

Appointment details

## Lecturer in Sociology and Policy



**Closing date**

18 April 2016

Ref: R160095



**Athena**  
**SWAN**  
**Member**



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## ▶ About Aston University

Founded in 1895 and a University since 1966, Aston is a long established research-led University known for its world-class teaching quality and strong links to industry, government and commerce. Professor Dame Julia King became Vice-Chancellor of the University in 2006.

### **Outstanding graduate employability**

Aston has been a leading university for graduate employment success for over 25 years. Over 75% of Aston graduates go on to a graduate level job within six months. The majority of Aston students choose to take an integrated placement year or year abroad, making them very attractive to employers. We have strong relationships with national and international graduate employers, as well as smaller and local employers. These relationships are extremely important and make a real contribution to graduate employability.

Aston University is 14th in the UK for 'Top universities by graduate earnings', ahead of UCL, Bristol, Warwick and Loughborough. (The Telegraph, 2015).

### **Career focussed programmes**

Aston's close and established links with business, the public sector and the professions ensure that our career focussed degree programmes are inspiring, challenging and constantly updated to equip students with essential work-related skills and experiences.

### **Excellence in teaching and research**

We are committed to high quality teaching and academic excellence, ensuring we provide the highest standard of education to our students. Aston has an excellent reputation for research which shapes and improves lives. We're proud of the quality of our research and the real world applications developed as a result – it makes a substantial and beneficial difference to people, organisations and society.

Aston's four academic Schools offer a range of undergraduate and postgraduate degree programmes, and also work with the public and private sectors to develop tailored Foundation Degree programmes.

### **International**

Aston University is a popular choice for international students. We recognise and welcome the important academic contribution and cultural diversity international students bring to our university environment. Students from over 120 countries study at Aston University each year

Aston University is rated as one of the '100 most international universities in the world 2015.' (The Times Higher, 2015).

### **Birmingham – one of Europe's liveliest cities**

Birmingham is internationally recognised as a leader in leisure, entertainment, shopping and sport. It is an international centre for business, commerce and industry, housing numerous UK and overseas banks and law firms. Birmingham attracts 25 million visitors each year and contributes billions to the national economy through manufacturing and engineering.

The University campus is located in the city centre making it very accessible to an extensive network of motorways and railways.

### **A green, sustainable campus**

Located in the heart of a vibrant city, our 40 acre campus houses all the University's academic, social and accommodation facilities for our 9,500 students. All staff have the opportunity to contribute to our sustainability agenda and practices.



## Welcome from Professor Simon Green

The School of Languages and Social Sciences is an important part of Aston University, and plays a major role in turning the University's 2020 strategy into reality. Over the past ten years, we have doubled our student and staff numbers, but we remain ambitious and want to grow again by one-third by 2020. We have complemented our traditional strengths in Modern Languages and Translation Studies with thriving groups in English Language, Politics and International Relations and Sociology and Policy. Our student satisfaction scores are high and our research profile is increasing rapidly, not least through the significant increases in the volume of external funding our staff have won.

We are a School that values the reinforcing relationship between teaching and research: put differently, we believe that excellence in one is built on excellence in the other. Our culture is one of teamwork and good citizenship and we look to our new appointments to contribute actively to this. Our students are as diverse as they are exciting, and they appreciate the applied and real-world focused approach we take to our programmes. This, combined with the benefits of Aston's highly-regarded placement year, helps our graduates to be some of the most employable in the UK.

As Britain's largest city outside London, Birmingham is bustling, diverse and young. With affordable housing, easy travel connections and a high quality of life in terms of culture, entertainment and amenities, Birmingham has much to offer to those who move here. I am therefore delighted that you are interested in the advertised role, and please feel free to contact the School if you have any questions about this.

**Professor Simon Green**  
**Executive Dean of the School of Languages and Social Sciences**

## ► The School of Languages and Social Sciences

The School of Languages and Social Sciences at Aston University is one of only a handful of unified academic units in the UK to span both the Humanities and Social Sciences. In doing so, it draws on a rich and distinguished tradition of teaching, scholarship and research. During the 1970s and 1980s, the Department of Modern Languages (French, German, Linguistics), as it was then known, was one of the UK's pioneers of the study of language in contemporary society. In 1998, reflecting the growing interest in and awareness of Europe, it became the School of Languages and European Studies. In 2004, we adopted our current title.

Since then, the School has grown rapidly in student numbers and in its academic coverage. New single honours undergraduate degrees were introduced in Politics and International Relations (2005), Sociology (2007), English Language (2008) and Spanish (2012). Today, the School comprises four departments, known in Aston as Academic Subject Groups: English Language, Languages and Translation Studies, Politics and International Relations as well as Sociology and Policy. The School also hosts the Centre for English Language and Communication at Aston (CELCA).

This combination of subjects and the way they relate to each other is almost unique in British Higher Education and leaves the School ideally-placed to investigate how language and society function, both in their own context and in relation to each other. A particular opportunity for the future will be the exploitation of interdisciplinary perspectives on this question.

Our subject groups enjoy a strong reputation, both among students and our peers:

In the 2015 National Student Survey (NSS), the School performed outstandingly well, with an overall satisfaction rate of 95 per cent; on this measure, Sociology and Policy scored 96 per cent, Politics and International Relations 94 per cent, English 93 per cent, French 95 per cent and German 97 per cent.

