

Post title:	Lecturer in Convergent Reporting and Writing
Reference Number:	SS0737
Salary Scale:	Grade 7: £31,331 - £36,298 or Grade 8: £37,382 - £44,607 <i>per annum</i> (according to experience and qualifications)
Department:	Centre for Journalism
Contract:	On-going and Full time
Location:	University of Kent, Medway Campus
Responsible to:	Head of Department or their nominee

University of Kent

The University of Kent is one of the UK's leading academic institutions with a commitment to excellence in teaching and research that has spanned five decades.

Known as the UK's European university, it was granted its Royal Charter in 1965 and now has over 19,000 undergraduate students studying at its campuses in Canterbury and Medway. The University has a thriving postgraduate community with approximately 3,000 students registered on taught and research programmes at Canterbury and Medway, as well as our specialist European centres in Brussels, Paris, Athens and Rome.

With almost 3,000 members of staff, the University is a major employer. In addition, it is a significant economic, cultural and social force in south east England, and contributes £0.6 billion to the region's economy.

Our international impact is reinforced by well-established networks and collaborations with prestigious universities in Europe and around the world including the USA, Malaysia, China, Russia, Hong Kong and Japan. The University actively participates in the Erasmus programme, exchanging 400 students per year with over 100 European partner institutions. Our global partnerships offer many opportunities for our students including exchanges, study visits and work placements as well as the possibility of earning a dual degree from Kent and a partner university.

Kent's excellent performance in the 2008 Research Assessment Exercise (RAE) confirmed our position as one of the UK's leading universities. All of our academic schools and centres were found to be engaged in research of international and world-class standing. Following the strong RAE performance our ranking among the research-intensive universities rose substantially, and research funding to the

University increased by 46%. Over the last 12-18 months the University has invested £4.4m to support new academic appointments.

The University is consistently rated by its own students as one of the best universities in the UK for the quality of its teaching, academic provision and student experience. In the 2012 National Student Survey, Kent placed third in the UK for overall student satisfaction (of all publically-funded multi-faculty universities) and ranked 20th in the 2014 Guardian University Guide.

The University has significantly invested in its academic and leisure facilities, demonstrating our continued commitment to provide a first-class student experience. We have built new student residences at both Canterbury and Medway and have a rolling programme of refurbishment across our existing accommodation. We can now offer almost 6,000 bedrooms across both campuses, and there are additional developments planned for 2013 and beyond.

Other major building projects include new and refurbished laboratories for the School of Physical Sciences, a new £1m 'Crit' space for Architecture students, a redeveloped sports centre and a new music performance building on the Canterbury campus. The University has also undertaken a significant programme of refurbishment of key academic facilities which include a 4000m² extension to the Templeman Library and a multimillion-pound refurbishment at Chatham Historic Dockyard in Medway for the School of Arts.

Website: www.kent.ac.uk

The Centre for Journalism

The Centre for Journalism was created in June 2007 on the university's award winning Medway Campus. It was established to educate to the highest attainable academic and professional standards students who demonstrate the ability and the aptitude to pursue careers in the intensely competitive field of modern multimedia journalism, and to pursue excellence in research. It aspires to be Britain's finest university centre for the professional education of journalists.

It achieved early recognition when its undergraduate programme, the BA in Journalism and the News Industry, became the first degree to achieve accreditation by the National Council for the Training of Journalists before any students had graduated. In 2010/11 it was awarded the title Best Performing Undergraduate Course Provider following the success of its first graduates in the NCTJ Diploma examinations.

The NCTJ describes the BA in Journalism and the News Industry as a benchmark in journalism education that is capable of setting a standard to which other universities should aspire. The BA is also accredited by the Broadcast Journalism Training Council (BJTC) and these professional links are augmented by a unique and precious relationship with the Kent Messenger Group which guarantees work placements for every student in the Centre who is studying for an NCTJ accredited degree.

The MA in Multimedia Journalism was launched in September 2010. It is also accredited by the National Council for the Training of Journalists and the Broadcast Journalism Training Council. This intensive full-time, postgraduate award attracts applicants with excellent first degrees (minimum 2/i) in relevant subjects (e.g. English, History, Politics and Law) from the United Kingdom and the English-speaking world.

