Professor of Teaching and Learning (Health Professional Education)
Department of Health Sciences

Closing date: 02 May 2022
Interview date: 01 June 2022
Vacancy reference: 10538
INTRODUCTION

The Department of Health Sciences is a large and friendly department with a reputation for excellence in healthcare professional education and applied health research. We are committed to the on-going improvement in the quality of professional education, both University based and practice based. Presently led by Prof Paul Galdas, our provision is rated in the Top 10 of the Times and Sunday Times Good University Guide, The Complete University Guide, and Guardian University league table.

We work collaboratively with a range of NHS and other health care providers to deliver and improve our professional programmes as well as with Hull York Medical School (HYMS) and other academic units at York. Our internationally rated research on health and healthcare enriches the learning environment for our students and has direct links into our educational and training programmes.

We are seeking an ambitious and dynamic Professor of Teaching & Learning as a key step in a strategic initiative to lead the next stage of the development of our professional programmes.

You will be a professionally qualified nurse, midwife or allied health professional, who has significant experience of strategic leadership of high quality health professional education and a proven track record in developing and managing staff and resources. You will have significant experience in teaching and learning, and assume the responsibility of Deputy Head of Department (Director of Teaching & Learning). As Director of Teaching and Learning, you will have the ability to harness the expertise and enthusiasm of your colleagues and lead the future development of the Department’s undergraduate and postgraduate taught education provision.

Professor Patrick Doherty
Head of Department
Main purpose of the role

- As a member of the Department’s Senior Leadership team, to provide strategic leadership for Teaching and Learning across the Department.

- To ensure Equality, Diversity and Inclusion is operationalised throughout all aspects of the role.

- To build and maintain strong and effective relationships with the Department’s partners and stakeholders locally, regionally and nationally.

- To ensure appropriate staff and resources are available to meet the Department’s teaching and learning priorities across all taught programmes.

- To lead the design, development and strategic direction of the taught programme curricula within the Department.

- To contribute at a strategic level to the development and continuous improvement of innovative teaching and learning activities and academic standards.

Key responsibilities

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

Teaching and Promotion of Learning

- To lead and encourage the development of innovative approaches to course delivery and ensure that teaching achieves the educational standards of the department and institution.

- To lead the development and clarification of academic standards for innovative teaching and learning activities and development and continuous improvement of academic standards.

- To lead collaborative teaching partnerships with other educational institutions or other bodies nationally and internationally.

- To contribute to teaching and supervision of students.

Administrative and support responsibilities

- To contribute to the efficient leadership and management of the Department by undertaking a senior leadership role including a fixed term as Deputy Head of Department.

- To lead a large staff group and line manage key staff including managing and developing their performance.

- To take significant responsibility for a range of curricula. To provide high level support to staff and students.

- To act as a coach and role model for teaching excellence locally through excellent practice and the mentoring of other less-experienced teachers.

- To contribute substantially to the development of the academic policies of the University, including strategies for teaching, learning and quality assurance.

- To represent the university’s leadership values within the department in order to enhance the working environment.

<table>
<thead>
<tr>
<th>At a glance</th>
<th>Key responsibilities</th>
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<tbody>
<tr>
<td>Salary</td>
<td>Commensurate with experience on the Professorial scale (minimum £65,961)</td>
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<tr>
<td>Hours of work</td>
<td>Full-time 37 hours per week (Flexibility available)</td>
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<tr>
<td>Contract type</td>
<td>Open (Teaching &amp; Scholarship Contract)</td>
</tr>
<tr>
<td>Based at</td>
<td>University of York</td>
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JOB DESCRIPTION

At a glance

Salary: Commensurate with experience on the Professorial scale (minimum £65,961)

Hours of work: Full-time 37 hours per week (Flexibility available)

Contract type: Open (Teaching & Scholarship Contract)

Based at: University of York
Involvement in scholarship and development

- To promote research into teaching and learning, and to disseminate best practice within and outside the University
- To assist in securing funding for teaching and scholarship
- Authorship of externally published teaching materials

Deputy Head of Department (Teaching)

As the Deputy Head of Department (Teaching) you will provide overall leadership for, and operational management of the Department’s undergraduate and post-graduate taught education provision.

