

Appointment details

Professor of Modern Languages (Two Posts)



Closing date
31 October 2014

Ref: R140299

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▶ About Aston University

At a time of significant change within the Higher Education sector, with more emphasis being placed on widening participation, graduate employment, the student experience and the impact of research on society, Aston looks forward to the future with confidence.

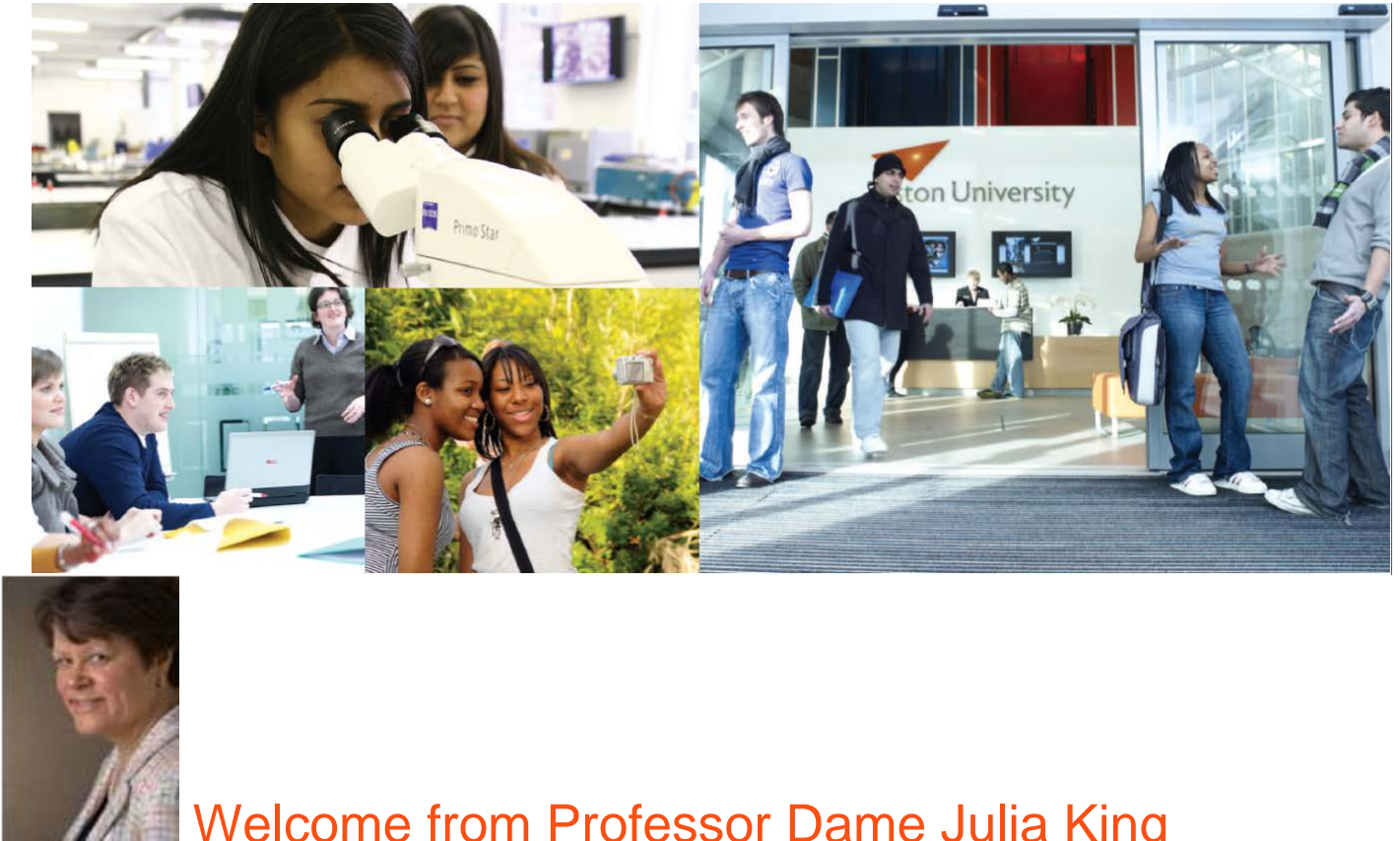
Aston's vision is to be the UK's leading University for business, enterprise and the professions, where original research has a positive impact on the world around us. Aston's strategy 'Forward to 2020' describes Aston as a top research-led international University renowned for developing future leaders of business and the professions.