The MA in International Multimedia Journalism was launched in September 2013. This rigorous academic and professional programme attracts applicants with excellent first degrees who speak English as a second language.

All taught programmes are designed around the Centre's innovative academic and professional programme and its unique selling points:

- Excellence in multimedia convergence
- Guaranteed work experience
- Inter-disciplinary academic excellence
- Realistic admissions policy

The Centre has an Editorial Board of Advisers, the members of which include Phil Harding (former Head of English language services at the BBC World Service), Gavin Esler (Presenter of Newsnight) and Allan Little (BBC World Affairs correspondent). These advisers have all visited the Centre to teach master classes to the students and to provide external oversight of the curriculum.

The Centre is proud to award three unique, industry-funded scholarships:

- ❖ The Sky Bob Friend Memorial Scholarship is supported by Sky News. It is awarded to a first year undergraduate who receives £3,500 and a fully-funded work placement at Sky News.
- ❖ The Daily Mail Undergraduate Scholarship awards £5000 and a work placement at Associated Newspapers to one final year undergraduate.
- ❖ The Daily Mail Postgraduate Scholarship awards £5000 and a work placement at Associated Newspapers to one student on the MA in Multimedia Journalism. Each of these scholarships is awarded on academic and professional merit.

The Centre is a member of the Association for Journalism Education (the academic body that represents university schools of journalism in the UK and Ireland).

Technical Facilities

The Centre is based around three dedicated multimedia newsrooms located in the Gillingham Building on the Medway Campus. These valuable state-of-the-art facilities provide 60 networked workstations, each equipped with audio, video and text editing software and website building technology. The newsrooms receive external news feeds via the Reuters International video news service, the Press Association News Wire and a Sky News Radio audio feed. Two ISDN enabled radio studios are located inside the newsrooms. Two separate digital television studios

complete with autocue, green screen and outside broadcast links are located adjacent to the newsrooms.

In September 2008 the Centre launched its dedicated live-publishing website, www.centreforjournalism.co.uk. This multimedia site provides a showcase for our students work in audio, video and text-based journalism and an ideal outlet for multimedia work (e.g. audio picture galleries). Students upload timed news exercises to the site. It also provides a forum for discussion about journalism and journalism education and is visited by senior journalists and journalism educators. It is an educational tool where multimedia versions of our master classes may be shared and lecture and seminar notes displayed.

Research

The Centre's research falls under the themes of, political journalism, history of journalism and multimedia convergence. Research programmes are led by the Director of Research, Professor Geoffrey Craig and supported by the Head of Centre, Professor Tim Luckhurst.

The department's research culture is lively and ambitious. We have a growing pool of visitors and collaborators and we regularly participate in and host conferences such as the highly successful *The Falklands Conflict: thirty years on* which was convened in collaboration with the School of History on the University's Canterbury Campus between 26 and 28 April 2012.

Teaching

Our undergraduate degree attracts applicants from every part of the UK, Europe and overseas. In 2012/13 we received 200 applications for 30 places. Our admissions procedure is highly selective and involves three stages; interview, written admission test and A level results (or equivalent). Our standard offer to candidates who are successful at interview and in the test is ABB in at least two academically rigorous subjects such as English Literature, History, foreign languages, Mathematics, Politics and Chemistry.

Our premium fee taught MA in Multimedia Journalism attracts graduates with excellent first degrees (minimum 2/i) in relevant subjects (e.g. History, Politics, Law and English Literature).

Students are taught professional journalism skills in a live newsroom environment. Every day begins with editorial conference and students take part in frequent newscasts, working to deadline to produce newspapers, radio and television programmes and text, audio and video content for the Centre's online news service CfJ Newswire.

Members of the Department

Professor Tim Luckhurst, Head of the Centre for Journalism

Tim Luckhurst is a former editor of *The Scotsman*. A graduate in history of Robinson College, Cambridge, he began his career as parliamentary press officer to the Rt. Hon. Donald Dewar MP (then shadow secretary of state for Scotland) and became a

journalist in 1988 on BBC Radio 4's Today Programme. In six years on Today he produced, edited and reported from the UK and abroad. Professor Luckhurst covered the Romanian Revolution and the First Gulf War for BBC Radio and reported on the liberation of Kosovo and the fall of Slobodan Milosevic for the Scotsman. He was the BBC's Washington Producer during the first year of the Clinton presidency and returned to the UK to become a senior member of the team that designed and launched BBC Radio 5 Live. He was bi-media Editor of News Programmes at BBC Scotland between 1995 and 1997. He has won three Sony Radio Awards for news broadcasting.

