



**Harper Adams
University**



Harper & Keele

VETERINARY SCHOOL

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Lecturer/Senior Lecturer in Veterinary General Practice (Equine)

Job Description

Job Title:	Lecturer/Senior Lecturer in Veterinary General Practice (Education & Scholarship)	Post Reference:	KU00004169
School/Directorate:	Harper & Keele Veterinary School		
Responsible to:	Deputy Head of School		
Responsible for:	Education and Scholarship in Equine Veterinary General Practice		
Grade:	Grade 8 or 9 dependent on experience and qualifications Incremental Scale: Yes Starting Salary: G8: £47,874 G9: £58,596	Hours:	Part Time 0.6 FTE

Role Summary:

Veterinary General Practice Lecturers are a key part of the Harper & Keele Veterinary School's academic team, having primary responsibility for the design, development and delivery of teaching and learning relevant to veterinary general practice within the 4th and 5th year of the BVetMS programme. Combining their collective experience in veterinary practice together with individual discipline or sector-related expertise ensures that veterinary students develop comprehensive, holistic, transferable, relevant, and informed capabilities and attributes to optimise their readiness to enter the veterinary profession.

The post holder will design and implement contemporary approaches to equine clinical training, delivering teaching, learning and assessment built upon the key tenets of veterinary general practice, and optimising the integration of teaching from clinical partners, key opinion leaders, veterinary specialists and researchers. Framed within a culture of competency-based education, the appointee

will be required to champion a student-centric, outcomes-focused, developmental approach to training veterinary students.

Main Duties and Responsibilities:

Education & Learning

Grade 8 expectations

- Work with colleagues in the School to deliver an exceptional, inclusive learning environment for students.
- Teach and inspire students across both undergraduate and postgraduate programmes.
- Develop high-quality and engaging teaching materials, ensuring that content, methods of delivery and learning materials meet the defined learning objectives and needs of students.
- Plan, develop and evaluate new and existing programmes.
- Undertake module/programme leadership.
- Select appropriate assessment instruments and provide constructive feedback to students.
- Provide academic and pastoral support for students.
- Supervise undergraduate/postgraduate student dissertations/projects, appropriate to the needs of the School, and in line with workload expectations
- Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
- Develop ideas for generating income and promoting the subject area.
- Contribute to the accreditation of courses and quality control processes.

Grade 9 expectations cumulative of grade 8

- Champion the delivery of an exceptional, inclusive learning environment for students.
- Substantially contribute to the development of teaching and learning strategies.
- Design, deliver and develop a range of innovative and inclusive programmes at both undergraduate and postgraduate level.
- Continuously review the design and content of programmes to ensure they improve the learning experience and support positive outcomes.
- Produce evidence-based evaluations of educational provision within the School / Faculty, informing curriculum development at these levels
- Develop high-quality and engaging teaching materials based on personal research/scholarship and informed by best practice.
- Undertake programme leadership.

Scholarship

Grade 8 Expectations

- Develop, implement and share innovative pedagogy and pedagogic materials to enhance student critical thinking and problem solving.
- Promote good practice and expertise in programme and module design, teaching methods, development of materials and delivery at School level.

- Contribute to School-level audit and review of learning and teaching.
- Submit high-quality proposals and applications for funding opportunities for educational collaboration.
- Engagement with internal and external educational networks and partnerships.
- Draw on knowledge and awareness of sector-wide HE issues, practice and policy.

Grade 9 expectations cumulative of grade 8

- Lead areas of educational strategy at School and Faculty level.
- Leading contributions to the development and implementation of innovative pedagogy and pedagogic materials to enhance student critical thinking and problem solving.
- Promote and share good practice and expertise in programme and module design, teaching methods, development of materials and delivery at School and Faculty level.
- Secure funding for educational projects that allow for collaboration.
- Draw on knowledge and awareness of sector-wide HE issues, practice and policy and apply this to educational leadership and strategy.
- Present learning and teaching evaluations/reports/reflections at national and international conferences.
- Participate in communities of educational scholarship at the University.

Leadership, Management & Engagement

Grade 8 expectations

- Contribute to collaborative decision making with academic colleagues on course development, curriculum changes and the development of research activity.
- Contribute to School objectives in relation to TEF and NSS (and other surveys).
- Actively contribute to the School's recruitment activities, including participating in the School's programme of Open and Offer Holder Days, and outreach activity.
- Contribute to the work related to addressing challenges of equality, diversity and inclusion.
- Contribute to internationalisation in line with School strategic plans.
- Advise and mentor colleagues to support their personal development.
- Lead local projects as appropriate.
- Contribute to School strategy / policy in learning and teaching, providing advice on key areas.
- Coordinate the work of colleagues to ensure equitable access to resources and facilities.
- Develop engagement with national sector bodies, as appropriate.

