

**Lecturer Academic Development (1.0 FTE)  
Permanent**

**The Role**

---

<b>Job Title:</b>	Lecturer Academic Development
<b>Location:</b>	Learning and Teaching Team, Glasgow Campus
<b>Reports to:</b>	Head of Learning and Teaching
<b>Purpose:</b>	The Lecturer Academic Development will pro-actively contribute to the enhancement of learning, teaching and assessment, taking a leading role in collaboration with the Head of Learning and Teaching in the development, delivery, and evaluation of academic development activities across the GSA. The role holder will play a key role in developing GSA's accredited CPD framework, and shall coordinate and lead a range of cross institutional enhancement projects.

**Roles and responsibilities:**

1. Work in partnership with senior colleagues within the Learning and Teaching Team and Academic Schools to identify and address development needs of academic staff, championing high quality learning, teaching and assessment across the GSA.
2. Working closely with the Head of Learning and Teaching take a leading role in the development of a CPD framework in learning and teaching to support professional development and recognition of staff, for example aligned to the UKPSF.
3. Working closely with the Head of Learning and Teaching lead, manage, design, deliver, and evaluate an expanding provision of learning and teaching professional development activities and programmes for academic and professional service staff ensuring synergies with institutional strategic priorities in learning, teaching and the student experience.
4. Act as a Tutor on the Postgraduate Certificate Higher Education Learning and Teaching in the Creative Disciplines; designing and leading high-quality learning experiences, formative and summative assessment; and contributing to programme evaluation, quality assurance and enhancement.
5. Coordinate and facilitate the delivery of professional development activities for Graduate Teaching Assistants, supporting them towards appropriate levels of professional recognition in learning and teaching.
6. Design and develop a range of flexible and sustainable resources to support the enhancement of learning, teaching and assessment, and the dissemination of good practice.
7. Coordinate and, where appropriate, facilitate academic staff networks and sharing practice forums to provide spaces for mutual learning and advice, the

- sharing of practice and innovation, and support cross institutional enhancement aligned to the key institutional learning and teaching priorities.
8. Direct, lead and project manage discrete enhancement initiatives and projects from initial conception through to successful delivery, working closely with stakeholders, identifying and assessing appropriate measures of success.
  9. Work collaboratively with academic Schools and Professional Services to review, develop and implement appropriate policies, strategies, projects and initiatives relating to learning, teaching, and assessment, reporting to institutional committees and working groups as appropriate.
  10. Establish effective collaborative relationships across GSA and externally to contribute and lead on key enhancement agendas for example inclusive learning and teaching, education for sustainable development, technology enhanced learning and teaching.
  11. Champion and extend partnership working with students in the enhancement of learning, teaching and assessment, across academic Schools and Professional Services.
  12. Maintain expertise in learning, teaching and assessment through membership of professional networks, sharing and dissemination good practice across the institution as relevant.
  13. Make a personal contribution to pedagogic scholarship and research at the Glasgow School of Art that aligns with the school's strategic priorities and educational values.
  14. Undertake suitable training and awareness as required including matters relating to H&S in the workplace.
  15. Participate in the School's Career Review and Development programme and undertake relevant staff development, where appropriate.
  16. Undertaking other duties deemed reasonable by the Head of Learning and Teaching.

## **Relationships**

### *Internal Contacts*

- Head of Learning and Teaching
- Learning and Teaching Team
- Academic Development Leads
- Programme Leaders and Programme Teams
- Academic Quality Office
- Students Association
- Lead Reps
- Members of the Learning and Teaching Group
- Academic and professional service staff involved in institutional and sector-wide educational agendas and projects

*External Contacts*

- AdvanceHE
- Scottish Higher Education Developers
- Staff and Educational Development Association
- Quality Assurance Agency Scotland and Enhancement Themes
- Other professional networks as appropriate

**Person Specification**

**Knowledge, Experience and Qualifications**

*Essential*

- Educated to higher degree level or equivalent work experience
- AdvanceHE Senior Fellowship or eligibility to gain Senior Fellowship within 6 months of appointment
- Substantial experience of teaching and supporting student learning in higher education
- Experience of designing and delivering successful academic development activities
- Knowledge of effective and pedagogically sound approach to curriculum design, assessment and feedback
- Knowledge of innovative learning, teaching and assessment practices
- Experience of designing, delivering and evaluating successful projects to deadline and within resources
- Experience of leading evaluative, scholarship or research activities to successful conclusion and disseminating findings

*Desirable*

- Postgraduate qualification in Higher Education Learning & Teaching / Academic Practice or equivalent
- Experience of mentoring and supporting colleagues to achieve professional recognition
- Experience of developing blended and online learning activities and curricular.
- Knowledge of creative arts education

**Skills & abilities**

*Essential*

- Proven ability to communicate effectively with a range of audiences, both verbally and in writing
- Proven ability to build and maintain strong networks and relationships at all levels of an organisation.
- Ability to work independently and with one's own initiative
- Ability to organise and prioritise workload effectively
- Ability to solve problems as part of a team and resolve straightforward issues independently
- Excellent IT skills with an advanced knowledge of the Microsoft Office suite of applications
- Evidence of meaningfully engagement in continuing professional development.

*Desirable*

- Ability to understand, interpret, implement and propose improvements to complex policies and procedures
- Ability to collect, analyse and interpret a range of evidence and data to support enhancement activities

**Personal Qualities**

*Essential*

- Commitment to equality, diversity and inclusion
- Commitment to collaborative working with colleagues and students
- Commitment to encouraging creativity and innovation in learning, teaching and assessment
- Commitment to delivering an excellent student experience
- Collaborative with excellent interpersonal, influencing, and negotiating skills

**Terms and Conditions**

---

Contract:	Permanent
Probationary Period:	12 months (academic staff)
Salary:	Grade 7 £42,978 - £54,395 per annum pro rata
Hours:	35 hours per week
Holidays:	35 days plus 11 statutory holidays pro rata
Pension:	Local Government Superannuation Scheme
Notice Period:	3 months
Staff Development:	A minimum of five days is guaranteed under HE2000 terms and conditions. However, the School is committed to encouraging staff development for all its employees, which is to the benefit of the individual as well as the Institution as a whole.
Activity Plan:	Duties and pattern of working will be set out in an Activity Plan. The plan will include: jointly agreed objectives including milestones and outcomes and an appropriate balance of teaching, research, scholarly activity, personal development and other possible activities within the duties of an academic.