Swydd Ddisgrifiad

Prifysgol Wrecsam
Wrexham University

Cyfadran/Adran	Gwyddorau Cymdeithasol a Bywyd
Adran	Perthynol i Iechyd
Teitl y Swydd	Uwch Ddarlithydd mewn Therapi Galwedigaethol (OT)
Yn atebol i	Prif Ddarlithydd mewn Gwasanaethau Perthynol i Iechyd
Gradd	Uwch ddarlithydd

Trosolwg o'r Swydd

Bydd deiliad y swydd yn addysgu ar raglenni Prifysgol Wrecsam, yn cynnal ymchwil a gweithgaredd ysgolheigaidd ac yn cyfrannu at reoli'r rhaglenni hyn yn ôl yr angen.

Bydd yr unigolyn yn cyfrannu at weithgareddau masnachol a gweithgareddau cynhyrchu incwm eraill, lle bo'n briodol.

Cyfrannu at y gwaith o sicrhau bod ansawdd a safonau academaidd y brifysgol yn cael eu cynnal a bod profiad myfyrwyr yn cael ei wella'n barhaus.

Diben y Swydd

Datblygu adnoddau a deunyddiau addysgu priodol ar gyfer rhaglenni a datblygu rhaglenni yn unol â datblygiadau mewn ymarfer clinigol gan fodloni safonau Corff Statudol a Rheoleiddio Proffesiynol.

Arwain rhaglen fel sy'n ofynnol, a sicrhau bod ansawdd a safonau academaidd y Brifysgol yn cael eu cynnal a bod profiad y myfyrwyr yn cael ei wella'n barhaus. Gosod, marcio ac asesu gwaith myfyrwyr, gan sicrhau bod yr amcanion dysgu wedi'u bodloni a bod yr adborth yn fanwl ac adeiladol.

Datblygu, cefnogi a chynnal partneriaethau llwyddiannus gydag asiantaethau allanol, sefydliadau proffesiynol a chyrff proffesiynol er mwyn hybu'r Gyfadran a'r Brifysgol ehangach.

Prif Atebolrwydd

- Bod yn gyfrifol am lunio, cyflwyno a gwerthuso’r modiwlau a'r rhaglenni perthnasol yn barhaus, gan sicrhau y bodlonir amcanion adrannol ac amcanion dysgu, a bod y cynnwys yn berthnasol ac yn adlewyrchu ymarfer cyfredol.
- Datblygu asesiadau priodol sy'n mesur perfformiad a dealltwriaeth myfyrwyr, a sicrhau bod yr amcanion dysgu wedi'u bodloni.
- Herio syniadau, meithrin trafodaeth ac annog myfyrwyr i ddatblygu sgiliau trafod yn feirniadol a meddwl yn rhesymegol.
- Defnyddio amrywiaeth o ddulliau/deunyddiau dysgu ac addysgu (e.e. dysgu cyfunol ac ar y we) er mwyn cyfoethogi profiad y myfyriwr.
- Asesu cynnydd myfyrwyr a chynnig beirniadaeth gywir arno ac adrodd y wybodaeth hon yn ôl mewn modd adeiladol, sensitif a gonest.
- Cymryd cyfrifoldeb am ofal bugeiliol myfyrwyr mewn maes penodol, gan atgyfeirio problemau pan fyddant yn gymhleth neu'n ddifrifol.
- Gwasanaethu fel Arweinydd y Rhaglen / neu ymgymryd â rôl arwain lle bo'n briodol
- Cyfrannu'n weithredol at wella profiad y myfyriwr.

