undergraduate students on our various single and joint honours programmes.

Please find further information regarding the Department at <http://www.sussex.ac.uk/ir/>

### 3. Job Description

Job Description for the post of: Lecturer/Senior Lecturer in International Relations

**Department:** International Relations

**Section/Unit/School:** Global Studies

**Location:** Arts C

**Grade:** Lecturer B/Senior Lecturer (Research and Education Focused), Grade 8/9

**Responsible to:** Head of School

**Responsible for:** N/A

#### **Role Description:**

- **Lecturer B** is a career-grade teaching and research position. Post-holders will be expected to take full responsibility for the design, management and delivery of their own teaching, be able to demonstrate an established research portfolio, and a growing reputation in their field of study. They will also be expected to provide support and guidance to less experienced members of staff.
- **Senior Lecturer** is a senior career-grade teaching and research position. You will be expected to show academic leadership in both teaching and research, and to support the management and strategic planning processes of the School and the University.

#### **4. Person Specification (Lecturer B).**

##### **PRINCIPAL ACCOUNTABILITIES**

1. To design and deliver high-quality teaching programmes that are attractive to students.
2. To engage in individual and collaborative research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence, and to obtain research funding and/or knowledge exchange income as appropriate to the discipline.
3. To contribute fully to the School and University by playing a significant role in working groups, committees, and other School and University activities.

##### **KEY RESPONSIBILITIES**

###### **1. Teaching & Student Support**

- 1.1 Engage in the planning, delivery and assessment of innovative high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.
- 1.2 Identify, design, develop and manage new curriculum proposals that are attractive to students.
- 1.3 Develop high-quality inclusive teaching materials, methods and approaches, take responsibility for their quality, and ensure that they meet defined learning objectives.
- 1.4 Ensure that teaching materials remain up-to-date and relevant, incorporating advances in the subject area into the course of study, and utilising appropriate technology.
- 1.5 Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria, and provide constructive and comprehensive feedback to students.
- 1.6 Undertake continuous professional development to maintain an understanding of appropriate pedagogy in the subject area.
- 1.7 Supervise the work of undergraduate and taught postgraduate students, providing advice on study skills.
- 1.8 Contribute to the accreditation of courses and quality-control processes.
- 1.9 Undertake and complete administrative duties required in the professional delivery of teaching.
- 1.10 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- 1.11 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

## **2. Research, Scholarship & Enterprise**

- 2.1 Contribute to School research strategy and themes.
- 2.2 Develop research objectives and proposals for own or joint research.
- 2.3 Conduct research projects individually and in collaboration with others.
- 2.4 Assess, interpret and evaluate outcomes of research, and develop ideas for their application.
- 2.5 Produce high-quality research outputs that have impact in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the School's REF submission at acceptable levels of volume and academic excellence.
- 2.6 Lead small research projects and/or identified parts of a larger project, including supervising the work of others and managing or monitoring a research budget, if appropriate.
- 2.7 Make presentations at conferences, or exhibit work in other appropriate events, and identify ways to disseminate research outputs informally via the internet, the media, and other forms of public engagement.
- 2.8 Identify sources of funding and secure or contribute to the process of securing bids.
- 2.9 Identify and secure opportunities for enterprise activity, knowledge exchange income and/or consultancy.
- 2.10 Actively build internal and external contacts, and play a key role in internal networks and relevant external networks in order to, for example, identify sources of funding, secure student placements, and build relationships for future activities.
- 2.11 Supervise doctoral students as part of a supervision team.
- 2.12 Contribute to a relevant national professional body or recognised events.
- 2.13 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
- 2.14 Conduct risk assessments, and take responsibility for the health and safety of others, if required.

## **3. Contribution to School & University**

- 3.1 Attend and contribute to School meetings.
- 3.2 Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- 3.3 Assist with undergraduate and postgraduate recruitment.
- 3.4 Play a key role in School or University working groups or committees, as required.

- 3.5 Advise and provide support to less experienced colleagues.
- 3.6 Undertake additional administrative duties, as required by the Head of School.

