

Quote ref: M&HS-05276

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF MEDICAL AND HUMAN SCIENCES
SCHOOL OF NURSING, MIDWIFERY AND SOCIAL WORK

LECTURER / SENIOR LECTURER IN MIDWIFERY

- 1 The University invites applications for the above post.
- 2 Salary will be £34,233 to £47,328 (Lecturer) or £48,743 to £58,172 (Senior Lecturer) according to relevant experience.
- 3 Informal inquiries may be made to Professor Dame Tina Lavender (tina.lavender@manchester.ac.uk / +44 (0)161 306 7744) or Dr Christine Furber (christine.furber@manchester.ac.uk / +44 (0)161 306 7719)
- 4 Applications should be made online. If you are unable to apply online please request an application form by emailing HRServices@manchester.ac.uk quoting the reference number or by calling 0161 275 4499.

Please indicate on your application which post you are applying for (Lecturer or Senior Lecturer).

- 5 The University of Manchester values a diverse workforce and welcomes applications from all sections of the community.
-

Job title:	Lecturer / Senior Lecturer in Midwifery
Salary:	Grade 6/7 (£34,233 – £47,328 p.a.) or Grade 8 (£48,743 – £58,172) depending on appointment
Start/duration:	Immediate / permanent
Based at:	School of Nursing, Midwifery and Social Work
Responsible to:	Divisional Leader for the relevant area

BACKGROUND

The University of Manchester

The University of Manchester is Britain's largest and most popular university, with a distinguished history of academic achievement and an ambitious agenda for the future. The University, with income in excess of £780 million, has four Nobel Prize winners amongst its current academic staff, and has embarked on an exciting and bold course which aims to make us one of the top 25 universities in the world, as set out in the University's strategic vision for 2020: [Strategic Vision 2020](#).

The University of Manchester was established in 1824, bringing together The Victoria University of Manchester and UMIST to form The University of Manchester. It has an excellent track record in research, as demonstrated by a research power exceeded only by Oxbridge in the RAE 2008 and specifically by the award of two Nobel prizes in physics in 2010. The University's research strategy can be found via the following link: [UoM Research Strategy](#).

The academic structure of The University of Manchester is made up of Faculties and Schools. There are four Faculties and further information about each Faculty and its related Schools can be found at [UoM Faculties and Schools](#).

Faculty of Medical and Human Sciences

The Faculty of Medical and Human Sciences (FHMS) is a leading international centre for research and education in medicine and a spectrum of health-related professions including nursing, midwifery, social work, pharmacy, dentistry, psychology, audiology and speech and language therapy.

A major review in 2011/12 led to a new strategy and structure intended to enhance our research and teaching performance. A key component of the new approach is the creation of a matrix structure linking five Faculty Schools with six Faculty Institutes. The objective is to ensure that the Faculty achieves a major international academic profile in each priority area within a period of five years.

The new strategy will focus our research effort in six priority areas:

- Human Development including Women's and Children's Health
- Cardiovascular Sciences
- Cancer Science
- Inflammation and Repair
- Brain, Behaviour and Mental Health
- Population and Health Sciences

Details of the structure can be found at: [FMHS Structure](#).

FMHS has a total income of £210 million, around 6,500 undergraduate students and 2,500 post graduate students.

The Faculty has strong relationships with outstanding NHS partners which are critical in achieving our mission.

Manchester Academic Health Science Centre (MAHSC)

The University, and in particular the Faculty of Medical and Human Sciences, is a key member of the Manchester Academic Health Science Centre (MAHSC). Formed in 2008, MAHSC is a Federation of Equal Partners enabled by a Company Limited by Guarantee. The partners involved in the MAHSC are: The University of Manchester, Central Manchester University Hospitals NHS Foundation Trust, Manchester Mental Health and Social Care Trust, Salford Primary Care Trust (NHS Salford), Salford Royal NHS Foundation Trust, The Christie NHS Foundation Trust and University Hospital of South Manchester NHS Foundation Trust.

MAHSC is one of only five Department of Health designated AHSCs in the UK. The designation is a mark of excellence across research, innovation, education and patient service, and recognition of the potential to excel in translational medicine. MAHSC's vision is to *be a leading global centre for the delivery of innovative applied health research and education into healthcare*. As with other AHSCs, MAHSC has a dual role: to act as a beacon of international excellence for UK plc and to provide leadership and early adoption for our local health system. This will be delivered via a tripartite approach encompassing: research and innovation; education and training and clinical service.

For further information, please refer to the MAHSC website: www.mahsc.ac.uk.