Grade 9 expectations cumulative of grade 8

- Substantial contribution to School objectives in relation to TEF and NSS (and other surveys).
- Substantial contribution to the objective of expanding student recruitment and increasing the diversity of the student body.
- Leading contribution to development and implementation of collaborative learning environments.

- Substantial contribution to student recruitment activity including Open Days, Offer Holder Days and outreach.
- Substantial contribution to the work related to addressing challenges of equality, diversity and inclusion.
- Substantial contribution to internationalisation in line with School strategic plans.
- Lead and develop internal networks, for example by chairing and participating in institutional committees.
- Develop engagement with national or international networks and/or national sector bodies, as appropriate.
- Manage and develop teams and individuals through the appraisal system and provide advice on personal development.
- Act as a personal mentor to peers and colleagues at individual and group level.

Teamwork

Grade 8 & 9 Expectations

- Contribute to the development and delivery of the objectives of the School, including attendance and participation at School and subject area meetings.
- Liaising closely with colleagues to develop teaching and scholarship/research areas within the School, establishing, where appropriate, cross-disciplinary initiatives.
- Coordinate with other areas of the University and external parties as required.
- Effectively fulfil strategic roles in the School's education provision and administration.

Communication

Grade 8 & 9 Expectations

- Communicate effectively across a wide range of audiences.
- Liaise, establish and maintain positive links with external agencies and providers.

Other Grade 8 Expectations

- Support other administrative, research, teaching or external engagement activities as required by the School.
- Participate in relevant meetings, committees and working groups within the School, Faculty and University.
- Observe and define priorities in the achievement of strategic and operational objectives.
- Engage in continuous professional development and participate in relevant staff development programmes.

Grade 9 expectations cumulative of grade 8

- To participate and lead in relevant meetings, committees and working groups within the School, Faculty and University.

Additional Responsibilities:

University Policies & Procedures

Adhere to regulations and procedures relating to data protection and information security.

Co-operate with the University in ensuring as far as is necessary, that Statutory Requirement, Codes of Practice, University Policies and Procedures at both University and Departmental level are complied with.

Adhere to the University's environmental policy and procedures and seek to promote environmental sustainability within area of responsibility.

Ensure robust procedures and processes are followed for services and products that are procured and undertaken in line with prevailing legislation, statutory obligations and policies.

Personal Development/ Performance

Demonstrate commitment to continuing Personal/Professional Development and to engage with appropriate development activities.

Equality, Diversity, Health and Safety and Strategy

Hold a duty and commitment to the principles and practice of equality and diversity and comply with the University's Dignity and Respect Framework. Duties must be carried out in accordance with relevant Equality and Diversity legislation and University policies/procedures/strategy.

Take reasonable care of the Health and Safety of yourself and that of any other person who may be affected by your acts or omissions at work.

This job description is not intended as an exhaustive list of duties or a restrictive definition of the post but rather should be read as a guide to the main priorities and typical areas of activity of the post-holder. These activities are subject to amendment over time as priorities and requirements evolve and as such it may be amended at any time by the line manager following discussion with the post holder.

This post may meet the relevant criteria to allow the University to issue a Certificate of Sponsorship to individuals who wish to come to work in the UK through the Skilled Worker Route of the UK Immigration System. For information on the sponsorship system, please visit the UK Visas and Immigration website at <https://www.gov.uk/government/organisations/uk-visas-and-immigration>. You are advised to assess your circumstances against the criteria set out in the UKVI policy guidance, available at <https://www.gov.uk/browse/visas-immigration>. UK ENIC provides advice and guidance on international qualifications at [UK ENIC Visas and Nationality](#)

Occupational Health

Please note this appointment is subject to medical clearance by the University's Occupational Health provider.

References

You are asked to provide details of **three** referees, including your current or most recent employer, on your application form. Referees should be able to comment on your work and/or educational background and may be approached before interview. In providing these details you are giving the University permission to request personal information about you from your referees, which may include confirmation of your previous salary, disciplinary and work history.