Professor Luckhurst conducts research on Journalism History. He is particularly interested in the depiction of political dissent in British newspapers during the 1930s and 1940s and in the liberal narrative of media history. His publications include: *Responsibility without Power: Lord Justice Leveson's constitutional dilemma* (Abramis Academic, 2012); *This is Today – A Biography of the Today Programme* (Aurum Press 2001); "Dr Hack I Presume? Liberal Journalism in the Multimedia Age" in *Face the Future: Tools for the Modern Media Age* (Abramis Academic, 2011); "It is Thrown Against Me that I Have a Castle", *Journalism Studies*, 2011; "Compromising the First Draft?" in *Afghanistan, War and the Media: Deadlines and Frontlines* (Arima, 2010); and "Excellent but Gullible People: The Press and the People's Convention", *Journalism Studies*, 2012.

Professor Geoffrey Craig, Director of Research

Geoff Craig is the author of *The Media, Politics and Public Life* and *Slow Living* (with Wendy Parkins) and the co-editor of *Informing Voters? Politics, Media and the New Zealand Election 2008* (with Chris Rudd and Janine Hayward). Professor Craig took his undergraduate degree at Macquarie University, Sydney, and has a Masters degree in Journalism from Columbia University, New York. He completed his PhD at the University of Wales, Cardiff. Professor Craig worked as a correspondent for Reuters Australia and has taught at Murdoch University and the University of Canberra in Australia and most recently at the University of Otago in New Zealand. He leads the Centre for Journalism's research strategy and is also responsible for the teaching of Politics and Political Communications to students in the BA in Journalism and the News Industry and the MA in Multimedia Journalism. Professor Craig conducts research on political interviews and leaders' debates, environmental journalism, and topics relating to journalism, democracy, and the public sphere.

Ian Reeves, Director of Learning and Teaching and Senior Lecturer in Convergent Journalism.

Ian Reeves is a former editor of *Press Gazette*, the weekly magazine covering news and developments throughout the journalism industry. He oversaw the magazine's move into web publishing and was responsible for developing the Student Journalism Awards, the Magazine Design and Journalism Awards, and the innovative Press Cadets project. He was also instrumental in establishing the National Newspaper Hall of Fame. He was weekly business writer of the year in 2003's Periodical Publishers Association awards, an award for which he has been nominated on three other occasions. He was nominated as weekly editor of the year in 2006 by the British Society of Magazine Editors. In the 1990s he was editor of Central Press Features, which syndicated copy all over the world. A former engineer, he began his journalism career on magazines including *The Engineer* and *Electronics Times*. He continues to write about business

and media issues for titles including the Guardian and The Independent. Ian is editor of the 2014 edition of *The Newspapers Handbook*.

Richard Pendry, Lecturer in Broadcast and Online Journalism
Richard is an award-winning television director with 20 years' experience in documentaries, news and current affairs. He won a BAFTA for *Ross Kemp on Gangs*; was nominated for an RTS award for *Generation E*, a documentary about Ecstasy culture; and a Rory Peck Award for a piece about a massacre in Chechnya. During the 1990s Richard was a member of Frontline News Television, an agency which specialised in reportage from war zones. His work was bought by broadcasters all over the world, including CBS, ZDF, ARD, Globo and all the domestic British news and current affairs outlets: *Newsnight*, *C4 News*, *C5 News* and the BBC *6 o'clock* and *9 o'clock News*. As a fluent Russian speaker, he filed stories for Frontline from all over the former Soviet Union including numerous pieces from Chechnya. However he is proud that his biggest selling Frontline story was an expose of a ring of babushkas in Moscow dealing drugs to teenagers.

