

## Senior Lecturer in Midwifery *Candidate Brief*

<b>Job reference:</b>	3762
<b>Location:</b>	York, UK
<b>Based at:</b>	Heslington West
<b>Department:</b>	Health Sciences
<b>Closing date:</b>	28 August 2014
<b>Interview date:</b>	17 October 2014



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## 1. Introduction

The Department of Health Sciences at York is a large and successful provider of healthcare education and research. The Department is committed to building on its strong reputation as a centre of academic excellence, generating research and educational opportunities of the highest quality. Meaningful partnerships with practitioners, service providers and other external agencies are central to the successful achievement of our vision. We expect our academic staff to be active in these collaborations, seeking to enable improvement in practice through our range of educational and research programmes.

## 2. The Department

The Department of Health Sciences is a large, vibrant, multidisciplinary Department with a strong and growing research reputation and a broad range of educational programmes in the health and social care field. Our central aim is excellence in teaching and research, and contributing to improving health and healthcare through the application of our research to policy and practice. We strive to have all of our teaching underpinned by our internationally renowned research.

We have over 280 staff members in our Department, engaged in delivering research, professional development, education and training and in postgraduate degrees in health services research, haematopathology and public health. Our research and teaching programmes are underpinned by excellent administrative support systems for academic staff.

### Research

In the 2008 Research Assessment Exercise, we were ranked joint first nationally for Health Services Research and fourth for Nursing and Midwifery Research. Our research in epidemiology and public health research was also highly regarded and 90% of it was judged to be of international standard.

Our research is characterised by interdisciplinary and international collaboration, robust methodologies and relevance and impact for policy and practice. All our research teams are multidisciplinary, typically involving clinicians, statisticians, health economists, psychologists, sociologists and epidemiologists. We have an annual research income of over £7m. Research funding comes from a range of sources including the National Institute of Health Research (NIHR), the British Heart foundation (BHF), Leukaemia & Lymphoma Research (LLR), the Economic and Social Research Council (ESRC) and Medical Research Council (MRC). We have over 90 researchers funded via research grants.

We have strong research and teaching links with the Hull York Medical School (HYMS), supported through a number of HYMS posts embedded our department. We also have strong links with other centres and departments at York, including the Centre for Health Economics (CHE) and the Centre for Reviews and Dissemination (CRD), as well as other leading UK and international centres of applied health research.

Our research activity is organised into research teams of academic staff and research students. Research teams work collaboratively to develop research proposals across the Department, with other Departments at York and with research teams elsewhere. We have a strong record of research in the areas of health services research, mental health, addiction, cardiac care, communication and decision making, complementary medicine, epidemiology and genetics, health inequalities, health policy, maternal health and wounds. We also have a registered trials unit (York Trials Unit) and a statistics

research group. Research activities are organised around five core themes: mental health and addiction; trials and statistics; public health and society; cancer epidemiology and cardiovascular health; and health services and policy.

### **Teaching**

We have 1700 enrolled students on our pre-registration nursing and midwifery, SSPROD (CPD) and PG programmes, enjoying the highest standards of professional and academic training in a lively and dynamic environment. We offer a varied Continuous Professional Development (CPD) portfolio aimed at meeting the needs of practitioners who undertook their pre-registration nurse training at certificate or diploma level. We also offer a range of specialist degree programmes. We have excellent relationships with our partner organisations in the NHS, not for profit and private healthcare sectors. As a department, we have a high degree of awareness of the changes and challenges, which are currently taking place within professional healthcare education. We work closely with clinical colleagues and local service user groups to ensure that our educational programmes meet the needs of the local community and are fit for purpose.

The Department has a vibrant and active graduate school offering a suite of Masters programmes, postgraduate CPD and a PhD programme. Our PhD students are full and active members of our research groups and, as well as having access to our diverse range of academic modular training, also enjoy a strong programme of social and university postgraduate opportunities.

**For more details about the Department and our teaching and research activities please visit our website <http://www.york.ac.uk/healthsciences/>**

### 3. The Role

An opportunity has arisen for an enthusiastic and dynamic Senior Lecturer in Midwifery to join our team of lecturers in The Department of Health Sciences at the University of York. We are particularly interested in hearing from midwifery lecturers with significant programme leadership experience. The successful applicant would be expected to take on the role of LME. You will engage in a wide range of educational activities, including supporting teaching and learning on our highly regarded pre-registration BA (Hons) Midwifery Practice programme. The midwifery education team was awarded the UNICEF UK Baby Friendly Initiative (BFI) accreditation for the programme in 2011 - a nationally recognised standard of excellence in relation to teaching on infant feeding.

