Lecturer in International Development and Global Social Policy
Department of Social Policy and Social Work

Closing date: 25 May 2017
Interview date: 15 June 2017
Vacancy reference: 5676
INTRODUCTION

The Department of Social Policy and Social Work at the University of York wishes to appoint a Lecturer in International Development and Global Social Policy who will join a large department that is home to over 800 students and almost 100 staff. You will act as Programme Leader for the MPA in International Development, one of four innovative masters-level programmes delivered online, the others being MPA, MA in Public Policy and Management, MA in Social and Public Policy. These programmes address the needs of those working in or with public services who wish to further develop their skills, capacity and strategic contribution, and have been designed to foster participants’ professional and personal development through linking theory and practice through an interactive approach. Approximately 170 students, spanning more than 70 countries, are registered on these programmes. The Programme Leader role includes responsibility for the programme's academic content and its relationship with the wider portfolio of departmental online and campus-based masters programmes. You will work closely with colleagues leading the other online and campus-based programmes.

The Department has a strong research profile, ranking 24th in the world for Social Policy in the 2017 QS World University Rankings and 3rd in the UK Social Work and Social Policy in the 2014 REF. Your work will contribute to the Department’s existing research activity, with particular opportunities to collaborate with staff associated with our Centre for Research in Comparative and Global Social Policy (CRCG), while also developing your own independent research agendas.

You will demonstrate an understanding of current practitioner issues and challenges in international development and global social policy, and an interest in supporting students’ professional development objectives via rigorous, interactive online learning. You will be prepared to take an outward-facing role as well as contributing to the internal, strategic management of our programmes.

For further information about the Department please visit http://www.york.ac.uk/spsw/

Professor Nick Ellison
Head of Department
Main purpose of the role

- To lead and direct the Masters of Public Administration (International Development) (MPAID) online programme
- To act as module convenor and tutor for a range of modules that form part of the MPAID and of related online Masters programmes in the Department of Social Policy and Social Work
- To act as personal supervisor to students on the MPAID and related programmes
- To carry out on-going curriculum review, and contribute to the development of teaching and learning strategies, with particular attention to effective strategies for teaching and supporting students in an online context
- To develop and apply innovative and appropriate teaching techniques, in collaboration with the team’s Learning Technologist
- To manage key relationships with external stakeholders, including funders and employers
- To develop research objectives, projects and proposals and carry out individual or collaborative research projects
- To lead on and/or contribute to the production of research outputs and research outcomes, particularly in the area of international development, global social policy or the implementation of change in public service contexts.

Key Responsibilities

(Role holders will be required to undertake some or all of the duties below)

Teaching and Promotion of Learning

- To act as convenor for key modules linked to the MPAID, including reviewing and updating the published module material as appropriate, ensuring that it reflects contemporary issues and research, and ensuring consistency and coherence within and between modules. (At present this includes the following modules: Social and Political Issues in Development; Governance and Public Administration; Leading and Managing Organisational Change)
- To teach and assess students on a range of modules for the online programmes, including those listed above and others that are taught across all four of the online programmes, such as Policy Analysis and Process and Reflective Practice for Professional Development
- To act as personal academic supervisor and dissertation supervisor for students across all four of the online programmes, and for campus programmes and research students as appropriate
- To manage key relationships with external stakeholders, including an annual competition for sponsorship via the Commonwealth Scholarship Commission, and developing new relationships and networks within the international development community.
- To liaise with potential sponsors and students to ensure that the programme meets the needs of organisations and individuals, whilst ensuring continuing adherence to the University’s QA processes.
- To ensure the quality of the design of existing teaching content, continually monitoring, evaluating and revising teaching materials to ensure excellence and coherence, and identifying areas where current provision is in need of revision or improvement

At a glance

| Salary       | £38,183 a year |
| Hours of work| 37 hours per week |
| Contract type| Open |
| Based at     | Heslington West Campus |

To undertake effectively a range of managerial and administrative responsibilities
JOB DESCRIPTION

department

Research and Scholarship

- To develop and promote the research activities of the department by developing a personal research plan independently and/or in collaboration with others as part of a larger research team
- To plan, manage and undertake research activities in accordance with a specific project plan, and to manage and guide the work of staff and research students on own specialist area
- To develop innovative research proposals, identify and obtaining external sources of funding
- To publish original research in appropriate journals or other relevant media as appropriate and attend international conferences for the purpose of disseminating research results or for personal development

Management and Administration

- To contribute actively to the strategic and on-going management of the online programmes, including their pedagogic development, and to the wider management of programmes in the Department as a whole. The post-holder will be a member of the Online Programmes Management Group, which brings together all of the online programmes’ teaching staff in order to review, share and develop online teaching pedagogy and practice.
- To contribute to the recruitment and selection of research and teaching staff
- To contribute to the administration and management of the department
- To advise, supervise and give guidance to other departmental staff as appropriate
- To develop and build internal and external contacts
# PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tr>
<td>PhD (or near completion) in social policy, global social policy, public administration, international development or a political science related subject, or equivalent experience</td>
<td>Essential</td>
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<td>Appropriate academic professional and teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice</td>
<td>Essential</td>
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## Knowledge

