

RESOURCING/

Additional Information



The School of Psychology overlooks Canterbury with a view of the cathedral. It is a leading centre of research and education with a commitment to scientific excellence, a concern for tackling problems of contemporary relevance and a commitment to have positive impact.

We currently have over 40 faculty members, 80 PhD students and a diverse range of externally - funded research projects that employ numerous post-doctoral staff. All are supported by an experienced Professional and Technical Services team.

We have Economic and Social Research Council (ESRC) recognition for all our Master's programmes and BPS accreditation for our MSc programme Forensic Psychology. Kent's School of Psychology is also part of the ESRC South East Network for Social Sciences (SeNSS), a consortium formed of 10 leading UK universities, all of which are engaged in cutting-edge social science research and training. SeNSS offers studentships to fund either (1+3) or (+3) research through a Doctoral Training Partnership (DTP), as well as other scholarships offered by the School and University.

The School of Psychology at the University of Kent is consistently rated in the top 20 of UK course providers. Based upon factors such as entry standards, student satisfaction, research assessment and graduate prospects, Psychology at Kent ranked 13th in the 2019 Complete University Guide, 14th in the 2018 Guardian University Guide, and 10th in the 2018 Sunday Times/Times Good University Guide.

The rankings published in the Times Higher show that research conducted by academic staff in the School of Psychology at the University of Kent is ranked 11th/82 in the UK. This is based on Research Intensity calculated in the 2014 Research Excellence Framework (REF). We have an excellent record of attracting external research funding and postgraduate students. In recent years, the School has won funding from the ERC, ESRC, MRC, Leverhulme Trust, British Academy, Nuffield Foundation, Department of Trade and Industry, Age UK, People United, the Higher Education Academy, the Big Lottery Fund, Department of Communities and Local Government, the Ministry of Justice, the Department for Work and Pensions, HM Prison Service, local NHS hospital trusts and the private, commercial sector.

We have regular research seminars, laboratory meetings, and talks from distinguished external researchers who present their work. We have a large number of international honorary members, visitors and collaborators, and regularly hold international conferences. These have included the British Psychological Society Annual Conferences in Cognitive, in Social, and in Forensic Psychology. We have also hosted medium-sized meetings sponsored by the European Association of Social Psychology and several seminar series funded by the Economic and Social Research Council, Academy of Social Sciences, British Psychological Society and SPSSI-UK.

Senior members of the School play an active role as mentors in encouraging and advising junior colleagues in the development of their careers.



Psychology Building and Technical Facilities

The School is based in Keynes College, where academic staff members have individual, fully equipped offices. The School's main laboratory suite—accommodated in a purpose-built extension to the original college—supplements several well-established laboratories in the main building. The Keynes extension consists of 600 square metres of accessible teaching and research space over three floors. It includes a large flat-floor lecture theatre to accommodate up to 135 students, a dedicated seminar room and 30 individual research laboratories, several of which are equipped with CCTV and one-way mirrors for observational research. All teaching rooms and research laboratories have networked computers and there is excellent WiFi coverage throughout Keynes and across campus. Together with a further 220 square metres of research space in the main college, the School has a total of almost 60 laboratories and an overall footprint approaching 2,500 square metres of research, teaching and office accommodation in Keynes.

In 2017, the School established a dedicated community laboratory on the Canterbury campus to better support research with members of the public and to both strengthen and promote our public engagement activities. The Woodlands Community Laboratory includes a suite of behavioural assessment and interview rooms, a space for workshops and seminars, dedicated visitor car parking and office accommodation for staff and researchers involved in community projects and applied research. This new development increases our teaching, research and office accommodation by a further 250 square metres.

The School has additional dedicated teaching and research space close to the main college in the former Oaks Study Hub. This new space, which is open 24/7 to all members of the School (but mainly undergraduate students) includes 90 networked PCs in two adjacent computer rooms, which are also fully equipped for teaching. The Oaks also includes six accessible research cubicles in their own section of the building and a writing-up/hot-desking space for research postgraduates coming towards the end of their registration. The Oaks is located at the entrance to Keynes, surrounded by mature trees and landscaped grounds with social spaces for students to take regular breaks from work, and is a welcome addition to the School's diverse learning and teaching spaces.