The midwifery team is committed to high quality midwifery education and embraces an innovative and creative approach to curricula design and delivery. An educational philosophy that supports a student-centred approach to learning is fostered. We have strong links with our practice partners and strive to ensure our students receive an excellent learning experience in both practice and theory supporting the integration of theory with evidenced based practice.

Our BA (Hons) in Midwifery Practice offers a learning environment that enables students to develop the skills and knowledge to become critical, reflective and autonomous practitioners. The midwifery education team work collaboratively with research colleagues within the Department to maintain a high quality learning experience for students which support the development of excellent interpersonal skills, and a deep understanding of how to respond to the diverse social, cultural and ethnicity-related needs of women and their families.

#### **Main purpose of the role:**

- To lecture, lead seminars, tutorials and other forms of undergraduate and postgraduate teaching
- To take responsibility for overseeing, developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students
- To lead the design, development and delivery of a range of academic programmes of study and ensure that programme design and delivery comply with the quality standards and regulations of the Department and University
- To undertake effectively a range of administrative and managerial responsibilities
- To provide strategic leadership with respect to midwifery education

#### **Applicants must be:**

- Registered with the Nursing and Midwifery Council
- Qualified to at least Masters level
- Registered with the Nursing & Midwifery Council as a teacher
- An experienced lecturer with substantial experience of programme leadership and programme governance
- Experienced in curriculum development, programme leadership and held a senior academic governance position such as Chair of Exam Board or similar
- Willing to undertake a lead academic role consistent with senior lectureship which may include the supportive management of a small group or team

## **PRINCIPAL RESPONSIBILITIES:**

### **Teaching and Promotion of Learning :**

- To lead the design, development and delivery of an innovative range of programmes and study, sometimes for entirely new courses and at various levels
- To take responsibility for the quality of the design of existing courses and programmes, continually monitoring, evaluating and revising them to ensure excellence and coherence, identifying areas where current provision is in need of revision or improvement
- To develop links with external contacts such as other educational bodies, employers and professional bodies to foster collaboration, locally, nationally and internationally
- To act as a coach and role model for teaching excellence locally through excellent practice and mentoring other less-experienced teachers
- To provide strategic leadership on the development, management and delivery of midwifery education programmes

### **Teaching:**

- To ensure that teaching is based on current best available evidence and is consistent with best clinical practice.
- To contribute to teaching across all programmes.
- To participate in the preparation, marking and moderation of assessed work and the invigilation of examinations.
- To participate in the agreed procedures for appraisal and peer review of teaching.

### **Administrative and support responsibilities :**

- To supervise students directly, providing a high standard of support and help. To identify the learning needs of students and define learning objectives.
- To have a significant involvement in the management and leadership of teaching roles, line managing staff as required, including managing performance and development.
- To make a significant contribution to the development and administration of the department, chairing committees and leading the development activity on research or teaching assessments
- To act as an external examiner or reviewer of provision in other HE institutions
- To liaise closely with service colleagues, practice-based mentors and Department staff to ensure that there is sufficient availability of high quality practice learning experiences for students.
- To participate in the educational audit of practice placements across the LETB area in accordance with agreed protocols.
- Participate in the recruitment of students, attend open days and promote programmes of learning as necessary.
- To engage in the development and implementation of electronic processes throughout the Department.

**Involvement in scholarship and development :**

- To contribute to the development of teaching and learning policy adding to local policy and debating at local and national levels on methods and best practice.
- To develop and sustain a national and international reputation for original pedagogic study of the nursing and midwifery disciplines and the enhancement of learning and teaching practice by playing a leading role in the debate nationally about teaching and learning policy, methods and practices.
- To disseminate and explain findings through leading peer-reviewed publications, conferences, exhibitions, and other appropriate media
- To assist in securing funding for teaching and scholarship

**Clinical:**

- To maintain professional credibility through practice contact, in agreement with a local service provider and/or through practice networks
- To serve as a point of contact and resource to placement areas by establishing links based on a partnership approach to student support and supervision.
- To identify and meet personal supervision needs [subject to agreement with team and team coordinator].
- Comply with relevant regulatory/professional codes of conduct

