

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF HUMANITIES

SCHOOL OF SOCIAL SCIENCES

SOCIOLOGY

2X LECTURER AND 1X SENIOR LECTURER IN SOCIOLOGY (TEACHING & RESEARCH)

VACANCY REF: HUM-025077

Salary:	Lecturer: £40,521 to £56,021 (depending on experience) (Grade 6/7) Senior Lecturer: £57,969-£68,857 (depending on experience) (Grade 8)
Hours:	Full Time (1 FTE)
Duration:	Permanent
Location:	Oxford Road, Manchester
Start Date:	2 September 2024
Responsible to:	Head of Sociology School of Social Sciences University of Manchester
Probation:	For posts of Lecturer/Senior Lecturer (Grades 6-8), a maximum 4 year probationary period applies, which may be reduced subject to previous experience.

Enquiries about the vacancy, shortlisting and interviews:

Manager: Vanessa May

Email: vanessa.may@manchester.ac.uk

Overall Purpose of the Job

The Department of Sociology is seeking to appoint two Lecturers and one Senior Lecturer in Sociology (Teaching & Research). We are particularly interested in receiving applications from sociologists with expertise in and publication profiles the following areas: 'race' and ethnicity; health; ageing; and social media and social networks (quantitative). Two of the posts will require methods expertise in quantitative or mixed methods Social Network Analysis. We are also keen to appoint candidates with expertise in survey methods.

We wish to appoint innovative, engaging and dynamic colleagues who will be able to enhance the quality of our teaching and research. You will teach sociology modules related to your area of expertise and will, as necessary, also contribute to core methods and theory teaching in sociology. Colleagues on the Teaching and Research track are also expected to contribute to the research agenda of the Department of Sociology.

Applicants must have a PhD or equivalent qualification in Sociology or a cognate discipline.

Please indicate in your application whether you are applying for a Lectureship or Senior Lectureship post, and whether you are applying for one of the Social Network Analysis posts.

Key Responsibilities, Accountabilities and Duties

The duties of the person appointed will include:

Research

- Conduct research and produce high quality, internationally excellent publications in sociology.
- Apply for external research funding.
- Seek to develop impact and engagement with non-academic audiences and partners.
- Disseminate research at conferences and other forms of academic engagement.
- Supervise PhD students and mentor early career colleagues.
- Contribute to the intellectual development and activities of the Department of Sociology.

Teaching

- Design and deliver high quality teaching and learning materials and provide timely feedback to students.
- Supervise undergraduate and postgraduate dissertations.
- Set, mark and assess coursework and examinations of various types.
- Develop teaching at UG and PGT levels, in a variety of settings, from small group seminars to large lectures.
- Provide appropriate academic advice and support to students both individually and in groups.
- Contribute to strategic programme design and development.

General

- Undertake administrative or academic service, pastoral and other duties as may be assigned by the Head of Sociology and the Head of School.
- Ensure that all Health & Safety policies, procedures, rules and regulations are adhered to. Ensuring that all staff and students under your supervision are provided with relevant local Health & Safety information.
- Ensure that University information is shared and processed lawfully according to GDPR (The General Data Protection Regulation 2016).
- Collect and retain only the minimum amount of personal data necessary to carry out the above duties, and to retain it only for as long as specified in the University Records Retention Schedule, while reporting any data breaches to the University's Information Governance office.

Person Specification

Lecturer

Essential Knowledge, Skills and Experience:

- A PhD or equivalent qualification in sociology or a cognate discipline
- A strong research and publications profile or potential in sociology in the areas of 'race' and ethnicity; health; ageing; or social media and social networks (quantitative).
 - For the two Social Network Analysis posts: methods expertise in quantitative or mixed methods Social Network Analysis
- Success in, or potential for, generating research income
- Understanding of Teaching & Learning pedagogy for HE students
- Demonstrable evidence of high-quality teaching in sociology at university level, including; innovative approaches to teaching and assessment; using a range of delivery techniques to engage students; and developing the quality of the student experience
- Excellent communication skills
- Ability to build effective working relationships
- Willingness to contribute to the efficient management and administration of the Department of Sociology

Desirable Knowledge, Skills and Experience:

- Expertise in survey methodology
- Experience of impact and engagement activities with non-academic audiences and partners
- Experience of module convening
- Experience of dissertation supervision at undergraduate and/or postgraduate level
- Higher education teaching accreditation, e.g. Fellow of the Higher Education Academy or the willingness to achieve such accreditation

Senior Lecturer

Essential Knowledge, Skills and Experience:

- A PhD or equivalent qualification in sociology or a cognate discipline
- A strong research and publications profile in sociology in the areas of 'race' and ethnicity; health; ageing; or social media and social networks (quantitative).