As well as our bespoke laboratory space, we have excellent facilities to support social and behavioural research. These include a suite equipped with a Biopac MP150 to monitor and record physiological responses; an immersive virtual reality laboratory (HTC Vive and Oculus Rift headsets) that also features independent precision point tracking for motion analysis; support for online- and survey-based research including Qualtrics and Millisecond Inquisit; and a fully equipped bar simulation for alcohol-related research. Our cognitive neuroscience laboratories are equipped with four SR Research eye-trackers (EyeLink 1000, two EyeLink 1000 Plus and a head-mounted EyeLink II); two Tobii eye-trackers (Tobii X120 and the portable Tobii T60 XL); one Arrington eye-tracker; four Brain Products EEG systems (each with 64 actiCap active electrode montages); a combined TMS/EEG suite equipped with a PowerMAG 100 stimulator and a TMS-compatible 64-channel BrainAmp DC amplifier; three transcranial direct current stimulators (also capable of tACS, including one with EEG integration); and a mirror stereoscope for 3D vision experiments. There is access to local neuropsychological populations, the Kent Child Development Unit for research with infants and young children, and the Kent Adult Research Unit for research with older participants. The School also has extensive links with services at the Kent and Canterbury hospital and others in the East Kent Hospital University NHS Foundation Trust. Our research is supported by a well-developed infrastructure that includes an online ethics system, Sona Systems participant management software and secure data storage.

The School's PC and Mac systems also support a full range of computer-based experiment generators (including PsychoPy, E-Prime, SuperLab, Inquisit and Matlab), specialised software (SR Research Experiment Builder and Data Viewer, BrainVision Analyzer, Adobe Creative Cloud), productivity software (Microsoft Office) and statistical packages (SPSS, Amos and R). Dedicated programming and technical support for the School's laboratories, computing resources and the wide range of research and computing activities undertaken in the School is led by a Senior Experimental Officer assisted by two full-time Experimental Officers, one Technical Support Officer and a Technical Support Assistant. The team has expertise in PsychoPy (Python) and E-Prime programming as well as HTML/PHP/MySQL for web development. Novel software solutions are possible for a wide range of research designs and technologies. In addition, comprehensive information about the School (for example, library and project resources, timetables, programme and module outlines) is accessible through our regularly maintained website at www.kent.ac.uk/psychology.

The main computing facilities for taught students at Kent are provided by the University's Information Services and consist of a number of large, well-equipped public PC rooms in key areas across campus: the Templeman Library, Computing Laboratory, study hubs and each of the four main colleges. High-speed laser printing is available at all of these locations. Psychology students can also make use of the School's four dedicated computer rooms. In addition to the two new clusters in the Oaks, there is one equipped with 20 PCs for the exclusive use of taught postgraduate students and another, fully air-conditioned computer study area, containing 70 PCs for psychology undergraduates. For off-campus research, staff and students may also borrow from the School's stock of PC and Mac laptops, Windows-based tablets and iPads.

For further details, please visit: <http://www.kent.ac.uk/psychology/>

About the University of Kent

The University of Kent is a leading UK university producing world-class research, rated internationally excellent and leading the way in many fields of study. Our 20,000 students are based at campuses and centres in Canterbury, Medway, Athens, Brussels, Paris, Rome and Tonbridge.

With 97% of our research judged to be of international quality in the most recent Research Assessment Framework (REF2014), our students study with some of the most influential thinkers in the world. Universities UK recently named research from the University as one of the UK's 100 Best Breakthroughs of the last century for its significant impact on people's everyday lives.

We are renowned for our inspirational teaching. Awarded a gold rating, the highest, in the UK Government's Teaching Excellence Framework (TEF), we were presented with the Outstanding Support for Students award at the 2018 Times Higher Education (THE) Awards for the second year running.

Our graduates are equipped for a successful future allowing them to compete effectively in the global job market. More than 95% of graduates find a job or study opportunity within six months.

Known as the 'UK's European university', our international outlook is a major focus and we believe in our students developing a global perspective. Many of our courses provide opportunities to study or work abroad; we have partnerships with more than 400 universities worldwide and are the only UK university to have postgraduate centres in Athens, Brussels, Paris and Rome.