<u>Gweithgareddau Ymchwil</u>

- Ymgymryd ag ymchwil neu weithgaredd ysgolheigaidd cytunedig arall er mwyn cyfrannu at ddatblygiad y pwnc.
- Paratoi cynigion a cheisiadau i gyrff allanol, yn ôl yr angen, i sicrhau cyllid ymchwil ac i gynhyrchu incwm ychwanegol i'r Brifysgol.
- Ysgrifennu a chyhoeddi canlyniadau ymchwil arloesol i hyrwyddo sefyllfa'r Brifysgol yn y sector Addysg Uwch a'r gymuned ehangach.
- Defnyddio menter, creadigrwydd a beirniadaeth wrth ddatblygu methodolegau ymchwil priodol sy'n hyrwyddo gweithgareddau ysgolheigaidd yn y maes.
- Gweithredu fel canolwr a chyfrannu at asesiadau cyfoedion ar gyfer cofnodion priodol, yn ôl y gofyn.
- Goruchwylio gwaith myfyrwyr ôl-raddedig a addysgir a/neu fyfyrwyr ymchwil, yn ôl y gofyn, i gefnogi gyda datblygu sgiliau ymchwil myfyrwyr.

<u>Menter Academaidd</u>

- Cymryd rhan yn natblygiad partneriaethau mewnol ac allanol er mwyn lledaenu gwybodaeth, rhannu arferion gorau, sefydlu cyfleoedd am waith ar y cyd a gwella enw da'r Brifysgol.
- Cymryd rhan mewn rhwydweithiau er mwyn hwyluso cyfnewid gwybodaeth ac arfer gorau.
- Meithrin cysylltiadau gydag asiantaethau a chysylltiadau allanol er mwyn adnabod ffynonellau cyllid ac ymgysylltu gyda phrosiectau neu waith ar y cyd a fydd yn cynhyrchu incwm ac yn gwella enw da'r Brifysgol.
- Ehangu a gwella gwaith yr adran drwy gymryd prif rôl wrth hyrwyddo'r rhaglenni ac annog staff i ddatblygu strategaethau/syniadau arloesol er mwyn cefnogi gyda recriwtio a chadw myfyrwyr.

<u>Darparu Gwasanaeth</u>

- Rheoli gofynion addysgu, gweinyddu, ymchwil a gweithgaredd ysgolheigaidd i sicrhau bod terfynau amser sy'n gwrthdaro'n cael eu bodloni.
- Dylunio, adolygu ac addasu cynnwys yr uned drwy ddehongli adborth myfyrwyr ac achub y blaen ar anghenion er mwyn cyfrannu at ddatblygiad cyffredinol y rhaglen.

- Diweddaru a gwella dogfennaeth a deunyddiau cyfarwyddyd y cwrs fel sy'n briodol, er mwyn cyfoethogi’r profiad myfyriwr a chefnogi dilyniant myfyrwyr.
- Adnabod bylchau yng nghynnwys y cwrs a strwythur y rhaglen gyda chydweithwyr a dyfeisio datrysiadau creadigol sy'n bodloni anghenion y prif fframweithiau addysgu.
- Cysylltu â gweithdrefnau sicrhau ansawdd yn rhagweithiol ac effeithiol, gan gyfrannu at bapurau fel sy'n briodol, i sicrhau y cynhelir safonau'r Brifysgol.
- Cydweithio â chydweithwyr academaidd ar ddatblygiad pynciau, unedau a rhaglenni a darpariaeth yn yr adran, a chyfrannu at wneud penderfyniadau strategol adrannol i sicrhau bod portffolio'r cwricwlwm yn parhau'n gyfredol a bod y gweithdrefnau asesu'n berthnasol.
- Cydlynu digwyddiadau myfyrwyr, yn ôl yr angen, gan sicrhau y defnyddir amser ac adnoddau'n effeithiol.
- Cynorthwyo gyda gweithgareddau cyn-mynediad, recriwtio, dethol a derbyn (gan gynnwys Dyddiau Agored a Dyddiau Ymweld) er mwyn hyrwyddo'r adran a chael gwell dealltwriaeth o anghenion a disgwyliadau myfyrwyr.
- Cefnogi prosesau, gweithdrefnau a mentrau'r Brifysgol, er enghraifft, cymryd rhan ym mhwyllgorau'r Brifysgol, paneli dilysu/achredu a grwpiau gorchwyl a gorffen, neu eu cadeirio.