School of Nursing, Midwifery and Social Work

The School of Nursing, Midwifery and Social Work is a highly rated provider of nursing, midwifery and social work education and research locally, nationally and globally. The School is committed to educating health professionals to the highest standards and delivering high quality multidisciplinary research targeted at improving health and social care delivery. The School boasts a national and international reputation for teaching and research across nursing, midwifery, social work and related disciplines. The School was the top rated institution for Nursing and Midwifery research in the UK RAE2008 with 85% of research being world leading or world class. Our Social Work research also has a good reputation with nearly half world leading or world class.

The School hosts undergraduate programmes in midwifery (BMidwif), nursing (BNurs), and post registration BSc Nursing / Midwifery Practice (Hons) degrees for home students. Furthermore, the School hosts an undergraduate BSc Nursing Practice (Hons) degree in Singapore. Postgraduate programmes include the MClInRes and MRes Health and Social Care degrees. Research postgraduate programmes include MPhil and PhD. Rigorous review and professional body monitoring ensure that the School's programmes meet relevant benchmark standards. All the professional bodies such as Nursing and Midwifery Council report that the School effectively control risks and monitoring reports convey their confidence in our provision.

Our meaningful and collaborative partnerships with practitioners, users, service providers, other stakeholders and external agencies enable us to develop innovative and contemporary education programmes and cutting-edge research. We work closely with local practitioners and service users to ensure that our programmes meet the needs of our surrounding communities. The School enjoys very favourable relationships with primary care providers, Hospital Trusts, statutory, voluntary and independent social care providers and has office accommodation on

NHS sites. The School is extremely proud that its students are highly regarded by local employers and this has led to 100% employment of our students in their chosen fields.

The School is managed through an administrative structure comprising two teaching divisions, Undergraduate Education (sub-divided in two by discipline group) and Postgraduate Education; a Directorate of Research; and an Academic Support Division. Professor Karen Luker is Head of School and is assisted by a Director of Research, Director of Undergraduate Education, Director of Postgraduate Education, three Divisional Leaders, five Research Group Leaders, a Head of School Administration, and School Accountant. The School has approximately 99 academic staff, 29 research associates/fellows, six Teaching Fellows, and is supported by 51 administrative / secretarial staff.

For further information, please refer to the [School website](#) and [Prospectus document](#).

Research groups within the School

We organise research in broad groups each with specific professorial lead:

- Mental Health
- Cancer, Supportive and Palliative Care
- Long Term Care and Rehabilitation and (4) Social Care and Population Health
- Personal Social Services Research Unit (PPSRU)

The Midwifery and Women's Health research group sits within the general theme of Social Care and Population Health. Members of the research team are engaged in research that is theoretically informed and empirically rigorous. Research activity is unrestricted to specific methodologies. Our current research programme, for example, includes studies on stillbirth, intrapartum care, obesity and pregnancy complications. Users' involvement is considered pivotal to much of the activity. We have a strong commitment to develop distinctive, internationally-recognised research in topic areas of relevance to clinical practice and maternity policy. The Midwifery and Women's Health Research Group is aligned with the Centre for Global Women's Health, bringing opportunities for impact on a global scale.

Other areas of strength within the school include mental health, cancer nursing, supportive and palliative care, promoting positive ageing, user involvement, child health, primary care and community nursing. The social work team are engaged in empirical and scholarly research especially in areas related to the deaf/deaf community and social care of children. We focus our effort to build on the strengths identified in RAE 2008.

Please see the School website for more details of the overall [research structure](#) and information about the [Midwifery and Women's Health Research Group](#).

JOB DESCRIPTION

Outline of roles

We wish to appoint an enthusiastic and innovative individual to our dynamic and highly respected team to contribute to the delivery of midwifery undergraduate and postgraduate programmes and the midwifery and women's health research agenda.

The School launched a new Bachelor of Midwifery (Hons) (BMidwif) curriculum in September 2013. This curriculum was highly commended by the Nursing and Midwifery Council and University of Manchester at validation in April 2013 for its innovative design and women-centred approach. The programme is designed to produce midwives who will be able to meet the Midwifery 2020 agenda and who are leaders and innovators in delivery of care, service

innovation, and research and education. The undergraduate programme has an intake of 61 students each annum. We pride ourselves on our high standards of teaching and student support as the BMidwif (Hons) programme has consistently scored 90% or over for overall satisfaction in National Student Surveys. Manchester midwifery graduates are highly employable and we have consistent feedback from service providers and users of the health services extolling the high standards of care, compassion and competence of our student midwives.

Our approach engenders a student-centred approach of participation and partnership and we are committed to promoting an ethos of lifelong learning. We use innovative teaching methods including online learning. Our approach is dynamic and we proactively respond to the needs of students and users as necessary. Our courses are contemporary and have a robust evidence-based foundation both in their design and content. Our cutting-edge research findings are incorporated into our programmes where relevant. We are currently working collaboratively with other disciplines in the School and wider Faculty at developing innovations in interprofessional education.

