Job Description
(Lecturer in Psychology)

Salary: Grade 7-8
Contract: Education and Research, Full-time, Open-ended
School/Department: School of Psychology
Location: Canterbury/Medway Campus
Responsible to: Head of School or Nominee

Job purpose

The School of Psychology is seeking to appoint a Lecturer in Psychology and a Lecturer in Psychology focusing on cognition to join a collegial, supportive, and intellectually vibrant academic community. This appointment forms part of our continued investment in research excellence, building on recent successes that include growth in research grant and innovation funding, high-profile publications, and demonstrable impact within and beyond academia. The successful candidate will contribute to the delivery and enhancement of our educational provision, supporting an expanding and diverse student body across undergraduate and postgraduate programmes.

The School ranks 11th in the UK for its world-leading publications (REF2021) and is in the world's top 100 Psychology departments according to the Times Higher Education's World University Rankings (17th in the UK). The School Psychology is home to more than 1500 students and offers a broad range of undergraduate and postgraduate programmes. The School is committed to research-led teaching at all levels and our teaching pays particular attention to applied and translational dimensions of psychology.

Applications are welcomed from candidates working in any area of psychology. We particularly encourage applications from those whose research expertise will complement and strengthen our existing areas of expertise. We are especially interested in scholars who advance these areas of psychology by developing and employing novel analytical techniques and methods.

Informal enquires can be directed to the Head of School, Professor Tim Hopthrow (psyhos@kent.ac.uk) or Deputy Head, Professor Aleksandra Cichocka (a.k.cichocka@kent.ac.uk).

Key accountabilities

The successful candidate will be required to:

- Develop, lead, deliver, and assess high-quality teaching and learning materials across a range of Undergraduate and Postgraduate Taught modules, and contribute to core teaching within the School of Psychology.
- Make a sustained and significant contribution to research which enhances the national and international profile of the University of Kent's School of Psychology.
- Actively seek external research funding and contribute to grant applications.
- Engage in knowledge exchange, impact, and/or professional practice activities.
- Proactively contribute to administrative responsibilities within the School and the University, and participate fully in the collegial work environment, ensuring duties are carried out in an effective, efficient, and timely manner.

- Demonstrate a strong commitment to Equality, Diversity, and Inclusion in teaching, research, and service activities.

Key duties

The following are the main duties for the job. Other duties, commensurate with the grading of the job, may also be assigned from time to time.

- Develop and deliver teaching and learning materials for lectures, workshops and seminar groups.
- Mark assignments to assess student progress and provide constructive feedback to students.
- Supervise students undertaking undergraduate, MSc and PhD research projects.
- Plan own day-to-day activities within the framework agreed on the programme.
- Contribute to the international reputation of the School by submitting high quality articles to leading journals, and presenting research at conferences, seminars, and other academic forums
- Contribute to the School's research strategy and REF environment.
- Lead or co-lead on the development of research or innovation funding proposals and apply for external funding.
- Engage with open science activities (e.g., open materials, scripts, data, pre-registration) as appropriate to their research questions and methods, and commit to teaching students to critically evaluate research practices and engage in open activities.
- Undertake research and scholarship collaboratively within the School and beyond – nationally and internationally.
- Attend meetings and participate in committees and working groups within the School and the wider University to which the post holder is appointed or elected.
- Support the School in developing the impact of its research outside academia, including policy, practice, enterprise, consultancy, and/or public engagement.
- Demonstrate commitment to, and support of, Equality, Diversity, and Inclusion within the School.
- Such other duties, commensurate with the grading of the post that may be assigned by the Head of School or their nominee.

Internal & external relationships

Internal: All staff and students in the School of Psychology; contacts in other academic Schools; Human Resources; Professional Services Teams; Research and Innovation Services

External: Learned societies, national and international research collaborators.

Health, safety & wellbeing considerations

This job involves undertaking duties which include the following health, safety and wellbeing considerations:

- Regular use of Screen Display Equipment
- Pressure to meet important deadlines such as might be inherent in delivering teaching or research projects
- There may be a requirement to work evenings and weekends (for example on Applicant Open Days)
- Use of laboratory equipment as and if required for the job incumbent's research

Person specification

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Applications will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in an application, or cover letter (where applicable), which back-up any assertions made in relation to each criterion.

Essential Criteria:

- PhD or equivalent qualification/experience in Psychology or related discipline (A)
- Experience in the development and delivery of undergraduate and postgraduate teaching, commensurate with career stage (A,I,T)
- Familiarity with (or willingness to learn) data analytic software used for teaching in the School (e.g., R and RStudio, Jamovi, JASP; A/I)
- Evidence of commitment to, and knowledge of, inclusive teaching and academic practice (A/I)
- Evidence of research excellence, including publications in internationally competitive journals and conference presentations (A,I)
- Ability to design, lead, and conduct independent research with the potential to generate world-leading publications, external funding, and social or economic impact outside academia, commensurate with career stage (A, I, T)
- Evidence of commitment to, and knowledge of, open science activities (A/I)
- Research expertise and interests that demonstrably fit with and augment the profile of the School (A, I, T)
- Experience of advancing external visibility (e.g., conference and symposium organisation, participation in learned societies, or public engagement work) commensurate with career stage (A, I)
- Excellent interpersonal, presentation & communication skills appropriate for teaching, research and representational duties (I, T)
- A firm commitment to fostering a working and learning environment that is respectful, inclusive and values diversity, including diversity of thought, and which enables staff and students from a wide range of backgrounds to thrive (I)

Desirable Criteria:

- Experience of supervising student projects, commensurate with career stage (A/I)
- Experience in curriculum development (A/I)
- Ability and willingness to contribute to research methods and statistics training of our students at UG or PG level, according to expertise (A/I)
- Track record in developing competitive research or innovation funding proposals and securing support from national and international sources, commensurate with career stage (A, I, T)
- Ability to develop impact from research and successfully engage with the public (A, I, T)
- Evidence of administrative experience, commensurate with career stage (A, I)
- Expertise in using advanced research methods, including computational approaches (A, I, T)

Assessment stage: A - Application; I - Interview; T - Test/presentation at interview stage