Gwaith Tîm

- Mynd i gyfarfodydd/byrddau’r Gyfadran, yr Adran a’r Rhaglen, yn ôl yr angen, er mwyn cyfrannu at y broses o wneud penderfyniadau a datblygu cysylltiadau gweithio cynhyrchiol o fewn timau ac ar eu traws.
- Cyflwyno aelodau newydd i'r adran drwy ddarparu cymorth a hyfforddiant ar y sgiliau, prosesau, systemau a gweithgareddau sy'n benodol i'r adran.
- Darparu adborth i gydweithwyr drwy gynlluniau mentora cyfoedion i gefnogi eich datblygiad eich hun a datblygiad eraill ac i sicrhau gwelliant parhaus ym mherfformiad adrannol
- Cydlynu eraill a chynllunio terfynau amser asesu a threfniadau addysgu penodol i sicrhau y bodlonir anghenion a disgwyliadau myfyrwyr a bod amser ac adnoddau yn cael eu defnyddio'n effeithiol.

Cysylltu a Rhwydweithio

- Ymgysylltu'n weithredol â chyrff proffesiynol a dysgedig e.e. cymryd rhan mewn pwyllgorau, gweithgorau, trefnu cynadleddau/gweithdai.

Atebolrwydd Personol

- Cymryd cyfrifoldeb am hyrwyddo gwasanaeth cwsmer o ansawdd yn eich maes gwaith eich hun.
- Cymryd cyfrifoldeb am gyfrannu at ymrwymiad y Brifysgol i gyflawni gwasanaethau sy'n rhoi gwerth am arian ac sy’n gwneud y defnydd gorau o adnoddau, gan ystyried hyn wrth ymgymryd â holl ddyletswyddau ac agweddau ar y swydd.
- Cymryd cyfrifoldeb am sicrhau eu bod yn parhau i ddiweddaru eu gwybodaeth a'u sgiliau i fod yn effeithiol yn eu swydd.
- Cymryd rhan yn y broses Adolygu Datblygiad Perfformiad, ymgymryd â'r broses o osod amcanion er mwyn cynorthwyo gyda monitro perfformiad a datblygiad yr unigolyn.
- Ymgysylltu â phroses y Model Dyrannu Llwyth Gwaith a chymryd rhan ynddi er mwyn cefnogi dyraniad dyletswyddau'r unigolyn.
- Cymryd cyfrifoldeb am weithredu Polisi Cyfle Cyfartal y Brifysgol o fewn maes cyfrifoldeb

personol ac o ran ymddygiad cyffredinol.

- Ymgymryd â rôl Iechyd a Diogelwch benodol, sy'n gymesur â'ch gradd, i gefnogi'r Brifysgol i fodloni ei rhwymedigaethau Iechyd a Diogelwch statudol. Gallai hyn gynnwys ymddwyn fel Asesydd Offer Sgrin Arddangos, Swyddog Cymorth Cyntaf, Marsial Tân neu Gydlynydd Diogelwch yr Adran. Bydd neilltuo rolau o'r fath yn amodol ar ddarparu hyfforddiant priodol ac asesiad cymhwysedd.
- Gall fod yn ofynnol gweithio ar unrhyw un o safleoedd y Brifysgol, gyda rhybudd rhesymol.
- Cymryd cyfrifoldeb am gyfrannu at ymrwymiad y Brifysgol i Gynaliadwyedd Amgylcheddol er mwyn lleihau ei gwastraff, ei defnydd o ynni a'i hôl troed carbon.
- Ymgymryd â dyletswyddau perthnasol eraill sy'n gymesur â gradd y swydd fel y neilltuir gan y Rheolwr neu reolwyr y Brifysgol i gefnogi datblygiad y Brifysgol. Ni ddylid gwrthod cytundeb o'r fath yn afresymol.
- Rhaid i staff fod yn ymwybodol o ymrwymiad y Brifysgol i Gynaliadwyedd
- Rhaid i bob aelod o staff hyrwyddo ymddygiad iach ac iechyd meddwl a llesiant cadarnhaol

Amrywiol

Mae'r Brifysgol yn un o lofnodwyr y Concordat Datblygu Ymchwilwyr a'r Concordat Uniondeb Ymchwil. Mae disgwyl i ddeiliad y swydd lynu wrth ofynion y ddarpariaeth hon.