Deputy Head of Departments are compensated for the time taken in the role via the workload allocation model and receive an additional allowance of £5,000 per annum for the duration of the 4 year appointment.
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>PhD in Nursing, and/or an Allied Health Professional (AHP) related area or equivalent experience</td>
<td>Essential</td>
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<td>Appropriate academic professional and teaching qualifications</td>
<td>Essential</td>
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## Knowledge

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<th>Knowledge</th>
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<tr>
<td>Detailed knowledge of Nursing/Midwifery or Allied Healthcare Professional education in the UK</td>
<td>Essential</td>
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<td>An outstanding national reputation with proven academic leadership</td>
<td>Essential</td>
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## Skills, abilities and competencies

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<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>Proven ability to provide outstanding academic leadership</td>
<td>Essential</td>
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<tr>
<td>Proven ability to build strong and effective relationships with colleagues external partners and stakeholders, locally, regionally and nationally</td>
<td>Essential</td>
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<tr>
<td>Proven ability to manage and deploy staff and resources effectively to provide excellent teaching and learning across multiple programmes</td>
<td>Essential</td>
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<td>Ability to contribute to innovations in teaching and learning through the development of teaching materials, of forms of pedagogy, or of appropriate teaching collaborations</td>
<td>Essential</td>
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<td>Ability to play a leading role, both singly and collaboratively, in promoting our programmes and developing them to meet evolving requirements in the national Healthcare Professional workforce.</td>
<td>Essential</td>
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<td>Ability to present specialist material in a logical, coherent and interesting way both to students and to fellow specialists</td>
<td>Essential</td>
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<td>Enthusiasm for, and commitment to, the process of teaching</td>
<td>Essential</td>
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<td>Experience Ability to undertake a leading role in providing an excellent environment for student supervision and support</td>
<td>Essential</td>
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<tr>
<td>Ability to teach at any level within area of expertise and across a range of subjects at a more introductory level</td>
<td>Desirable</td>
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# PERSON SPECIFICATION

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<th>Experience</th>
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<tr>
<td>Substantial experience of teaching, learning and assessment in higher education</td>
<td>Essential</td>
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<td>Previous experience of managing staff and resources effectively to deliver excellent taught programmes.</td>
<td>Essential</td>
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<tr>
<td>Evidence of publishing textbooks, papers, articles or reviews in academic journals or elsewhere, including pedagogic and practitioner research as well as scholarship in health professional education</td>
<td>Essential</td>
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<tr>
<td>Experience of supervising and mentoring colleagues and students</td>
<td>Essential</td>
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<tr>
<td>Experience in presenting invited papers at national and international conferences</td>
<td>Desirable</td>
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<th>Personal attributes</th>
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<tr>
<td>Outstanding Leadership qualities</td>
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<tr>
<td>Attention to detail and commitment to high quality teaching and learning</td>
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<td>Creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</td>
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<td>Commitment to work proactively with colleagues and external partners and stakeholders</td>
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<td>Ability to plan and prioritise own work in order to meet deadlines</td>
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<td>Commitment to continuous personal development and updating of knowledge and skills</td>
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<td>Commitment to promoting a collaborative ethos</td>
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<tr>
<td>Strong personal commitment to equality, and diversity and inclusion</td>
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The ethos of the Department of Health Sciences is underpinned by a well-established collaborative and interdisciplinary approach to health professional education and research evidenced by our top ten rated teaching practice and by our world leading and international excellent research including 100% 4* rating for our research environment. We work hard to ensure that our teaching is informed by high quality, up to date, research enabled through an integrated curriculum delivered and supported by our teaching and scholarly staff working closely with colleagues across health and social care. Our students and staff are supported by a large and experienced team of professional support staff who provide a supportive and responsive infrastructure.

Our Partners
Our graduates are prepared for their future careers through excellent teaching and learning coupled with optimal clinical placements and facilitated clinical simulation achieved through extensive and strong partnerships with the NHS and Social Care. These partnerships are based on a shared commitment to ensuring the next generation of graduates meet professional standards, align with current service delivery and are able to help shape future innovation in service delivery and care for patients.

Flexible/Hybrid Working
We want colleagues to enjoy working here and offer an inclusive, flexible and friendly working environment. As a department we aspire to offer flexible/hybrid working arrangements to encourage applications from a diverse range of candidates. We appreciate the importance of work life balance and are open to different ways of working. We balance this flexibility with the needs of our students and the delivery of our programs and the pastoral support we give to our students. We would encourage interested applicants to engage with us prior to application to discuss possible options.