- For the two Social Network Analysis posts: methods expertise in quantitative or mixed methods Social Network Analysis
- Success in generating research income
- Experience of impact and engagement activities with non-academic audiences and partners
- Significant understanding of Teaching & Learning pedagogy for HE students
- Demonstrable evidence of high-quality teaching in sociology at university level, including; module convening; innovative approaches to teaching and assessment; using a range of delivery techniques to engage students; dissertation supervision at undergraduate and/or postgraduate level; and developing the quality of the student experience
- Experience of PhD supervision
- Excellent communication skills
- Ability to build effective working relationships
- Experience of contributing to the efficient management and administration of an academic department/unit

Desirable Knowledge, Skills and Experience:

- Expertise in survey methodology
- Successful grant capture as Principal Investigator
- Experience of innovative curriculum development
- Higher education teaching accreditation, e.g. Fellow of the Higher Education Academy or the willingness to achieve such accreditation

THE DEPARTMENT OF SOCIOLOGY

Sociology at Manchester is a large and thriving department. Colleagues at Manchester have a diverse range of research interests. That diversity is underpinned by a shared commitment to theoretically-informed empirical research. That is to say, we engage with theories about how the world is changing and enjoy speculating with big ideas. We are also committed to subjecting such theories to empirical research drawing on a wide range of methods and techniques to collect evidence in support or otherwise, of these ideas. Moreover, we cast a critical eye over the methods we employ and the substantive evidence we produce. We are sociologists engaged in critical social science.

We have six overlapping clusters of activity and expertise. These are:

1) Social Inequality and Stratification.

Our work in this area examines socio-economic inequalities in health, education, labour-market, cultural and civic participation, in the UK and internationally.

2) Race, Ethnicity and Migration.

Race, ethnicity and migration form a key part of our focus upon social inequality and stratification and includes the work of the Centre on the Dynamics of Ethnicity.

3) Networks, Relationality and Everyday Lives.

We focus substantively upon social relations. The Mitchell Centre specialises in social networks

and formal social network analysis. The Morgan Centre specialises in qualitative research on intimate relations, personal and everyday life, and has pioneered the field of the sociology of personal life including issues around gender, sexuality, generation and the life course.

4) *Social Movements and Protest.*

Our work in this area includes new social movements, movements of the global south, political extremism or radical political movements, temporality and new forms of consumption led by movements@manchester.

5) *Culture and Consumption.*

This cluster brings together two strands of research: work on cultural sociology with a focus upon science, the arts and cultural participation and research on environmental sustainability, centred in the Sustainable Consumption Institute.

6) *Methodological Innovation.*

We focus on innovations in survey research, and in advanced quantitative and qualitative methods, and integrating established and new methodological approaches for studying social life including creative methods.

Graduate Teaching

Sociology attaches considerable importance to postgraduate students who are very much part of the research culture of the discipline area. We are a member, with the universities of Lancaster, Liverpool and Keele, of the North West Social Science Doctoral Training Partnership ([NWSSDTP](#)).

We also teach around 80 MA/MSc students on various programmes located within Sociology. Our programmes comprise:

1. MSc Sociological Research
2. MA Sociology
3. MA Social Network Analysis
4. MA Social Change, Environment and Sustainability (Sept 2024 start)

Undergraduate Teaching

Sociology is committed to excellence in undergraduate teaching. Its programmes include the BSocSci Sociology and joint honours degrees in History and Sociology and in Linguistics and Sociology. We also contribute substantially to School-wide BA (Social Sciences) and BA (Econ) degrees, which allow students to choose from a range of social sciences over three years of study. Student applications for all these degrees continue to be buoyant. There is a strong culture of student-centred learning, with all students on the BSocSci Sociology writing a dissertation on a topic of their choice in their third year of study.