Lesley Phippen, Lecturer in Journalism Law

Lesley qualified as a solicitor but after practising for a short time realised she preferred to teach. Lesley has now been teaching law for over 25 years. She has taught on a wide range of programmes for both professional and academic qualifications. Lesley's interest in media law and comparative law was stimulated by her studies for an LLM (Masters in Law) which she undertook in the early 1990s. In 2001 she joined Kent Law School as Director of Legal Studies for the Medway provision of the LLB programme. Whilst there, she taught a variety of subjects and was also, for a time, responsible for liaison with Bermuda College, which offered Stage 1 of the KLS LLB programme in Bermuda. The Media Law module developed for Kent Law School was very popular with students and as a result, Lesley still teaches this module for KLS at Medway. In February 2010 Lesley organised a conference on the subject of 'Privacy and the Individual'. This was the first cross-disciplinary conference to be held at the Medway Campus. It attracted academics, legal professionals and students all eager to discuss this rapidly developing area of law. Lesley joined the Centre for Journalism in July 2010 to develop the academic provision of law within the Centre.

Rob Bailey, Lecturer in Convergent Reporting and Writing.

Rob is a former news editor and chief reporter of the Kent Messenger in Maidstone, the country's biggest-selling weekly weekday newspaper. He is a former KM Group reporter of the year. He joined the Kent Messenger as editorial assistant in September 1999 and took his first reporting job on the first UK paper founded in the new millennium, the Swanley Messenger. He went on to work on titles across Kent, including two stints at the Kent Messenger's flagship Maidstone edition. He also worked as senior press officer for social services at Kent County Council. He is an alumnus of the University of Kent, having graduated with a BA in English and Philosophy in 1999.

Anastasia Bakowski, PA to the Head of Centre and Centre Administrator.
Anastasia joined the University of Kent in 2002 as PA to the Director of Operations at Medway and was heavily involved in the transfer of the university's provision to the new multiversity campus at Chatham Maritime. Anastasia has a broad PA

experience gained in a variety of commercial and business enterprises including Aquascutum in London and Price Waterhouse in Turin. She is bilingual in Italian and also speaks French.

Gerardo Calia, Multimedia Newsroom Technician

A graduate in photography, Gerardo previously worked at the BBC as the supervisor of a 24 hour engineering team supporting the live broadcast of BBC Television News, Current Affairs and Radio Programmes.

Job Purpose

To teach undergraduate and postgraduate students of journalism the key processes, principles and skills deployed in reporting and writing for publication in print for broadcast and online (These include skills and aptitudes required to pass the News Writing elements of the National Council for the Training of Journalist's Diploma) and to pursue and publish original research in Journalism under the guidance of the Director of Research and the Head of Centre.

Key Accountabilities / Primary Responsibilities

- To make a strong contribution to core teaching on the undergraduate and postgraduate Journalism programmes
- To make a sustained and original contribution to the Centre for Journalism's research strategy
- To maintain and strengthen relationships with the National council for the Training of Journalists
- To take an administrative role in the running of the Centre for Journalism
- To undertake such other duties, commensurate with the grading of the post, as may be assigned by the Head of Centre or their nominee.

Key Duties

The Lecturer in Convergent Reporting and Writing will share with the Centre for Journalism's existing Lecturer in Convergent Reporting and Writing responsibility for the teaching of undergraduate modules: JN301 (Reporting and Writing 1); JN502 (Reporting and Writing 2); JN503 (Journalism Project) and postgraduate module JN800 (Reporting). They may also contribute to teaching of undergraduate modules JN303 (Principles and Practice of Convergent Journalism I) and JN 501 (Principles and Practice of Convergent Journalism II). They will share with the relevant module convener's responsibility for keeping the modules current, and for liaising with the NCTJ on all relevant aspects of the Centre for Journalism's professional accreditation.

Modules in Reporting and Writing and the Principles and Practice of Convergent Journalism teach students in the Centre for Journalism the key processes, principles and skills deployed in reporting and writing for publication in print, for broadcast and for publication online. They are compulsory core modules in first and second year of

the BA in Journalism and the News Industry and on the MAs in Multimedia Journalism and International Multimedia Journalism. They include skills and aptitudes required to pass the National Council for the Training of Journalist's Diploma in Journalism which all students in the Centre must sit. The post-holder will devise strategies to teach skills required by the NCTJ within an academically rigorous programme.

The post-holder will also conduct research into subjects relating to journalism and contribute to the research culture of the Centre for Journalism and the University.