For more details about the Department, please visit our website: [https://www.york.ac.uk/healthsciences/](https://www.york.ac.uk/healthsciences/)
OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Founded on the principles of excellence, equality and opportunity for all, the University is proud to create an environment that attracts staff and students from all over the world. What we gain from diversity is immeasurable.

Our Equality, Diversity and Inclusion Strategy, which was developed in partnership with our staff and student communities, describes our commitment to create a culture where everyone can contribute to university life, knowledge and growth.

We want to create a working, learning, social and living environment that will enable all staff and students to achieve their full potential. Our strategy sets out an ambitious set of objectives to succeed in our commitment, but we have a challenging journey ahead. We recognise that we are not truly representative of our communities locally, nationally and internationally. We would like to pay particular focus to gender parity across all levels, particularly in senior roles; the recruitment, retention and success of a more ethnically diverse staff and student community; an accessible and inclusive campus and ensuring that the values and behaviours we expect from everyone embrace inclusive responsibility and leadership.

Opportunity for all
Our outreach programmes and widening participation work have made us one of the most socially diverse universities among our peers. The York Students in Schools (YSIS) programme has been providing a helping hand in the city’s classrooms for 25 years, placing around 700 students with local schools every year. It recently introduced a new English and Mathematics tutoring scheme.

A report by The Reform Research Trust in September 2017 ranked York second out of 29 high-tariff institutions for our track record in increasing access for disadvantaged students from 2011/12 to 2015/16.

Wellbeing and support
Students are encouraged to balance their studies with activities and interests to give them a healthier and more rounded student experience. We have invested heavily in support of physical health with new and improved sports facilities, and in mental health through our Open Door counselling and crisis team which now opens in the evenings during term time. We have also developed a support network of staff trained in Mental Health First Aid. University staff have access to wellbeing help and support, and can access advice through our site. Further information on our health and wellbeing support can be found at https://www.york.ac.uk/staff/support/.
We are a world-class institution, focused on creating an environment of excellence in which all our students, staff and researchers can thrive. Our Research Strategy encompasses our vision that York should provide a home for some of the best research in the world. ([https://www.york.ac.uk/research/](https://www.york.ac.uk/research/))

We are a high-performing member of the Russell Group, ranked 16th in the Guardian's Best University UK Universities 2021 League Table, and 30th in the Complete University Guide 2020. We have been awarded TEF Gold for our research-led teaching which provides "consistently outstanding outcomes for students from all backgrounds".

Our Equality, Diversity and Inclusion Strategy speaks to the core of our values. We hold 23 awards from Athena SWAN, recognising the advancement of gender equality: representation, progression and success for all.

At the heart of the region

The University is deeply embedded in the local community of North Yorkshire. Our values and commitment to the public good have never been more important. We are a hub for sharing knowledge, inspiring collaboration and enriching lives.

In 2021 we were shortlisted for Times Higher Education’s University of the Year Award in recognition to the University’s response to the Covid pandemic ([The Year We Came Together - Our Covid-19 response](https://www.york.ac.uk/about/mission-strategies/vision-for-york/)).

Across the University, we are mobilising our knowledge, our people and our resources to tackle the immediate and long-term challenges. The new University Strategy 2030, ([A University for Public Good](https://www.york.ac.uk/about/mission-strategies/vision-for-york/)) was launched at the end of 2021, outlining our vision and strategy for the next decade.

Further information on the new strategy can be found on the following webpages; ([https://www.york.ac.uk/about/mission-strategies/vision-for-york/](https://www.york.ac.uk/about/mission-strategies/vision-for-york/))
THE UNIVERSITY

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 10538
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 02 May 2022.

What will I need?

We will ask you for details of:

- Your CV
- A letter describing how you meet the requirements of the job
- A short statement of your leadership approach and teaching philosophy

You will also need details of three academic referees (one International) and one Employment referee.

Help and assistance

For an informal discussion regarding this post, please contact Prof Patrick Doherty (patrick.doherty@york.ac.uk)
Head of Department, or Prof Paul Galdas (paul.galdas@york.ac.uk).

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

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