#### **4. Role-specific duties**

- 4.1 An ability to develop, convene and teach a range of BA and MA modules covering International Relations – with a critical focus on international theory.
- 4.2 An ability to develop, conduct and publish high quality research in the field of International Relations.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

#### **INDICATIVE PERFORMANCE CRITERIA**

- A record of development of new modules/groups of modules, course or significant components of schemes of study or CPD courses.
- Proven and sustained track record of successful teaching at the levels appropriate for the post.
- A high standard of teaching performance as judged by standard evaluation methods.
- Evidence of using feedback information from a range of sources to improve the student experience.
- Evidence of using knowledge arising from research and scholarship to enhance teaching and curriculum development.
- Evidence of engagement in advising students and proactively responding to student problems.
- Regular published output of original research at international level (refereed journal papers, monographs, book chapters, textbooks).
- Other evidence of original research contributions to the field, such as through invited conference contributions, membership of editorial panels etc.
- Evidence of successful postgraduate masters and doctoral research supervision i.e. to completion.
- Sustained success in obtaining competitively awarded research grants and contracts, and knowledge exchange income.
- Involvement in the creation, transfer and use of the results of research through a range of knowledge exchange activities.
- Success in transferring research results to commercial, professional, public sector or other practical use.

- Evidence of contributions to a relevant national professional body or recognised event.

## **PERSON SPECIFICATION**

### **ESSENTIAL CRITERIA**

1. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).
2. Excellent interpersonal skills, with the ability to engage with students using a variety of different methods.
3. Experience of teaching at undergraduate and taught postgraduate level.
4. Evidence of significant independent contribution to the design and execution of research.
5. An emerging track record of publications in reputable journals and other appropriate media of similar standing.
6. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
7. Ability to work individually on own initiative and without close supervision, and as part of a team.
8. Ability to exercise a degree of innovation and creative problem-solving.
9. Excellent organisational and administrative skills.
10. Ability to prioritise and meet deadlines.
11. A willingness to participate in support activities beyond normal classroom duties.
12. Excellent IT skills, with the ability to produce high-quality learning support materials.

### **ESSENTIAL ROLE-SPECIFIC CRITERIA**

1. Evidence of expertise in International Relations with a focus on international theory.
2. Evidence of the potential to deliver excellent teaching at undergraduate and postgraduate levels.
3. Evidence of high-quality original research.

### **DESIRABLE CRITERIA**

1. Experience of successful curriculum design or re-design.

2. A recognised higher education teaching qualification.
3. Experience of generating research or knowledge exchange income.
4. Experience of supervising postgraduate research students.



## **Person Specification (Senior Lecturer)**

### **KEY RESPONSIBILITIES**

#### **1. Teaching & Student Support**

- 1.1 Lead the innovative design, development and delivery of a range of programmes of study at various levels.
- 1.2 Ensure that course design and delivery comply with the University quality standard and regulations, and take responsibility for the quality of programme units.
- 1.3 Regularly review and update course content and teaching materials, ensuring that they remain up-to-date and relevant, incorporating advances in the subject area and utilising appropriate technology.
- 1.4 Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.
- 1.5 Actively maintain an understanding of appropriate pedagogy in the subject area.
- 1.6 Provide academic leadership to those working within programme areas, e.g. as a course leader.
- 1.7 Supervise taught postgraduate students, providing advice on study skills.
- 1.8 Undertake and complete administrative duties required in the professional delivery of teaching.
- 1.9 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- 1.10 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

#### **2. Research, Scholarship & Enterprise**

- 2.1 Contribute to the development of School research strategies and themes.

- 2.2 Identify and develop research objectives, and proposals for own or joint research.
- 2.3 Carry out independent research and act as a Principal Investigator or project leader on major research projects. This may involve leading and line-managing the staff including their recruitment, probation, mentoring, performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme.
- 2.4 Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.
- 2.5 Develop proposals for major research projects which will make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.
- 2.6 Produce high-quality research outputs that have significant impact in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and make a significant contribution to the School's REF submission at acceptable levels of volume and academic excellence.
- 2.7 Make presentations at national or international conferences or exhibit work in other appropriate events of a similar standing, and identify ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.
- 2.8 Develop and maintain an independent research reputation by, for example, serving on peer review committees, and acting as a referee for journal articles and research grant applications.
- 2.9 Contribute to the internal management of the REF assessment exercise.
- 2.10 Provide academic leadership to those working within relevant research areas.
- 2.11 Play an influential role in identifying sources of funding and secure and/or contribute to the process of securing bids.
- 2.12 Play a leading role in identifying and securing opportunities for enterprise activity, knowledge exchange income and/or consultancy.

