

# Appointment of a Senior Lecturer in Photography

## The Faculty

We believe that you will find all you need about the Faculty of Arts, what we do and who does it, at our comprehensive website which can be found at <http://arts.brighton.ac.uk>

### Teaching and Learning

The current faculty draws together a comprehensive range of disciplines and professions that span the visual and performing arts, architecture, design, art and design history, media studies, moving image and film studies, literature, languages and humanities.

<http://arts.brighton.ac.uk/study>

### Research

Established as one of the UK's leading centres for high quality interdisciplinary research in the arts, design and humanities, all research is overseen by our Centre for Research and Development

<http://arts.brighton.ac.uk/research>

### World class archives

The faculty operates a number of prestigious archives and collections <http://arts.brighton.ac.uk/collections>

### Staff and Alumni

Many staff are practising artists, designers, architects, curators, historians, linguists, social and cultural commentators, and writers of the highest standing and we have many high-profile alumni

<http://arts.brighton.ac.uk/faculty-of-arts-brighton/staff-finder>  
<http://arts.brighton.ac.uk/faculty-of-arts-brighton/alumni-and-associates>

## The school

The School of Art, Design and Media is located across three of the university's campuses: Grand Parade, Moulsecoomb and Hastings

The school draws together a comprehensive range of disciplines and professions that span the visual and performing arts, architecture, design, craft, media studies, moving image and photography.

We are committed to the advancement and delivery of creative, cultural and socially purposeful higher education that contributes to the civic and public good and strengthens our societal and economic resilience. This can be seen in our partnerships, collaborations and engagement with both local and international communities. This is of mutual benefit and ensures a globally relevant and purposeful student and staff experience that integrates and applies its research and professional knowledge to questioning and contributing to well-being and culture regionally and internationally.

The school is one of two schools in the Faculty of Arts. The faculty provides an overarching progressive intellectual and educational framework that builds disciplinary skills and fosters opportunities for

cross and interdisciplinary creative and critical practice, teaching and research as individual students progress from undergraduate through to postgraduate and doctoral studies.

All courses provided in the school are recognised nationally and internationally for their quality and students consistently win major awards and progress to hold prominent positions in their respective professions.

Within Architecture all courses are professionally prescribed by the Architects Registration Board (ARB) and validated by the Royal Institute of British Architect's (RIBA).

The overarching aim of all staff, academic, technical and administrative, is to place the student at the centre of a coherent learning experience that emphasises innovative ideas and skilful production, critical engagement in history, theory, and cultural studies, alongside professional practices and social responsibility. Staff work across the academic fields of the school and many contribute to both practice and theoretical teaching.

All staff are encouraged to pursue their own research and scholarly interests and to retain links with professional practice. Many are appointed on a part-time basis enabling them to continue their professional work. Their expertise is augmented by a rich and varied mix of distinguished visiting lecturers and critics, many of national and international stature.

While the programme areas are linked in various ways, in some cases by sharing physical resources and teaching, they have discrete specialist core units of study as well as opportunities for optional studies. The options programme offers access to subjects across the faculty, allows students to extend the range of studies beyond their specific programme area.

In addition the school has established links with a variety of community groups through its collaboration with the university's Community University Partnership Project.

Teaching is underpinned by an active programme of research undertaken by individual academic staff and increasingly through the development of interdisciplinary projects of national and international relevance. This explores areas of cross-disciplinary and site specific practice, challenging conventional boundaries.

## **Job Sharing**

The University of Brighton welcomes job sharers. Job sharing is a way of working where two people share one full-time job, dividing the work, responsibilities, pay, holidays and other benefits between them proportionate to the hours each works, thereby increasing access to a wide range of jobs on a part-time basis.

Potential job sharers do not have to apply with a partner. However, if a post is to be operated as a job share there must be at least two suitable applicants who wish to share the job.

A job share appointment will only be made if it has been demonstrated that both shortlisted applicants can do the job to the required standards and within a working pattern of hours that is agreeable to all parties. If one applicant is unsuitable, neither can be appointed unless an alternative potential job sharer has been shortlisted.

