



OPPORTUNITY

Where change
gets real.



Grade: 10

Salary: £58,225 to £67,468, per annum, depending on experience

Contact Type: Permanent

Basis: Full Time

Job description

Job Purpose:

This is an opportunity to join a distinctive and ambitious Law School as a Senior Lecturer or Reader in Law. Research in any field of law is welcome.

The successful candidate will contribute to Aston Law School's research, teaching and external engagement activities and will play a key role in supporting the School's strategic ambitions. Appointment will be made at Senior Lecturer or Reader level depending on experience, achievements and evidence of academic leadership.

Candidates appointed at Reader level will demonstrate an established national and emerging international reputation, a strong record of research leadership, and the ability to contribute strategically to the development of the School's research culture and reputation.

Main Duties/Responsibilities:

Senior Lecturer / Reader:

- ▶ To develop and deliver an independent programme of high-quality research aligned with the School's strategic priorities.
- ▶ To publish research outputs of international quality in leading outlets appropriate to discipline and career stage.
- ▶ To contribute to the development of research income through applications for external funding, either individually or collaboratively.
- ▶ To develop collaborations within and beyond the University that enhance research excellence, visibility and impact.
- ▶ To contribute to the School's research culture through collaboration, peer support and engagement in research-related activities.
- ▶ To supervise postgraduate research students and contribute to fostering a research-rich environment that supports postgraduate and doctoral academic success.

In addition, Reader appointments will normally be expected to:

- ▶ Provide research leadership within their area of expertise.
- ▶ Lead significant research initiatives and contribute to the development of School research strategy.
- ▶ Mentor colleagues and support the development of a thriving research environment.
- ▶ Demonstrate a sustained contribution to the national and international visibility of the discipline.

Teaching and Learning

Senior Lecturer / Reader

- ▶ To undertake high-quality teaching and assessment across undergraduate and postgraduate programmes.
- ▶ To contribute to curriculum development and enhancement, ensuring programmes remain relevant, inclusive and research-led.
- ▶ To provide academic guidance and support to students.

- ▶ To employ innovative and effective approaches to learning, teaching and assessment, including appropriate use of digital technologies.
- ▶ To contribute to the enhancement of student outcomes and the overall student experience.

Reader appointments will normally be expected to:

- ▶ Provide leadership in teaching innovation and curriculum development.
- ▶ Support the development of colleagues through mentoring and sharing of effective practice.
- ▶ Lead on teaching and learning and its impact on curriculum development across the subject group and School.

External Engagement

Senior Lecturer / Reader

- ▶ To develop and maintain relationships with external organisations, professional bodies, policymakers, community groups and other stakeholders, as appropriate to discipline.
- ▶ To contribute to activities that enhance the impact, reach and visibility of the School's research and teaching.
- ▶ To engage in knowledge exchange, public engagement and professional activities that enhance the University's reputation.
- ▶ To contribute to policy, practice and public understanding through research-informed engagement where appropriate.

Reader appointments will normally be expected to:

- ▶ Lead significant external partnerships and collaborations.
- ▶ Demonstrate substantial contributions to research impact, policy influence, professional practice or public engagement.
- ▶ Develop and lead on student placement schemes with companies and research institutions both in the UK and overseas.
- ▶ Establish partnerships for commercialisation including patents, inventions and other
- ▶ Enhance the University's reputation with professional/scholarly bodies e.g. by promoting public understanding of the subject.

Leadership and Citizenship

Senior Lecturer / Reader

- ▶ To contribute positively to the strategic development and effective operation of the School.
- ▶ To undertake academic leadership and administrative responsibilities as required.

- ▶ To participate in School and University committees, events and activities.
- ▶ To contribute to an inclusive, collegial and supportive academic environment.
- ▶ To engage in continuing professional development and support the University's values and strategic objectives.
- ▶ To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

Reader appointments will normally be expected to:

- ▶ Provide leadership within the School, discipline or wider academic community.
- ▶ Lead significant strategic initiatives and contribute to institutional development.
- ▶ Mentor and develop colleagues.
- ▶ Make a substantial contribution to the achievement of School and University objectives.