FURTHER PARTICULARS

THE SCHOOL OF SOCIAL SCIENCES

The [School of Social Sciences](#) (SoSS), within the Faculty of Humanities, is home to eight distinct disciplines, the Departments of: Criminology, Economics, Law, Politics, Philosophy, Social

Anthropology, Social Statistics and Sociology. The School comprises one of the largest collections of social scientists and legalistic Scholars in the UK. The School has in excess of 370 academic and research staff, and approximately 105 Professional Services staff,

The School's main building is named in honour of Sir Arthur Lewis who received the Nobel Prize for Economic Sciences in 1979, this was in recognition of his work in Development Economics – undertaken here during the 1950s. He was appointed Professor at Manchester in 1948, at the age of 33, and was Britain's first Black Professor.

Our Research

Our departments, together with major [research centres](#), and our participation in [cross-disciplinary work](#) in University-wide research institutes, delivers ground-breaking research under three key research themes:

- Global Challenges
- Inequalities, Justice and Representation
- Innovative methods

The School submitted six 'Units of Assessment' – Anthropology and Development Studies, Economics and Econometrics, Law (including Criminology), Philosophy, Politics and International Studies, Sociology (with Social Statistics) – to the Research Excellence Framework (REF2021). The REF confirmed our reputation as one of the largest, most diverse and successful communities for social science expertise in the UK. We were ranked in the top ten nationally across four of our subject areas, with Sociology coming 3rd, Philosophy 7th, Anthropology 8th, and Politics 8th (Unit of Assessment by overall GPA: Grade Point Average). Economics rose from 16th to 11th on GPA.

Social Sciences at Manchester is now placed 28th in the world according to Times Higher Education ranking of World Universities, and 7th in Europe. The School has also made a core contribution to The University of Manchester's ranking as the best in the world for societal impact based on the UN's Sustainable Development Goals framework.

The School's broad configuration of discipline strength and research impact, together with major research [centres and institutes](#) (including the ESRC Centre on Dynamics of Ethnicity, the British Election Study, the Sustainable Consumption Institute, the Cathie Marsh Institute for Social Research and the Manchester Institute for Collaborative Research on Ageing (MICRA)), provides an unparalleled range of degree programmes. Our staff deliver ground-breaking research, exploiting an extensive portfolio of quantitative and qualitative methods, applied to substantive socio-economic issues; including, but not limited to, macro-economic growth and development, global political economy, sustainability and consumption, social inequalities, diversity and cohesion, social and cultural change, digital security and moral and ethical behaviour.

Our Teaching

The School of Social Sciences is committed to research-led teaching. It has an extensive portfolio of undergraduate teaching programmes: single and joint honours programmes in its constituent disciplines; joint programmes with other Schools in the Faculty of Humanities; and large interdisciplinary programmes – the BA Economic and Social Studies and as well as the BA Social Sciences. We currently have 5,300 UG students. At Masters Level there are just under 1000 students following our LLM, MA and MSc programmes. We currently have 250 research

students. The student experience is supported by the provision of a range of student societies, careers provision, study abroad, our own Moot Court and by voluntary practical work in the [Legal Advice Centre](#) (LAC) and Justice Hub, a *pro bono* centre where students have the opportunity to assess and advise on problems presented by local clients. Teaching quality is high across the School's disciplines, and is recognised in promotions and by Faculty and University Teaching Awards.

EQUALITY AND DIVERSITY

We have a genuine commitment to equality of opportunity for our staff and students. One of our guiding principles and values, as set out in [Manchester 2020: The University of Manchester's Strategic Plan](#), affirms our commitment to being: "an accessible organisation, committed to advancing [equality and diversity](#)". Championing equality and diversity in all our activities, including staff employment and advancement, also forms part of our commitment to our strategic Goal Three: social responsibility.

Building on our Athena Swan Bronze Award, the **School of Social Sciences** is working hard to enhance the diversity of both its staff and student communities. We currently have 15 pledges for activities to support staff and students. We offer a pre-university Arthur Lewis Assignment to widening participation applicants for them to receive a reduced offer and the [Pathways to Law](#) Programme for those who meet widening-participation criteria; we also participate in the University-wide [Manchester Access Programme](#).