- 2.13 Actively build internal and external contacts, and play a key role in internal networks and relevant external networks in order to, for example, identify sources of funding, secure student placements, and build relationships for future activities.
- 2.14 Develop links with external contacts such as other educational bodies, businesses, the public sector, and professional bodies to foster collaboration and potentially generate a source of income.
- 2.15 Play a role in a relevant national professional body or recognised events.
- 2.16 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
- 2.17 Conduct risk assessments and take responsibility for the health and safety of others, if required.

### **3. Contribution to School & University**

- 3.1 Attend and contribute to School meetings.
- 3.2 Contribute to the overall management of the School in areas such as budget management and business planning, as required.
- 3.3 Contribute to School-level strategic planning, and University-level strategic planning processes if required.
- 3.4 Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- 3.5 Assist with undergraduate and postgraduate recruitment.
- 3.6 Chair and/or play a key role in School or University working groups or committees, as required.
- 3.7 Undertake an administrative or organisational role within the School e.g. Library Representative, Year Tutor, Exam Board Chair, or personal/academic tutoring.
- 3.8 Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, as required.

3.9 Undertake additional administrative duties, as required by the Head of School.

#### **4. Role-specific duties**

4.1 An ability to develop, convene and teach a range of BA and MA modules covering international relations – with a critical focus on international theory.

4.2 An ability to develop, conduct and publish high quality research in the field of International Relations.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

#### **INDICATIVE PERFORMANCE CRITERIA**

- Evidence of novel or innovative approaches to teaching supervision or assessment, including appropriate uses of technology.
- Sustained high-quality teaching across both undergraduate and postgraduate portfolios, as evidenced by surveys, questionnaires and peer review.
- Evidence of the integration of research, scholarship and professional practice with teaching activities.
- Regular published output of original research, with a significant proportion at international level (referred journal papers, monographs, book chapters, textbooks).
- Responsible for leading and managing a major research group.
- Sustained success in obtaining competitively awarded research and knowledge exchange grants and contracts, with evidence of leadership in securing such awards (for example, as Principal Investigator).
- A successful track record of completed postgraduate research supervision at MPhil and DPhil level.
- Significant involvement in knowledge creation and transfer in conjunction with partner organisations in industry, commerce, government or NGOs. This could be in the form of externally funded research, knowledge exchange and/or consultancy.

- Evidence of external profile, such as membership of professional body, editorial board or similar.
- Successful prosecution of a major task which facilitates School or organisational unit performance or business.
- Evidence of a capacity to contribute creatively and constructively to the management of School business.
- Evidence of successful management of more junior and/or support staff where such opportunities exist.
- Responsible and effective involvement in the broader arena of the School and/or University including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues.

## **PERSON SPECIFICATION**

### **ESSENTIAL CRITERIA**

1. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).
2. Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.
3. Significant experience of high-quality teaching at undergraduate and postgraduate level.
4. Experience of successful curriculum design or re-design.
5. Ability to lead and manage a major research programme.
6. Track record of significant and high-quality publications in reputable journals and other appropriate media of similar standing.
7. Successful track record of generating research and knowledge exchange income, and the translation of research results into practice.

8. Significant experience of supervising postgraduate students.
9. An emerging international reputation in the field of study.
10. Evidence of proactive contribution to School and/or University.
11. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
12. Leadership and people management skills.
13. Ability to exercise a high degree of innovation and creative problem-solving.
14. Excellent organisational and administrative skills.
15. Ability to prioritise and meet deadlines.
16. A willingness to participate in support activities beyond normal teaching duties.
17. Excellent IT skills, with the ability to produce high-quality learning support materials.

#### **ESSENTIAL ROLE-SPECIFIC CRITERIA**

1. Evidence of expertise in International Relations, with a focus on international theory.
2. Evidence of the potential to deliver excellent teaching at undergraduate and postgraduate levels.
3. Evidence of high-quality original research.