Additional responsibilities

- ▶ Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities to develop themselves and support the development of others.
- ▶ Ensure and promote the personal health, safety and wellbeing of staff and students.
- ▶ Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- ▶ Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

Person specification

	Essential	Method of assessment
Education and qualifications	▶ A doctoral degree in law or a related discipline (or equivalent) ▶ A recognised teaching qualification /membership of Advance HE (formally known as the Higher Education Academy or HEA) at Fellow level as a minimum.	Application form
Experience	▶ Experience of teaching and assessment on relevant undergraduate and postgraduate programmes. Appointment at Reader level to also demonstrate experience of curriculum development or enhancement. ▶ A track record of publications in high quality international/peer reviewed journals. Candidates appointed at Reader level would normally demonstrate an established national reputation and growing or established international recognition in their field. ▶ Experience of initiating an independent line of research and in applying for external research funding, with appointments at Reader level requiring a strong ongoing pipeline. ▶ Experience of PhD supervision, with appointments at Reader level requiring supervision through to successful completion.	Application form and interview
Aptitude and skills	▶ Ability to contribute positively to the strategic development of the School. At Reader level, ability to lead the development and implementation of research strategy and/or teaching strategy. ▶ Highly developed communication and presentation skills to present research findings at national and international conferences.	Application form and interview

	Essential	Method of assessment
	▶ Ability to develop and maintain a research programme and to publish in international journals. ▶ A willingness to contribute to the wider academic and administrative activities of the School and University. ▶ A willingness to undertake further training as appropriate and to adopt new procedures as and when required.	

	Desirable	Method of assessment
Education and qualifications	▶ Membership of Advance HE (formally known as the Higher Education Academy or HEA) at Senior Fellowship level.	Application form
Experience	▶ Evidence of innovation in curriculum design, assessment or digital learning at undergraduate or postgraduate level. ▶ Experience of leading teams, projects, modules, programmes or strategic initiatives. For appointment at Reader level, demonstrable academic leadership within a School, discipline or professional network. ▶ Experience of mentoring colleagues or supporting the development of others, particularly for an appointment at Reader level.	Application form and interview
Aptitude and Skills	▶ Ability to develop internal and external networks that will raise the profile of the subject/University. ▶ Ability to lead on the design and development of the curriculum. ▶ Ability to provide effective academic support and guidance to students.	Application form and interview

	Desirable	Method of assessment
	► Ability to take on leadership role at subject group/School/University level.	

University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.

Values + Behaviours



Innovation

We strive for excellence within ourselves and others, providing solutions to new and existing challenges.



Collaboration

We work best when we are collaborative, working together to contribute to the Aston community.



Ambition

We strive together for improvement and innovation looking ahead to see the bigger picture.



Inclusion

We treat everyone in our community equally and how they would like to be treated.



Integrity

We are open, honest and fair. We take ownership of the way we work and how we treat each other.

How to apply

You can apply for this role online via our website <https://www2.aston.ac.uk/staff-public/hr/jobs>.

Applications should be submitted by 23.59pm on the advertised closing date.

All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form, then please contact the Recruitment Team via recruitment@aston.ac.uk.

Contact information

Enquiries about the vacancy:

Name: Dr Kristie Thomas

Job Title: Head of Aston Law School

Email: k.thomas5@aston.ac.uk

Enquiries about the application process, shortlisting or interviews:

Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

Additional information

Visit our website <https://www2.aston.ac.uk/staff-public/hr> for full details of our salary scales and benefits Aston University staff enjoy.

Salary scales: <https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index>

Benefits: [Benefits and Rewards | Aston University](#)

Working in Birmingham: <https://www2.aston.ac.uk/birmingham>

Employment of Ex-Offenders: Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

Eligibility to work in the UK: Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**
- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres <https://www.gov.uk/skilled-worker-visa> You can also find further information on our candidate immigration [web page](#).

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see our candidate immigration [web page](#) for further details.

Before you start and Right to Work

Right to Work Check

All employees must complete a Right to Work check before they commence work at Aston. HR will contact you during the onboarding process to arrange your check.

Cost of Living - Estate and Letting Agents

There are numerous Estate and Letting Agents that can help you find suitable accommodation. Useful websites for support and guidance

<https://www.gov.uk/government/publications/how-to-rent/how-to-rent-the-checklist-for-renting-in-england> and <https://www.citizensadvice.org.uk/housing/>

You can also use property search websites such as Rightmove or Zoopla.

Equal Opportunities

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.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student 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.

An Equal Opportunities Monitoring Form is included within the application form. 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, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

Data Protection

Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <https://www2.aston.ac.uk/data-protection>. 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.

Full details of our terms and conditions of service and associated policies and procedures are available online at <https://www2.aston.ac.uk/staff-public/hr/policies>

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