happy to talk flexible working

1.   Advertisement

Post Title: Senior Lecturer in Occupational and Organisational Psychology
School/department: University of Sussex Business School / Management
Hours: Full time hours considered up to a maximum of 1 FTE. Requests for flexible working options will be considered (subject to business need).
Contract: Permanent
Reference: 8509
Salary: Starting at £51,799 to £60,022 per annum
Placed on: 29 April 2022
Closing date: 24 May 2022Applications must be received by midnight of the closing date.
Expected Interview date: TBC
Expected start date: 01 September 2022

The Department of Management is looking to recruit a full-time faculty member at Senior Lecturer level to contribute to our MSc Occupational and Organizational Psychology programme (being jointly run with Psychology), and to contribute to research and scholarship in this field.

The successful candidate will be part of a growing and enthusiastic team of academics with specialisms in occupational psychology, social psychology, decision making, and organisational behaviour. Candidates who have achieved (or are working towards) chartered status with the British Psychological Society (BPS), or equivalent, and/or are registered with the Health and Care Professions Council (HCPC), and/or are full members of the BPS Division of Occupational Psychology, will be viewed especially favourably. Expertise in the areas of work design, training, workplace learning, and coaching is also highly desirable.

The successful candidate will be a research active academic who enjoys working in a dynamic, multidisciplinary environment. Their research profile should reflect the rank for which they are applying.

Candidates who apply for a Senior Lectureship position are expected to have a strong research track record in terms of publications in internationally-rated journals at the level of ABS 3, 4, and 4*. In addition to publications, the applicant should demonstrate success in research income generation and should be actively involved in activities aiming to generate external funding and demonstrate impact on policy and practice.

The successful applicant needs to demonstrate an enthusiasm for teaching and for collaborating with colleagues to help to develop the discipline of occupational and organisational psychology at Sussex. They are expected to develop new modules, assist in the professional and academic development and mentoring of students, and will enrich our teaching portfolios by drawing upon their research and/or professional practice.

The successful candidate will be encouraged to develop innovative research and teaching strands (in line with the Sussex ethos), and can expect to enjoy protected research time (see below), a range of opportunities to secure internal research funds and support, and a wide range of teaching and development training. There are a number of relevant research groups that the successful candidate will be welcome to join within both the Business School (e.g. Future of Work hub) and School of Psychology (e.g. Social and Applied Psychology research group) and across faculties (e.g. the interdisciplinary Sussex Kindness Research network).

Informal enquiries may be made with the Head of Department, Dr Benjamin Everly (b.everly@sussex.ac.uk) or the MSc Occupational and Organisational Psychology Course Director, Dr Emma Russell (emma.russell@sussex.ac.uk).

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The University of Sussex is committed to equality of opportunity.
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.

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2.   The School / Division

The University of Sussex Business School is a unique research and teaching focused interdisciplinary school, which takes a strong policy-directed view on business practices while also developing the underlying core disciplines. It includes the Department of Accounting and Finance, the Department of Strategy and Marketing, the Department of Management, the Department of Economics, and the Science Policy Research Unit (SPRU).

With such excellent foundations the University of Sussex Business School offers something distinctive and special to the future of business and management research and education in the UK and beyond. It is exceptionally well placed to provide leadership in the development and dissemination of sustainable business and management practice, informed by sound economic logic.

3.   The Department of Management

The Department of Management, founded in 2018, currently encompasses over 25 research-active faculty members, plus over 13 faculty specialising in education and scholarship. The Department comprises two subject groups (Operations and Technology Management; Organisational Behaviour and Human Resource Management) and a number of cross-disciplinary research groups (please see details at – https://www.sussex.ac.uk/business-school/management/research).

The Department currently hosts one undergraduate and four postgraduate programmes entirely within the department, and several more degree programmes are offered jointly with other Departments in the School and the University – including the MSc in Occupational and Organizational Psychology. Successful candidates will be expected to contribute to modules in a range of degree programmes, as appropriate for their discipline. We have a workload planning model, which protects research time, and is used to allocate teaching fairly across our faculty. The Department attracts students from all over the world, enhancing the cultural dimension of the learning experience. We also have many international links, collaborating with universities around the globe.

CORE JOB DESCRIPTION

Job Title:	Senior Lecturer in Occupational and Organisational Psychology
Grade:	Grade 9
School:	Business School
Location:	Jubilee
Responsible to:	Dean of School
Direct reports:	Head of Department
Key contacts:	Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.
Role description:	Senior Lecturer is a senior career-grade teaching and research position. Post-holders 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.

PRINCIPAL ACCOUNTABILITIES

1. To provide academic leadership in the design and delivery of high-quality teaching programmes, in particular the MSc Occupational and Organizational Psychology programme

2. To engage in high-quality research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence; to lead research projects or research initiatives in the School; to secure research funding and third-stream income; and to contribute to the School's research strategy.

3. To support the management activities of the School and University, and undertake a key role in School or University working groups or committees, as required.

KEY RESPONSIBILITIES

1. Teaching & Student Support

2.1 Lead the innovative design, development and delivery of a range of programmes of study at various levels.

2.2 Ensure that course design and delivery comply with the University quality standard and regulations, and take responsibility for the quality of programme units.

2.3   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.

2.4   Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.

2.5   Actively maintain an understanding of appropriate pedagogy in the subject area.

2.6   Provide academic leadership to those working within programme areas, e.g. as a course leader.

2.7   Supervise taught postgraduate students, providing advice on study skills.

2.8   Undertake and complete administrative duties required in the professional delivery of teaching.

2.9   Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.

2.10   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.

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, text books).

- 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.

18. Evidence of professional practice within the field of occupational, organisational, industrial, work or business Psychology, preferably demonstrated in their chartered status (or working towards this) with the BPS (or equivalent), registration as a Psychologist with the HCPC, and/or membership of the BPS Division of Occupational Psychology.