<b>4. Person Specification</b>		
	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<p>Registered on the NMC professional register as a Midwife</p> <p>Masters Degree relevant to Nursing</p> <p>Teaching qualification recordable with NMC</p>	<p>Doctorate or PhD relevant to Midwifery</p>
<b>Experience</b>	<p>Extensive experience in teaching and learning in HE at undergraduate or postgraduate level or in an evidenced similar context</p> <p>Experience of using different delivery techniques to enthuse and engage students</p> <p>Evidence of successful planning and course design</p> <p>Evidence of lecturing, leading seminars, tutorials and other forms of undergraduate and graduate teaching</p> <p>Experience in leading, developing and motivating colleagues, working as part of a team to achieve University or NHS goals</p>	<p>Experience of developing or delivering high quality blended/e-learning provision</p> <p>Experience of supervising students to completion</p> <p>Leading on equality action initiatives related to teaching and learning</p> <p>Previous experience of LME role</p>
<b>Knowledge</b>	<p>Knowledge in Midwifery education to design &amp; develop teaching programmes and the provision of learning support</p> <p>Well-established national reputation in subject area</p> <p>Knowledge of current issues in UK healthcare and the implications of these for the education and training of midwives and other healthcare staff</p> <p>Knowledge of current evidence-based practice in field(s) of expertise</p> <p>Thorough knowledge and understanding of current pre and post registration midwifery education and the major changes over the last 10 years</p>	<p>Knowledge of Widening participation initiatives</p>
<b>Skills/Abilities &amp; Competences</b>	<p>Proven ability to plan and shape the direction of an area of scholarships and/or teaching activity, ensuring plans complement broader research and education strategy</p> <p>Proven ability to plan, manage, organise and assess own teaching contributions.</p> <p>Proven ability in the design of course units, curriculum development and new teaching approaches taking primary responsibility for their quality</p> <p>Ability to mentor, manage, motivate and coordinate teaching teams, delegating effectively. Ability to resolve performance</p>	

	ESSENTIAL	DESIRABLE
	<p>issues and formulate staff development where appropriate, to ensure team aims are met</p> <p>Ability to monitor and manage resources and budgets</p> <p>Ability to contribute to the development of teaching policy within the department</p> <p>Able to lead a team to achieve agreed goals and provide help and support of a high standard to staff and students</p> <p>The ability to contribute to Department/University activities and initiatives including induction and peer mentoring.</p> <p>Experience of and ability to Chair meetings effectively</p> <p>Excellent written and verbal communication skills including presentation skills</p> <p>Excellent interpersonal skills, communication style and team working</p> <p>Ability to prioritise work whilst under pressure in order to meet deadlines</p>	
<b>Personal attributes</b>	<p>Show commitment to the Department/University outside of their chosen field, for example undertaking management and administration duties</p> <p>Leadership qualities</p> <p>Attention to detail and commitment to high quality</p> <p>Creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</p> <p>Willingness to work proactively with colleagues in other work areas/institutions</p> <p>Commitment to personal development and updating of knowledge and skills</p> <p>Working in an open and transparent way, providing information and communicating effectively with colleagues</p> <p>Collaborative working, particular on interdisciplinary activities</p> <p>Willingness to travel</p>	



## 5. Appointment Details

Salary is in the range £47,328 - £54,841 within grade 8 or of the University's salary scales.

This is a full time (37 hours per week) post.

The annual holiday entitlement is 38 days, including 8 statutory public holidays. The leave year is October to September. If the post is part-time, or appointment is made part-way through the year, holiday entitlement will be reduced pro rata.

The candidate appointed may, immediately upon starting his/her employment, join USS - the Universities' Superannuation Scheme – which involves a personal contribution of 7.5% of salary. If you have not previously been a member of USS, you will join the Career Revalued Benefits section (6.5% personal contribution.). Both sections have a 16% employer contribution, and are offered via salary sacrifice.

## 6. The Application Process

### Informal enquiries

For further information in relation to the Midwifery programme please contact Dr Cathryn Britton at [cathryn.britton@york.ac.uk](mailto:cathryn.britton@york.ac.uk) tel 01904 321652, for all other relating to the role, please contact Angela Simpson at tel 01904 321682, [angela.simpson@york.ac.uk](mailto:angela.simpson@york.ac.uk)

### Making your application

**The closing date for receipt of applications is midnight on 28<sup>th</sup> August 2014.**

When you are ready to start your application, click on the 'Apply now' button and you will be guided through the stages of the application form. You will also be asked to upload a letter of application outlining your suitability for the job and your curriculum vitae.

### References

You will be asked to provide the names and contact details of three referees able to comment on your suitability for the role, including your current or most recent line manager (for example, the head of your department or research group) or your supervisor if you are a student.

In the event that you are offered a position, we will also seek an employment reference from your current or most recent employer.

### Interviews

It is anticipated that interviews for the post will be held on 17 October 2014. Applicants who are shortlisted for interview will be sent details of time and venue as soon as possible after the closing date.

If you have any queries regarding your application, please contact HR Services (email: [recruitment@york.ac.uk](mailto:recruitment@york.ac.uk) or telephone: +44 (0)1904 324835).