The School of Social Sciences was re-awarded Athena SWAN Bronze status in 2022, and we will be applying for a Silver Award in 2023. We are listed in Stonewall's list of Top 100 Employers (22nd out of 403) for 2022 and Inclusive Top 50 UK Employers and have been awarded the Disability Confident Employer by Jobcentre Plus.

The University of Manchester and The School of Sciences are committed to creating an environment where diversity is celebrated and everyone is treated fairly, regardless of gender, gender identity, disability, ethnic origin, religion or belief, sexual orientation, marital or transgender status, age, or nationality.

Our University is a very diverse community and we have a genuine commitment to equality of opportunity for our staff and students, and are proud to employ a workforce that reflects the diverse community we serve.

Our Charter Marks:



The School of Social Sciences currently holds an Athena Swan Bronze Award. The Athena Swan Charter was established in 2005 to encourage and advance the careers of women in STEMM employment. In May 2015 the Charter was expanded to include non-STEMM Schools, professional and support staff, technical staff, and Trans staff and students. The Charter now also recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.



The [Race Equality Charter Mark](#) aims to improve the representation, progression and success of minority ethnic staff and students within higher education.

It is owned by the Equality Challenge Unit, ECU, which works to further and support equality and diversity for staff and students in Universities and Colleges.

The framework for the race equality charter mark builds on the experience and methodology of ECU's Athena SWAN Charter. The University of Manchester was proud to be one of the 31 higher education institutions involved in the trial of the Race Equality Charter Mark



The University of Manchester placed 22nd in the 2022 Stonewall Equality Index making it the most inclusive University in England for Lesbian, Gay, Bisexual and Trans* employees. Stonewall is Britain's leading charity for lesbian, gay, bi and trans equality, working to create a world where every single person can be accepted without exception.

Stonewall's Top 100 is compiled from submissions to the Workplace Equality Index, a powerful benchmarking tool used by employers to assess their achievements and progress on LGBT equality in the workplace, as well as their wider work in the community and on service provision.

Each organisation must demonstrate their expertise in 10 areas of employment policy and practice, including networking groups, senior leadership, procurement and how well they've engaged with LGBT communities.



The University is a Disability Confident employer, committed to interviewing all disabled applicants who meet all of the essential criteria set out in the person specification.

We welcome applications from people of all backgrounds – people of all ages, sexual orientations, genders, ethnicities, nationalities, religions, and beliefs. However, we particularly encourage applications from staff who identify as women, colleagues with disabilities, and individuals from minority ethnic groups, because these groups are currently underrepresented in Higher Education.

THE FACULTY OF HUMANITIES

The Faculty of Humanities (<http://www.humanities.manchester.ac.uk/>) encompasses academic areas as diverse as Arts, Education, Law, Social Sciences and Business & Management. The Faculty consists of four schools; Environment, Education and Development; Social Sciences; Arts, Language and Cultures; and the Alliance Manchester Business School. It has 35 subject areas, a total income over £350m per annum, over 20,000 students and some 1800 academic and 600 professional support staff. It is the largest Faculty of the Humanities in the UK. REF 2021 results confirmed The Faculty and the University of Manchester as a genuine international powerhouse, with exceptional performances in a wide range of disciplines. [See here.](#)

All the disciplines in the Faculty recruit students globally and the overwhelming majority of our academics have international reputations for the quality of their research. The University is committed to the ongoing enhancement of the international profile of the Faculty of Humanities.

THE UNIVERSITY

The University of Manchester, formed in 2004 by bringing together The Victoria University of Manchester and UMIST, is Britain's first chartered university of the 21st century. Our institution is the largest single-site higher education institution in the country, offering students a greater choice of degree programmes and options, and even better facilities and support services.

Our purpose is to advance education, knowledge and wisdom for the good of society. Our vision is to be recognised globally for the excellence of our people, research, learning and innovation, and for the benefits we bring to society and the environment. You can read more here: [Our future: vision and strategic plan | The University of Manchester.](#)

The University of Manchester is a member of the Russell Group of research-intensive universities and is placed consistently highly in both national and international surveys of university education.

