**JOB DESCRIPTION**

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| Post title: | **Lecturer** | | |
| Standard Occupation Code: (UKVI SOC CODE) | 2311 – Higher education teaching professionals | | |
| Academic Unit/Service: | Electronics and Computer Science | | |
| Faculty: | Faculty of Engineering and Physical Sciences | | |
| Career Pathway: | Education, Research and Enterprise (ERE) | Level: | 5 |
| \*ERE category: | Balanced portfolio | | |
| Posts responsible to: | Head of School/ Head of research Group | | |
| Posts responsible for: | Academic Staff and Students, and others assigned by the Head of School and Head of Group (levels 4-5) | | |
| Post base: | Office-based/ flexible working possible | | |

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| Job purpose |
| To develop professional, academic, and thought leadership in electronics and electrical engineering. To contribute to the international research profile of the University of Southampton through undertaking world leading research within or across traditional disciplines, build your research team by developing bids for funded research, contributing to the impact agenda, and support more junior colleagues in developing their careers. To contribute to the development and delivery of high-quality research-led education. To contribute to and support the inclusive and collaborative culture of the School. |

| Key accountabilities/primary responsibilities | | % Time |
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|  | Develop the research activities of the School by sustaining a personal research plan. Manage the application of a range of research methodologies, approaches, and techniques appropriate to the type of research personally being pursued. | 40 % |
|  | Establish an international reputation for research and the enhancement of learning and teaching practice by sustaining the regular dissemination of findings through major peer-reviewed publications, presenting results at conferences, or exhibiting work at other appropriate events. |
|  | Plan and develop research, innovation and enterprise proposals, projects and funding bids as self-contained items or as part of a broader programme. |
|  | Carry out management and administrative tasks associated with specified research, innovation or enterprise funding, including risk assessment of project activities, organisation of project meetings and documentation and preparation of annual reports. Oversee and implement procedures required to ensure accurate and timely formal reporting and financial control. |
|  | Support the teaching goals of the School by managing a range of contributions to its learning and teaching activities. Deliver teaching of the highest quality across our educational programmes, through lectures, tutorials, practicals and seminars. | 40 % |
|  | Directly supervise students, providing expert advice on learning best practice and helping with learning problems. Identify the learning needs of students and define learning goals. Promote the use of appropriate media to support student learning. Set and mark coursework and exams, providing constructive feedback to students. |
|  | Monitor, evaluate and revise course design to ensure excellence and coherence. Identify areas where current provision is in need of revision or improvement, planning and developing innovative contributions to learning, teaching and assessment methods within the School as appropriate. |
|  | Contribute to the efficient management and administration of the School by performing personal administrative duties as allocated by the Head and by taking on appropriate School coordination roles. | 20 % |
|  | Any other duties as allocated by the line manager following consultation with the post holder. |

| Internal and external relationships |
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| Member of the School Board, Examination Board and of such School Committees relevant to their administrative duties.  New appointees will be assigned a senior colleague to guide their development and aid their integration into the School, Faculty and University.  Research priorities will be agreed within the strategic framework of the research theme of which they are a member.  Teaching and administrative duties will be allocated by the Head of School, within the context of the teaching programmes agreed by the School Education Committee. |

| Special Requirements |
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| To attend national and international conferences for the purpose of disseminating research results. |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | PhD or equivalent professional qualifications and experience in Electrical and Electronic Engineering.  Growing international reputation in a relevant area.  Track record of published research. | Teaching qualification (PCAP or equivalent).  Experience of development and delivery of teaching at undergraduate and postgraduate level. | CV, recommendation letters, interview |
| Planning and organising | Proven ability to plan and develop a range of high quality research and teaching activities, ensuring plans complement broader research and education strategy.  Able to develop innovative research proposals and attract research funding. | Proven ability to plan, manage, organise and assess own teaching contributions. Proven ability in the design of course units, curriculum development and new teaching approaches in the School. | CV, recommendation letters, interview |
| Problem solving and initiative | Able to identify broad trends to assess deep-rooted and complex issues.  Able to apply originality in modifying existing approaches to solve problems. |  | CV, recommendation letters, interview |
| Management and teamwork | Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development.  Proven ability to coach and support students/tutorial groups. Able to manage, motivate and coordinate research team, delegating effectively. Able to formulate staff development plans, if appropriate.  Able to undertake coordinating role in School/University.  Able to monitor and manage resources and budgets. | Proven ability to manage and deliver own course units and team-taught course units. | CV, recommendation letters, interview |
| Communicating and influencing | Track record of presenting research results at group meetings and conferences.  Track record of delivering lectures and seminars in courses relating to different aspects of related subjects | Able to persuade and influence at all levels in order to foster and maintain relationships, resolving issues as they arise.  Able to provide expert guidance to colleagues in own team, other work areas and institutions to develop understanding and resolve complex matters. | CV, recommendation letters, interview |
| Other skills and behaviours | Proactive in promoting a working environment that is inclusive and engaging; recognising the value diversity brings. |  | CV, recommendation letters, interview |
| Special requirements | Able to attend national and international conferences to present research results. |  | CV, recommendation letters, interview |

**JOB HAZARD ASSESMENT**

**Is this an office-based post?**

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| **Yes** | If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below. |
| No | If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the assessment below.  Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder. |

## - HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all staffs, including existing members of staff.

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| **ENVIRONMENTAL EXPOSURES** | **Occasionally**  (<30% of time) | **Frequently**  (30-60% of time) | **Constantly**  (> 60% of time) |
| Outside work |  |  |  |
| Extremes of temperature (eg: fridge/ furnace) |  |  |  |
| ## Potential for exposure to body fluids |  |  |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below: |  |  |  |
| Frequent hand washing |  |  |  |
| Ionising radiation |  |  |  |
| **EQUIPMENT/TOOLS/MACHINES USED** | | | |
| ## Food handling |  |  |  |
| ## Driving university vehicles(eg: car/van/LGV/PCV) |  |  |  |
| ## Use of latex gloves (prohibited unless specific clinical necessity) |  |  |  |
| ## Vibrating tools (eg: strimmers, hammer drill, lawnmowers) |  |  |  |
| **PHYSICAL ABILITIES** | | | |
| Load manual handling |  |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods |  |  |  |
| Repetitive climbing (ie: steps, stools, ladders, stairs) |  |  |  |
| Fine motor grips (eg: pipetting) |  |  |  |
| Gross motor grips |  |  |  |
| Repetitive reaching below shoulder height |  |  |  |
| Repetitive reaching at shoulder height |  |  |  |
| Repetitive reaching above shoulder height |  |  |  |
| **PSYCHOSOCIAL ISSUES** | | | |
| Face to face contact with public |  |  |  |
| Lone working |  |  |  |
| ## Shift work/night work/on call duties |  |  |  |