

Job Description

Job title	Assistant Professor
Department	English & Comparative Literature Studies
Grade	FA7

<p>Job purpose (a brief summary of the role)</p>	<p>We seek an outstanding scholar who specialises in World and Postcolonial Literatures and Cultures. We invite applications from scholars working across any combination of periods, regions, genres, forms, and media, but we especially encourage applicants with training and expertise in African Literatures and Cultures and/or the literatures and cultures of the African Diaspora. We are receptive to a wide range of critical and theoretical perspectives. The successful candidate will contribute to teaching on UG and PG programs in English and Comparative Literary Studies. You will take a leading role in cementing and extending the department's existing research interests in Postcolonial Studies and the field of World Literature.</p> <p>Assistant Professors are expected to teach and supervise at undergraduate and postgraduate level, taking full responsibility for the design, management and delivery of their teaching and for developing innovative pedagogies and assessment methods. They are expected to undertake research that both responds to the departmental research strategy and expands it, and to establish an international reputation in their field of expertise. Assistant Professors are required to undertake departmental administration assigned by the Head of Department.</p> <p>The key objectives and principal accountabilities for an Assistant Professors are as follows:</p> <ol style="list-style-type: none"> 1. To engage in individual and collaborative research activity resulting in work of the highest quality, including items to be submitted to the Research Excellence Framework (REF) or its equivalent. 2. To design and deliver teaching programmes of the highest quality, including programmes aimed at diversity and widening participation. 3. To play a significant role in departmental administrative duties, offering leadership and mentoring, and working at Faculty and University levels on committees. <p>To play an outward-facing role, engaging externally and demonstrating impact in the wider national and international community by contributing subject expertise to the media, public and cultural bodies, commerce, policy makers, and the third sector.</p>
<p>Duties and responsibilities</p>	<p>Research</p> <ol style="list-style-type: none"> 1. To develop and conduct individual or collaborative research projects. 2. To produce high quality research outputs in the form of monographs, peer-reviewed journal articles, performances, and exhibitions as appropriate, and contribute to the department's REF submission. 3. To manage research projects within the University, including their financial control, and to supervise post-doctoral research assistants, research students, technical and other support staff engaged in research. 4. To attend and present research findings and papers at academic and professional conferences, and to contribute to the external visibility of the department. 5. To identify and apply for, in collaboration with colleagues as appropriate, internal and external funding through research grants or contracts to support a developing research agenda.

6. To consider the value of research achievements within their potential commercial context and, where appropriate and with the assistance of the Research Support Services, take appropriate action to protect such research results by patent application or copyright to the potential benefit of the University.
7. To contribute fully to the research plans developed by the Department, including providing such information as may be required by the Department to monitor the progress of each member of staff's research programme and to support the Department fully in the preparation of material required for the REF or similar activities.

Teaching

1. To deliver high quality teaching that uses a range of techniques to engage and inspire students, to enhance their learning experience and to equip them with the knowledge and skills to advance their own learning.
2. To give lectures, seminars, tutorials, and other classes as appropriate in support of the required teaching obligations and to supervise work by undergraduate and postgraduate students, as appropriate.
3. To co-operate with colleagues in the continuous review and development of the curriculum and in the design and launch of new degrees or other academic awards where appropriate.
4. To maintain a broad knowledge of up-to-date research and scholarship in relevant fields to ensure that teaching meets the standards expected within a research-led University.
5. To design and be responsible for the contents of specific areas of teaching and learning within the undergraduate and postgraduate programmes.
6. To set, mark, and assess work and examinations, and to provide thorough and constructive feedback to students, undertaking those academic duties required to sustain the delivery of high-quality teaching.
7. To ensure that student feedback on teaching is sought through questionnaires and other sources and to respond constructively to such feedback.
8. To support and comply with the University and Departmental teaching quality assurance standards and procedures including the provision of such information as may be required by the Department or the University.
9. To supervise PhD and other research students.
10. To undertake the duties of personal tutor, ensuring that students receive the necessary pastoral support within the Department and the University.

Impact and Engagement

1. To develop the impact of their research beyond the university sector, collaborate with external partners and engage the wider public in research projects and outputs. Where possible, the candidate would contribute subject expertise to the media, public and cultural bodies, commerce, policy makers, third sector.
2. To support the Department's widening participation programme.

Administration and Other Activities

1. To undertake such specific departmental roles and management functions as may be reasonably required by the Head of Department.
2. To attend departmental meetings and to participate in other committees and working groups within the department, the faculty, and the University.
3. To participate in relevant professional activities.
4. To engage in continuous professional development.

	<p>5. To undertake external commitments, which reflect and enhance the reputation of the University.</p> <p>6. To ensure compliance with health and safety in all aspects of work.</p> <p>The duties and responsibilities outlined are not intended to be an exhaustive list but provide guidance on the main aspects of the job. The postholder will be required to be flexible in their duties.</p>
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Person Specification

The Person Specification focuses on the essential and desirable knowledge, skills, experience and qualifications required to undertake the role effectively. This is measured by (a) Application Form, (b) Test/Exercise, (c) Interview, (d) Presentation.

Essential Criterion No.	Essential Criterion Description	Measured by
E1	A PhD in English or related subject	A
E2	Good honours degree or equivalent in English or related subject	A
E3	Excellence in published work in relevant fields	A & C
E4	Ability to initiate, develop and deliver high quality research and to publish in peer-reviewed journals	A & C
E5	Evidence of quality research output from experienced candidates or strong research potential from less experienced candidates	A & C
E6	Ability or potential to generate external funding (grants, contracts etc) to support research projects	A & C
E7	Ability to teach undergraduate and post graduate students in lectures, tutorials, seminars and practical classes	A,C & D
E8	Ability to initiate development in the curriculum and to take responsibility for the effective and efficient delivery of teaching programmes	A,C & D
E9	Good effective communication (oral and written) skills, presentation and training skills	A,C & D
E10	Good interpersonal skills	A & C
E11	Ability to work independently and as part of a team on research and teaching programmes	A & C
E12	Ability to initiate, plan, organise, implement and deliver programmes of work	A & C
E13	Experience of UK teaching quality assurance practices and expectations; and academic writing.	A & C
E14	Competency in IT and familiarity with a computerised environment	A,C & D