Adolygu

Mae hwn yn ddisgrifiad o'r swydd fel y mae ar hyn o bryd. Bwriad y swydd ddisgrifiad hwn yw galluogi dull gweithredu hyblyg i'w gynnig ar draws y Brifysgol yn ôl yr angen. Mae'n agored i adolygiad a newid yng ngoleuni anghenion newidiol y Brifysgol ac i ddarparu cyfleoedd datblygu priodol. Cynhelir y weithdrefn ar y cyd gan bob rheolwr mewn ymgynghoriad â'r unigolyn y mae ei swydd dan adolygiad. Disgwylir i bob aelod o staff gymryd rhan yn llawn mewn trafodaethau o'r fath. Nod y Brifysgol yw cytuno ar newid rhesymol, ond os nad yw cytundeb yn bosibl, mae ganddi'r hawl i fynnu'r newid i'r swydd ddisgrifiad ar ôl ymgynghori â'r unigolyn dan sylw.

Manyleb Person

Prifysgol Wrecsam Wrexham University

Teitl y Swydd: Uwch Ddarlithydd mewn Therapi Galwedigaethol

Er mwyn cael eich rhoi ar y rhestr fer rhaid i chi arddangos eich bod yn bodloni'r holl feini prawf hanfodol a chymaint â phosib o’r meini prawf dymunol. Pan fydd gennym nifer fawr o geisiadau sy'n bodloni'r holl feini prawf hanfodol, byddwn wedyn yn llunio’r rhestr fer gan ddefnyddio'r meini prawf dymunol.

Meini Prawf Dethol					
	Priodoleddau	**Eitem**	**Meini Prawf Perthnasol**	**Dull Adnabod**	**Pwysigrwydd**
1	Sgiliau a Galluoedd	1.1	Lefel uchel o sgiliau ysgrifenedig, llafar a rhyngbersonol.	Ff, C	H
		1.2	Y gallu i addysgu ar draws y maes pwnc ac i gyfrannu at addysgu yn y Sefydliad a'r Gyfadran.	Ff, Rh, C	H
		1.3	Tystiolaeth o wneud cyfraniad mewn tîm ymchwil ac o'ch gallu i gydweithio ar wahanol lefelau ar draws sefydliad.	Ff, C	H
		1.4	Gallu i gefnogi myfyrwyr yn academaidd, proffesiynol a bugeiliol.	Ff, Rh, C	H
		1.5	Y gallu i gyfrannu at weithgareddau recriwtio a gweithgareddau cadw myfyrwyr i gefnogi tasgau sy'n hanfodol i fusnes (cyfrannu at ddiwrnodau agored, dyddiau ymweld ymgeiswyr, y broses glirio a chynefino myfyrwyr).	Ff, C	H
		1.6	Y gallu i arddangos ymrwymiad i gynhyrchu incwm ar gyfer ymchwil ac arloesi yn y maes pwnc perthnasol.	Ff, C	H
2	Gwybodaeth Gyffredinol ac Arbenigol	2.1	Dealltwriaeth am fecanweithiau a phrosesau ariannu ymchwil ac arddangos tystiolaeth o ddatblygu amcanion a chynigion ymchwil ar gyfer eich ymchwil eich hun neu ymchwil ar y cyd (efallai gyda chymorth mentor).	Ff, Rh, C	H
		2.2		Ff, Rh, C	H