We also provide Continuous Professional Development (CPD) modules for midwives including Examination of the Newborn course and Mentorship courses. We are the only provider of the highly successful Preparation of Supervisor of Midwives course in the North West region.

There is also opportunity in the role for development and innovation as the School's CPD provision (including midwifery) is currently being advanced.

Opportunities are also available for post graduate supervision at Master's and PhD levels. We attract candidates for PhD study from a wide range of backgrounds, and from around the world, who are studying midwifery and maternal health related topics.

Applications are invited from candidates with expertise in midwifery.

If you currently work in a clinical setting and wish to continue to do so on a part-time basis, the School is open to negotiating flexible arrangements.

Senior Lecturer

Research and scholarship

- Lead research and collaborative partnerships with other educational institutions or other bodies.
- Lead bids for research funding from Research Councils, NIHR and other funders.
- Publish in quality journals.
- Make presentations international conferences and similar events.

Teaching and Learning support

- Contribute to the design and development of curricula within the School.
- Contribute to teaching and learning policy development.
- Contribute to the quality assurance framework within the School, including the validation and revalidation of courses and student admissions and assessment.
- Encourage the development of innovative approaches to course delivery and ensure that teaching delivery achieves high educational standards.
- Contribute to student learning in practice, where appropriate.
- Deal proactively with student pastoral care issues.

Liaison and networking

- Chair appropriate School committees.

- Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the University.
- Promote and market the work of the School in the subject area both nationally and internationally.

Managing people

- Exercise academic leadership for all subject area teaching and research activities.
- Appraise and advise staff on personal and career development plans.

Teamwork

- Promote a collegiate approach and develop team spirit and team coherence.
- Foster inter-disciplinary team working.

Planning and managing resources

- Responsible for the delivery of own educational programmes.
- Contribute to the overall management of the School.
- Be involved in School level strategic planning and contribute to wider strategic planning processes in the institution.
- Plan and deliver research, consultancy or similar programmes and ensure that resources are available.
- Contribute to the management of quality, audit and other external assessments.

Lecturer

Teaching and Learning support

- Contribute to the design and development of curricula within the School.
- Review on a regular basis course content and materials, updating when required.
- Develop and apply innovative and appropriate teaching techniques and material which create interest, understanding and enthusiasm amongst students.
- Ensure that course design and delivery comply with the quality standards and regulations of the University and School.
- Contribute to student learning in practice, where appropriate.
- Deal proactively with student pastoral care issues.

Research and scholarship

- Determine relevant research objectives and prepare research proposals.
- Contribute to the development of research strategies.
- Carry out independent research and act as principal investigator and project leader by the end of the probationary period.
- Act as a referee and contribute peer assessment.
- Make presentations or exhibitions at national or international conferences and other similar events.

Liaison and networking

- Participate in relevant School committees.
- Contribute to links with external contacts such as other educational bodies, employers, and professional bodies to foster collaboration.

Planning and managing resources

- Responsible for the delivery of own educational programmes.
- Contribute to the running of relevant programmes.
- Be involved in programme level planning
- Contribute to the management of quality, audit and other external assessments.

PERSON SPECIFICATION

Senior Lecturer

Essential

- Relevant PhD
- Relevant first and higher degrees
- Registration with the NMC (or equivalent internationally) as a midwife
- Sustained output of high quality research publications and some evidence of an international reputation
- Other research or professional achievements such as a sustained track record of invited conference contributions and invitations to referee or review publications
- A record of continued success in attracting funding
- A record of continued successful postgraduate research supervision
- Evidence of support, coaching, mentoring and management of other teaching staff
- Proven and sustained track record of successful teaching including, for instance, course leadership
- Evidence of effective involvement in School/Faculty/University business, for example, a significant period in a role providing support, pastoral care to students or colleagues, or in the outside professional arena
- Commitment, motivation and flexibility
- Ability to work to tight deadlines
- Ability to work independently and as a member of a team
- IT literacy

Desirable

- Additional professional qualifications
- A teaching qualification, preferably recordable with the NMC
- Evidence of contribution to the development of teaching and learning policies at discipline, School, Faculty or University levels
- Nurse/Advanced Practitioner qualification

Lecturer

Essential

- Relevant PhD or equivalent*
- Relevant first and higher degrees
- Registration with the NMC (or equivalent internationally) as a midwife
- Recent and relevant experience of midwifery
- Demonstrable research experience
- A track record of publications in refereed journals
- Commitment, motivation and flexibility
- Ability to work to tight deadlines
- Ability to work independently and as a member of a team
- IT literacy

Desirable

- Relevant additional professional qualifications
- A teaching qualification, preferably recordable with the NMC

- Supervisor of midwives

*Applicants who are near to PhD completion and those without a PhD will be considered if they can demonstrate additional relevant skills/innovation.