



<b>Job title</b>	Assistant Professor	<b>Job family and level</b>	Research and Teaching Extended Level 5 (Research & Teaching Focus)
<b>School/ Department</b>	Midwifery School of Health Sciences	<b>Location</b>	Medical School QMC

## Purpose of role

The purpose of this role will be to lead and deliver individual and collaborative research and teaching in the area of undergraduate and postgraduate midwifery, and to contribute to research programmes in the School of Health Sciences.

The role will be responsible for generating new intellectual understanding/knowledge through the application of knowledge and for developing ideas for application of research and teaching outcomes.

The post holder will develop new concepts and ideas and will be expected, where appropriate, to develop and win support for innovative research and/or teaching development proposals and funding bids.

The post holder will also be expected to be research active in the field of maternal health and wellbeing, to provide support to students in academic environments at undergraduate and postgraduate level and to maintain effective relationships with external partners and service users.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<p><b>Teaching</b> Contribute to high quality education provision by:</p> <ul style="list-style-type: none"> <li>▪ teaching on undergraduate and postgraduate midwifery and related courses with a teaching focus on research and global maternal health</li> <li>▪ working to meet the University and the School's Learning and Teaching Strategies</li> <li>▪ demonstrating evidence-based educational practice</li> <li>▪ working collaboratively with programme leads</li> <li>▪ undertake module leadership duties related to courses, including assessment, tutorial support, curriculum development, attendance at course meetings</li> <li>▪ contributing to quality monitoring and ensuring related requirements are met, applicable to role</li> <li>▪ contributing to the development of new programmes in collaboration with the wider team</li> <li>▪ supervising the work of others and lead innovation in collaboration with academic plan leads</li> <li>▪ representing the Professional Group on various committees and working groups across the School and in the wider University</li> <li>▪ mentoring new members of staff as required</li> </ul>	55%

	<ul style="list-style-type: none"> <li>act as a personal tutor to students</li> </ul>	
2	<b>Research</b> <ul style="list-style-type: none"> <li>Engage collaboratively in high quality research relevant to maternal health and wellbeing</li> <li>Act as principal or co-investigator on externally funded research by developing competitive grant applications</li> <li>Disseminate through high quality peer-reviewed publications and conference presentations</li> <li>Contribute to knowledge exchange and impact activities</li> <li>Develop skills and experience in supervision of postgraduate research students</li> </ul>	20%
4	<b>Practice</b> <ul style="list-style-type: none"> <li>Develop and maintain good relations with practice areas</li> <li>Actively undertake the role of link lecturer and academic assessor</li> <li>Contribute to the work of the relevant Practice Learning Team</li> <li>Support the process of auditing of the learning environment</li> <li>Maintain NMC registration and comply with re-validation processes</li> </ul>	15%
5	<b>General/Administration</b> <ul style="list-style-type: none"> <li>Maintain good relations and active linkages with colleagues in the School and University</li> <li>Contribute to internal and external academic and professional citizenship, locally, nationally and internationally</li> <li>Demonstrate effective use of IT knowledge and skills</li> <li>Demonstrate commitment to equality, diversity and inclusion</li> <li>Keep up to date with changes in education and healthcare provision nationally and internationally</li> </ul>	10%

## Person specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>Proven ability to design and deliver innovative course materials using a range of delivery techniques and technologies to inspire and engage students</li> <li>Experience of assessing students, marking and moderation, course and curriculum development and of higher education quality mechanisms</li> <li>Experience of teaching at undergraduate and postgraduate levels</li> <li>Ability to build relationships and collaborate with others, internally and externally</li> <li>Enthusiastic and committed individual</li> <li>Evidence of excellent organisational skills, time-management and IT skills</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of recognition of contribution to developments in midwifery education e.g. local or national teaching award</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>▪ Experience of research related to maternal health and wellbeing</li> <li>▪ Evidence of peer reviewed publication and conference presentations</li> <li>▪ Experience of acting as principal or co-investigator on externally funded research</li> <li>▪ Experience in developing successful grant applications</li> <li>▪ Experience of module and curriculum leadership</li> <li>▪ Experience and demonstrated success in delivering teaching within an agreed quality framework</li> <li>▪ Extensive experience within midwifery reflected in growing national reputation</li> <li>▪ Demonstrate knowledge and experience of different methods of teaching (e.g. small group, flipped, blended, practice or problem-based) and understand the evidence supporting the use of such approaches in own teaching context</li> </ul>	<ul style="list-style-type: none"> <li>▪ National and international reputation in specialist field which continues to grow</li> <li>▪ Reviewer for a peer reviewed journal</li> <li>▪ Skills in managing, leading and motivating staff</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>▪ Master's degree in subject relevant to maternity care/maternal health and wellbeing</li> <li>▪ PhD or equivalent in relevant subject area</li> </ul>	<ul style="list-style-type: none"> <li>▪ Higher Education teaching qualification or equivalent</li> <li>▪ Membership of a professional body where appropriate</li> </ul>
<b>Statutory, legal or special requirements</b>	<ul style="list-style-type: none"> <li>▪ Current registration as a midwife with the Nursing and Midwifery Council (UK)</li> <li>▪ Satisfactory Enhanced disclosure obtained from the Disclosure and Barring Service.</li> </ul>	