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<tr>
<td>Knowledge of substantive themes with the MPA in ID degree, such as: key themes, networks and discourses in international development, development governance and global social policy; public administration; public management; policy analysis; leading and managing change.</td>
<td>Essential</td>
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<tr>
<td>Knowledge of a range of teaching techniques, and of the issues involved in designing and developing teaching programmes</td>
<td>Essential</td>
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<tr>
<td>Knowledge of online pedagogy and of the issues involved in supporting students who are studying at a distance</td>
<td>Desirable</td>
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<tr>
<td>Knowledge of a range of research techniques and methodologies</td>
<td>Essential</td>
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<td>Research expertise in an area that will complement and enhance the department's research strategy and goals</td>
<td>Essential</td>
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## Skills, abilities and competencies

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<th>Essential / Desirable</th>
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<tr>
<td>Highly developed and empathic communication skills to engage effectively with a wide ranging audience, particular via text-only media</td>
<td>Essential</td>
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<tr>
<td>Ability to innovate in teaching and learning, through the development of teaching materials and ways of communicating with and supporting students who are studying at a distance</td>
<td>Essential</td>
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<td>Ability to teach students on professional development programmes, drawing on an understanding of their professional, practitioner context</td>
<td>Essential</td>
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<td>Ability to present specialist material in a logical, coherent and interesting manner, both to students and to fellow specialists</td>
<td>Essential</td>
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<td>Ability to obtain new knowledge by theoretical and/or practical methods</td>
<td>Essential</td>
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<td>Ability to disseminate scholarly work, for example delivering presentations at conferences or exhibiting work at other appropriate events internally and externally</td>
<td>Essential</td>
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<td>Ability to communicate with senior stakeholders in the University and in international development/global social policy networks</td>
<td>Essential</td>
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<td>Ability to supervise at graduate level, including the supervision of Masters level and PhD level theses</td>
<td>Essential</td>
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## PERSON SPECIFICATION

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<th>Experience</th>
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<tr>
<td>Proven ability to contribute to high quality research which is publicly evidenced</td>
<td>Essential</td>
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<td>Experience of taking responsibility for teaching and learning at undergraduate and ideally postgraduate level</td>
<td>Essential</td>
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<td>Evidence of successful course planning, design and delivery across a range of modules, with exemplification of teaching materials</td>
<td>Essential</td>
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<td>Evidence of dissemination of research findings which may include: the presentation of papers at conferences and workshops; participation in public engagement events to disseminate research; the publishing of chapters in text books; the publishing of papers; articles or reviews in academic journals or elsewhere; the construction of websites</td>
<td>Essential</td>
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### Personal attributes

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<tr>
<td>A student-centred approach to teaching and learning</td>
<td>Essential</td>
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<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
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<td>Displays creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</td>
<td>Essential</td>
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<td>Able to work as part of a team, taking a collaborative approach</td>
<td>Essential</td>
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<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
<td>Essential</td>
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<td>Ability to plan and prioritise own work in order to meet deadlines</td>
<td>Essential</td>
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<td>Commitment to personal development and updating of knowledge and skills</td>
<td>Essential</td>
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<td>Show commitment to the department/university outside of their chosen field, for example undertaking management and administration duties</td>
<td>Essential</td>
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THE DEPARTMENT

Overview

The Department was established in 1966 and has grown over this period to become one of the largest in the world of its type. We currently have 63 FTE academic staff and a further 18.7 FTE staff in managerial, professional and administrative roles. The Department is broken into three constituent parts: the Research and Teaching Unit (RTU) that is responsible for the delivery of degree programmes that comprises separate Social Policy, Social Work and online programme teams; the Social Policy Research Unit (SPRU); and, the Centre for Housing Policy (CHP).

The Department has been fully supported by the University in its aspirations to maintain and develop its research excellence and global reputation, playing an important role in the University as one of nine departments in the Faculty of Social Science. The social sciences at York have a world class standing, and, as noted by the previous Chief Executive of ESRC, bring together one of the greatest concentrations of social science researchers in the UK, one of a handful of social science groupings which has secured two Queen’s Anniversary Prize Awards, one of which was awarded to the Social Policy Research Unit (SPRU) in recognition of the pioneering and high impact work it has lead since its formation in 1973. There are excellent connections between Social Policy & Social Work and other Social Science departments such as, Education, Economics, Health Sciences, Law, Management, Politics and Sociology as well as with the sciences and Humanities.

We are a collegiate and research-intensive Department that also takes teaching and administration very seriously. We celebrate our 50th anniversary this academic year and the University has invested considerably in new appointments at all levels over recent years as we look to build on our reputation and expertise in key areas for the next 50 years. This reflects the shared of ambition of the University and the Department to make the University of York one of the world’s leading centres for social policy teaching and research.