We already 'punch above our weight' and have high, yet realistic, aspirations for 2020 that include:

- ▶ Ranked within the top 1% of universities in the world, and consistently in the Top 20 in the UK
- ▶ In the Top 10 for Graduate Employability in the UK and Top 40 worldwide
- ▶ Focussed on the needs of business and the professions, with all Aston undergraduate students taking part in integrated work experience
- ▶ Carrying out world class research that leads to the creation of practical and applicable solutions for the challenges of the future, and contributes to the development of research leaders and entrepreneurs

- ▶ Providing an inspiring, challenge-based education for students, equipping them to develop into global citizens, with the skills, knowledge and confidence they will need to achieve their goals and reach their full life potential
- ▶ Engaging with our community and city, recruiting students with talent regardless of income and background, and partnering with business, the professions and the public sector
- ▶ Putting sustainability at the centre of all we do, ensuring that Aston is one of the greenest and most sustainable of all UK universities, in the Top 5 of the People and Planet League.

Students are at the heart of everything we do within Aston's small and friendly community – in the way we think and in the way we act. The student experience is distinctive and unique at Aston because it is built and lived by students and staff as equal partners in the relationship. Our students are engaged in all aspects of their academic and social lives at Aston; our staff are genuinely interested in their students, their success and their welfare, and are universally approachable and friendly.



Welcome from Professor Dame Julia King

Dear applicant

The HE sector is currently experiencing an unprecedented scale and pace of change, combined with a high degree of ambiguity and uncertainty. Those universities able to adapt swiftly to a changing and increasingly competitive market will thrive. As a small, focussed University we have the advantages of agility, innovation and team working that some of our competitors do not. Our integrated placement year, our applicable, exploitable research, and our commitment to widening participation all help to make Aston distinct.

Our research legacy will be determined by our performance in the REF. If we perform to our true potential we will have a successful outcome, with greater and more stable income streams, growing numbers of links to business and a stronger international research reputation.

Teaching quality and the student experience must also continue to be an important focus. Like a number of other highly ranked institutions, we need to continue to improve student feedback and assessment, and we must continue to do all we can to address the needs of students.

We very much look forward to receiving your application and learning more about how you would contribute to Aston's continuing success.

A handwritten signature in black ink, reading 'Julia King', written on a white background.

Professor Dame Julia King
Vice-Chancellor



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 1995, 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 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).