		2.3 2.4	Tystiolaeth o waith ymchwil ar gyfer cyhoeddiadau a fydd yn cyfrannu at y maes pwnc neu'n arddangos y potensial i gyflawni'r safon hon o ymchwil. Ymrwymiad i weithgareddau ymchwil, menter ac ysgolheigaidd. Y gallu i oruchwylio graddau Meistr a addysgir, MPhil a PhD.	Ff, C Ff, C	H D
3	Addysg a Hyfforddiant	3.1 3.2 3.3 3.4 3.5	Doethuriaeth mewn maes pwnc perthnasol (neu'n gweithio tuag at un). Aelod o gorff proffesiynol neu gorff dysgedig perthnasol. Tystysgrif ôl-radd Addysgu mewn AU, neu barodrwydd i weithio tuag at ddod yn Gymrawd y Sefydliad Addysg Uwch. Gradd Meistr mewn disgyblaeth briodol neu ymrwymiad i weithio tuag at hynny. Rhaid dangos ymrwymiad i ddatblygiad proffesiynol parhaus.	Ff Ff, C Ff, C Ff, C Ff, C	D H H H H
4	Profiad Perthnasol	4.1 4.2	Profiad blaenorol o addysgu neu gefnogi myfyrwyr. Profiad ôl-ddoethurol perthnasol.	Ff, C Ff, C	H D
5	Gofynion Arbennig	5.1 5.2 5.3	Y gallu i gyfathrebu drwy gyfrwng y Gymraeg. Tystiolaeth o ymrwymiad i ddatblygiad proffesiynol parhaus. Cofnod cyhoeddi sy'n gymesur â lefel dda o berfformiad ymchwil a cham eich gyrfa.	Ff, C Ff, C Ff, C	D H H
Dyddiad Adolygu					

Allwedd	**Dull Adnabod**	**Ff**	Ffurflen Gais
		C	Cyfweliad
		P	Prawf
		T	Copi o Dystysgrifau
		Gw/D	Gweithdy/Darlith
		Rh	Rhoi Cyflwyniad
		G	Asesiad Grŵp
	Pwysigrwydd	**H**	Hanfodol
		D	Dymunol

- EIN DYFODOL -
HYGYRCH
CLICIWCH YMA

- EIN DYFODOL -
CEFNOGOL
CLICIWCH YMA

- EIN DYFODOL -
ARLOESOL
CLICIWCH YMA

- EIN DYFODOL -
UCHELGEISIOL
CLICIWCH YMA

Job Description

Prifysgol Wrecsam
Wrexham University

Faculty/Department	Social and Life Sciences
Section	Allied Health
Job Title	Senior Lecturer in Occupational Therapy (OT)
Reports to	Principal Lecturer in Allied Health
Grade	Senior Lecturer

Job Overview

The post holder will teach on Wrexham University programmes, carry out research and scholarly activity and contribute to the management of these programmes as required.

Where appropriate, contribute to commercial and other income generation activity.

Contribute towards ensuring that academic quality and standards of the university are maintained and the student experience is continually enhanced.

Job Purpose

Develop resources and teaching materials appropriate for programmes and develop the programmes in accordance with developments in clinical practice and in accordance with PSRB standards.

Take programme Leadership as required, ensuring the academic quality and standards of the University are maintained and that the student experience is continually enhanced. Set, mark and assess students’ work, ensuring that learning outcomes have been met and that feedback is both detailed and constructive.

Develop, support and maintain successful partnerships with external agencies, professional establishments and professional bodies to promote the Faculty and wider University.

Principal Accountabilities

- Be responsible for the design, delivery and ongoing evaluation of relevant modules, and programmes ensuring that departmental objectives and learning outcomes are met, and content is relevant and reflects current practice.
- Develop appropriate assessments which measure student performance and understanding, and ensure that learning outcomes have been met.
- Challenge ideas, foster debate and encourage students to develop skills in critical discourse and rational thinking.
- Use a variety of learning and teaching methods/materials (e.g. web-based and blended learning) in order to enhance the student experience.
- Assess and make sound judgments about student progress and feed back this information in a constructive, sensitive and honest way.
- Take responsibility for the pastoral care of students within a specified area, referring problems on where they are complex or serious.
- Act as a Programme Leader / or undertake a leadership role where appropriate
- Actively contribute to enhancing the student experience.