In the 2016 Guardian league table, Aston is ranked 51<sup>st</sup> for English, 21<sup>st</sup> for Sociology, 22<sup>nd</sup> for Social Policy, 45<sup>th</sup> for Modern Languages and 35<sup>th</sup> for Politics. In the 2016 Sunday Times league table, Politics at Aston was ranked 13<sup>th</sup> out of 78 institutions.

In the influential QS World University Rankings by Subject for 2015, Aston rated within the top 200 institutions globally for both English Language and Linguistics

In [REF2014](#), the School's submission to the Area Studies subpanel was rated 5<sup>th</sup> out of 23 institutions in the UK in terms of Grade Point Average (GPA). The submission to the Modern Languages and Linguistics subpanel did particularly well in the area of research impact and places Aston within the top 10 institutions for that measure.

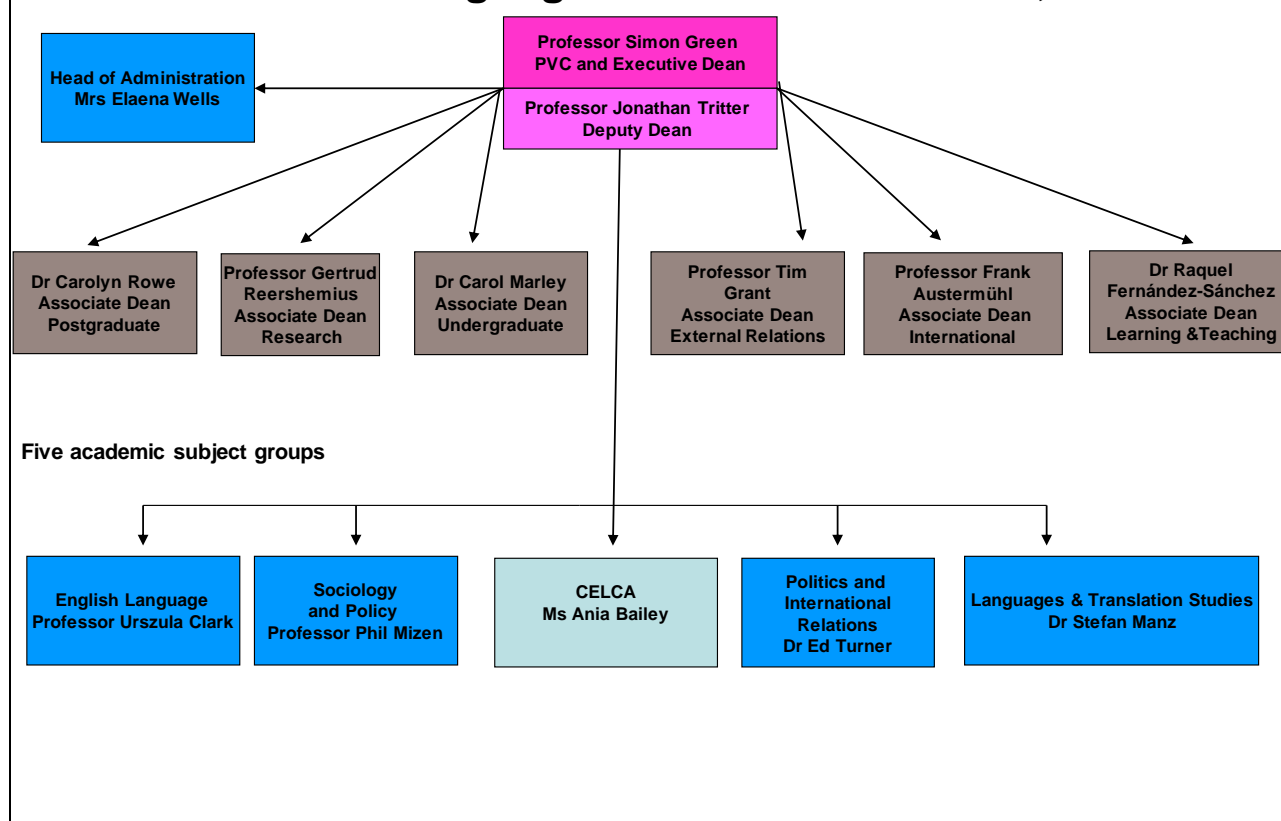
When combined with financially sound foundations, the School is therefore in a strong position. It has an ambitious but realistic strategy for the next five years, which recognises and seeks to exploit the symbiotic relationship between excellent teaching and research into real-world problems. As well as aiming high for the next REF, we are looking to continue to grow our student numbers, both at undergraduate and postgraduate levels and to this end, we are planning to extend our portfolio of subject areas. This growth will also enable us to increase our academic and support staff.

The School is a collegiate and supportive environment, where teaching and research are both valued. We are proud of our diversity: around two-thirds of our staff are female and there are some 18 nationalities represented in our School. We have a well-developed structure for personal development and review and are also preparing to bid for Athena SWAN recognition during 2017-18.