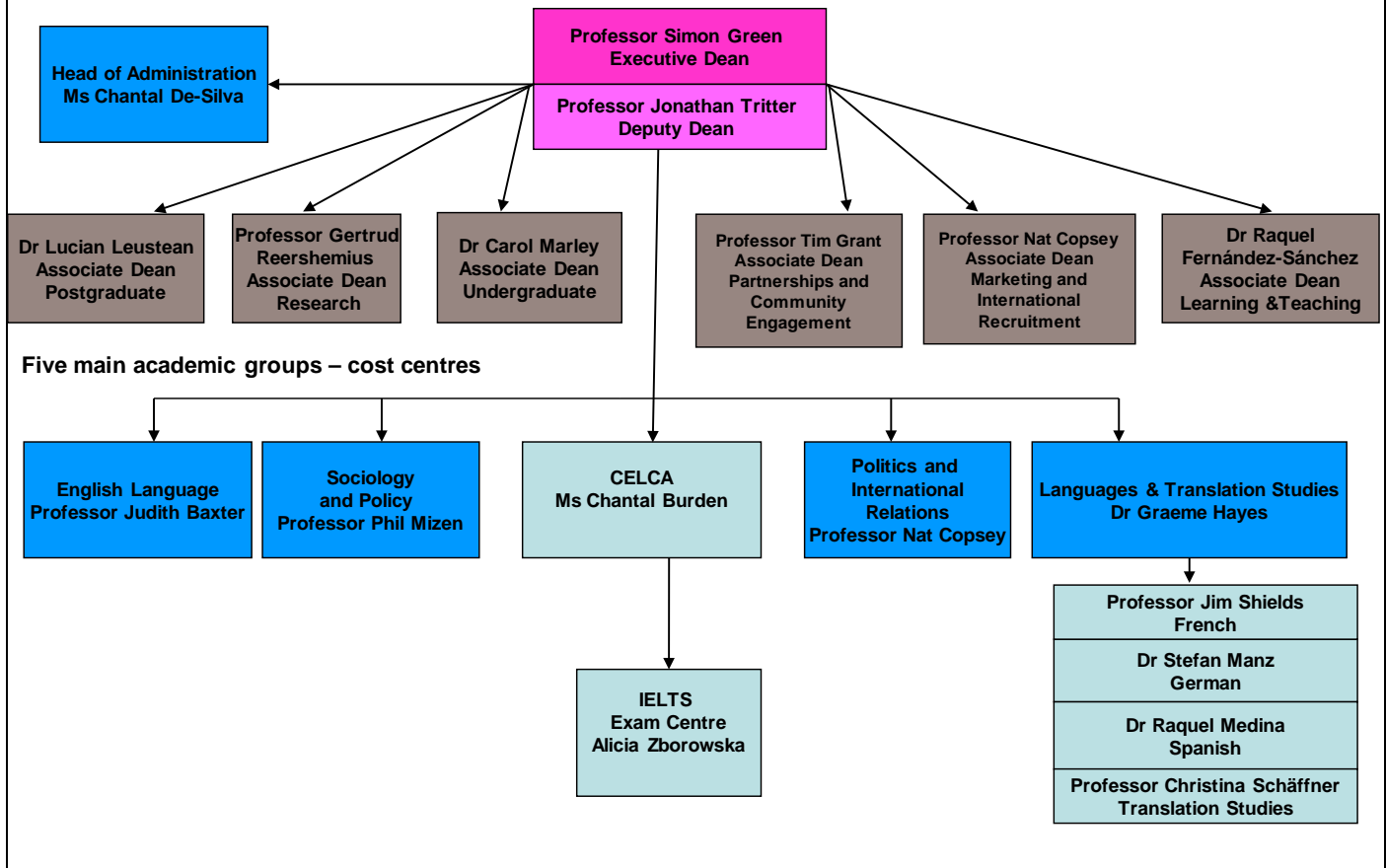
This combination of subjects is almost unique in British Higher Education and leaves the School ideally-placed to investigate how language and society function, both in their own context and in relation to each other. Our subject groups enjoy a strong reputation, both among students and our peers:

- In the 2014 National Student Survey (NSS), the School averaged an overall satisfaction rate of 92 per cent; on this measure, Sociology and Policy scored 97 per cent, Politics and International Relations 95 per cent, English 93 per cent and Iberian Studies 92 per cent.
- In the 2015 Guardian League Tables, Aston is ranked 13th for English, 16th for Sociology, 18th for Social Policy, 33rd for Modern Languages and 34th for Politics
- In 2013, the Sociology and Policy Group won the 'Excellence in Teaching Sociology' Award of the British Sociological Association and the Higher Education Academy
- In the influential QS World University Rankings by Subject for 2014-15, Aston rated within the top 101-150 Institutions globally for Politics and International Relations

When combined with financially sound foundations, the School is therefore in a strong position. It has an ambitious vision for the future, based around the complementary teaching of and research into real-world problems. In particular, over the coming years to 2020, we are aiming to increase our student numbers, both at undergraduate and postgraduate levels, by one-third; we expect our numbers of academic and support staff to grow too.

Organisationally, the School is led by its 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 Committee. The Academic Subject Groups are supported by a central administrative team, which manages a range of aspects of the School's work, including research, admissions, marketing, open days, student support, exams and timetabling. The School is further supported in its work by an Advisory Board, whose membership is drawn from key stakeholders in the city of Birmingham and beyond.

