

## Job Description



Job title:	Research Director (LSE16/17i)
School:	Life Sciences and Education
Normal Workbase:	Stoke Campus
Tenure:	Permanent
Grade/Salary:	Grade 9, <i>Plus Market Supplement of currently £11,211 per annum if applicable for professionally qualified candidates - please see special conditions</i>
Hours/FTE:	Fractional, working up to 4 days per week (0.8648fte) <i>Ideally the successful candidate will work approx. 32 hours over 4 days, however applicants wishing to apply for fewer hours will be considered and this can be explored further at interview if you are shortlisted.</i>

### Job Purpose

This is a key post which involves taking a strategic overview and managing the delivery of the research component of the Professional Doctorate in Clinical Psychology and contributing to the wider research profile of the school, as outlined in the main activities below.

- To be responsible for the design, delivery, co-ordination and assessment of the research elements of the syllabus for the DClinPsy programme as agreed with the programme director and in accordance with the HCPC standards of education and training, the BPS accreditation criteria and policies laid down by Staffordshire University
- To undertake operational management responsibilities as allocated by the Programme Director
- To contribute to University led and/or School initiatives and developments in line with strategic business development plans
- To participate in research, knowledge exchange and public engagement to enhance the reputation of the University

### Relationships

Reporting to:	Professor/Programme Director Clinical Psychology
Responsible for:	Research tutors

## Main Activities

### Research Component of Training

- Work with service user consultants, local NHS Trust and community organisations to establish a strategically integrated programme of research across the course.
- To be responsible for the planning and management of high quality research for trainees
- To co-ordinate and manage any research tutors that may be appointed to the programme
- To be responsible for delivery of teaching to support and prepare trainees for research
- Develop and maintain research profile in line with the University research strategy
- Contribute to departmental research activity as agreed (see University duties)

### General Programme Duties

- To offer teaching in own specialist area
- To participate in the joint selection of trainees for the Clinical Programme
- To supervise a number of research projects per year of Clinical Psychology trainees from the Programme;
- To attend such regional and national meetings, training events, staff development activities and CPD events as are deemed necessary for the fulfilment of the duties of the post in consultation with the programme director
- To undertake such managerial/administrative duties as may be agreed with the Programme Director

### University Activity

- Working with, and leading colleagues as appropriate, in order to ensure the smooth running of the scheme or award(s) and modules and the achievement of School and University deadlines.
- To make an important contribution to curriculum development and new award development, leading where required.
- To take on responsibilities (leading small projects where appropriate), in relation to University led and/or School strategic initiatives including areas such as commercial income generation activity; student recruitment and retention; partnership development; development of flexible and workbased learning provision; development of widening participation activities.
- To participate with other staff in the development of teaching, learning and assessment strategies, taking a lead role when required.
- To play a key role in representing both the award(s) and the School in student recruitment and retention activities including participation in Clearing activities and in Open Days throughout the year.
- To exercise a high standard of advanced scholarship activity both personally and as a member of a team, working with colleagues to develop an inclusive, team oriented approach to such activities.
- To be responsible for the pastoral care of students within specified area.
- To undertake appropriate professional development and mandatory training as identified or required (See Professional Development section).

- To act as a mentor to colleagues and to support the development of less experienced colleagues as appropriate.
- To enhance the quality of teaching provision and programme development, drawing on leading practices from the HE and other sectors, and building e-learning into the delivery of teaching to students as appropriate.
- To maintain and develop areas of expertise in appropriate ways under the general guidance and oversight of the Head of Department.
- To contribute to the subject's activities and reputation both internally and externally.
- To participate in University activities as required through membership of committees, working groups etc., as required.
- To enhance the School's ability to engage with industrial and external partner contacts through external networks to build relationships for future activities.
- To pursue, enterprise and research activities, playing a lead role where required, which enhance the external income of the School and to deliver various forms of consultancy and other services as determined by the relevant academic manager. This may involve budget management responsibility.
- To support and participate in the development of a strong research profile for the discipline through personal research or support for research active individuals.
- To undertake both general Health & Safety responsibilities in accordance with the University's Health & Safety Policy and in addition, to provide such supervision as is necessary to ensure the health and safety of both Postgraduate and Undergraduate students.
- To undertake any other duties and responsibilities as may reasonably be required from time to time by the Head of Department or Dean of School.

### **Specific Requirements**

The post may be subject to the individual maintaining registration with the relevant professional body and to compliance with appropriate codes of professional practice. You are expected to maintain standards of behaviour and appearance compatible with the execution of clinical work, the expectations of Health/Social Service employers and the general public.