Organisationally, the School is led by the Pro-Vice-Chancellor and Executive Dean, Professor Simon Green, along with a team of Associate Deans and the Heads of Academic Subject Groups. Together, the Deans, Heads of Subject Groups, the Head of CELCA and the Head of Administration constitute the School's Management Team. The Academic Subject Groups are supported by a central administrative team, which manages a range of aspects of the School's work, including admissions and marketing, quality assurance, student support, exams and timetabling. The School is further supported in its work by an Advisory Panel, whose membership is drawn from stakeholders and alumni in the city of Birmingham and beyond.



# The School of Languages and Social Sciences, 2015-16



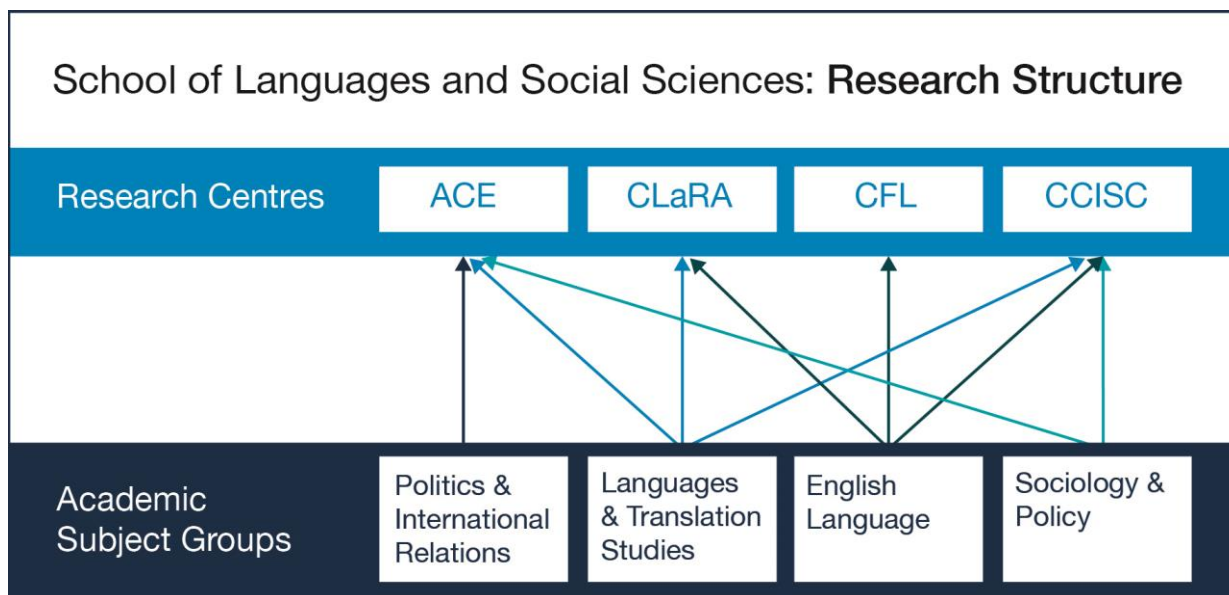
## RESEARCH

Researchers in LSS are a multi-lingual, multi- and interdisciplinary community, working across the Humanities, Arts and Social Sciences, and bringing together a unique blend of internationally well-connected scholars. Research in the School ranges across the four core subject areas, with an increasing focus on engagement in interdisciplinary projects which is reflected in the remit of the four LSS research centres:

- Founded in 2009, the [Aston Centre for Europe \(ACE\)](#) brings together the University's and School's strengths in European Studies (broadly defined). Based primarily within the School's Politics and International Relations (PIR) subject group, ACE's purpose is to raise the University's profile on Europe at local, national and international level. To this end, it hosts high-profile visiting speakers, offers practitioner training, as well as running innovative MA programmes, and facilitates new research across the University. Its co-directors are Professor John Gaffney, Dr Carolyn Rowe and Professor David Bailey (Aston Business School).
- The [Centre for Critical Inquiry into Society and Culture \(CCISC\)](#) is an inter-disciplinary research centre that brings together academics and practitioners working within English language and linguistics, modern languages, translation studies, sociology, social and public policy, politics and psychology. It aims to create a bridge between research, policy, and professional practice and facilitate inventive inter-disciplinary research which contributes to public understanding of major social issues. It scrutinizes the evidence base for policy and practice, and expands the policy options under debate. It emphasises partnership and engagement with local communities, policymakers and businesses as both co-producers and users of knowledge, working with practitioners offering practical solutions for national and local government, service-providers and employers. CCISC researchers are engaged in work that will shape future thinking and pioneer practices that will have a significant impact on society and organisations in ways that promote equality, inclusivity, and social justice. CCISC is led by Dr Gary Fooks.
- The [Centre for Forensic Linguistics \(CFL\)](#) at Aston is the first of its type in the world. It combines leading-edge research and investigative forensic practice with postgraduate teaching and professional courses. Research within the Centre involves all aspects of forensic linguistics, from how the police and the courts can best work with interpreters to the development and refinement of methods for identifying writers of disputed forensic texts. Members of the Centre have published widely and lectured on their research in some 30

countries. Their high-quality research ensures that both postgraduate and professional courses and their investigative work have a solid academic foundation. CFL is led by Professor Tim Grant.