The University is a truly international community with over 40% of our academics coming from outside the UK and our students representing over 150 nationalities.

We are a major economic force in south east England, supporting innovation and enterprise. We are worth £0.9 billion to the economy of the south east and support more than 9,400 jobs in the region.

In March 2018, the Government and Health Education England (HEE) announced that the joint bid by the University of Kent and Canterbury Christ Church University for funded places to establish a medical school has been successful. The first intake of undergraduates to the Kent and Medway Medical School will be in September 2020.

We are proud to be part of Canterbury, Medway and the county of Kent and, through collaboration with partners, work to ensure our global ambitions have a positive impact on the region's academic, cultural, social and economic landscape.

Website: www.kent.ac.uk

<p>Application Process:</p>	<p>Applications must be made via the University's online application system. You will be required to fill in the main details section of the application form as well as upload your CV and a cover letter. Your cover letter should clearly and explicitly address the requirements of the Person Specification and you should provide clear evidence and examples in your application which back-up any assertions you make in relation to each criterion. We recommend a maximum of 4 x A4 sides for this document.</p> <p>Copies of certificates for qualifications you have stated you have achieved in your application will be requested at offer stage; in particular, those that were deemed as essential for the post.</p> <p>The link to the application procedure can be found by returning to the position details page and clicking on 'click here to apply for this job'. Applications must be received by midnight on the closing date and unfortunately late applications cannot be accepted.</p> <p>If you are invited to attend an interview we will contact you by email confirming the arrangements. If you are not successful at the shortlist stage, we will also contact you by email to let you know.</p>
<p>Feedback:</p>	<p>Due to the large number of applications we receive, we are unable to provide feedback at shortlisting stage. We will provide feedback, if requested, following an interview.</p>
<p>Presentation:</p>	<p>Most Academic posts will involve a presentation as part of the interview process. Full details will be confirmed to you by email.</p>
<p>Job Share:</p>	<p>Applications to job-share this post are welcomed. If you wish to apply on a job-share basis indicate this on your application and include:</p> <ul style="list-style-type: none"> ▪ If you are applying as part of a job-share team (please give name of sharer) or as an individual. ▪ The proportion of the job you would wish to work, expressed as a percentage.

	<ul style="list-style-type: none"> Whether you would be interested in the job on a full-time basis if a suitable sharer does not come forward.
Disability Confident Committed:	<p>The Two Ticks scheme has been replaced by the “disability confident” scheme.</p> <p>As users of the disability confident scheme, we guarantee to interview all disabled applicants who meet the essential criteria for our job vacancies.</p> <p>If you have a disability and require information regarding accessibility of our campus facilities please visit: http://www.disabledgo.com/en/org/university-of-kent</p>
Equality, Diversity and Inclusivity:	<p>All University staff are expected to be aware of, comply with, and support the University’s policies with regards to ensuring and promoting equality, diversity and inclusivity. Relevant training and development should be undertaken, as required.</p> <p>Further information about EDI is available from the University’s website at: http://www.kent.ac.uk/hr-equalityanddiversity/</p>
UK Visa and Immigration:	<p>The University of Kent is unable, under current immigration law, to employ candidates who are not eligible to live and work in the UK.</p> <p>For academic and research vacancies, or posts that require very specialist skills we can apply for a Certificate of Sponsorship (although there is no guarantee that this will be granted). This is on the basis that the criteria for such applications have been met.</p> <p>PLEASE NOTE - If you require/hold a visa to work in the UK, it is your responsibility to check the Home Office website to ensure that you understand the rules and the documentation required. It is also important to note that the rules concerning visas are changed and/or amended regularly.</p> <p>The Home Office website is: https://www.gov.uk/government/organisations/uk-visas-and-immigration</p>
Salary Scale:	<p>Employees receive an increment annually until the top of the scale is reached. In addition, there is normally a nationally agreed annual cost of living salary increase.</p> <p>For new employees to the University, the first spine point of the grade is usually offered, unless otherwise agreed. The scale (ie top and bottom spine points) appears on the advert and the Job Description.</p> <p>Successful internal candidates on the same grade will transfer on their current spine point and the annual increment will not be affected. For those moving to a higher grade, the first spine point of the new grade will be offered, unless otherwise agreed.</p>
Annual Leave:	<p>Whilst there is no prescribed holiday entitlement for Academic/Research staff, a notional figure of 43 days per annum is applied (pro rata for part time staff); 8 of these days are reserved for bank/public holidays and 5 are ‘customary’ days when the University closes at Christmas.</p>