The School of Languages and Social Sciences, 2014-15



Research

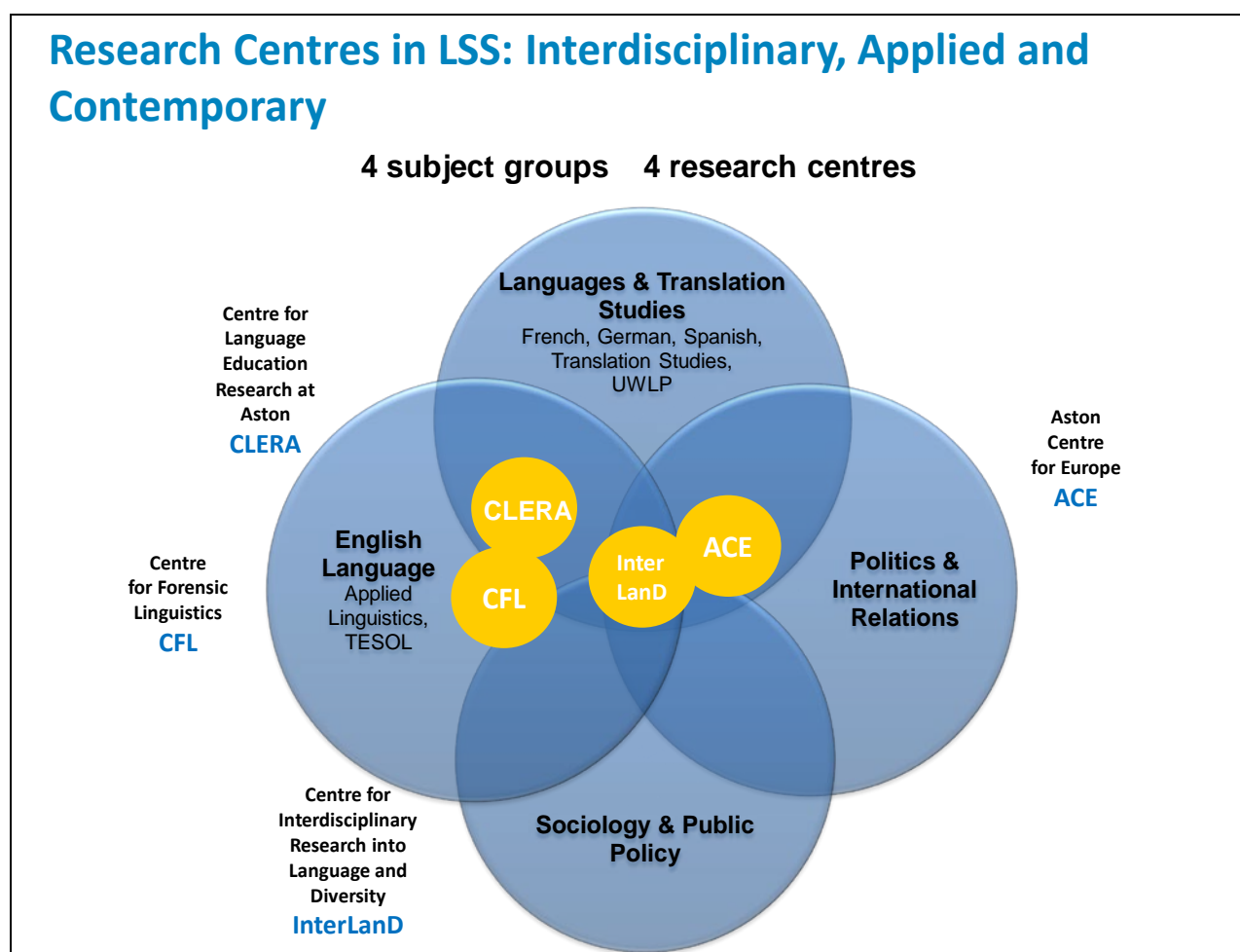
Research in the School ranges across the four core subject areas, with an increasing focus on engagement in multi- and interdisciplinary projects. In the 2008 Research Assessment Exercise (RAE), the School made a single submission across all its subject groups to the European Studies panel, and was thus the third-largest submitting unit. It came 5th in this panel in terms of research power.