<u>Research Activities</u>

- Undertake research or other agreed scholarly activity in order to contribute to the development of the subject.
- Prepare proposals and applications to external bodies, as required, to secure research funding and to generate additional income for the University.
- Write and publish results of innovative research to further the University's standing in the HE sector and in the wider community.
- Use initiative, creativity and judgement in the development of appropriate research methodologies that further scholarly activities in the area.
- Act as a referee and contribute to peer assessment for appropriate journals, as required.
- Supervise the work of taught postgraduate and/or research students, as required, to support the development of student research skills.

<u>Academic Enterprise</u>

- Participate in the development of internal and external partnerships in order to disseminate information, share best practice, establish opportunities for collaborative work and enhance the reputation of the University.
- Participate in networks in order to facilitate the exchange of information and best practice.
- Build relationships with external agencies and contacts in order to identify sources of funding and engage in collaborative work or projects that will generate income and enhance the reputation of the University.
- Extend and enhance the work of the department by taking a lead role in promoting the programmes and in encouraging staff to develop innovative ideas/strategies to support student recruitment and retention.

<u>Service Provision</u>

- Manage the demands of teaching, administration, research and scholarly activity to ensure that competing deadlines are met.
- Design, review and adapt unit content by interpreting student feedback and pre-empting needs in order to make input to the overall development of the programme.
- Update and improve course documentation and guidance materials as appropriate, in

order to enhance the student experience and support student progression.

- Identify gaps in course content and programme structure with colleagues and devise creative solutions which meet the requirements of overarching teaching frameworks.
- Proactively and effectively engage with quality assurance procedures, contributing to papers as appropriate, to ensure that University standards are upheld.
- Collaborate with academic colleagues on subject, unit, and programme development and delivery within the department, and contribute to departmental strategic decision making to ensure that the curriculum portfolio remains current and the assessment procedures are relevant.
- Co-ordinate student events, as required, ensuring the effective use of time and resources.
- Assist in appropriate pre-entry, recruitment, selection and admissions activities (including Open Days and Visit Days) in order to promote the department and gain a better understanding of student needs and expectations.
- Support University processes, procedures and initiatives, for example participating in or chairing University committees, validation/accreditation panels and task and finish groups.

<u>Team Working</u>

- Attend Faculty, Department and Programme meetings/boards, as required, in order to contribute to the decision-making process and to develop productive working relationships within and across teams.
- Introduce new starters to the department by providing support and training on the skills, processes, systems and activities that are specific to the department.
- Provide feedback to colleagues via peer mentoring schemes to support the development of self and others and to ensure the continuous improvement of departmental performance
- Coordinate others and plan assessment deadlines and specific teaching arrangements to ensure student needs and expectations are met and that time and resources are used effectively.

<u>Liaising and Networking</u>

- Active engagement with professional and learned bodies e.g. participation in committees, working parties, conference/workshop organisation.

Personal Accountabilities

- Take responsibility to promote high levels of customer care within their own areas of work.
- Take responsibility to engage with the University’s commitment to delivering value for money services that optimise the use of resources and consider this when undertaking all duties and aspects of their role.
- Take responsibility for ensuring they have and continue to update their knowledge and skills to be effective in their roles.
- Participate in the PDR process, engaging in the setting of objectives in order to assist in the monitoring of performance and the development of the individual.
- Engage and participate in the Workload Allocation Model process to support the allocation of duties of the individual.
- Take responsibility for applying the University’s Equal Opportunities Policy in their own area of responsibility and in their general conduct.
- Be required to undertake a specific Health & Safety role, commensurate with their grade, to support the University in meeting its statutory Health & Safety obligations. This could include acting as a DSE Assessor, First Aider, Fire Marshall or Departmental Safety Co-

ordinator. The allocation of such roles will be subject to the provision of appropriate training and assessment of competence.