When applying as a job sharer please indicate this at the top of page 3 on the application form. We will need to know if you are applying with a job share partner and the name of that person. Also if the post is full-time but open to job sharers it would be useful if you could indicate whether you would be interested in the post on a full-time basis if no suitable partner can be found. If you have indicated that you would be willing to take up the position on a full-time basis then the normal recruitment procedure will be followed.

If you are interested in appointment on a job share basis, please contact Human Resources for a copy of the university's policy, procedure and guidelines for job sharing. Alternatively staff in Human Resources will be happy to answer any queries you may have.

## **The Job**

The BA Photography course at Brighton aims to help students to become strong independent photographers with skills in creative and critical thinking that they can adapt to a complex artistic and visual culture and to evolving commercial environments. Additionally, the course enables students to analyse, discuss and write about photography, to think about what photography is for and what it might become in a changing social and technological environment, why we look at photographs, and how we use them as various forms of expression.

The course is principally organised around the development and exploration of ideas through producing well-crafted, technically proficient photographic work. At the heart of the course philosophy is the conviction that we achieve our aims by helping students to explore their own creativity. This is done through a series of broadly themed research-led units of study which introduce students to new ideas and new possibilities of engagement with the photographic image, encouraging them to explore and question the medium, to develop new technical skills through combination of critical thinking and creative making of photographs.

We support traditional analogue processes as well as digital technology and believe that students benefit from a deep understanding of the whole range of photographic technologies and possibilities.

The BA (Hons) Photography is part of the Academic Programme in Photography, Moving Image and Sound. The course complements and capitalises on its position alongside the successful Moving Image and Digital Music and Sound Art courses. Students are encouraged to work in an interdisciplinary way and explore the opportunities offered by the wider programme.

Current areas of research specialism in the subject area include: critical spaces and places; technology and aesthetics, archival practice and autobiographical storytelling, curatorial practice, still and moving image.

Visit our websites at: <http://www.brighton.ac.uk/arts/> and [www.artsresearch.brighton.ac.uk](http://www.artsresearch.brighton.ac.uk)

The range of duties of a university lecturer is extensive and diverse. The following summary indicates the nature of this range. Almost all academic staff will be expected to contribute to both the teaching and the research activity of their subject area. At Senior Lecturer level (AC3), staff are expected to be engaged in the planning, design and leadership of teaching and research activity, and to be making wider contributions to the work of their school and the university.

We are looking for a Senior Lecturer who will be able to take a leading role in the development and management of the course, help to maximise the potential of its relationship to the wider Academic Programme, and to build upon our strong tradition of research-led teaching. We expect all practice lecturers to be conversant with theoretical debates in their field. Practitioners or photographic theorists with a proven engagement with contemporary photographic practice may apply.

### **Teaching and Scholarship**

The role requires the ability to: identify the learning needs of students and to define appropriate learning objectives; ensure that the teaching content, methods of delivery and learning materials are appropriate; develop own teaching materials, under guidance; select appropriate types of formative assessment; seek ways of improving teaching performance by self-reflection and the gathering and analysis of student feedback, and teach as a member of a team within the framework of an established course. An understanding of equal opportunities issues with regard to academic content and teaching delivery is also expected.

In addition a Senior Lecturer (Ac3) is expected to be able to design teaching materials, identify areas where current provision is in need of revision or improvement, supervise student projects, field trips and placement activity.

### **Research and Scholarship**

A Lecturer is expected to: continually update their disciplinary and/or professional knowledge and understanding; develop personal (and, where appropriate, collaborative) research objectives; write up research work for publication; translate new subject knowledge into teaching content; and reflect on their own practice as a higher education teacher. Engagement in continuous professional development with regard to disciplinary/professional and pedagogic expertise is required.

In addition a Senior Lecturer should: disseminate research findings and outputs at conferences and similar events and identify and seek sources of external funding for their own scholarly activity.

### **Communication**

A Lecturer should be able to: deal with routine communication using a range of media; communicate complex information orally, in writing and electronically and communicate material of a specialist or highly technical nature.