Research

The Department has a strong research profile, ranking 24th in the world for Social Policy in the 2017 QS World University Rankings. In the 2014 Research Excellence Framework (REF) we were placed 3rd overall for Social Work and Social Policy and equal first for research impact, with 54% of our research activity rated as world leading. Research income generated by the Department is in excess of £2 million per annum.

Alongside the two major Research Centres (SPRU and CHP), staff working in all parts of the Department are actively engaged in research and scholarship and we have more recently established a number of thematic research centres which operate across the Department including the Centre for Research in Comparative and Global Social Policy (CRCG), the Centre for Childhood, Youth and Family Research and the International Centre for Mental Health Social Research. As this indicates, our work addresses a wide range of themes, including: children and young people; comparative, global and international social policy; families and children; housing; health and social care; social work; social security; welfare, employment and citizenship. The Department is home to the ESRC’s Welfare Conditionality project, a five-year £2 million collaborative research programme headed by Peter Dwyer. In
addition, the Department also works closely with the University of York’s Institute for Effective Education (IEE), Centre for Women’s Studies (CWS), Centre for Urban Studies (CURB) and York Environmental Sustainability Institute (YESI). A key dimension of the Department’s current long-term strategic plan has been to place greater emphasis on cross-national and trans-national analysis of welfare. There have been significant appointments in this area in recent years and the comparative and international social policy research cluster is the largest within RTU, forming a significant part of our REF 2014 submission.

**Degree Programmes**

Although we are a research intensive Department we take our teaching very seriously. We are currently responsible for about 575 FTE students, of whom about 40 per cent are postgraduates. We currently offer five undergraduate BA (Hons) degrees within the Department:

- Applied Social Science
- Social Policy, Children & Young People
- Social Policy, Crime & Criminal Justice
- Social Policy
- Social Work

In addition, we contribute to three jointly taught programmes:

- Extended Degree in Applied Social Science/Social Policy (with York College)
- Criminology (with the Department of Sociology)
- Social and Political Sciences (with the Department of Politics and the Department of Sociology)

We currently offer thirteen taught post-graduate degrees:

- MA Comparative and International Social Policy
- MPA Comparative Applied Social and Public Policy, Evaluation and Research
- MA Global Crime and Justice
- MA Global Social Policy
- MA Public Policy and Management
- MPA Master of Public Administration
- MPA Master of Public Administration - International Development
- MA Social Policy
- MA Social and Public Policy
- MA Social Work
- MA Social Work Practice (Think Ahead)
- MRes Social Policy
- MRes Social Work

In addition, we contribute to the following jointly taught programmes:

- MA in Social Research (delivered through the Research Centre for Social Sciences)

We also have a vibrant MPhil/PhD community and co-ordinate the York node in three of the White Rose Doctoral Training Centre clusters: international, comparative social and public policy; social policy and social research; social work.

A number of our taught programmes are supported by international partnerships with similar departments overseas that facilitate the exchange and transfer of students to and from York. Our online programmes, to which this post particularly contributes, have received excellent feedback via PTES and other channels, and the department’s strategic plan includes a commitment to maintaining the quality of this provision.
THE UNIVERSITY

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2016 it is the centre for almost 16,000 students across more than 30 academic departments and research centres. In over 50 years we have become one of the world’s leading universities and a member of the prestigious Russell Group.

The University has consistently been recognised as one of the leading Higher Education Institutes and is one of just six post-war universities which appear in the world top 100 (2013-14) and 15th in the Times & Sunday Times league table (2016). The University of York has won six Times Higher Education (THE) Awards and five Queen's Anniversary Prizes.

We are proud of our association with Athena SWAN, holding ten awards in support of women in science, with gold awards for Chemistry and Biology as well as a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, The University of York ranked 14th overall and 10th on the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.
Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. With a compact and easy to get around design, York enjoys a safe, friendly atmosphere. The campus offers a wealth of facilities, which includes bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal. Since 2000 we have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning space, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we've worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing all staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University aims to offer a nurturing and supportive environment as an employer. Flexible working hours, nursery facilities, childcare vouchers, cycle to work scheme, generous holidays and an attractive pension scheme all make the University of York one of the region's leading employers.

For further information please visit Rewards Extra.
THE CITY AND THE REGION

The City of York

Internationally acclaimed for its rich heritage and historic architecture, York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford's Tower and the Shambles - just a few of the many attractions.

But York isn't just a great place to visit - it's also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit [www.visityork.org](http://www.visityork.org) for more information on the city of York.

Shopping, culture and entertainment

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

Housing and schools

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

Great location

York is one of Britain's best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King's Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

Yorkshire

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference 5676
- Complete the online application form

You will need to submit your completed application by midnight (GMT) on 25 May 2017.

What will I need?

You will need to upload:
- your CV
- a letter describing how you meet the requirements of the job

You will also need details of three referees.

Help and assistance

Direct any informal queries to ellen.roberts@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk

+44 (0)1904 324835