### **Special Conditions**

A market supplement may be payable as appropriate (To be reviewed 31 July 2018).

This post is exempted under the Rehabilitation of Offenders Act 1974 and as such, appointment will be subject to the University being satisfied with the outcome of an enhanced check of criminal records via the Disclosure and Barring Service (DBS) (formerly Criminal Records Bureau). The successful applicant will be required to disclose all reprimands, warnings, cautions and convictions that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013. Certain spent reprimands, warnings, convictions and cautions are 'protected' and as such are not required to be disclosed. Any such protected offences cannot be taken into account, when making recruitment and suitability decisions.

In addition, the role holder may be required to undertake their role off site which may include travel between sites from time to time in a cost-effective manner, which may be through the use of a car and overnight stays in either the UK or abroad.

### **External Activities**

External activities for example membership of professional bodies, external examiner roles and journal editorial work which enhance the work of the post holder are encouraged within the overall provisions of the exclusivity of the service arrangements to which the post holder is subject. Additionally, the Institution expects employees to take a cross University role e.g., through membership of Committees and Working Parties.

### **Professional Development**

The University is keen to support staff in achieving high standards of pedagogy in order to facilitate effective student learning. All newly appointed full-time and fractional contracted members of academic staff who have less than three years teaching experience and do not have the equivalent qualification from another University, are required to undertake and complete the Post Graduate Certificate in Higher and Professional Education (PgCHPE) or Post Graduate Diploma in Professional Education in Healthcare (PgDPEH). This must be completed within 12 months of appointment as a condition of his/her employment with Staffordshire University. If you are shortlisted, the chair of the interview panel will explain this further.

All members of academic staff will be expected to achieve Fellowship of the HEA within 12 months of appointment.

### **Research and Scholarly Activity**

The duties of lecturing posts include participation in appropriate research and scholarly activity indicated in the research policy of the University. The extent of involvement in research and scholarly activity may vary with the balance between teaching, administration and research appropriate to particular posts. This will be determined by your Dean of School in consultation with you, and will be reviewed regularly through the staff appraisal system. While it is in the nature of research and scholarly activity that it will often take place throughout the year and be integrated into the overall pattern of activities, it is envisaged that the periods of the year outside normal teaching weeks and the holiday entitlement will primarily be devoted to research and scholarly activity. Where new staff can demonstrate a strong research background and a profile, which indicates potential to achieve research excellence consideration will be given to allocation of appropriate protected research time during the normal workload allocation cycle.

### **Variation to Job Description**

Staffordshire University reserves the right to vary the duties and responsibilities of its employees within the general conditions of the Scheme of pay and conditions and employment related matters. Thus it must be appreciated that the duties and responsibilities outlined above may be altered as the changing needs of the service may require.

### **Conditions of Service**

The post is subject to such terms and conditions of employment as negotiated between the Board of Governors of the University and the recognised trade unions, and/or the employees of the University. In negotiating such terms and conditions the Board of Governors will consider any appropriate advice received from the Universities and Colleges Employers Association (UCEA).

## Application Procedure

We encourage you to apply on-line at our website <http://jobs.staffs.ac.uk> as the system is user friendly and simple to complete.

Please note that the University will not consider a Curriculum Vitae attached in support of your application and will not use this document in the shortlisting process. Consequently, we would ask all applicants to ensure that they have provided comprehensive information under each criteria in the Supporting Statements section of the application form and, if necessary, add any relevant additional information in the Additional Information Section. Should you wish to discuss this vacancy informally before making an application please contact:

Professor Peter Oakes, Programme Director: [peter.oakes@staffs.ac.uk](mailto:peter.oakes@staffs.ac.uk)

## Guidance for Disclosure Applicants

Please note that, if offered this position, the appointment procedure requires an Enhanced level of Disclosure with the Disclosure & Barring Service (DBS) (formerly CRB) as detailed above in the enclosed job description. Enhanced Disclosures are for posts that involve a significant degree of contact with children or vulnerable adults. In general the type of work will involve regularly caring for, supervising, training or being in sole charge of such people.

A Disclosure is a document containing information held by the police and government departments. It can be used by employers to make safer recruitment decisions and is provided by the Disclosure & Barring Service (DBS), an executive agency of the Home Office. Disclosures will provide details of a person's criminal record including relevant cautions, convictions, reprimands and warnings held on the Police National Computer (PNC). Depending on the level of Disclosure it might also contain information held by government departments and local police forces.