Since 2008, the School has moved forward significantly. In particular, the University has made recent major strategic investments, the total value of which approaches £1 million, to set up three of the School's research centres (see below): ACE, CFL and InterLand. This has helped to generate considerable new momentum in research, as exemplified by a steep increase in research grants won by the School, including major awards from the Volkswagen Foundation, the EU, the Economic and Social Research Council, the Leverhulme Foundation, the German Academic Exchange Service (DAAD) and the Arts and Humanities Research Council. 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. Our doctoral community has grown too, and we now have almost 40 FTE registered PhD students across the four subject areas. We also run an innovative Distance Learning PhD programme in English.

Overall, the School is in a good position for the 2014 Research Excellence Framework (REF), to which it has submitted to two sub-panels, Modern Languages and Linguistics, as well as Area Studies. Planning is also well underway for the next REF, which will potentially be held in 2020, and to which we also expect to be making a submission in Sociology. This will form a key priority for 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. Thus, 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 study leave and offers staff access to an annual research allowance of £500 in 2014-15 for conference attendance, as well as a commitment to a timetabled research day per week. Furthermore, the University makes a £5,000 research start-up fund available to staff taking up their first academic appointment; it also funds a Distinguished Visitors scheme to enable research collaborators from abroad to come and visit the University.



The breadth and depth of the School's research is reflected in the range of research centres which are based in LSS:

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 Professors Nat Copsey, John Gaffney and Simon Green.

The **Aston Centre for Interdisciplinary Research in Language and Diversity (InterLanD)**, established in 2009, builds on the extensive expertise of Aston researchers by bringing together linguistic, social, cultural, economic, environmental and political perspectives. It is a cross-School venture, located within both the School of Languages and Social Sciences and the Aston Business School. InterLanD emphasises interaction, partnership and engagement with policymakers, businesses and local communities as both co-producers and users of knowledge. The Centre is a launch-pad for 'new frontier' research into diversity, and its researchers are engaged in work that will shape future thinking and pioneer practices that will have a significant impact on diverse societies. InterLanD is led by Professor Urszula Clark together with Professor Judith Baxter and Professor Helen Higson (Deputy Vice-Chancellor).

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 the writer of disputed forensic texts. Members of the Centre

have published widely and lectured about 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 Education Research at Aston (CLERA)** was launched in 2011 and draws on over two decades of research into language education to investigate communication, discourse and culture and their impact on language education in English and Modern Foreign Languages. It focuses on the following main areas: first and second language learning and teaching, particularly in relation to classroom-based research, immigrant and workplace-related education; Language teacher education; European languages and cultures, including English; English as a global language; Language contact, regionally and internationally; Language education for professional and intercultural communication in organisations, language teaching, and translation and interpreting. CLERA is led by Dr Fiona Copland.

Learning and Teaching

The School offers a focused set of undergraduate and postgraduate degree programmes, which are structured around the four Academic Subject Groups. 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.

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 has more than doubled between 2009-10 and 2014-15. 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 a highly 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. 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/>

University-wide Language Programme (UWLP) / Languages for All: Language modules are offered across the University to non-specialists, whether staff or students, as accredited electives or open learning opportunities. The language may be studied at ab initio or at Intermediate or Post 'A' level standard. Students may take these modules on a self-financing basis in cases where their specific degree programme does not include this opportunity. Languages on offer include: Arabic, French, German, Japanese, Mandarin, Portuguese and Spanish.

In addition, from 2012-13, the University has offered all first year students a free year of language learning as part of the University's goal of creating 'global citizens', under the auspices of the 'Languages for All' programme. This new initiative has been enthusiastically taken up by new students and is rapidly emerging as a key institutional kitemark which is resonating strongly with potential applicants. The Director of UWLP and Languages for All is Ms Aurélie 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:

MA/MSc Taught Programmes

Following a period of significant growth, the School in 2014-15 has admitted over 100 postgraduate students to its 17 taught programmes, with delivery either on campus or, in some cases, by distance learning. The 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. Its distance learning courses are over 25 years old at Aston, making the Subject Group one of the most experienced providers of off-campus learning programmes in the UK.
- 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), and has launched new 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.

