Education Adviser
Department of Education

Closing date: 10 April 2018
Interview date: To be confirmed
Vacancy reference: 6535
INTRODUCTION

We are seeking to initially appoint a 0.2 education advisor for a one year appointment, ideally to start 1st May 2018 or as soon as possible thereafter, to join a European Research Council-funded project titled, 'Improving Educational Outcomes by Transforming the Selection of Teachers.' The project is led by Professor Rob Klassen in the Department of Education.

The Teacher Selection Project

The post-holder will be working on the European Research Council-funded Teacher Selection Project. The project is focused on building understanding of the psychological characteristics (i.e., 'non-cognitive' attributes such as personality and motivation) of successful teachers and is generating new knowledge about the development of successful teaching practice. The link to the project is: http://www.teacherselect.org/

A key goal of the project is to develop practice-informed teacher selection tools using situational judgment test (SJT) and multiple mini-interview (MMI) approaches. SJTs are a measurement method that use classroom scenarios as a context in which questions are posed about choosing the most appropriate courses of action. MMIs use a structured interview approach to assess non-cognitive attributes (e.g., motivation, personality, interpersonal skills, attitudes).

The post-holder’s principal contribution will be to write situational judgment test items, advise on MMI content, and to provide advice on liaising with regional and national education contacts.
Main purpose of the role

The primary activity will be to write new classroom-based SJT items and MMI content informed by theory and practice. In addition, the post-holder will provide advice on liaising with education contacts in the UK.

The education advisor role is an appointment made as part of the ERC-funded Teacher Selection Project.

The role will include:

- writing and reviewing new situational judgment test items and multiple mini-interview scenarios
- organising and facilitating subject matter expert panel sessions
- provide advice on liaising with influential national and international education groups

Key responsibilities

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

The education advisor will:

- create theory and research-informed SJT domains and items
- run focus groups and conduct individual phone interviews with teachers and teacher educators to develop context specific content
- liaise with school authorities, university-based teacher education providers and other leaders in the field
- Work with a team of researchers to develop state of the art selection methods

The above list of duties is not exhaustive and is subject to change. The post holder may be required to undertake others duties within the scope and grading of the post.

JOB DESCRIPTION

At a glance

<table>
<thead>
<tr>
<th>Salary</th>
<th>£31,604 - £38,832 per annum (Reduced pro rata)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours of work</td>
<td>0.2 FTE (7.4 hours per week)</td>
</tr>
<tr>
<td>Contract type</td>
<td>Fixed term for 12 months</td>
</tr>
<tr>
<td>Based at</td>
<td>Heslington Campus West</td>
</tr>
</tbody>
</table>

At a glance for the role

Salary: £31,604 - £38,832 per annum (Reduced pro rata)

Hours of work: 0.2 FTE (7.4 hours per week)

Contract type: Fixed term for 12 months

Based at: Heslington Campus West
# PERSON SPECIFICATION

## Qualifications

| Relevant post graduate degree in education or equivalent professional qualification/experience | Essential |

## Knowledge

| Strong knowledge of education systems (both within the UK and overseas) | Essential |
| Detailed knowledge of education curriculum across primary, secondary and tertiary levels | Essential |

## Skills, abilities and competencies

| Highly developed communication skills to engage effectively with a wide ranging audience, both orally and in writing, using a range of media | Essential |
| Ability to write realistic classroom scenarios and responses | Essential |
| Competency to facilitate focus groups and conduct interviews | Essential |
| Attention to detail | Essential |
| Ability to work under pressure and to deadlines | Essential |
## PERSON SPECIFICATION

### Experience

<table>
<thead>
<tr>
<th>Experience</th>
<th>Essential/Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience teaching in primary and/or secondary settings</td>
<td>Essential</td>
</tr>
<tr>
<td>Experience in designing curriculum</td>
<td>Essential</td>
</tr>
<tr>
<td>Ability to work as part of a team and also to work independently using own initiative</td>
<td>Essential</td>
</tr>
<tr>
<td>Experience in school leadership</td>
<td>Desirable</td>
</tr>
<tr>
<td>Experience of carrying out both independent and collaborative research</td>
<td>Desirable</td>
</tr>
</tbody>
</table>

### Personal attributes

<table>
<thead>
<tr>
<th>Personal attributes</th>
<th>Essential/Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
</tr>
<tr>
<td>Creativity, initiative and judgement in applying appropriate approaches to writing SJT scenarios and multiple mini interviews content</td>
<td>Essential</td>
</tr>
<tr>
<td>Willingness to liaise proactively with local, national and international education bodies and school authorities</td>
<td>Essential</td>
</tr>
<tr>
<td>Ability to plan and prioritise own work in order to meet deadlines</td>
<td>Essential</td>
</tr>
<tr>
<td>Collaborative ethos</td>
<td>Essential</td>
</tr>
<tr>
<td>Excellent interpersonal skills</td>
<td>Essential</td>
</tr>
</tbody>
</table>
THE UNIVERSITY OF YORK

The University of York is acknowledged across the globe as a leading institution for research and teaching. The winner of the Times Higher Education University of the Year Award for 2010, and ranked among the top 100 universities in the world, the University was ranked sixth worldwide and number one in the UK in the Times Higher Education world rankings of universities under 50 years old. The University is a member of the Russell Group of outstanding UK research-intensive universities. Founded in 1963, its excellent reputation is underpinned by a friendly and welcoming campus, strengthened by a collegiate system which encourages inclusivity and a valuable sense of community. The main campus is a 200-acre landscaped park, well-known for its lake and wildfowl, with colleges and academic buildings within walking distance of each other. Proximity to the historic city of York makes the University a popular choice and provides a pleasant working environment. Transport connections to York are fast and effective.

THE DEPARTMENT

The Department of Education

The Department of Education is one of the six founding departments of the University of York and, like the University, celebrated its 50th anniversary in 2013. The Department has undergone significant growth in the last six years, and currently has 48 academic and teaching staff and 15 support staff. It registers over 700 students per annum, with approximately two-thirds at postgraduate level. The Department now has one of the largest graduate schools of education in the UK.

The Department was ranked in the top ten of Education departments in the country for the proportion of 4* world leading research and was rated in the top ten for the impact of its 3* and 4* research in the Research Exercise Framework 2014. In 2014 the Department became one of only 17 departments in the country to have achieved Bronze level in Equality Challenge Unit’s trial gender equality charter mark, designed to address gender imbalance and underrepresentation in the arts, humanities and social sciences in higher education: http://www.york.ac.uk/news-and-events/news/2014/gender-equality/

Further information about the Department can be found at: http://www.york.ac.uk/education/
THE DEPARTMENT

Research

The Department’s research centres focus on psychology in education (PERC), language learning and teaching (CReLLU), science education (UYSEG), and social justice in education (CRESJ). Further detail of the work of each of the Department’s research centres may be found at [http://www.york.ac.uk/education/research/](http://www.york.ac.uk/education/research/). The post-holder will be based within the Department’s Psychology in Education Research Centre (PERC).
Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2018 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 are ranked 16th in the Times & Sunday Times league table (2017). 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 is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

For further information please visit our employee benefit pages.
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 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 6535
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 10 April 2018

What will I need?

We will ask you for details of:

- your employment history
- relevant qualifications
- two referees

You need to be ready to show us how you meet the requirements of the job, either in a written statement and / or by answering questions.

Help and assistance

Direct any informal queries to Professor Rob Klassen
robert.klassen@york.ac.uk

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

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