- The [Centre for Language Research at Aston \(CLaRA\)](#) was launched in 2011 and is an inter-disciplinary research centre that brings together academics and practitioners working within English Language and Linguistics, Modern languages and Translation Studies. It aims to build on Aston's longstanding expertise in research into language education, modern foreign languages, applied and sociolinguistics by promoting interdisciplinary collaboration and establishing national and international networks and partnerships. Research within CLaRA focuses on translation studies, multilingualism and language contact, language policy, corpus linguistics, first and second language learning and teaching, language teacher education, and language education for professional and intercultural communication, language and culture. CLaRA provides an annual programme of seminars, workshops and conferences and delivers a language related programme of events to the university's continuous personal development programmes. CLaRA is led by Dr Sue Garton and Professor Gertrud Reershemius.



For the Research Excellence Framework (REF2014), LSS submitted to two panels – 'Area Studies' and 'Modern Languages and Linguistics'. As a whole, [Aston University ranked 35<sup>th</sup> in the Times Higher Education rankings](#), with an impressive 78 per cent of research judged to be 'internationally excellent' or 'world leading' (3\*/4\*). In terms of 3\*/4\* in impact, and excluding specialist institutions, Aston ranks 15<sup>th</sup> nationally.

Within LSS, our submissions achieved outstanding successes:

#### *Area Studies:*

- 81% of the LSS submission has been judged as "world leading or internationally excellent". This is the 3<sup>rd</sup> highest percentage in the UK for this unit of assessment.
- In terms of Grade Point Average, Area Studies at Aston is ranked 5<sup>th</sup> out of 23 institutions in the UK in the Times Higher Education REF 2014 rankings.

#### *Modern Languages and Linguistics:*

- 60% of the LSS submission was awarded the highest marks (4\*) for **research impact**. This is the highest 4\* percentage in the West Midlands, and places Aston within the top 10 for this unit of assessment regarding impact.
- 100% of the LSS submission to this panel has been awarded 4\* or 3\* for **research environment**, ranking Aston joint 1<sup>st</sup> in the UK for this measure

Compared to RAE 2008, the results for both submissions show a dramatic increase of 3\* and 4\* rated research as well as excellent results for research environment and impact. The highly positive assessment of LSS' research environment in the REF 2014 results reflects a thriving research culture, with regular high profile research seminars, workshops and conferences organized by the four LSS research centres, a lively community of PhD students and a steep increase in research grants won by the School. The latter is facilitated by an annual grant-writing workshop for

new researchers and by the University's Research and Enterprise Office (REO) which includes the services of a dedicated Research Development Manager who provides one-to-one support to colleagues, advising on research funding opportunities and grant applications.

Recently, funding has been awarded to staff in LSS for example from the EU FP7 programme for an international project on combating inequalities through innovative practice ([Cityspyce](#): CCISC); from the ESRC for the Quantitative Methods Initiative, to integrate QMs into undergraduate programmes in Linguistics (CFL and CLaRA); for a project investigating assuming online identities (CFL); from EC Tempus to modernise language teaching through the development of blended masters programmes (CLaRA); from JISC for a project to understand the relationship between human migration and dialect variation (CFL); and from the Volkswagen Foundation for an international project on spoken academic discourse (GeWiss: CLaRA). Within ACE, funding has been obtained from the ESRC, the Leverhulme Trust and the German Academic Exchange Service, for example on projects analysing Poland's influence in the EU, on the study of religious lobbies in the EU, and on comparing migration policy in the UK and Germany.

Researchers in the School are internationally-recognised leaders in their respective fields; they regularly appear in the national and international media, thereby underlining the strong impact of our research which was also recognised in our REF submission. This activity is supported by university structures such as Aston's Press and Marketing Team which assists LSS staff in disseminating their research as widely as possible and the Business Partnership Unit which works to develop links with non-academic beneficiaries of research.

Our doctoral community has continued to grow and we now have over 30 FTE registered PhD students across the four subject areas. We also run an innovative Distance Learning PhD programme in the English Language and Languages & Translation Studies subject areas. Our graduate students play a central role in the research culture of the School, organising an annual Postgraduate Conference which provides an opportunity for doctoral students to present their work to fellow researchers. LSS offers a number of bursaries each year for new research students and supports all of its doctoral students through an annual sum from the School for conference travel. Together with the Universities of Birmingham, Leicester, Loughborough, Nottingham and Warwick, the University is also part of a consortium bid for an ESRC Doctoral Training Partnership (DTP) from 2017-18; within this, Aston is the lead institution for the Area Studies pathway.

Planning is well underway for the next REF, which will potentially be held in 2020, and to which we additionally expect to be making a submission in Sociology. This will form a key priority for the School over the coming years. The high status accorded to research in the School is illustrated by the range of structures in place to support this. Building on our successes in the area of research impact we have introduced the position of an LSS Impact Champion who supports and advises researchers in the process of creating and documenting impact. In addition, each subject group has a dedicated Research Enhancer who provides strategic advice, especially to new entrants to the profession, as well as reading drafts of publications and research applications and acting as the respective REF lead. The School has an active programme of research leave and offers staff access to an annual research allowance of £500 in 2015-16, as well as a commitment to a timetabled research day per week and a grant-writing workshop. In particular, the School specifically recognises the importance of Early Career Researchers by means of a reduced workload during the first three years of appointment as well as via a £5,000 research start-up fund available to staff taking up their first academic appointment. Lastly, the University funds a Distinguished Visitors scheme to enable research collaborators from abroad to come and visit the University.