Disability Confident



Keele University is committed to taking positive steps to employ, keep and develop the abilities of disabled staff and has been awarded the disability symbol. We undertake to offer all applicants with a disability and **who meet the minimum essential criteria** an interview. If you wish to be considered under this scheme, please indicate this by selecting 'Yes' in the Guaranteed Interview Scheme Section of your application. You can also provide specific information of any requirements/adjustments you may require to assist you during the recruitment process within this section. For advice or guidance please contact the Recruitment Team email: vacancies@keele.ac.uk.

The information you provide on your application will be forwarded to the recruiting area so that they may consider whether they can facilitate your requested adjustments. ***Please note that if you do not indicate that you wish to be considered under the Disability Confident scheme in your application, you will not be considered under this Scheme.***

Person Specification

Job Title:	Lecturer in Veterinary General Practice (Education & Scholarship) Grade 8	Post Reference:	KU00004169
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Selection Criteria	Essential (E) or Desirable (D)	Evidenced By: Application (A) Interview (I) Test (T) Presentation (P) References (R)
Qualifications/Training		
Relevant degree in Veterinary Medicine & Surgery	E	A
Member (or eligible for membership) of the Royal College of Veterinary Surgeons	E	A
Postgraduate qualification related to equine veterinary practice	D	A
Higher Education Teaching Qualification/Advance HE (HEA) or equivalent experience	E	A
Experience:		
Significant experience of delivering high-quality teaching and assessment in relevant subject area	E	A, I, P, R
Significant experience of developing high-quality course materials.	E	A, I
Experience of learning technology applications	E	A, I
Evidence of participation in programme design and management of undergraduate/postgraduate modules	E	A, I
Experience of providing students with appropriate pastoral and academic support	E	A, I
Experience of building effective working relationships, both within and outside the University sector	E	A, I, R
Experience of applying for funding opportunities	E	A, I
Demonstrable innovation in scholarship and teaching	E	A, I
Skills/Aptitudes/Competences		
Ability to lead modules and programmes	E	A, I
Ability to work effectively independently and as a team member	E	A, I, R
Excellent communication, presentation and interpersonal skills	E	A, I, P, R
Competent in the use of Microsoft packages	E	A, I
Ability and willingness to contribute to the administration of modules, programmes and School organisation	E	A, I
Ability to mentor colleagues within the School	E	A, I
Capable of organising and leading projects	D	A, I
Other		
Commitment to continuing professional development	E	A, I
Commitment to the promotion of equality, diversity and inclusion	E	A, I

Person Specification

Job Title:	Lecturer in Veterinary General Practice (Education & Scholarship) Grade 9	Post Reference:	KU00004169
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Selection Criteria	Essential (E) or Desirable (D)	Evidenced By: Application (A) Interview (I) Test (T) Presentation (P) References (R)
Qualifications/Training		
Relevant degree in Veterinary Medicine & Surgery	E	A
Member (or eligible for membership) of the Royal College of Veterinary Surgeons	E	A
PhD in relevant subject or Board-Certified qualification in equine-related area	D	A
Higher Education Teaching Qualification/Advance HE (HEA) or commitment to undertake	E	A
Postgraduate qualification related to equine veterinary practice	E	A
Experience:		
Significant track record of providing leadership of educational programmes	E	A, I
Evidence of supporting the development of teaching and learning strategies	E	A, I
Evidence of sustained excellence and innovation in teaching and assessment	E	A, I
Proven leadership, mentoring and support for colleagues	E	A, I, R
Experience of providing students with appropriate pastoral and academic support	E	A, I
Experience of learning technology applications	E	A, I
Experience of developing ideas for income generation	D	A, I
Strategic educational/ professional contributions beyond institution	D	A, I
Skills/Aptitudes/Competences		
Excellent Communication, presentation, and interpersonal skills	E	A, I, P
Ability to deliver presentations at HEIs and national / international conferences	E	A, I
Ability to work effectively independently and as a team member	E	A, I, R
Competent in the use of Microsoft packages	E	A, I
Ability to develop effective working relationships, both within and outside the University sector	E	A, I, R
Demonstrable innovation in teaching	E	A, I
Ability to generate substantial income	E	A, I
Capable of organising and leading projects	E	A, I
Other		
Commitment to continuing professional development	E	A, I
Commitment to the promotion of equality, diversity and inclusion	E	A, I

For full post details and to apply, please visit: www.keele.ac.uk/vacancies

Keele University employees wishing to apply for this vacancy should login to Employee Self Service and click on the 'View current vacancies' link.

Closing date for applications: 7th November 2024

Interviews will be held on: 26th November 2024

