
ROLE PROFILE and PERSON SPECIFICATION



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| Academic Post Title | Lecturer in Nursing / Healthcare (Full-time) |
| Remuneration | £29,521 - £38,699 (University lecturer F2 grade) |
| Other Benefits | Access to either Gibraltar Provident Fund or the Guaranteed Superannuation Fund pension schemes after probation period |
| Probation Period | 12 months |
| Base Location | Europa Point Campus |
| Hours | 37-hours per week |
| Annual Leave | 25 days |
| Responsible to | Head of School (Health Sciences) |

GENERAL

The University of Gibraltar is a not-for-profit independent tertiary institution established in Gibraltar under the University of Gibraltar Act 2015. Its principal mission is to respond to current societal needs as well as to shape personal and professional futures through the pursuit of education, training, and research. The University is committed to innovative partnerships with business, government, charitable foundations, healthcare and educational institutions. It is a regionally facing institution that seeks to be globally engaged and recognised.

ABOUT THE SCHOOL OF HEALTH SCIENCES

The School of Health Sciences aims to prepare graduates to become excellent health care workers and practitioners. It offers programmes at both undergraduate and postgraduate level, all of which are delivered by expert teaching staff and industry experts and designed to meet the demands of contemporary health care practice. In line with the University's focus on participatory and active learning opportunities, class sizes are small and provide an excellent learning experience where students are encouraged to discuss, question and apply academic theories to practice.

JOB PURPOSE

To deliver high-quality teaching, professional practice and academic management within the University. To develop and maintain learning, teaching and professional practice activities that enhance the discipline and support an excellent student experience in line with the University strategy.

MAIN DUTIES AND RESPONSIBILITIES

Learning and Teaching

1. Develop and engage in high-quality learning, teaching and assessment at undergraduate and postgraduate level, predominantly face to face but also using online and blended approaches to learning as required.
2. Develop and deliver a teaching portfolio that reflects best practice and is regularly reviewed and refined through self-reflection, peer-support, student feedback, professional development and where applicable scholarly activity.
3. Teach as a member of the School team in a variety of settings from small group tutorials to large lectures and using online / digital technologies (e.g. Canvas) where appropriate.
4. Identify the learning and development needs of students and define appropriate learning objectives, methods and resources to meet their needs.
5. Develop the skills of students, applying appropriate approaches to teaching, enabling them to challenge thinking, foster debate and develop their ability to engage in critical discourse and rational thinking.
6. Supervise the work of students, provide advice on study skills and assist them with learning problems, this includes supervision of placements where appropriate.
7. Select appropriate assessment instruments and criteria, championing best practice within the University around assessment and feedback; assessing the work and progress of students by reference to the programme criteria and provide constructive feedback to students.
8. Work closely with practice partners in all aspects of the programme in the capacity of Link Lecturer.

Administration, Support and Management

9. Support the development of the subject discipline within the University through curriculum review activities and oversee the development of learning and teaching materials, methods and approaches with guidance from the Head of School.
10. Support the 'programme / module leader' and manage personal administrative tasks including responsibility for the planning of taught programmes.
11. Ensure that relevant University academic regulations, quality codes, processes and procedures as described in the University Quality Handbook are implemented effectively; review quality codes and processes and actively contribute to their future development.
12. Contribute to the School and University community through internal and external engagement activities (e.g. School administration, open days, outreach, committee membership, peer support, knowledge exchange, public engagement) taking a leadership role where required.
13. Provide pastoral support for students where appropriate; using listening, interpersonal and empathy to deal with sensitive issues concerning students and provide support.
14. Participate in internal and external networks and events in order to maintain and enhance professional standing in your field as well as promoting, and enhancing the reputation of, the University.

Research and Scholarly Activity

15. Engage in research and/or professional practice that contributes to the University’s growing research culture and research direction as agreed with the Head of School.
16. Contribute to the identification of opportunities and writing proposals for external funding for research and/or reach-out activities and contribute to the subsequent delivery of projects that are funded, as agreed with the Head of School.
17. Continually update knowledge and understanding at the forefront of the academic discipline and, if appropriate, also at the forefront of the relevant area of professional practice.
18. Translate knowledge of advances in the subject area or professional practice into the academic programme of study.
19. Engage in approved collaborative partnerships and contribute to the University’s work in influencing leading edge practice, as agreed with the Head of School.