In addition a Senior Lecturer will be capable of: routinely communicating complex and conceptual ideas to those with limited knowledge and understanding, as well as to peers, and preparing proposals and applications to external bodies, e.g. for funding and accreditation purposes.

### **Liaison and Networking**

A Lecturer is expected to : liaise effectively with colleagues and students; build internal contacts and participate in internal information exchange networks, and join external networks to share ideas.

In addition a Senior Lecturer will be able to develop external networks in such areas as: identifying sources of funding; student recruitment; student placements; outreach and marketing activity, and obtaining consultancy projects.

### **Managing People**

A Lecturer will be able to agree and largely self-manage teaching, research and administrative activities.

In addition a Senior Lecturer will be expected to: advise and support less experienced colleagues; in certain circumstances supervise the work of others in research teams or as a research supervisor, and coordinate the work of colleagues, for example when acting as a module leader.

### **Teamwork**

A Lecturer is expected to: collaborate with academic colleagues on course development, curriculum changes and the development of research; attend and contribute to subject group and similar meetings, and collaborate with colleagues across the university to identify and respond to students' needs.

In addition a Senior Lecturer may be required to act as a team leader in a small scale project.

## **Pastoral Care**

A Lecturer/Senior Lecturer will be expected to: act as a personal tutor; use listening, interpersonal and pastoral care skills to deal with sensitive issues concerning students, appreciate the needs of individual students and their circumstances, and to refer students as appropriate to the specialist services which can provide further help.

## **Initiative, Problem-solving and Decision Making**

A Lecturer will be able to: develop and apply initiative, creativity and judgement in the conduct of teaching and research; respond effectively to pedagogical and practical challenges, and contribute to decision making on, and share responsibility for, the academic content, delivery and assessment of modules.

In addition a Senior Lecturer will be expected to: take responsibility for the design and delivery of individual modules and their assessment; identify, and make proposals regarding, the need for change in individual modules; disseminate and apply the results of research and scholarship; develop ideas on income generation; provide advice on student recruitment and marketing approaches and contribute to the successful implementation of quality assurance requirements, internal and external.

## **Planning and Managing Resources**

A Lecturer will be able to plan and manage their own teaching and the use of teaching and research resources, including laboratories and workshops, as agreed with relevant senior colleagues. An awareness of risks in the work environment and their potential impact will be expected.

In addition a Senior Lecturer will be able to act as a module leader, coordinating administrative and academic staff as necessary, and to undertake academic related roles related to areas such as admissions, examinations and student support. Depending on the area of work the conducting of risk assessment may be expected.

## **Knowledge and Qualifications**

It is expected that the criteria below regarding knowledge and qualifications will be met by the successful candidate.

- A good (1 or 2:1) degree in relevant subject areas;
- Ideally a post graduate qualification/ PhD or an equivalent level of professional experience;
- To be an active researcher and conversant with theoretical debates in their field;
- Experience of undergraduate and postgraduate teaching in higher education;

- Experience in delivering research projects, collaborative projects and working with industry;
- Experience in and confidence in working across disciplines and with partnerships in HE;
- Experience of innovative teaching methods, blended learning and curriculum development and academic leadership;
- An understanding of academic and award standards;
- PG Certificate in Teaching and Learning at HE or equivalent experience;
- Competent IT skills and effective use of IT for teaching, learning and administration.

Areas of specialism are open, but might include:

Working with digital media; relationships between still and moving image and sound; new forms of expanded documentary practice; photography as fine art practice; photography, text and publishing; curatorial innovation.

Practitioners or photographic theorists with a proven engagement with contemporary photography practice may apply.

## **Hours of work**

This post is full-time. The nature of teaching posts is such that staff are expected to work such hours as are reasonably necessary in order to fulfil their duties and responsibilities. It would therefore be inappropriate to define the total hours to be worked in any week. A reasonable norm for full-time staff, however, having regard to the contractual position of other senior staff in the institution, would be thirty-seven, although this should not be regarded as a minimum or maximum.

