Associate Lecturer (Practice Learning)
Department of Health Sciences

Closing date: 27 August 2018
Interview date: 24 September 2018
Vacancy reference: 6882
INTRODUCTION

The Department of Health Sciences at York has a reputation for excellence in professional education and applied health research. It is committed to building on its reputation as a centre of academic excellence, by generating research and educational opportunities of the highest quality. Meaningful partnerships with practitioners, service organisations and other external agencies are central to the successful achievement of our vision. We collaborate with a range of health care providers, Hull York Medical School (HYMS) and other academic Departments at York to enhance and deliver our professional programmes, including pre-registration nursing (all fields), pre-registration midwifery and post-registration programmes at undergraduate and postgraduate levels. Our internationally rated research on health and healthcare is embedded in our programmes to enrich the learning environment for our students.

As the Department of Health develops its new nursing curricula to meet the 2018 NMC Standards for Nursing, we are making a significant investment in academic roles for our nursing and professional programmes. We are looking for three dynamic Associate Lecturers to join our team. The focus of the Associate Lecturer role will be supporting students, supervisors and assessors to promote and enhance teaching, learning and assessment in a range of clinical practice settings across a locality. In addition, the role will involve contributions to the learning, teaching and assessment of clinical skills in our pre-registration nursing programmes. Successful applicants may also have the opportunity to contribute to our continuing professional development programmes at undergraduate and/or postgraduate levels. These posts are available on a three year fixed term basis in the first instance. We are particularly interested in hearing from lecturers and practitioners with expertise and experience in learning, teaching and assessment of clinical practice and simulated practice. Consideration will be given to applicants with NMC or Health Professional Registration who can demonstrate expertise in teaching and assessment relevant to nursing and healthcare programmes.
Main purpose of the role

- Work as part of a Practice Education Team to facilitate, guide and support learning and assessment of students in the clinical practice environment to enhance their experience.
- Provide support to practice supervisors and assessors and, in collaboration with practice partners, monitor and enhance the quality of learning and assessment in the clinical practice environment.
- In conjunction with the module/programme team, to develop, deliver and support clinical skills and simulated practice learning and associated teaching activities (lecture, seminars, tutorials) on relevant pre and post-registration nursing programmes offered by the Department.
- In conjunction with module/programme teams, ensure that content, methods of delivery and learning materials meet the defined learning objectives for sessions and modules related to the knowledge and skills required for contemporary nursing practice.
- To develop and use innovative and appropriate teaching techniques and materials which create interest, understanding and enthusiasm amongst students.
- To carry out on-going review, including module content and materials and contribute to the development of teaching and learning strategies related to the development of clinical skills.
- To undertake effectively a range of appropriate administrative responsibilities.

Key responsibilities

(Role holders will normally be required to undertake the duties below)

Teaching and Promotion of Learning

- To facilitate learning and assessment of students in clinical practice supporting practice supervisors and assessors.
- To contribute to assessment of learning (formative and summative), and mark coursework and exams, providing academic supervision and constructive feedback to students related to the development of clinical skills.
- To develop own teaching materials, methods and approaches, with guidance. Obtain and analyse feedback on own teaching design and delivery to facilitate this.
- To support the teaching objectives of the Department by delivering teaching and learning opportunities related to the development of clinical skills through simulated practice, lectures, tutorials and other forms of teaching.
- To work collaboratively with placement providers and the programme lead to monitor and enhance the quality of placement learning.
- To propose and, where appropriate, develop revisions to existing modules in terms of design, content, structure, forms of delivery, method of assessment.
- To contribute to the development of new teaching approaches and to the design of curricula which are academically excellent, coherent and intellectually challenging.
- To ensure that course design and delivery comply with the quality standards and regulations of the University, department and meet PSRB requirements.

Administrative and support responsibilities

- To provide – with mentoring – academic supervision to students, giving advice on study skills and academic development.
- To identify the learning needs of students and define learning objectives.
- To supervise student learning activities related to clinical skills development in the university and in clinical practice.
- To undertake various administrative responsibilities as requested by the Head of Department.

Involvement in scholarship and development

- To investigate innovative teaching, learning and assessment methods and techniques in the sector, bringing new insights to the department.