Other

20. Actively promote the mission and values of the University.
21. Act ethically and uphold University’s sustainability commitment at all times.
22. Work within the Health, Safety and Welfare at Work Act 1999; fulfilling the legal duty to take responsible care for own health and safety and others who may be affected by their actions.
23. Support the University’s major events such as Foundation Day, Beacon Lectures, open days, applicant days, interviews, clearing and other key events.
24. Ensure that the highest standards of professional performance are maintained.
25. Promote equal opportunities, diversity and inclusion in the work of the University.
26. Ensure compliance with relevant legislation and statutory codes of practice, as advised.
27. Participate in the University’s performance review and appraisal processes.
28. Ensure all University policies are implemented within the remit of this post.
29. Any other duties as may reasonably be required.

This position description is a guide to the work the postholder will initially be required to undertake. It may be amended from time to time to meet changing circumstances by mutual agreement. It is expected the job description will be regularly reviewed by the postholder and line-manager. These discussions will normally take place during the annual Staff Performance and Development Review (SPDR).

Although the base location is as shown, the role holder may be required to work on any university site or associate campus.

A summary of the essential and desirable attributes appears below and forms part of this position description.

PERSON SPECIFICATION

| | Essential [E] | Desirable [D] |
|---|--|---|
| Qualifications and/or Professional Development | <ul style="list-style-type: none"> On the NMC / GNMHVRB register as a Registered Nurse Adult. Or equivalent (HCPC) for other professional allied to health. Evidence of commitment to continuing professional development and lifelong learning. | <ul style="list-style-type: none"> Dual qualified (e.g. Adult and Mental Health nurse). A PhD (or recognised equivalent) in a relevant subject area OR a Master's |

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| | <ul style="list-style-type: none"> • A BSc (Hons) award in the subject area • A minimum of 3 years healthcare experience. | <p>degree with significant healthcare experience.</p> <ul style="list-style-type: none"> • Professionally recognised teaching qualification (e.g NMC recorded Lecturer / Practice educator). • Professional membership of relevant organisation / professional accreditation. |
| <p>Previous Experience</p> | <ul style="list-style-type: none"> • Some experience of teaching and learning within a Higher Education environment. • Relevant/current healthcare experience to support application of academic content to practice with credibility. | <ul style="list-style-type: none"> • Contributing to HE leadership i.e. through decision-making and/or committee membership • Management experience in a professional environment. • Planning workloads, projects and allocation of resources. |
| <p>Knowledge, Skills and Abilities</p> | <ul style="list-style-type: none"> • Knowledge of breadth and depth of subject in order to deliver academic content with credibility. • Up to date, knowledge of current disciplinary methodologies within subject. • Knowledge of pedagogy, including the ability to use technology to enthuse and engage students with diverse learning styles. • Ability to contribute and support the School in evaluating learning methods / outcomes and adapt based on student and peer feedback. • Strong organisational skills and able to manage multiple priorities, work effectively under pressure and meet deadlines. • Able to communicate complex information clearly, articulately and confidently using a range of channels. • Strong IT skills including using Microsoft Office, and digital technologies / learning platforms. • Able to work effectively in a team, but also able to take initiative, exercising due tact and judgement. | <ul style="list-style-type: none"> • Excellent liaison and networking skills with the ability to develop and foster relationships and partnerships that extend the reputation of the University. • Able to take a lead role in programme outreach activity and services, including online presence for marketing and portfolio purposes. • Able to respond positively to challenging situations and solve problems quickly and creatively. • Excellent project management skills. • Able to foster critical thinking, curiosity, debate and develop the ability of students to engage in critical discourse and rational thinking. |
| <p>Values and Principles</p> | <ul style="list-style-type: none"> • Commitment to the University's values. • Strong commitment to, and understanding of, the principles of equality, diversity & inclusion. • Commitment to high-quality learning and teaching and the student experience. • Culturally nimble and able to interact in a work environment in both very formal and very informal contexts. | |

The University may (where applicable) provide lecturers with the opportunity to undertake a recognised higher education teaching qualification as part of their personal and professional development.