## **LEARNING AND TEACHING**

As our NSS scores indicate, we pride ourselves on the quality of our teaching. We are aiming towards all staff holding a teaching qualification and / or one of the levels of Fellowship of the Higher Education Academy. Our staff have won teaching prizes at national level, including two National Teaching Fellowships, and in 2013, the Sociology and Policy Group won the 'Excellence in Teaching Sociology' Award of the British Sociological Association and the Higher Education Academy.

We see teaching and research as complementary and believe that excellence in one can best be achieved through excellence in the other. Our goal is to provide intellectually challenging and professionally relevant education, informing and innovating in our responses to social and cultural change. In the context of the new fees environment, our staff are committed to offering a dynamic, responsive and above all inspirational learning and teaching environment, which will help to prepare our students as global citizens for their future careers, whatever form these might take. To this end, the School offers a focused set of undergraduate and postgraduate degree programmes, which are structured around the four Academic Subject Groups.

## *Undergraduate programmes*

Undergraduate provision remains at the heart of the School's teaching provision and we have grown strongly in this area over recent years: our intake more than doubled between 2009-10 and 2014-15 and in 2015, we admitted over 440 students. But this has not come at the expense of quality, and our typical offer ranges from 300-320 UCAS points (BBB-ABB). The School's recruitment foundations are therefore robust and this gives us confidence to act and plan in an otherwise volatile environment.

We offer a range of four-year BSc Honours degrees in each of the Academic Subject Groups; we also offer a variety of combinations both within the School and between LSS and other areas of the University, notably Aston Business School. Over the coming years, we will be expanding our portfolio of programmes to enable us to achieve the growth we are seeking. Each programme incorporates an integrated placement year/Year Abroad; this is one of Aston's most distinctive features and a key driver behind the University's high rates of employability.

Full details of the School's provision at undergraduate level are available at:

<http://www1.aston.ac.uk/lss/undergraduate/>

**Languages for All (LFA):** Language modules are offered in a variety of University programmes as accredited electives. Arabic, French, German, Japanese, Mandarin, Portuguese and Spanish may all be studied at ab initio / Intermediate / Post-'A' level standard. In addition, from 2012-13, the University has offered all first year students a free year of language learning as part of the Aston's goal of creating 'global citizens'. This new initiative has been enthusiastically taken up by new students and is rapidly emerging as a key institutional kitemark which resonates strongly with potential applicants. The Director of Languages for All is Ms Aurélia Robert.

**International Year Abroad (IYA):** On-campus, the School offers a one year certificated course to international students as an IYA for undergraduate students (Cert HE). This programme is delivered by The Centre for English Language and Communication at Aston (CELCA). CELCA also offers English-language tutorials in other Schools of the University.

## *Postgraduate programmes:*

Our MA/ MSc programmes are growing in reach and reputation (see <http://www1.aston.ac.uk/lss/postgraduate/> for details):

- English Language runs a range of MA programmes in the area of Applied Linguistics, TESOL and Forensic Linguistics.
- The MA Translation in a European Context is officially recognised by the European Commission through its membership of the European Masters in Translation (EMT) network.
- Politics and International Relations has also expanded its portfolio of programmes, to include stand-alone MAs on the EU and on International Relations. The group also runs an innovative Double MA Europe and the World (run jointly with IEP Lille), as well as partnerships with IEP Rennes and the University of Bamberg.
- Sociology and Policy has recently introduced new MA programmes on Social Research and Social Change.

## **FACILITIES**

In addition to the main University Library, the School provides local study facilities for students. A learning support team is on hand to support and advise staff and students, to manage specialist equipment as well as our growing archive of learning materials, and provide training for teaching and research software (SPSS, NVIVO). Academic staff are encouraged to use Aston Replay, which allows students to access lectures outside the classroom. The University uses Blackboard as its VLE.

All LSS computer laboratories have been upgraded and refurbished over recent years to provide a technically advanced, supportive learning environment. For language tuition, we use the latest Sanako software to manage face to face learning in the labs, including Interpreting. Our specific translation software includes the translation memory system TRADOS. There is also a separate group viewing room for films and broadcasts. Colleagues benefit from the work of the Aston University Centre for Learning, Innovation and Professional Practice (CLIPP), making use of CLIPP expertise in the use of centrally-managed, technology-enhanced learning resources, curriculum design and pedagogical research.



# Sociology and Policy at Aston

Sociology and social/public policy has a long history at Aston University and we are now arguably the fastest growing academic group in the United Kingdom. Since Sociology and Policy was constituted as an independent academic subject group in 2009, our teaching activities have expanded to include 13 undergraduate and two taught postgraduate programmes, as well as an expanding number of research students. We currently have sole responsibility for the delivery of BSc degrees in Sociology and Sociology and Social Policy. We also participate in joint degrees with other academic subject groups in the School of Languages and Social Sciences: Politics and Sociology, Sociology and International Relations, International Relations and Social Policy, Politics and Social Policy, and there are joint Sociology and Social Policy degrees with French, Spanish and English. Further joint BSc degrees are offered with Aston Business School: Business and Sociology, and Business, Management and Public Policy; and we also have a degree in Psychology and Sociology run jointly with the School of Life and Health Sciences. At postgraduate level we also offer MA degrees in Social Research and Sociology, and Social Research and Public Policy.