They will contribute to the general activities and life of the Centre for Journalism, including newsroom debates, journalism master classes and social occasions including the annual Freshers' Dinner. They will chair editorial conference in the newsroom at least once per week during term time. They will undertake admissions interviews with applicants to the Centre and assist in the organisation and administration of the Centre's competitive admissions process. They will assume the role of personal academic tutor to between 6 and 10 undergraduate students in each year group.

Internal & External Relationships

Internal: All staff in the Centre for Journalism, Social Sciences Faculty Office, Drill Hall Library, and the Unit for the Enhancement of Learning and Teaching.

External: National Council for the Training of Journalists, Kent Messenger Group, Funding Bodies, Broadcast Journalism Training Council, Press Complaints Commission, national newspapers and broadcasters, Association for Journalism Education.

Person Specification

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Applications are assessed against each of the criteria either at application or interview stage. Applications will be deemed unsuccessful if an essential criterion is not met. This may also help you self-select if you are suitable for the role.

▪ Qualifications / Training

	Essential	Desirable
NCTJ Preliminary Certificate in Journalism	✓	
A first degree or equivalent in a relevant subject area	✓	

▪ Experience / Knowledge

	Essential	Desirable
Substantial experience as a reporter for a national or major regional newspaper, broadcaster, magazine or website	✓	
Successful teaching of journalism students at		✓

undergraduate and Masters level		
Specialist knowledge of an area of journalism that complements or builds upon existing expertise in the Centre	✓	
Clear research ambitions	✓	

▪ **Skills / Abilities**

	Essential	Desirable
Clear evidence of ability to take a leadership role in module development	✓	
Ability and willingness to contribute to teaching ambitions within the department	✓	
Clear evidence of ability to produce journalism of a high standard and to contribute to national newspapers and/or magazines	✓	

▪ **Additional Attributes**

	Essential	Desirable
Teeline shorthand at a minimum of 100 wpm		✓
Share the Centre for Journalism's commitment to the education of professional, ethically responsible multimedia reporters	✓	
Excellent IT skills	✓	

Application Process

To apply for this post you will be asked to complete a short form and upload your CV, a one page summary (covering letter) and any other supporting documents that you would like to submit (for example a Research plan, Publications or Publications list, if it's not in your CV).

Your application should provide clear evidence and examples demonstrating where you meet the criteria for the post.

If you are invited to interview, we will request references for you at that stage. Please include contact details (email address) of three referees we may contact in your application.

Copies of certificates for qualifications you have stated you have achieved in your application will be requested at offer stage; in particular, those that were deemed as essential for the post.

The link to the application procedure can be found by returning to the position details page and clicking on 'click here to apply for this job'.

Applications must be received by the closing date and unfortunately late applications cannot be accepted.

If you are invited to attend an interview we will contact you by email confirming the arrangements. If you are not successful at the shortlist stage, we will also contact you by email to let you know.

Closing date:	22 September 2013
Interviews are expected to be held on:	Mid October 2013 – date to be confirmed

Redeployment Policy: Please note that applicants currently on the University of Kent redeployment register will be considered for this post prior to other applicants. For further information on our redeployment policy please visit <http://www.kent.ac.uk/hr-staffinformation/policies/redundancy-redeployment.html>



Two Tick Symbol: The University of Kent is proud to operate within the 'Positive about Disability' Employment Pledge (Two Tick Symbol) and guarantee an interview to candidates who declare a disability and meet the essential criteria listed in the person specification.

If you have a disability and require information regarding accessibility of our campus facilities please visit <http://www.disabledgo.com/en/org/university-of-kent>

Job Share: Applications to job-share this post are welcomed. If you wish to apply on a job-share basis indicate this on your application and include:

- If you are applying as part of a job-share team (please give name of sharer) or as an individual.
- The proportion of the job you would wish to work, expressed as a percentage.
- Whether you would be interested in the job on a full-time basis if a suitable sharer does not come forward.

UK Border Agency Immigration regulations: The University of Kent is unable, under current immigration law, to employ candidates who are not eligible to live and work in the UK.

For academic and research vacancies, or posts that require very specialist skills we can apply for a Certificate of Sponsorship (although there is no guarantee that this will be granted). This is on the basis that the criteria for such applications have been met.

