Lecturer in Public Management
Department of Social Policy & Social Work

Closing date: 12 June 2019
Interview date: 27 June 2019    Online tutoring exercise: 17 - 21 June 2019
Vacancy reference: 7592
INTRODUCTION

The Department of Social Policy and Social Work at the University of York wishes to appoint a Lecturer in Public Management who will bring expertise in issues around the management and delivery of public services that will complement existing strengths in the Department.

You will join a large department that is home to over 800 students and approximately 100 staff. You will contribute in particular to teaching on our online masters-level programmes in public policy and management that 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, linking theory and practice through an interactive approach. As well as your primary role in support of our online programmes, you will work closely with colleagues delivering our portfolio of campus-based Social Policy, Social Work and Public Management programmes at both undergraduate and postgraduate levels.

The Department has a strong research profile, ranked 9th in the world for Social Policy in the 2019 QS World University Rankings and 3rd in the UK for Social Work and Social Policy in the 2014 REF. Your work will contribute to the Department’s existing research activity, while also developing your own independent research agendas, with particular opportunities to collaborate with colleagues working in our welfare, employment and conditionality and comparative and global social policy research themes.

You will demonstrate an understanding of current practitioner issues and challenges in public services development and delivery, and an interest in supporting students’ professional development objectives via rigorous, interactive online 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.
Main purpose of the role

- To design, develop and deliver teaching across a wide range of modules and/or within a particular programme or subject area, with a primary focus on the taught postgraduate programmes that are delivered online.
- 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 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)

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 and postgraduate dissertation supervisor across a range of areas.
- 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.

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 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

<table>
<thead>
<tr>
<th>Essential / Desirable</th>
<th>Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Essential</strong></td>
<td>PhD in public management, or social policy with a focus on issues around public management, or a related subject, or equivalent experience</td>
</tr>
<tr>
<td></td>
<td>Appropriate academic professional and teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice</td>
</tr>
<tr>
<td><strong>Knowledge</strong></td>
<td>Specialist knowledge in subject area, such as: public services management and governance; leadership in public service contexts including collaborative and networked management; strategic planning; leading and managing change; project management and the role of reflective practice in professional development</td>
</tr>
<tr>
<td></td>
<td>Knowledge of a range of research techniques and methodologies</td>
</tr>
<tr>
<td></td>
<td>Knowledge of a range of teaching techniques to enthuse and engage students</td>
</tr>
<tr>
<td></td>
<td>Advanced and specialist IT knowledge</td>
</tr>
<tr>
<td></td>
<td>Has research expertise in an area that will complement and enhance the department’s research strategy and goals</td>
</tr>
<tr>
<td></td>
<td>Knowledge of online pedagogy and of the issues involved in supporting students who are studying at a distance</td>
</tr>
<tr>
<td><strong>Skills, abilities and competencies</strong></td>
<td>Ability to develop research objectives, projects and proposals</td>
</tr>
<tr>
<td></td>
<td>Well-developed analytical skills</td>
</tr>
<tr>
<td></td>
<td>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</td>
</tr>
<tr>
<td></td>
<td>Ability to deliver presentations at conferences or exhibit work at other appropriate events internally and externally</td>
</tr>
<tr>
<td></td>
<td>Ability to extend, transform, and apply knowledge from scholarship</td>
</tr>
<tr>
<td></td>
<td>Ability to design teaching material and deliver either across a range of modules or within a subject area, with an understanding of the needs of mature, part-time practitioner students</td>
</tr>
<tr>
<td></td>
<td>Ability to supervise the work of others, for example in research teams or projects or as an MSc PhD or post-doctoral supervisor</td>
</tr>
<tr>
<td></td>
<td>Excellent IT skills</td>
</tr>
</tbody>
</table>
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Experience</th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proven ability to contribute to high quality research which is publicly evidenced</td>
<td>Essential</td>
</tr>
<tr>
<td>Experience of taking responsibility for teaching and learning</td>
<td>Essential</td>
</tr>
<tr>
<td>Evidence of successful course planning, design and delivery across a range of modules, with exemplification of teaching materials</td>
<td>Essential</td>
</tr>
<tr>
<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>
</tr>
</tbody>
</table>

## Personal attributes

<table>
<thead>
<tr>
<th>Personal attributes</th>
<th>Essential</th>
</tr>
</thead>
<tbody>
<tr>
<td>Show attention to detail and commitment to high quality</td>
<td>Essential</td>
</tr>
<tr>
<td>Display creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</td>
<td>Essential</td>
</tr>
<tr>
<td>Positive attitude to colleagues and students</td>
<td>Essential</td>
</tr>
<tr>
<td>Willingness to work proactively with colleagues in other work areas/institutions</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>Commitment to personal development and updating of knowledge and skills</td>
<td>Essential</td>
</tr>
<tr>
<td>Collaborative ethos</td>
<td>Essential</td>
</tr>
<tr>
<td>Show commitment to the department/university outside of their chosen field, for example undertaking management and administration duties</td>
<td>Essential</td>
</tr>
</tbody>
</table>
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 77 (69 FTE) academic staff and a further 27 (20 FTE) staff in managerial, professional and administrative roles.

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 recently 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 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 9th in the world for Social Policy in the 2019 QS World University Rankings. Research income generated by the Department is in excess of £2 million per annum.

Research in the Department is organised around seven key research themes that capture areas of major research strength and excellence within the Department. These themes exist to guide and support strategically key research activity rather than being organisational sub-units; staff can be members of multiple theme groups. Each theme has an identified lead at
THE DEPARTMENT

Reader or Professorial level and dedicated funding supports theme specific activity. The seven themes are:

- applied criminal justice;
- applied health and social care;
- applied mental health social research;
- children, young people and families;
- comparative and global social policy;
- housing; and,
- welfare, employment and conditionality.

In addition, the Department also works closely with a number of other departments and research centres, including the University of York’s Institute for Effective Education (IEE), Centre for Women’s Studies (CWS), Centre for Urban Studies (CURB), Interdisciplinary Global Development Centre (IGDC) 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 around 700 FTE 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:
THE DEPARTMENT

- 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 Social Work 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 2019 it is the home of more than 18,000 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 to have appeared in the world top 100. We were rated 22nd in the 2019 Times & Sunday Times league table. 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 multiple 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](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 7592
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 12 June 2019

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
For informal queries please contact
Sally Pulleyn (sally.pulleyn@york.ac.uk)

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

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