The group is committed to excellence in teaching and the successful candidates would be expected to share this commitment. Aston Sociology features regularly among the top placed departments for student satisfaction in the National Student Satisfaction Survey and is regularly within the top quartile of Sociology subject groups in the Guardian undergraduate subject league tables. In 2013, the group was awarded the Excellence in Teaching Award by the British Sociological Association and Higher Education Academy. Internal evaluations of our degree programmes and individual modules are equally positive (including our recent 5 year review) and staff members are regularly nominated by students for Aston University teaching awards. Academic staff take seriously their commitment to providing students with an intellectually lively, engaging and challenging educational experience and this is reflected in the content and organisation of teaching programmes, and in the use of diverse modes of assessment. Most academic staff hold post-graduate teaching qualifications or are studying towards one, while a number of staff are also Fellows of the Higher Education Academy.

The Academic Staff Group is also committed to the production of high quality, critical social science research that is socially relevant. All permanent members of the Sociology and Policy academic staff are research active, which is also supported by generous study leave arrangements. Successful candidates will be expected to make a significant contribution to the further development of our strong and growing research culture. In the 2014 Research Excellence Framework, academics from the group were included in Aston's submission to the Area Studies Unit of Assessment, which was ranked 3rd nationally. Other Sociology and Policy staff were also included in the appropriate REF 2014 submissions of the universities of Warwick, Bath and Birmingham prior to their arrival at Aston. A strong sociology/social policy submission to next REF exercise is a key strategic priority and the School is planning current and future research activity with this in mind. Many members of academic staff are already nationally and internationally recognised leaders in their respective fields, and play leading roles within their disciplinary and subject communities. The Group has also been successful in generating research funding and a number of staff hold research grants or are involved in other funded research projects. Current or recent funders of research include the European Commission, Economic and Social Research Council, British Academy, Cancer Research UK, the ExtraCare Charitable Trust, the Children's Society and local government.

Currently, the subject group comprises 15 members of academic staff made up of two Professors, one Reader, four Senior Lecturers, seven Lecturers and one Teaching Associate. One of our staff members is also on parliamentary leave of absence. Areas in which staff currently research include: health and welfare (Dodds, Fooks, Lowe, Tritter, West), critical policy studies (Dodds, Fooks, Tritter, West), social movements and political protest (Hayes, Lowe, Mizen, Page, Popov) work and employment (Mizen, Page, Pilcher), international migration and transnationalism (Jones, Popov, Soytemel, Takenaka, Tonkiss), religion (Page), youth and childhood (Lowe, Mizen, Page, Popov, Rogers, West), care and disability (Rogers, West), family and parenting (Lowe, Page, Rogers), ageing (West), the city/urban studies (Mizen, Soytemel), gender and sexualities (Lowe, Page, Pilcher, Rogers). Of further significance to this work is research that has a strong international orientation (Dodds, Fooks, Mizen, Page, Popov, Soytemel, Takenaka, Tonkiss, Tritter), is concerned with the delivery and experience of public and other services (Fooks, Lowe, Rogers, Tritter, West) or is looking to develop innovative research methodologies and teaching practices (Lowe, Mizen, Page, Pilcher, Popov, West).

Dr Anneliese Dodds (MEP), Senior Lecturer in Public Policy (currently on leave of absence)

Dr Tom Farnhill, Teaching Associate in Public Policy

Dr Gary Fooks, Senior Lecturer in Sociology and Policy

Dr Graeme Hayes, Reader in Political Sociology

Dr Demelza Jones, Lecturer in Sociology

Dr Pam Lowe, Senior Lecturer in Sociology

Professor Phil Mizen, Professor of Sociology and Policy and Head of Group

Dr Sarah-Jane Page, Lecturer in Sociology

Dr Katy Pilcher, Lecturer in Sociology

Dr Anton Popov, Lecturer in Sociology

Dr Chrissie Rogers, Senior Lecturer in Sociology

Dr Ebru Soytemel, Lecturer in Sociology

Dr Ayumi Takenaka, Lecturer in Sociology

Dr Katie Tonkiss, Lecturer in Sociology and Policy

Professor Jonathan Titter, Professor of Sociology and Public Policy, Deputy Dean of LSS

Dr Karen West, Senior Lecturer in Public Policy

### **The Role(s)**

The Sociology and Policy subject group is looking to make up to two full-time academic appointments from 1<sup>st</sup> September 2016, one of which may be at Senior Lecturer Level.