- With reasonable notice, be required to work at any of the University sites.
- Take responsibility to engage with the University's commitment to Environmental Sustainability in order to reduce its waste, energy consumption and carbon footprint.
- Undertake other relevant duties commensurate with the grade of the post as may be assigned by the Manager or University managers to support the development of the University. Such agreement should not be unreasonably withheld.
- Staff must be aware of the University's commitment to Sustainability
- All staff must promote healthy behaviour and positive mental health and wellbeing

Miscellaneous

The University is a signatory to the Researcher Development Concordat and Research Integrity Concordat. The post holder is expected to adhere to the requirements of this provision.

Review

This is a description of the job as it is presently constituted. This job description is intended to enable a flexible approach to be offered working across the University as required. It is subject to review and amendment in the light of changing needs of the University and to provide appropriate development opportunities. The procedure is conducted jointly by each manager in consultation with the individual whose job is being reviewed. All staff are expected to participate fully in such discussions. It is the University's aim to reach agreement to reasonable change, but if agreement is not possible, it reserves the right to insist on changes to the job description after consultation with the individual concerned.

Person Specification

Prifysgol Wrecsam Wrexham University

Job Title: Senior Lecturer in Occupational Therapy

In order to be shortlisted you must demonstrate that you meet all the essential criteria and as many of the desirable criteria as possible. Where we have a large number of applications that meet all of the essential criteria, we will then use the desirable criteria to produce the shortlist.

Selection Criteria

	Attributes	Item	Relevant Criteria	Identification Method	Rank
1	Skills & Abilities	1.1	High level of written, oral and interpersonal skills.	A, I	E
		1.2	The ability to teach across the subject area and to contribute to teaching in the Institute and Faculty.	A, P, I	E
		1.3	Evidence of making a contribution in a research team and the ability to collaborate at different levels across an organisation.	A, I	E
		1.4	An ability to support students academically, professionally and pastorally.	A, P, I	E
		1.5	An ability to contribute to recruitment activities and retention activities to support business critical tasks (Contribute to open days, applicant visit days, clearing and student induction).	A, I	E
		1.6	The ability to demonstrate commitment to income generation for research and innovation in relevant subject area.	A, I	E
2	General & Specialist Knowledge	2.1	An understanding of research funding mechanisms and processes and demonstrate evidence of developing research objectives and proposals for own or joint research (maybe with the assistance of a mentor).	A, P, I	E
		2.2	Evidence of research work for publications which will contribute to the subject area or demonstrate the potential to achieve this standard of research.	A, P, I	E
		2.3	A commitment to research, enterprise and scholarly activity.	A, I	E

		2.4	Ability to supervise taught Masters, MPhil and PhD supervision.	A, I	D
3	Education & Training	3.1	An earned doctorate (or working towards) in a relevant subject discipline.	A	D
		3.2	Member of relevant professional or learned body.	A, I	E
		3.3	PG certificate in Teaching in HE, or commitment to undertake and achieve fellowship of HEA.	A, I	E
		3.4	Master's Degree in an appropriate discipline or commitment to working to achieve this.	A, I	E
		3.5	Must demonstrate commitment to continual professional development.	A, I	E
4	Relevant Experience	4.1	Previous experience of teaching or supporting students.	A, I	E
		4.2	Relevant postdoctoral experience.	A, I	D
5	Special Requirements	5.1	The ability to communicate through the medium of Welsh.	A, I	D
		5.2	Evidence of a commitment to continuous professional development.	A, I	E
		5.3	A publication record commensurate with a good level of research performance and stage of career.	A, I	E
Date of Revision					

Key	**Identification Method**	**A**	Application Form
		I	Interview
		T	Test
		C	Copy of Certificates
		W/L	Workshop/Lecture
		P	Presentation
		G	Group Assessment
	Rank	**E**	Essential
		D	Desirable