As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those whose protected characteristics under the Equality Act 2010, are not well-presented in our current staff body.



The University is a signatory of the Declaration on Research Assessment (DORA). As such we commit to focus on the scientific content of publications (where requested or provided as part of the recruitment and selection process) as a basis for review of quality, and consideration of value and impact of research conducted, rather than any proxy measures such as Journal Impact Factor.

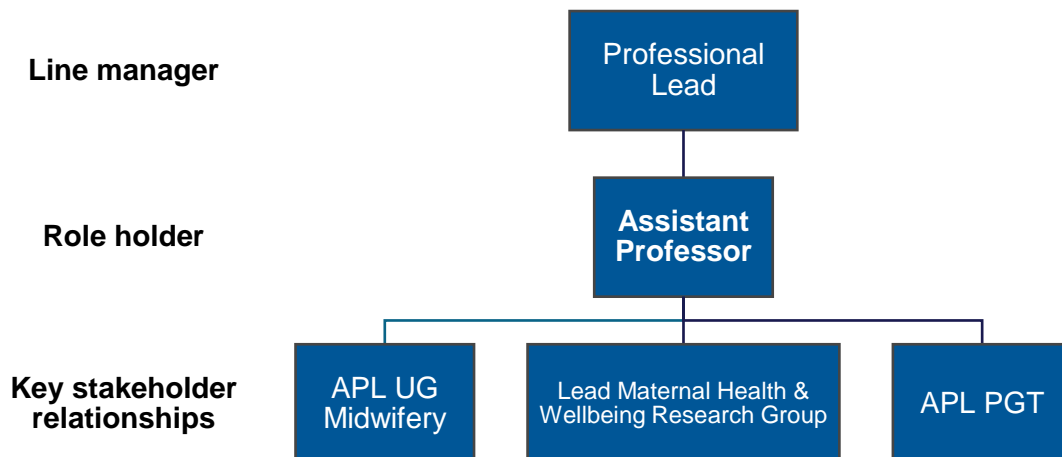


## Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.
- Taking ownership** Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.
- Forward thinking** Driven to question the status quo and explore new ideas, supporting the team to "lead the way" in terms of know-how and learning.
- Professional pride** Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.
- Always inclusive** Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

## Key relationships with others





<b>Job title</b>	Assistant Professor	<b>Job family and level</b>	Research and Teaching Extended Level 5 (Teaching Focus)
<b>School/ Department</b>	Midwifery School of Health Sciences	<b>Location</b>	Medical School QMC

## Purpose of role

The purpose of this role will be to lead and deliver individual and collaborative research and teaching in the area of undergraduate and postgraduate midwifery, and to contribute to research programmes in the School of Health Sciences.

The role will be responsible for generating new intellectual understanding/knowledge through the application of knowledge and for developing ideas for application of research and teaching outcomes.

The post holder will develop new concepts and ideas and will be expected, where appropriate, to develop and win support for innovative research and/or teaching development proposals and funding bids.