LANGUAGES AND TRANSLATION STUDIES SUBJECT GROUP

The Languages and Translation Studies subject group comprises twenty-three permanent full-time members of academic staff, and focuses on the inter-relation between culture, society and language in the contemporary world. Colleagues from the Subject Group's four areas – French, German, Spanish and Translation Studies – specialise in the delivery of a range of joint and single honours programmes in Modern Languages and Translation Studies, and of the International Business and Modern Languages (IBML) and International Relations and Languages (IRL) integrated programmes. From 2015, we will offer a new four-year programme in Modern Languages leading directly to Qualified Teacher Status (QTS). At postgraduate level, the subject group currently runs three Programmes in Translation Studies: the MA in Translation in a European Context (a member of the EMT network), the MA in Translation Studies, and the MA in TESOL and Translation Studies.

Depending on the undergraduate programme followed by students, the range of options on offer reflects the specialist fields of our teaching and research staff. Each academic programme is therefore distinctive in its pattern of combinations. Nevertheless, our undergraduate programmes and combinations all rest on a central principle: that of an integrated approach to the study of language, culture and society through courses delivered in the target language, largely within a contemporary context. Our aim is to develop the linguistic competence of our students to near-native level, allied to sound cultural knowledge and understanding of historical and political contexts. Our graduates are highly able, critically informed citizens with excellent professional skills. All our students spend their third year in a study or work placement: thanks to our extensive relationships with employers, the majority of our students work in industry during their year abroad, whether in the NFP and public sectors, or for small companies or global corporations. Our graduate employment record is consistently outstanding.

Alongside our specialist languages programmes, we offer the study of Arabic, Japanese, Mandarin Chinese, and Portuguese (as well as French, German and Spanish) on the University-Wide Languages Programme. All first year students at Aston may study one of these languages free on the 'Languages for All' scheme.

All members of staff contribute to the promotion of the study of languages at local and national level. This involves contact with colleges and schools, and an excellent programme for widening participation and outreach work. We are the lead institution in the Midlands Routes into Languages consortium and a member of the National Network for Translation.

Research in Languages and Translation Studies

Academics from the subject group engage in multi-lingual and interdisciplinary research, focusing in particular on the analysis of discourses and practices in European languages, politics and cultures (including literature and film). Specifically in relation to these two posts:

- **Our research in Translation Studies** addresses socio-cultural aspects of translation, translation and politics, gender, minorities, translation process research, translator personalities, and translation didactics.
- **Our research in Hispanic Studies** focuses on oral history of Latin America; migration and cultural/national identities in Spain and Latin America; Hispanic literature, media and film; gender and sexuality in Spain and Latin America.

Our research is conducted within the School's interdisciplinary Research Centres. Affiliation to the Research Centres is flexible: while some researchers work within one or more centres on a continuous basis, others join a Centre for the time of a specific project or event.

A total of 11 scholars from Languages and Translation Studies were submitted to the REF 2014 exercise within the Modern Languages and Linguistics unit of assessment, alongside colleagues from the English subject group

Academic Members of Staff in Languages and Translation Studies in 2014-15

Miss Céline Benoit, Teaching Associate (French)

Dr Olga Castro, Lecturer (Translation Studies and Spanish)

Dr Raquel Fernández-Sánchez, Teaching Associate (Spanish), Associate Dean for Learning and Teaching

Dr Claudia Gremler, Senior Lecturer (German)

Dr Graeme Hayes, Reader (French), Head of Languages and Translation Studies

Dr Séverine Hubscher-Davidson, Lecturer (Translation Studies)

Dr Juan Jiménez-Anca, Lecturer (Spanish)

Mr George Jones, IBML Course Director

Dr Emmanuelle Labeau, Senior Lecturer (French)

Dr Stefan Manz, Reader (German), Head of German

Dr Raquel Medina, Senior Lecturer (Spanish), Head of Spanish

Professor Pamela Moores OBE, Professor of Modern Languages (French)

Dr Nathalie Mrgudovic, Lecturer (French)

Dr Stéphanie Panichelli-Batalla, Lecturer (Spanish)

Mr Aurelio Ramos Caballero, Teaching Associate (Spanish)

Professor Gertrud Reershemius, Professor of German Linguistics, Associate Dean for Research

Ms Aurélia Robert, Teaching Associate (French), Director of University Wide Language Programme (UWLP)

Professor Christina Schäffner, Professor of Translation Studies and Head of Translation Studies

Dr Uwe Schütte, Reader (German)