Direct teaching responsibility for full-time staff should not exceed eighteen hours in any week or a total of five hundred and fifty hours in the teaching year. This provision will not, however, apply in subject areas where the nature of the curriculum and teaching style make it inappropriate. In such cases, separate arrangements apply. The university has currently identified the following academic areas where teaching methods or modes of delivery make the 18 hour per week limit inappropriate at certain times of the year:

- art and design
- business/management
- health - clinically related subjects
- construction management

The 550 hour annual maximum will not, however, be exceeded except by mutually agreed overtime.

**The salary**

The salary will be in accordance with Senior Lecturer (AC3) grade, which ranges from £39,649 to £45,941 per annum.

Salaries are paid monthly in arrears through the BACS System directly into the bank or building society account of each member of staff. The university must pay salaries through the BACS system. They cannot be paid by cheque. It will therefore be important to supply account details in order to ensure prompt payment.

**Professional development**

Four part-time courses are run within the university for staff new to the teaching role. They are:

The Postgraduate Certificate in Learning and Teaching in Higher Education (run by the Centre for Learning and Teaching, and designed for staff in all schools and faculties)

The Postgraduate Certificate in Health and Social Care Education (run by the School of Nursing and Midwifery, for staff within the school)

The Postgraduate Certificate in Clinical Education (run by the School of Health Professions, for staff within the school)

The Postgraduate Certificate in Medical Education (run by Medical Education Unit)

All new lecturers with little or no previous experience of teaching in higher education, who have not undertaken an equivalent course of study and training, are expected take one of these courses in their first or second year in post. The courses provide opportunities to explore a range of practical approaches to supporting students' learning, and to reflect upon the process of developing as a teacher. By negotiation with the relevant Head of School, teaching timetables are adjusted to enable the new lecturer to participate effectively in the course. The course is accredited by the Higher Education Academy, the national professional body for teachers in Higher Education, and successful completion normally leads to professional recognition as a Fellow of the Higher Education Academy.

The successful applicant will be provided with further information about these Postgraduate Certificate courses at the time of appointment.

In addition to these courses for staff new to the teaching role, the Centre for Learning and Teaching offers a wide range of courses, events and consultancy to experienced lecturers and to course teams and academic schools across the university. Further information is available from the CLT's website: <http://www.brighton.ac.uk/clt/>

**Holidays**

The annual leave entitlement is 35 working days, pro rata for proportional full-time staff. This is in addition to the statutory holidays applicable in England, local discretionary holidays and days when the university is closed in the interests of efficiency.

**Terms & conditions** In determining terms and conditions of employment, the university has regard to recommendations made through the appropriate national negotiating framework. These terms and conditions of service can be varied by local agreements reached through the university's local negotiating framework which comprises a Joint Negotiating Committee supported by two Common Interest Groups. These groups bring together representatives of the university and its recognised trade unions, which are:

- UCU – University and College Union
- UNISON

**How to apply** Please complete an application form or, if you prefer, send your CV along with a completed Equal Opportunities Monitoring/Personal Details form. These forms are available to download in both Word and .pdf formats from [www.brighton.ac.uk/humanresources/howtoapply.html](http://www.brighton.ac.uk/humanresources/howtoapply.html)

Applicants are shortlisted on the extent to which they meet the selection criteria on the job description. Therefore, in your application form or CV, please ensure that you have clearly outlined how your skills and experience meet each of the selection criteria for this role, giving examples of particular relevant achievements.

Please send your application form/CV to Human Resources, University of Brighton, Mithras House, Lewes Road, Brighton, BN2 4AT. Fax: (01273) 642848. If you wish acknowledgement of receipt of your application, please send a stamped, self-addressed envelope.

Alternatively, you may also send your application via email to: [humanresources@brighton.ac.uk](mailto:humanresources@brighton.ac.uk). You should receive an acknowledgement via return email by 12.00 pm the next working day.

If you have not been contacted within three weeks of the closing date, you should assume that your application has been unsuccessful.

If you are shortlisted for interview, we will contact you via email (if you provided us with an email address). You may therefore wish to check your email regularly. If you do not have an email address, we will write to you.

**Closing date** The closing date for applications is **Tuesday 30 July 2013**.

**GG/AD3194**  
**19/06/13**