The post holder will be expected to provide a consistently excellent standard of teaching and support for student learning that is underpinned by evidence, to contribute to curriculum development, quality assurance and enhancement; to undertake continuing professional development; to work in partnership with staff and students to maintain the highest standards in all areas of their work.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<p><b>Teach</b></p> <p>Contribute to high quality education provision by:</p> <ul style="list-style-type: none"> <li>▪ teaching on undergraduate and postgraduate midwifery and related courses</li> <li>▪ working to meet the University and the School's Learning and Teaching Strategies</li> <li>▪ demonstrating evidence-based educational practice</li> <li>▪ working collaboratively with programme leads</li> <li>▪ undertake module leadership duties related to courses, including assessment, tutorial support, curriculum development, attendance at course meetings</li> <li>▪ contributing to quality monitoring and ensuring related requirements are met, applicable to role</li> <li>▪ contributing to the development of new programmes in collaboration with the wider team</li> <li>▪ supervising the work of others and lead innovation in collaboration with academic plan leads</li> </ul>	55%

	<ul style="list-style-type: none"> <li>▪ representing the Professional Group on various committees and working groups across the School and in the wider University</li> <li>▪ mentoring new members of staff as required</li> </ul>	
2	<p><b>Scholarly activity and professional development</b></p> <ul style="list-style-type: none"> <li>▪ Engage in a programmatic approach to professional development that supports excellence in teaching</li> <li>▪ Act as a personal tutor to students, under the supervision of a Senior Tutor. Support individual students with additional welfare or academic needs, referring them as appropriate to services providing further help</li> <li>▪ Individually or collaboratively identify and investigate issues relating to teaching</li> <li>▪ Maintain NMC registration through revalidation as required</li> </ul>	20%
3	<p><b>Practice</b></p> <ul style="list-style-type: none"> <li>▪ Develop and maintain good relations with practice areas</li> <li>▪ Actively undertake the role of link lecturer and academic assessor</li> <li>▪ Contribute to the work of the relevant Practice Learning Team</li> <li>▪ Support the process of auditing of the learning environment</li> <li>▪ Maintain NMC registration and comply with re-validation processes</li> </ul>	15%
	<p><b>General/Administration</b></p> <ul style="list-style-type: none"> <li>▪ Maintain good relations and active linkages with colleagues in the School and University</li> <li>▪ Contribute to internal and external academic and professional citizenship, locally, nationally and internationally</li> <li>▪ Demonstrate effective use of IT knowledge and skills</li> <li>▪ Demonstrate commitment to equality, diversity and inclusion</li> <li>▪ Keep up to date with changes in education and healthcare provision nationally and internationally</li> </ul>	10%

## Person specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ Proven ability to design and deliver innovative course materials using a range of delivery techniques and technologies to inspire and engage students</li> <li>▪ Experience of assessing students, marking and moderation, course and curriculum development and of higher education quality mechanisms</li> <li>▪ Experience of teaching at undergraduate and postgraduate levels</li> <li>▪ Ability to build relationships and collaborate with others, internally and externally</li> <li>▪ Enthusiastic and committed individual</li> <li>▪ Evidence of excellent organisational skills, time management and IT skills</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of recognition of contribution to developments in midwifery education e.g. local or national teaching award</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>▪ Experience of module and curriculum leadership</li> <li>▪ Experience and demonstrated success in delivering teaching within an agreed quality framework</li> <li>▪ Extensive experience within midwifery reflected in growing national reputation</li> <li>▪ Demonstrate knowledge and experience of different methods of teaching (e.g. small group, flipped, blended, practice or problem-based) and understand the evidence supporting the use of such approaches in own teaching context</li> </ul>	<ul style="list-style-type: none"> <li>▪ National and international reputation in specialist field which continues to grow</li> <li>▪ Reviewer for a peer reviewed journal</li> <li>▪ Skills in managing, leading and motivating staff</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>▪ Master's degree in subject relevant to maternity care/ maternal health and wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>▪ PhD or equivalent in relevant subject area</li> <li>▪ Higher Education teaching qualification or equivalent</li> <li>▪ Membership of a professional body where appropriate</li> </ul>
<b>Statutory, legal or special requirements</b>	<ul style="list-style-type: none"> <li>▪ Current registration as a midwife with the Nursing and Midwifery Council (UK)</li> <li>▪ Satisfactory Enhanced disclosure obtained from the Disclosure and Barring Service.</li> </ul>	



As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those whose protected characteristics under the Equality Act 2010, are not well-presented in our current staff body.



The University is a signatory of the Declaration on Research Assessment (DORA). As such we commit to focus on the scientific content of publications (where requested or provided as part of the recruitment and selection process) as a basis for review of quality, and consideration of value and impact of research conducted, rather than any proxy measures such as Journal Impact Factor.



## Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.
- Taking ownership** Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.
- Forward thinking** Driven to question the status quo and explore new ideas, supporting the team to "lead the way" in terms of know-how and learning.
- Professional pride** Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.
- Always inclusive** Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

## Key relationships with others