Professor Jim Shields, Professor of French Politics and Modern History, Head of French

Dr Hélène Stafford, Lecturer (French)

Dr Brian Sudlow, Lecturer (French with Translation Studies)

Ms Elisabeth Wielander, Teaching Associate (German)

► Job description

The advertised positions represent a strategic investment by Aston University in its distinctive and distinguished academic profile in Modern Languages. The successful candidates will be distinguished international scholars and will be expected to play a key leadership role in the organization, development and promotion of the academic activities of the Languages and Translation Studies Academic Subject Group within the School, University, and national and international academic communities. Providing guidance and encouragement to the present gifted team of young academics will be important, as will the expansion and enhancement of postgraduate teaching and research. The postholders will each be allocated a £10,000 research fund, which will be available to spend over a period of three years.

The School is seeking to make two appointments, to start by 1 September 2015. Candidates should have an established international profile of research excellence in either or both of the following areas:

- Translation Studies (with any European language)
- Contemporary Hispanic Studies

Candidates are asked to indicate on their application form which of these areas they wish to be considered under.

Responsibilities

- Fulfil a leadership role within the Languages and Translation Studies Group, in particular contributing to the leadership of its research and outreach activities, as well as contributing to the leadership of the School more broadly.
- Play a leading role within one of the School's research centres.
- Make a leading contribution to the teaching activities of the Academic Subject Group at all levels, including acting as a personal tutor.
- Represent the interests of Modern Languages within the School, the University and at a national and international level.
- Represent the Languages and Translation Studies Academic Subject Group on School and University committees, task forces and working groups, as required by the Executive Dean.
- Contribute to a range of activities in the School and the University, as stipulated by the Executive Dean.

Research:

- Enhance and develop the research profile of the School through the dissemination of leading, high-quality research, capable of attracting 3* and 4* grades in current REF terms, including substantial published output, and engagement in wider research-related activities consistent with the School's research priorities.
- Secure external research funding from national/international bodies for individual/collaborative research projects, and act as mentor to the Languages and Translation Studies Academic Subject Group for grant/network funding applications.
- Participate in, and as commensurate, lead cross-school research centres, collaborative initiatives and seminar series.
- Attract, supervise and manage postgraduate research projects, and deliver modules as commensurate on the School's existing taught postgraduate programmes.



- ▶ Play a leading role in the definition of a medium-term strategy for the enhancement of recruitment on programmes in the Languages and Translation Studies Subject Group.
- ▶ Raise the national and international profiles of the Languages and Translation Studies Subject Group through the organization of research conferences, networks and seminar series.
- ▶ Collaborate in research initiatives with colleagues in the School of Languages and Social Sciences, as appropriate.
- ▶ Assist the Associate Dean for Research and the Head of Administration in the provision of management information to the Executive Dean in all matters relating to research.

Teaching:

- ▶ Make a significant contribution to the teaching of undergraduate and postgraduate students at all levels within Languages and Translation Studies programmes, including the supervision of placement year experience and assessment.
- ▶ Participate fully in marking and assessment processes, provide academic support and advice to all assigned students and personal tutees, promote the use of a wide range of methods and techniques in teaching, learning and assessment, participate actively in Quality Assurance and Quality Enhancement processes.
- ▶ Play a central strategic role, in collaboration with colleagues, in the continuous review and development of programmes at both undergraduate and postgraduate level.
- ▶ Attract and supervise first-class postgraduate research students.

Other Related Activities and Functions:

- ▶ Play a major leadership role in the Languages and Translation Studies Subject Group, including management of academic staff.
- ▶ Create/exploit opportunities for synergies with other disciplinary subject areas in the School (Politics and International Relations, Sociology and Policy, English Language) and in other Schools of the University.
- ▶ Participate pro-actively in the School's and University's decision-making forums and processes. This will include carrying out roles and functions as may be reasonably required.
- ▶ Participate in/manage staff seminars, cross-School activities, functions and events.
- ▶ Assist the School Associate Deans for Undergraduate and Postgraduate Programmes, the Deputy Dean and the School's Head of Administration in the provision of management information to the Executive Dean on undergraduate and postgraduate activity within the School, so as to support the preparation of reports, bids or responses to internal or external initiatives.
- ▶ Undertake such other duties as may be reasonably required by the Executive Dean.
- ▶ Demonstrate an active commitment in promoting equality and diversity.