In April 2021 the University of Manchester was named the world's number one university in the [Times Higher Education \(THE\) Impact Rankings](#), topping the table of more than 1,200 universities from around the world on action taken towards the United Nations (UN) Sustainable Development Goals (SDGs). The UN's 17 SDGs are the world's call to action on the most pressing challenges and opportunities facing humanity and the natural world.

Manchester offers extensive provision for research. Library facilities include the John Rylands University Library and the Manchester Central Reference Library. The John Rylands library is the largest non-legal-deposit academic library in the United Kingdom, providing services and resources to students, researchers and academic staff as well as members of the public, schools and commercial companies. It holds the widest range of electronic resources of any UK Higher Education library. For further detail: [The University of Manchester Library.](#)

We have secured 27th place in the [QS World University Rankings](#) in June 2023. The University of Manchester strives to make our community a welcoming, caring and enthusiastic one, fuelling ambition with opportunities and support to help us all achieve our personal and professional goals.

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The University offers a range of support for new staff, a great employment package that includes pension schemes, flexibility in approach, family friendly initiatives, development opportunities and services to support your health & wellbeing. In addition, there is a host of other staff benefits and excellent campus facilities. We care deeply about career and personal development, offering a structured induction programme for new staff, an annual performance and development review, staff training for all career stages and mentoring opportunities to support your career development.

As a global institution, situated at the heart of a lively, culturally diverse city, we welcome applicants of all nationalities.

General university information can be found on our website: www.manchester.ac.uk.

The City and the Region

Manchester is one of the great European cities and the University's main campus is within walking distance of the city centre. The city's architecture represents one of the high points of Victorian achievement. The modern city is a major centre of banking, commerce and technology and manufacturing, and hosts MediaCity UK, the country's most significant centre for creative and digital businesses. Manchester has a highly cosmopolitan atmosphere and its cultural life is internationally renowned. Within a fifteen minute walk of the campus there are three outstanding professional theatre companies, the halls of the Hallé and BBC Philharmonic orchestras, the HOME arts centre and other cinemas, and Europe's fastest-growing Chinatown. Amongst developments enriching the area's cultural life have been: the opening of the Lowry Centre at Salford Quays; the Bridgewater Concert Hall; The Royal Northern College of Music, next door to the University on Oxford Road, hosts regular lunchtime and evening concerts, and the Manchester-based Camerata chamber orchestra plays at a variety of venues. Urbis in the centre of Manchester and the Imperial War Museum North, designed by Daniel Libeskind, in Trafford; and also the refurbishment of the City Art Gallery.

Manchester is renowned internationally for sport: it is a venue for Test cricket and the home of Manchester City FC and nearby Manchester United. There is an abundance of new sports facilities; the University is a stakeholder in the Commonwealth Pool – now known as the Manchester Aquatics Centre – which offers on campus, world-class swimming facilities. Housing is varied and plentiful with excellent public transport from within Greater Manchester. Schooling ranges from world-famous private schools to excellent sixth-form colleges and comprehensives. For food lovers, Manchester boasts many outstanding restaurants, catering to a very wide variety of culinary tastes and budgets.

The University's main campus is located only a short distance from the city centre and offers outstanding provision for research. The University of Manchester Library is one of only five National Research Libraries and, as such, it is one of the best-resourced academic libraries in the country. Manchester Central Library re-opened to great acclaim in March 2014 following a massive refurbishment which has not only preserved its historic features but has also transformed it to 21st century standards. The neo-gothic John Rylands Library on Deansgate, with its spectacular Reading Room, holds the University's Special Collections and hosts regular exhibitions and events.

Manchester is well-served by a major [international airport](#), with direct scheduled flights to many destinations in Europe as well as North America, Asia and direct flights to Beijing. Manchester Piccadilly railway station is served by inter-city and other train services, including direct services to Manchester Airport (15-20 minutes), London (just over 2 hours), Birmingham (90 minutes), Oxford, Glasgow and Edinburgh. Sheffield, Leeds and Liverpool are all less than an hour away by train. The expanding network of [Metrolink](#) tram service offers an alternative mode of public transport from an increasing number of areas of the conurbation (including services to Manchester Airport). Some of the most beautiful countryside in Europe is just over thirty minutes' drive from the University in the Peak District National Park, and the Yorkshire Dales are also easily accessible to the North. The Lake District and Snowdonia are also within easy reach.