Job description

At a glance

- **Salary**: Grade 6—£31,604 to £38,832 per year
- **Hours of work**: Full-time—37 hours a week
- **Contract type**: Fixed-term — 36 months
- **Based at**: Heslington Campus West
## PERSON SPECIFICATION

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<tr>
<th>Qualifications</th>
<th>Essential/Desirable</th>
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<tr>
<td>Working towards a Masters level qualification in nursing or relevant professional subject or PhD in relevant subject area or equivalent experience</td>
<td>Essential</td>
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<td>Undergraduate degree in nursing or related health profession</td>
<td>Essential</td>
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<td>Appropriate teaching qualification or a willingness to complete the Postgraduate Certificate in Academic Practice</td>
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<td>Registered with NMC or Professional Regulatory and Statutory Body</td>
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### Knowledge

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<tr>
<td>Detailed knowledge of current clinical nursing practice and clinical skills, including contemporary evidence, to develop teaching and provide relevant learning support to students across different levels of academic ability and practice settings</td>
<td>Essential</td>
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<tr>
<td>Detailed knowledge and experience of evidence-informed teaching, learning and assessment strategies for clinical skills development in nursing programmes</td>
<td>Essential</td>
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<td>Knowledge and experience of supporting, monitoring and enhancing quality of clinical learning environments</td>
<td>Essential</td>
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<td>Knowledge of NMC standards for student supervision and assessment, and delivery of safe and effective learning experiences for nursing students in practice</td>
<td>Essential</td>
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### Skills, abilities and competencies

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<th>Essential/Desirable</th>
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<td>Highly developed communication skills to engage effectively with a wide ranging audience, both orally and in writing, using a range of media</td>
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<td>Ability to plan, design and deliver teaching, learning and assessment activities related to the development of contemporary clinical skills</td>
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<td>Ability to supervise students, providing support and guidance on the development practice learning to meet proficiencies and outcomes relevant to the pre-registration nursing programme</td>
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<td>Ability to work collaboratively and effectively as part of a team within department and in clinical practice</td>
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<td>Ability to engage with practice partners, supervisors and assessors to facilitate and enhance effective learning and assessment in clinical practice environments</td>
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## PERSON SPECIFICATION

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<tr>
<td>Experience of developing teaching and providing relevant learning support that empowers students to be proactive in meeting proficiencies and outcomes relevant to pre-registration nursing programmes.</td>
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<td>Experience of using different teaching, learning and assessment strategies to enthuse and engage students.</td>
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<td>Experience of teaching and assessment in a higher education environment at undergraduate and/or postgraduate level or in an evidenced similar context.</td>
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<td>Experience of facilitating and quality assurance of learning, teaching and assessment in clinical practice</td>
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<th><strong>Personal attributes</strong></th>
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<tr>
<td><strong>Attention to detail and commitment to high quality</strong></td>
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<td><strong>Creativity, initiative and judgement in applying appropriate approaches to teaching and learning support</strong></td>
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<td><strong>Collaborative ethos</strong></td>
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<td><strong>Positive attitude to colleagues and students</strong></td>
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<td><strong>Willingness to work proactively with colleagues in other work areas/institutions</strong></td>
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<td><strong>Ability to plan and prioritise own work in order to meet deadlines</strong></td>
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<td><strong>Commitment to personal development and updating of knowledge and skills</strong></td>
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THE DEPARTMENT

The Department is located in modern, purpose-built accommodation on the University’s Heslington West Campus and includes 280 academics, researchers and support staff engaged in delivering research, professional development, education and training. Teaching and research programmes are underpinned by excellent administrative support systems for staff.

We currently have over 1000 enrolled students on our suite of health professional education programmes enjoying the highest standards of professional and academic training in a lively and stimulating environment.

At pre-registration level we offer a range of different approaches to studying nursing. Our three-year BSc nursing programme spans all four fields of practice (Adult, Child, Learning Disability and Mental Health). We also offer a fast track route to registration for graduates wishing to undertake nursing as a second degree. The Post Graduate Diploma programme is a two year shortened programme for existing graduates wishing to undertake a pre-registration nursing programme in either Adult or Mental Health. We have also developed a 4-year Integrated Masters option for candidates wishing to register as either Adult or Mental Health nurses.

We are a highly regarded provider of nurse education achieving status as number eleven in England for Nursing (2019) by The Complete University Guide. A number of our nursing students have been nominated for and won prestigious Student Nursing Times awards during their pre-registration studies with us. Department of Health Sciences has an international reputation in the area of evidence-based practice and teaching across our professional programmes is specifically designed to allow candidates to apply this knowledge to clinical practice.

Midwifery

This programme has a strong interpersonal caring focus and has recently achieved prestigious re-accreditation with UNICEF for being 'Baby Friendly'.

Our programme is accredited by the Nursing and Midwifery Council (NMC) and on successful completion students will gain entry to the relevant part of the register and be qualified to work as a midwife. The programme will equip students to be a safe, clinically competent, a reflective practitioners and leaders within contemporary midwifery, maternity, and healthcare.

Our Continuing Professional Development (CPD) / Specialist Skills Post Registration Development (SSPRD) programmes are designed to allow existing registrants to top up their clinical nursing skills in line with local and national health priorities such as long term conditions management, advanced nursing practice and primary care. On these programmes students balance part time study with work applying new knowledge to practice with the aim of enhancing patient care.