► Person specification

	Essential	Method of assessment
Education and qualifications	<p>A good Honours degree in a relevant subject.</p> <p>A doctorate in a relevant academic discipline.</p> <p>Native or near-native speaker of Spanish (Hispanic post only).</p> <p>Native or near-native speaker of any European language (Translation post only).</p>	Application form
Experience	<p>The wide breadth of subject knowledge appropriate to an academic of senior standing.</p> <p>Successful experience of conducting and supervising research at Masters and doctoral level.</p> <p>Excellent teaching skills and experience of teaching in relevant undergraduate and postgraduate programmes.</p> <p>Internationally recognised leadership in research, demonstrated by a strong record of research published in a substantial number of high-quality publications (monographs, or articles / chapters in refereed journals or edited volumes of high standing).</p> <p>Proven ability to secure research funds from external sources; experience of dealing with funding bodies such as the ESRC, the AHRC, or the British Academy; or equivalent bodies in other countries.</p> <p>The ability to contribute to a strategic vision for the area of the appointment and the group more broadly.</p> <p>A track record of working successfully with a wide range of people, including professional networks both inside and outside of HE.</p>	Application form, interview and presentation
Aptitude and skills	<p>A commitment to undertake further training as appropriate and to acquire new skills and adopt new procedures as and when required.</p>	Interview
Other	<p>Commitment to observing the University's Equal Opportunities policy at all times.</p> <p>Commitment to attend the University as and when required for scheduled teaching, relevant meetings and student support.</p> <p>Assured interpersonal skills, professionalism and diplomacy, including the ability to communicate effectively with a wide range of people.</p> <p>A high level of personal integrity, adaptability and flexibility, including readiness to innovate and to adapt to the fast changing environment of Higher Education.</p>	Interview

	Desirable	Method of assessment
Education and qualifications	<p>Postgraduate Certificate in Teaching & Learning in Higher Education, or equivalent qualification. (If appointed, an applicant without such a qualification would be required either to complete the Aston Postgraduate Certificate in Professional Practice or to work towards Fellowship of the Higher Education Academy).</p> <p>Membership of relevant professional bodies.</p>	Application form
Experience	<p>External examining of programmes and PhD programme development.</p> <p>Ability to harness IT as a research and teaching tool.</p>	Application form, interview and presentation

► Salary & benefits

This post is offered on a full-time, continuing basis. The appointment is at Professorial Level and the salary range for this grade is £54,687 - £85,113 per annum.

Holiday entitlement	31 days per annum, in addition to 13 days public and university holidays.
Pension	Eligible staff are offered a defined benefit pension with the University Superannuation Scheme.
Contribution pay	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.
Relocation	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.

Visit our website: 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 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 Friday 31 October 2014

Interview date Thursday 4 December 2014

Interview date Wednesday 17 December 2014

Please indicate if you are not available on one of these dates.

Please contact Professor Simon Green, Executive Dean of the School of Languages & Social Sciences for an informal discussion about the role.

Tel: +44(0) 121 204 3786 Email: s.o.green@aston.ac.uk

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

Lesley Pitt
HR Administrator
+44 (0) 121 204 860
l.pitt@aston.ac.uk

► Outline terms and conditions of the appointment

Qualifications	Successful candidates will be required to produce evidence of their qualifications upon joining the University
Medical clearance	It is a condition of appointment that newly-appointed staff receive medical clearance from the University's Health Centre.
Eligibility to work in the UK	<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 points-based calculator 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>
Document checks	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 UK Visas and Immigration website .
Equal opportunities	<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>
Data Protection Act 1998	<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>
Disclosure and Barring Service (DBS)	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.

Research start up fund for new academics

Individuals who have not previously held an academic appointment are eligible for a research start-up fund of £10,000 if laboratory based and £5,000 otherwise (pro rata for part time), in accordance with the rules of the University's scheme. This fund must be spent on research activities and must be used within 18 months of starting the academic appointment at Aston University.

Teaching Qualifications

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.

Aston University
Employable Graduates
Exploitable Research

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