In applying for a Disclosure the successful applicant will be provided with the relevant form and guidance notes supplied by DBS. The form must be completed and returned to Human Resources together with various original documents confirming identity (full details will be provided at the time). The successful applicant will be required to disclose all reprimands, warnings, cautions and convictions that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013. Certain spent reprimands, warnings, convictions and cautions are 'protected' and as such are not required to be disclosed. Any such protected offences cannot be taken into account, when making recruitment and suitability decisions.

The completed Disclosure application form will be countersigned and forwarded to the DBS by Human Resources. The DBS will then undertake the necessary checks with the Police and other relevant authorities.

After all checks have been carried out, the DBS will send the Disclosure directly to the applicant, which will list any details obtained from those checks. This Disclosure must be presented to the Faculty to be scrutinised- details of whom this document must be presented to will be given at the time. In the event of the DBS check highlighting information held on any of the databases accessed, it may be necessary for a meeting to be convened with the successful applicant in order for an informed decision to be made as to whether or not this affects the offer of appointment. The final decision as to whether appointment can proceed will be made by the Director of Human Resources.

## Policy Statement on the Recruitment and Employment of Ex-Offenders

### Background

The first priority of Staffordshire University is the safety and welfare of children and vulnerable adults in our care, who use the services of the University or come into contact with members of the University. We intend to achieve this by exercising rigour and vigilance in employment-making; criminal record Disclosures are central to this.

Recipients of criminal record Disclosures must duly comply with the DBS code of practice as well as the University's policies and procedures. Disclosure information will be treated as sensitive personal data; recipients will follow the University's data protection and criminal record checking procedure when handling Disclosure information. The University will treat all applicants fairly judging peoples' criminal records on merit, in accordance with the law and in relation to the responsibilities of the post in question. The University will not subject anyone who discloses a criminal record to unfair treatment on the basis of convictions subject to relevant legislation and reasonable judgement.

### Policy Statement

- As an organisation using the Disclosure & Barring Service (DBS) Disclosure service to assess applicants' suitability for positions of trust, Staffordshire University complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of a conviction or other information revealed.
- Staffordshire University is committed to the fair treatment of its staff, potential staff or users of its services, regardless of gender, race, nationality, religion or belief, disability, age, sexual orientation or trade union activity or offending background.
- We have a written policy on the employment of ex-offenders which is available on the University's website.
- We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
- A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, all job advertisements and job descriptions will contain a statement that a disclosure will be requested in the event of the individual being offered the position.
- Where a Disclosure is to form part of the recruitment process, we encourage all applicants to provide details of their criminal record at an early stage in the application process and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.
- Unless the nature of the position allows Staffordshire University to ask questions about your entire criminal record, we only ask about 'unspent' convictions as defined in the Rehabilitation of Offenders Act 1974.
- We ensure that those at Staffordshire University who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of the offences. We also ensure that they have received appropriate training and guidance in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
- At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to a withdrawal of an offer of employment.

- We make every subject of a DBS Disclosure aware of the existence of the DBS Code of Practice and make a copy available on request.
- We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.



## Person Specification

**Job Title:** Research Director (LSE16/17i)

**School/Service:** School of Life Sciences and Education

*The qualifications, experience, knowledge skills and personal qualities outlined below provide a summary of what is required to carry out this job effectively. They also form the selection criteria on which a decision to appoint will be made. Please ensure that you provide evidence of how you meet the criteria in your application.*

No	Selection Criteria Description	Essential [E] or Desirable [D]	Assessed by *
1	Possession of a PhD or professional equivalent level in a relevant subject area	E	A
2	Track Record of Research activity including publication in peer reviewed journals and evidence of application/impact	E	A/I
3	Commitment to, and understanding of equality issues within a diverse environment	E	A/I
4	Good verbal and communication skills coupled with proven ability to solve problems and good organisational skills	E	A/I
5	Leadership skills in a research context together with proven ability to work effectively as part of a team using your excellent interpersonal skills	E	A/I
6	Evidence of active engagement with people with lived experience in chosen field	E	A/I
7	Qualification in Clinical Psychology or other Health Related Discipline, recognised by the Health and Care Professions' Council (HCPC) and ongoing registration with the HCPC	D	A
8	Knowledge of current professional issues within the NHS coupled with up to date knowledge of clinical psychology training	D	A/I
9	Experience of working on clinical psychology training programmes with experience of supervising trainee clinical psychologists' research projects	D	A/I

<b>*Key</b>	
<b>[A]</b> Application form	To be assessed against the information provided in the relevant steps of the application form and the evidence required under Section 4, 'Supporting Statements'
<b>[I]</b> Interview	To be assessed during the interview process including selection tests or presentation, as appropriate