Lecturer in Social Policy and Social Work

Department of Social Policy and Social Work

Closing date: 12 March 2018
Interview date: 28 March 2018
Vacancy reference: 6411
INTRODUCTION

The Department of Social Policy & Social Work at the University of York wishes to appoint two Lecturers in Social Policy & Social Work who will bring academic and applied expertise of issues around social justice, social change and welfare that will complement existing strengths in the Department. 

You will join a large department that is home to over 800 students and almost 100 staff. You will contribute in particular to teaching about the lived experiences of disadvantaged and socially stigmatised groups. You will also be able to contribute to a growing focus on social advocacy, social change and social leadership within our taught programmes. You will work closely with colleagues leading and delivering our portfolio of Social Policy, Social Work, and Applied Social Science programmes at both undergraduate and postgraduate levels.

The Department has a strong research profile, ranking 3rd in the UK Social Work and Social Policy in the 2014 REF and 24th in the world for Social Policy in the 2017 QS World University Rankings. Your work will contribute to the Department’s existing research activity, with particular opportunities to collaborate with colleagues working on issues around: welfare, conditionality and the politics of social policy; children, young people and families; housing; applied criminal justice; mental health social research; health and social care; comparative and global social policy.

You will demonstrate an understanding of current issues and challenges in social policy in the UK, and an interest in supporting students’ own development objectives via rigorous, interactive learning. You will be a team player who works collaboratively, flexibly and reliably, and will work alongside an experienced and supportive team of colleagues. You will be prepared to take an outward-facing role as well as contributing to the internal, strategic management of our activity.

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

- 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.
- To design, develop and deliver teaching across a wide range of modules and/or within a particular programme or subject area.
- To undertake effectively a range of administrative and managerial responsibilities.

Key responsibilities

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

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.

Teaching and Promotion of Learning

- To develop innovative teaching materials, techniques and module design and take responsibility for the quality of the provision.
- To plan, deliver and critically review a range of teaching and assessment activities.
- To undertake academic supervision of students (including research students) and act as a research supervisor within own specialist subject area.
- To set and mark practical sessions, supervisions, fieldwork and examinations and provide constructive feedback to students.
- To identify areas where current teaching provision is in need of revision or improvement and propose and implement improvements.

Management and Administration

- To undertake the duties of a Programme Director and Module Co-ordinator and be responsible for the design, development and management of departmental teaching modules.
- 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

Qualifications

PhD in social policy and/or social work or associated subject or equivalent experience

Appropriate academic professional and teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice

Knowledge

Specialist knowledge of issues around welfare and social justice in the UK relevant to the study of social policy and social work with an emphasis on the lived experiences of disadvantaged groups

Knowledge of a range of research techniques and methodologies

Knowledge of a range of teaching techniques to enthuse and engage students

Advanced and specialist IT knowledge

Has research expertise in an area that will complement and enhance the department's research strategy and goals

Knowledge of issues around policy advocacy, campaigning and social change

Skills, abilities and competencies

Ability to develop research objectives, projects and proposals

Well-developed analytical skills

Highly developed oral and written communication skills, including ability to write and/or contribute to publications and/or to disseminate research findings using other appropriate media

Ability to deliver presentations at conferences or exhibit work at other appropriate events internally and externally

Ability to extend, transform, and apply knowledge from scholarship

Ability to design teaching material and deliver either across a range of modules or within a subject area

Ability to supervise the work of others, for example in research teams or projects or as an MSc PhD or post-doctoral supervisor

Excellent IT skills
## PERSON SPECIFICATION

### Experience

**Essential**

- Specialist knowledge of issues around welfare and social justice in the UK relevant to the study of social policy and social work with an emphasis on the lived experiences of disadvantaged groups
- Experience of taking responsibility for teaching and learning at undergraduate and ideally postgraduate level
- Evidence of successful course planning, design and delivery across a range of modules, with exemplification of teaching materials
- 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
- Experience of working with, or for, campaigning or social reform focused organisations such as charities and think tanks

**Desirable**

### Personal attributes

**Essential**

- Show attention to detail and commitment to high quality
- Display creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities
- Positive attitude to colleagues and students
- Willingness to work proactively with colleagues in other work areas/institutions
- Ability to plan and prioritise own work in order to meet deadlines
- Commitment to personal development and updating of knowledge and skills
- Collaborative ethos
- Show commitment to the department/university outside of their chosen field, for example undertaking management and administration duties
THE DEPARTMENT

The Department of Social Policy & Social Work 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 71 (64 FTE) academic staff academic staff and a further 26 (19 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 in Social Policy, Social Work and Public Management; 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 celebrated our 50th anniversary in the last 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. 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. We were ranked 24th in the world for Social Policy in the 2017 QS World University Rankings. 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, the Child Welfare Research Group, 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. 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).

Degree Programmes

Although we are a research intensive Department we take our teaching very seriously. We are currently responsible for over 800 students, of whom around half are postgraduates. We currently offer six undergraduate degrees within the Department:

- BA (Hons) Applied Social Science
- BA (Hons) Social Policy, Children & Young People
- BA (Hons) Social Policy, Crime & Criminal Justice
- BA (Hons) Social Policy
- BA (Hons) Social Work
- MSocW (Hons) Social Work

In addition, we contribute to two jointly taught programmes:

- BA (Hons) Criminology (with the Department of Sociology)
- BA (Hons) Social and Political Sciences (with the departments of Politics and Sociology)

We currently offer fourteen taught post-graduate degrees:

- MA Comparative and International Social Policy
- MA in Comparative and International Social Work
- 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)

Research degrees:

- MPhil and PhD in Social Policy & Social Work

The delivery of our programmes is underpinned by a number of key partnerships, including the Yorkshire Urban and Rural Teaching Partnership and the White Rose Social Sciences Doctoral Training Partnership.
Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2017 it is the home of more than 17,000 students across more than 30 academic departments and research centres. Since opening over fifty years ago, we have become one of the world’s leading universities and a member of the prestigious Russell Group.

We are consistently recognised as one of the leading Higher Education Institutes and 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.

The University is proud of its association with Athena SWAN, holding 12 awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and 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 for 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. York enjoys a safe, friendly atmosphere with facilities including 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 spaces, 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 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 our employee benefit pages.
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 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 6411
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 12 March 2018.

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 3 referees.

Help and assistance

Direct any informal queries to john.hudson@york.ac.uk

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

recruitment@york.ac.uk
+44 (0)1904 324835