This is an exciting opportunity for new and established academics to join a thriving and rapidly expanding Sociology and Policy subject group within the School of Languages and Social Sciences, and to help to shape its future. The Sociology and Policy group's current research activities are focused around the themes of 'Inequality, Diversity and Social Justice', and 'Critical Policy Analysis', but as the staff group continues to grow these are open to review and revision. Currently, all Sociology and Policy staff members share an interest in and concern for exploring critically issues of major contemporary relevance and much of the research that we do has a policy focus (which we understand in its broadest sense as programmes, initiatives or established norms that shape action and practice). Our research themes also cut across traditional sociological and policy concerns, and many members of the group are committed to engaging with the public sphere with a view to influencing understandings and practice. The Sociology and Policy group is particularly interested in developing sociological traditions of theorising and research, and tracing the linkages and possibilities of these as they are applied to everyday practice or relate to the formulation, development and impact of policy. The Sociology and Policy group is also central to the development of the research profile of the Centre for Critical Inquiry into Society and Culture, and it is anticipated that the successful candidate would be affiliated to the Centre.

We thus welcome applications from suitably qualified and enthusiastic candidates working in any related field of Sociology and Policy, who share our aspiration to engage in research with a clear social benefit, a strong ethical sensibility, a commitment to engaging with diverse audiences and users, and a receptivity to interdisciplinary forms of working. Subject to stage of career progression, it is anticipated that the successful candidates will have an established track record of publications that demonstrate research excellence at national and, ideally, international level. Candidates are also expected to possess a proven ability to secure external research funding or a clear research plan within which funded research features as a prominent objective.

It is also anticipated that the successful candidates will have a proven track record of teaching excellence, or that they can demonstrate this potential. This should include, appropriate to stage of career, experience of module design and implementation, teaching experience including lectures and seminars, teaching of large and small groups, and experience of setting and marking examinations and assignments. Interest in and experience of innovative teaching and assessment practices would also be most welcome. The successful candidates will also be required to undertake administrative responsibilities, again appropriate to their stage of career. The Sociology and Policy group is keen that the successful candidates are committed to further strengthening the group's collegial ethos.

We anticipate that one of the two appointments will be in the field of social/public policy, and we welcome applications from scholars working in any related field. A second appointment will be made in Sociology and while we also warmly welcome applications from scholars working in any related sociological field, candidates also able to contribute to or develop modules on crime and deviance, and/or quantitative research methods would be especially welcome.

Please note, this post is advertised in conjunction with [R160096](#) (Senior Lecturer - Sociology and Policy Group). If you would like to be considered for the Lecturer and Senior Lecturer post, then you will need to submit two applications (Lecturer – Reference number R160095; Senior Lecturer – Reference number [R160096](#)).

## ► Job description

The Sociology and Policy Group are looking to make up to two appointments from 1<sup>st</sup> September 2016, to contribute to, develop and enhance the research and teaching activities of the School of Languages and Social Sciences.

## Responsibilities

### Research

- Undertake innovative research that meets standards of excellence consistent with the School's research priorities and objectives.
- Seek external funding for well-defined research projects on an individual or collaborative basis.
- Publish the outcomes of research in outlets of national and international standing.
- Collaborate in research initiatives with colleagues in the School of Languages and Social Sciences, and the wider University, where appropriate.
- Play an active role the research activities of the Sociology and Policy Academic Subject Group.
- Play an active role in relevant academic disciplinary activities and professional organisations.

### Teaching

- Making a substantial contribution to the School's undergraduate and postgraduate programmes in Sociology and Policy.
- Contribute to programme development at undergraduate and postgraduate level.
- Supervise research students at postgraduate level.
- Be available for consultation with students in keeping with the School's practices.
- Provide guidance and feedback to students in accordance with the School's requirements and procedures.
- Take part as directed in the School's examining processes.
- Have recourse to an appropriate range of methods and techniques in teaching, learning and assessment.
- Demonstrate initiative in curriculum development and innovative practice in teaching and learning support.

### Other related activities

- Contribute to the overall activities of the Sociology and Policy Academic Subject Group, as determined by its Head or the School's Executive Dean.
- Participate in meetings of the Sociology and Policy Academic Subject Group, as well as in meetings in other School bodies as determined by the Executive Dean.
- Contribute to the administrative duties of the School through the exercise of designated responsibilities as determined by the Executive Dean.
- Participate in the School's personal tutoring system for undergraduate students.
- Participate in activities related to student recruitment and open days.
- Take part in staff seminars and other related School activities.
- Represent the interests of Sociology and Policy within the School and University, in the national HE arena and internationally.
- Undertake such duties as may be reasonably required by the Executive Dean.

## ► Person specification

	Essential	Method of assessment
<b>Education and qualifications</b>	<p>A good first degree in a relevant discipline.</p> <p>A doctoral in a relevant social science discipline, either completed or submitted for examination.</p>	Application form
<b>Experience</b>	<p>Strong subject knowledge and experience of teaching in the area of Sociology and/or Policy at undergraduate level.</p> <p>Possession of a strong, credible and clear research strategy for the next 5 years in the first instance, consistent with the priorities with the Academic Subject Group and School.</p> <p>Ability to publish high quality research and possession of a research and publications strategy for the next 5 years in the first instance, consistent with the priorities of the Academic Subject Group and School.</p>	Application form, interview and presentation
<b>Aptitude and skills</b>	<p>Excellent teaching skills and the ability to produce high quality teaching materials.</p> <p>Ability to take part in module and programme development.</p> <p>Ability to use and harness IT as a research and teaching tool, together with experience of virtual learning environments such as Black Board.</p> <p>Competence in IT skills and the use of the internet.</p> <p>Professionalism, diplomacy and good interpersonal skills, including the ability to communicate effectively with a wide range of people and maintain professional interactions with colleagues as well as working well as a team member.</p>	Interview and presentation
	Desirable	Method of assessment
<b>Education and qualifications</b>	<p>Postgraduate Certificate in teaching and learning in higher education, or equivalent qualification.</p> <p>Membership of and participation in relevant academic associations and professional bodies.</p>	Application form
<b>Experience</b>	<p>Successful teaching experience at postgraduate level.</p> <p>Quantitative research skills.</p> <p>Willingness to teach in the area of the sociology of crime and deviancy/criminology.</p> <p>A record of securing external research funding.</p>	Application form, interview and presentation
<b>Aptitude and Skills</b>	<p>Strong organisational skills.</p>	Interview and presentation



