

RESOURCING/

JOB DESCRIPTION:

Lecturer in Social and Organisational Psychology – Education & Research



Ref Number:	SS-154-19
Salary Scale:	Grade 7-8: £34,804 - £49,553 per annum Due to funding restrictions for this post, appointment will likely be at Grade 7
Contract:	For a five year fixed term period AND Full-time
School/Department:	School of Psychology
Location:	University of Kent, Canterbury
Responsible to¹:	Head of School or nominee
Responsible for:	n/a
Expected start date:	ASAP

The Role

The School of Psychology is seeking to appoint a Lecturer in Social and Organisational Psychology to provide high-quality research, excellent teaching, supervision, and related administration. We welcome applications from candidates whose research will enhance our existing areas of expertise (www.kent.ac.uk/psychology/research), and who can teach across our undergraduate and postgraduate programmes. The post is open to Social and Organisational psychology applicants, particularly applicants who can strengthen our research and teaching in group processes and leadership. The successful candidate will be a pro-active member of the Centre for the Study of Group Processes (CSGP) which was founded in 1990 to consolidate the School's international reputation for social psychological research into group processes and intergroup relations. More information can be found here. As the UK's European University, we welcome applications from UK, European, and international candidates.

Informal enquires can be directed to the Head of School (psyhos@kent.ac.uk) or to Professor Georgina Randsley de Moura (G.R.de-Moura@kent.ac.uk)

* The post is to support and cover some of the activities of Professor Georgina Randsley de Moura whilst she is on the University's Senior Management team for 5 years.

¹ Line Manager may be subject to change and will be confirmed in the employment contract issued to the successful candidate.



Key Accountabilities / Primary Responsibilities

To help sustain the School's outstanding contribution to the (i) understanding, (ii) practice and (iii) dissemination of psychological science in relation to group processes and leadership, and to thereon promote the status of the University as a world-leading institution for research, teaching and transformative social change.

Key Duties

The successful candidate will be expected to:

- Make a sustained and significant contribution to high-quality research including: publication of high profile articles; submission of research and/or enterprise funding bids (as lead and/or co-investigator); consider involvement in non-academic impact / public engagement work
- Engage in open science activities (e.g. pre-registration, open data), and commit to teaching students to critically evaluate research practices
- Supervise students undertaking their final year project and/or MSc project; supervise and examine PhD students, both within the institution and externally
- Assess the work and progress of students using appropriate methods and criteria, and provide constructive feedback
- Develop, deliver, and assess excellent teaching and learning materials in a variety of settings across a range of modules and contribute to core teaching on the Undergraduate and MSc Psychology programmes, especially in group processes and leadership
- Pro-actively contribute to administration in the School and to the collegial work environment; ensuring all administrative duties are carried out in an effective, efficient, and timely manner
- Attend School meetings and to participate in other committees and working groups within the School, Faculty, and the wider University to which the post holder is appointed or elected
- 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 his/her nominee

This role involves undertaking duties which include the Health, Safety and wellbeing issues outlined below. Please be aware of these, when considering your suitability for the role.

- Regular use of Screen Display Equipment

Internal & External Relationships

Internal:

All staff and students in the Centre for the Study of Group Processes and Psychology and in the Division of Human and Social Sciences; contacts in other academic Schools and Divisions; Human Resources; Unit for the Enhancement of Learning and Teaching; Research Services; Kent Innovation and Enterprise.

External:

External research collaborators; British Psychological Society; Research Councils; Charities; Funding Bodies such as ERC, ESRC, Leverhulme Trust, British Academy; Organisations with whom the School collaborates and who might offer student placements.

Person Specification

The Person Specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Please be aware that your application will be measured against the criteria published below. Selection panels will be looking for clear evidence and examples in your application, or in your cover letter where applicable, which back-up any assertions you make in relation to each criterion.

Qualifications / Training	Essential	Desirable	Assessed via*
PhD or equivalent in Psychology or related discipline	✓		A
A relevant teaching qualification (e.g. the postgraduate certificate in higher education - PGCHE) *		✓	A

* Candidates without qualification will be expected to obtain one as part of their probation

Experience / Knowledge	Essential	Desirable	Assessed via*
Successful completion of high-quality research related to group processes and/or leadership	✓		A
Publication record commensurate with career stage	✓		A
Experience of applying for and gaining research grants, commensurate with career stage		✓	A/I
Understanding of good practice in teaching and supervision		✓	A/I

Evidence of active engagement in the research community (e.g., conference attendance, organisation of workshops/symposia, peer-review of journal articles)	✓		A/I
Evidence of commitment to and knowledge of open science activities		✓	A

Skills / Abilities	Essential	Desirable	Assessed via*
Ability to work collaboratively on research and teaching	✓		A/I/T
Ability to develop impact from research and successfully engage with the public		✓	A/I
Excellent interpersonal, presentation, & communication skills	✓		A/I/T
An ability and willingness to contribute to education within the School, especially in group processes and organisational psychology	✓		A/I
Teaching skills appropriate to higher education at both undergraduate and postgraduate levels	✓		A/I/T
Able to engage the interest and enthusiasm of students and to inspire them to learn	✓		I/T
To have a convincing plan for a programme of research with potential for funding and high-impact publications	✓		A/I

***Criterion to be assessed via:**

- A** = application form or CV/cover letter/two page 3 to 5 year research plan
I = interview questions
T = test or presentation at interview