Please refer to the Home Office website if you require further information on their Certificate of Sponsorship procedure/requirements at <http://www.bia.homeoffice.gov.uk/>



Equality, Diversity and Inclusivity

The [University of Kent's Institutional Plan for 2012-15](#) states our collective commitment to "promote diversity and inclusivity in the University community." All University staff are expected to be aware of, comply with, and support the

University's policies with regards to ensuring and promoting equality, diversity and inclusivity. Relevant training and development should be undertaken, as required. Further information about EDI is available from the University's website at: <http://www.kent.ac.uk/hr-equalityanddiversity/>

Mediation Service: the University of Kent Mediation Service provides an Alternative Dispute Resolution Service to all employees. It is completely free and confidential and offers you a positive, collaborative approach to resolving work-place conflict should it arise; supporting the University's collective interest in encouraging two-way dialogue and discussions, where people are able to jointly find solutions to differences.

2012 winner, Best Newcomer to Mediation – National Mediation Awards.

Benefits and Terms and Conditions

▪ Generous holiday entitlement	▪ Competitive salaries
▪ Flexible working	▪ Pension scheme
▪ Childcare facilities/vouchers	▪ Training and development

Salary: Grade 7: £31,331 - £32,267 - £33,230 - £36,298 or Grade 8: £37,382 - £38,522 - £39,649 - £40,834 - £42,055 - £43,312 - £44,607 *per annum* according to experience and qualifications.

Employees normally receive an increment annually until the top of the scale is reached. In addition there is normally a nationally agreed annual cost of living salary increase.

Annual Leave: Whilst there is no prescribed holiday entitlement for Academic staff, a notional figure of 43 days per annum is applied (pro rata for part time staff); 8 of these days are reserved for bank/public holidays and 5 are 'customary' days when the University closes at Christmas. Academic staff are expected to make arrangements for reasonable holidays with their line manager.

Pension: You will be automatically enrolled to become a member of **USS (Universities Superannuation Scheme)** – a defined benefit pension scheme.

Staff who commence employment at the University of Kent from 1 October 2011 who are not current members of the USS Scheme (either from their employment elsewhere or at the University of Kent) who wish to join the Scheme will pay an employee contribution rate of 6.5% of salary. The University contributes a sum equal to 16% of salary.

Staff who commence employment at the University of Kent from 1 October 2011 who are current members of USS (either from their employment elsewhere or at the University of Kent) or who have previously been a member of USS and wish to re-join the Scheme will pay an employee rate of 7.5% of salary. The University contributes a sum equal to 16% of salary. *NB To qualify to re-join USS under this arrangement there must not be a gap of more than 30 months since you were last a member of the Scheme.*

Post Graduate Certificate in Higher Education: Post Graduate Certificate in Higher Education: Depending on qualifications and experience, there may be a requirement to register for, and complete the Kent Post Graduate Certificate in Higher Education. This part time 60 credit, Masters level programme is specifically designed for academic colleagues who embark on a research and/or teaching career in Higher Education, and consists of two core modules:

- An introduction to Learning, Teaching and the Academic Environment
- Critical Perspectives on Academic Practice
- And two modules of choice from a range of seven.

The department is expected to take the commitment to this programme into account when allocating the workload and a departmental mentor is assigned until completion.

The programme is accredited by the Higher Education Academy which ensures this Kent qualification is portable across the British HE sector. If you already have a teaching qualification or substantial experience of research and/or learning and teaching in their broadest sense, you may be eligible for exemption from parts of the programme.

To find out more about the programme, please refer to the website: <http://www.kent.ac.uk/teaching/qualifications/index.html>

Flexible Working: The University is willing to consider changes in hours (either short or long term) for all groups of staff, when these are consistent with operational needs.

Location: The primary location is at the University's Medway Campus, although the post-holder may be required to work from time to time at other campuses and centres.

Childcare: There is an independent nursery on campus. There is usually a waiting list and to inquire about vacancies please contact the manager. Telephone 01227 827676

Relocation package: The University offers assistance with relocation expenses for those who have to move to the vicinity of a University Campus to a post, which is tenable for two or more years.

For full Terms and Conditions please see: <http://www.kent.ac.uk/hr-staffinformation/conditions-of-service> (Academic and Research Staff)