The content and delivery of our programmes is developed in partnership with local employers and is specifically designed to meet strategic workforce need locally and nationally. We have excellent relationships with our partner organisations.
THE DEPARTMENT

across North Yorkshire in the NHS, not for profit and private healthcare sectors. Our graduates seeking work at the end of the programme achieve close to 100% employment within six months of qualifying and are held in high regard by employers locally and nationally. Each year a number of our graduates choose to take up employment in prestigious national teaching hospitals such as Addenbrookes Hospital in Cambridge, The Christie Hospital in Manchester, Great Ormond Street Hospital in London and The Maudsley Hospital.

With respect to the taught programmes available, we have a Master in Public Health which runs in association with the Hull York Medical School, is suitable for students from a wide variety of disciplines who wish to pursue careers as public health practitioners or work in governmental or non-governmental organisations, both in the UK and overseas. The Department also offers an MSc in Applied Health Research which is particularly relevant for science and social science graduates interested in a career in health services research and health professionals who wish to develop their research skills. Many students from both programmes go on to complete PhD studies. In addition, we run an on-line MSc in International Humanitarian Affairs which allows field practitioners to engage with, and explore the fast-changing, contemporary debates over the theory, policy and practice of humanitarian affairs.

Our core aim is excellence in teaching and research, while contributing to improving health and healthcare through the application of our research to policy and practice. We are committed to having our teaching underpinned by our internationally renowned research. The University has an institutional research strategy www.york.ac.uk/research/ to which the Department contributes by developing strong and well-resourced research groups.

Our research is characterised by: interdisciplinary and international collaboration; a robust scientific foundation; and relevance for policy and practice. The Department organises its research activities around six core themes: mental health and addiction (Professor Simon Gilbody); trials and statistics (Professor David Torgerson); public health and society (Professor Kate Pickett); cancer epidemiology (Professor Eve Roman); cardiovascular health (Professor Patrick Doherty); and health services and policy (Professor Karen Bloor).

We have strong research and teaching links with the Hull York Medical School (HYMS), supported through a number of HYMS posts embedded our Department. We also have strong links with other centres and departments at York, including the Centre for Health Economics (CHE) and the Centre for Reviews and Dissemination (CRD), as well as other leading UK and international centres of applied health research.

Our research focus is supported by access to and innovative use of population data (including Department-led patient-based data systems), in addition to intervention studies conducted by the Department's trials unit (York Trials Unit) and expertise in secondary data analysis, systematic reviewing and qualitative research. Academic disciplines represented in the Department include epidemiology,
biostatistics, health economics, social policy, sociology and applied psychology. Our multi-disciplinary staff group also includes clinical academics involved in public health, primary care and mental health.

Our research rests on close partnerships with health and social care agencies and local and national government, in addition to various third sector organisations and international agencies, such as the World Health Organisation (WHO).

The Department has a strong culture of delivering research impact and in doing research that makes a difference. A key object of our research is to ensure our work has high visibility and impact with national and international audiences. This includes producing evidence which enables practitioners and policy makers to develop more effective interventions and gain insight into how social and economic context mediates the experience of health and the provision of health care.

We are also concerned to develop more speculative and theoretically-informed work critically evaluating the underlying assumptions of policy and practice. To achieve these impacts, we work closely with practitioners, policy makers and other researchers to share knowledge and disseminate our findings. We are equally committed to public and civil engagement and in sustaining our partnerships with third sector organisations and non-Government organisations.

In 2015/2016 the Department’s research related income was over £6.2 million, with over 120 staff actively involved in research. Funding comes from a number of sources including the National Institute for Health Research (NIHR), the Department of Health, the Economic and Social Research Council (ESRC), Medical Research Council (MRC), the British Heart Foundation (BHF), Cancer Research UK, Wellcome and Bloodwise.

In the most recent assessment of research quality in the UK (the 2014 Research Excellence Framework), the Department, along with its partners, the Centre for Health Economics, the Centre for Reviews and Dissemination and the Hull York Medical School, was ranked 7th nationally in the subject area of public health, health services and primary care. Members of the Department also contributed to returns in Sociology (ranked first) and Social Policy (ranked third).

Eighty three per cent of outputs submitted by our academic staff members have been judged as world leading or internationally excellent in terms of originality, significance and rigour. Our impacts were also judged to be outstanding or very considerable in terms of reach and significance. The department was ranked equal first nationally for its research environment and all aspects of our research environment was judged to producing research of world-leading quality in terms of vitality and sustainability.

Integral to our mission is career support, including doctoral studentships and fellowships, as well as the supportive management of those reaching the end of their research contracts.
A place where we can ALL be ourselves #EqualityatYork

THE UNIVERSITY

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.
THE UNIVERSITY

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 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 6882
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 27 August 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 2 referees.

Help and assistance

Direct any informal queries to Trudi Neenan, Academic Lead for Practice Education at trudi.neenan@york.ac.uk or Prof. Paul Galdas, Deputy Head of Department (Nursing & Midwifery) at paul.galdasa@york.ac.uk. If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk

+44 (0)1904 324835