## ► Salary & benefits

For Lecturer posts, the minimum period for which initial appointments are made is normally five years, with the possibility of transfer to a continuing appointment. The appointment is Grade 8 or 9, depending on experience and the salary range for this grade is £33,574 to £46,414 per annum.

<b>Holiday entitlement</b>	30 days per annum, in addition to 13 days public and university holidays.
<b>Pension</b>	Eligible staff are offered membership of the University Superannuation Scheme which is currently a defined benefit pension scheme but becomes a hybrid scheme from 1 October 2016.
<b>Contribution pay</b>	The University's Performance Development and Reward Scheme provides for salary enhancement for staff who are considered to be performing at an exceptional level on a consistent basis.
<b>Relocation</b>	Aston University aims to recruit the most talented individuals. This policy is intended to support this aim by providing assistance to new employees who have to relocate to take up a position. This policy applies to staff appointed to a position from 1 January 2014 at grade 7 (salary point 25) or above on an open-ended contract or to a fixed term position of two years or more, and who have to relocate their place of residence in order to take up the appointment. Positions which are externally funded fall outside of this policy. Individuals may be eligible to claim costs in line with the relevant funding arrangements.

Visit our website: [aston.ac.uk/hr](http://aston.ac.uk/hr) for full details of our [salary scales](#) and the [benefits](#) Aston University staff enjoy.

## ► How to apply and the selection process

Please visit our website [aston.ac.uk/jobs](http://aston.ac.uk/jobs) to apply online. If you do not have internet access, call 0121 204 4500 and leave your name and address quoting the job title and reference number.

**Closing date for applications** 18 April 2016

**Interview date** 9 May 2016

Please contact Professor Phil Mizen for an informal discussion about the role.

Tel: +44(0) 121 204 3297 Email: [p.mizen@aston.ac.uk](mailto:p.mizen@aston.ac.uk)

You may also be interested in his blog post on this role, available at:

If you would like information on the progress of your application, advice on any aspect of the appointment process, or a conversation about our terms and conditions of service, please contact:

Christine Campbell  
HR Advisor  
+44 (0) 121 204 4586  
[c.m.campbell@aston.ac.uk](mailto:c.m.campbell@aston.ac.uk)

Merissa James  
HR Administrator  
+44 (0) 121 204 4591  
[m.l.james@aston.ac.uk](mailto:m.l.james@aston.ac.uk)

## ► Outline terms and conditions of the appointment

<b>Qualifications</b>	Successful candidates will be required to produce evidence of their qualifications upon joining the University
<b>Medical clearance</b>	It is a condition of appointment that newly-appointed staff receive medical clearance from the University's Health Centre.
<b>Eligibility to work in the UK</b>	<p>Candidates who are not citizens of the United Kingdom, or of another EEA member country, should ensure that they meet the requirements of one of the 5 tiers of the immigration points based system.</p> <p>Candidates should check their eligibility to enter or remain in the UK in advance of making any job application using the <a href="#">points-based calculator</a> on the UK Visas and Immigration website. If you do not meet the minimum points requirement, you will not be able to work in the UK and any application for employment would be unsuccessful.</p>
<b>Document checks</b>	As a result of the implementation of sections 15 to 26 of the Immigration, Asylum and Nationality 2006 Act on 29 February 2008, the University requires all prospective and, in some cases, current employees, to provide documentation to verify their eligibility to work in the UK. Further information about these requirements can be found on the <a href="#">UK Visas and Immigration website</a> .
<b>Equal opportunities</b>	<p>Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes, that we encourage applications from all groups represented in the wider community at a local, national and international level.</p> <p>The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against students or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career at Aston.</p> <p>An Equal Opportunities Monitoring Form is included with the application form.</p>
<b>Data Protection Act 1998</b>	<p>Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.</p> <p>Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its Policy, Code of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.</p>
<b>Disclosure and Barring Service (DBS)</b>	Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the position they are applying for is listed as an exception under the act.
<b>Teaching Qualifications</b>	It is the normal expectation that all teaching staff who are not able to satisfy the requirements of an advanced teaching qualification (such as the University's PG Certificate in Professional Practice (PGCPP)) on appointment should be able to do so within two years of appointment. This may be extended to four years in exceptional circumstances or where staff hold part-time posts.

Full details of our terms and conditions of service and associated policies and procedures are available online at [www.aston.ac.uk/hr](http://www.aston.ac.uk/hr).

**Aston University**  
**Employable Graduates**  
**Exploitable Research**

Aston University  
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