<p>Pension:</p>	<p>You will be contractually enrolled to become a member of USS (Universities Superannuation Scheme).</p> <p>Staff enter the USS Retirement Income Builder, which is a type of defined benefit pension scheme where benefits are based on each year's salary throughout your period of membership (on a Career Revalued Benefits basis). You will pay a monthly contribution equal to 8% of salary, while the University contributes 18%.</p> <p>You will also gain access to the USS Investment Builder, a defined contribution section where benefits at retirement are based on the contributions made by you and the University and the performance of the funds that your contributions are invested in. All members will have the option to join this section in addition to the USS Retirement Income Builder, whilst earners above the salary threshold of £55,550 p.a. will join automatically and pay core contributions above the salary threshold into this section.</p> <p>If you elect to opt out of the pension scheme as soon as you join, you may be auto enrolled immediately. You may also be auto enrolled on our re-enrolment date which is every three years. Please see the link below for more information on auto enrolment: https://www.kent.ac.uk/human-resources/pensions/auto-enrolment.html</p> <p>For general scheme information see: http://www.kent.ac.uk/human-resources/pensions/USS-home.html or the USS website: https://www.uss.co.uk/members/members-home/the-uss-scheme</p>
<p>Work Life Balance:</p>	<p>The University recognises that staff have responsibilities and interests that have to be balanced with working life. It is the University's aim to create a well-managed, flexible working environment that supports staff and their families, promotes welfare, maintains working practices and provides a productive balance between work and life outside work. Operational needs must be taken into account, but managers are encouraged to be innovative in organising their team and respond positively to requests to alter working patterns to enable staff to fulfil more effectively their professional and personal commitments.</p>
<p>Childcare:</p>	<p>Oaks Day Nursery (Canterbury Campus): The Oaks Nursery based at the Canterbury Campus is an excellent benefit for staff and a great asset to the University. Places are offered on a first come first served basis and baby places are particularly limited so staff may wish to make contact as soon as their pregnancy is confirmed. For more information: http://oaksnurserykent.co.uk/</p> <p>Medway Campus: There is no University run day nursery at the Medway Campus, however the closest nursery to the campus is run by Busy Bees. For more information: http://www.busybeeschildcare.co.uk/nursery/chatham</p> <p>In October 2018 the Government launched a new Tax-Free Childcare scheme; new members of staff may now be able to get tax-free childcare</p>

	<p>paying up to £500 every 3 months (£2,000 per year) for each child to help with childcare costs. See https://www.gov.uk/help-with-childcare-costs/tax-free-childcare for further information.</p>
<p>Nursery Salary Exchange Scheme:</p>	<p>Nursery Salary Exchange Scheme Workplace Nurseries are childcare facilities provided by an employer and which are offered to employees, through a tax efficient salary sacrifice scheme. The Workplace Nursery Salary Exchange Scheme (for users of the Oaks Nursery on Canterbury Campus) enables eligible staff to opt to receive a lower salary – a salary exchange – in return for the University paying an equivalent amount of his/her nursery fees, via an amendment to contract. This arrangement means staff agree to receive a lower amount of gross pay and in return will be provided with free (or part thereof) workplace nursery places.</p>
<p>Travel Expenses:</p>	<p>Travel Expenses Travel between an employee’s home and their normal place of employment (as specified in the contract of employment) is private travel and will not be reimbursed by the University. Employees who spend time working at home but otherwise have a place of work at a University location must also treat travel to and from that location as a private journey. Employees whose contract of employment specifies that their place of work is their home address, but occasionally visit a University location, may treat the travel as a business journey. This should be taken into consideration before accepting the role and salary on offer.</p>