



Cardiff
Metropolitan
University

Prifysgol
Metropolitan
Caerdydd

JOB DESCRIPTION

Job Title:	Senior Lecturer in Speech & Language Therapy (Welsh Medium)
School:	Cardiff School of Sport and Health Sciences
Location:	Llandaff Campus
Grade:	8 A/B
Salary:	£53,301 - £61,759 per annum
Hours:	37 hours per week
Tenure:	Permanent

Role Summary:

The post holder will provide academic and clinical teaching in speech, language and communication disorders and therefore contribute to the provision of a range of modules within the BSc (Hons) programme in Speech & Language Therapy and to the development of the research profile of the department. A significant proportion of this teaching will be through the medium of Welsh. The post holder will also be expected to provide clinical expertise relating to working with various speech, language and communication disorders in Welsh. The post holder will be registered with HCPC and have been working as a speech and language therapist for at least 5 years. They will have experience of supervising students on placement.

The post-holder will be a part of a wider community of academic staff at Cardiff Metropolitan University and throughout Wales who are working towards the realisation of the Coleg Cymraeg Cenedlaethol's goal to embed the Welsh language as an intrinsic part of the pattern of lifelong learning for the people of Wales. He/She will play a key role in the implementation of the Coleg Cymraeg's Health Professions Subject Plan where there is a focus on the development of graduates who have the skills and capabilities required to meet the needs of the patients and service-users, including being able to communicate and interact with them in their chosen language.

Mae'r ddogfen hon hefyd ar gael yn Gymraeg / This document is also available in Welsh.

Principal Duties and Responsibilities:**Teaching and learning support**

- Design, develop and deliver a range of programmes of study (sometimes for entirely new courses) at various levels.
- Review on a regular basis course content and materials, updating when required.
- Develop and apply appropriate teaching techniques and material which create interest, understanding and enthusiasm amongst students.
- Ensure that course design and delivery comply with the quality standards and regulations of the university and department.

Research and scholarship

- Engage in pedagogic and practitioner research and other scholarly activities.
- Contribute to the development of teaching and learning strategies.
- Work in conjunction with others to apply subject knowledge to practice.

Communication

- Disseminate conceptual and complex ideas to a wide variety of audiences.

Liaison and networking

- Lead and develop internal networks for example by chairing and participating in School and Institutional committees.
- Provide professional advice e.g. act as external examiner.
- Lead and develop external networks for example with external examiners and assessors e.g. professional associations.
- Develop links with external contacts such as other educational bodies, employers, and professional bodies to foster collaboration.

Managing people

- Provide academic leadership to those working within programme areas, as course leader or equivalent, by for example agreeing work plans to ensure that courses are delivered effectively or organising the work of a team by agreeing objectives and work plans with reference to the Academic Handbook.
- Contributing to the development of teams and individuals.
- Act as a personal mentor to peers and colleagues.
- Resolve problems affecting the quality of course delivery and student progress within of own areas of responsibility, referring more serious matters to others, as appropriate.
- Leading/contributing to courses through pedagogy /research activity.

Teamwork

- Help to lead teams within areas of responsibility.
- Help to ensure that teams within the department work together.
- Participate to help resolve conflicts within and between teams.

Pastoral care

- Responsible for dealing with referred issues for students within own educational programmes.
- Provide first line support for colleagues, referring them to sources of further help if required.

Initiative, problem-solving and decision-making

- Resolve problems affecting the delivery of courses within own educational programme and in accordance with regulations.
- Make decisions regarding the operational aspects of own educational programme.
 - e.g. Contribute to decisions which have an impact on other related programmes.
 - e.g. Monitor student progress and retention.
 - e.g. Provide advice on issues such as ensuring the adequate balance of student population, appointment and student and other performance matters.
 - e.g. Spotting opportunities for strategic development of new courses or appropriate areas of activity and contributing to the development of such ideas.

Planning and managing resources

- Responsible for the delivery of own educational programmes.
- Contribute through the teams within which you are a member of to the overall management of the department in areas such as resource management, business and programme planning.
- Lead in setting standards and monitoring progress against agreed criteria for own area of responsibility.
- Be involved through various routes in departmental level strategic planning and contribute to the Institution's strategic planning processes.
- Plan and deliver consultancy or similar programmes within the constraints of resources available.
- Be responsible for quality, audit and other external assessments in own areas of responsibility.

Sensory, physical and emotional demands.

- Balance the pressures of teaching and administrative demands and competing deadlines.

Work environment

- Within the context of Cardiff Metropolitan University's H&S Policy depending on area of work (e.g. laboratories, workshops, studios) may be expected to take responsibility for conducting risk assessments and reducing hazards.

Expertise

- In-depth understanding of own specialism to enable the development of new knowledge and understanding within the field.

Standard Notification

These guidelines are provided to assist you in the performance of your role. The university is a dynamic organisation; therefore changes may be required from time to time. Any changes will be made in consultation with the post-holder. The Summary of Duties and Responsibilities is not intended to be an exhaustive list of tasks performed. Other associated tasks are likely to be performed as directed by the line manager.

The University is committed to the highest ethical and professional standards of conduct. Therefore, all employees are expected to have due regard for the impact of their personal behaviour and conduct on the University, students, colleagues, business stakeholders and our community. Each employee must demonstrate

adherence to our Code of Professional Conduct. In addition, all employees should have particular regard for their responsibilities under Cardiff Metropolitan University's Equalities, Financial, Environmental and Sustainability, People Services and Health and Safety policies and procedures.



PERSON SPECIFICATION

Job Title: Senior Lecturer in Speech & Language Therapy
(Welsh Medium)

School/Unit: Cardiff School of Sport & Health Sciences

*Key

A - Application form

I - Interview

P - Presentation

FACTORS	ESSENTIAL AND DESIRABLE CRITERIA	ASSESSED BY		
		A*	I*	T*
Education and Qualifications (Essential)	A good honours degree.	✓		
	Master level qualification or equivalent specialist clinical experience	✓		
	Ability to achieve Fellow Status as part of the Higher Education Academy's Professional Recognition scheme, within agreed timescales (as soon as is practicably possible and definitely within three years of commencement of employment).	✓	✓	
	Registered Speech and Language Therapist	✓		
	Membership of HCPC	✓		
Education and Qualifications (Desirable)	Fellow Status as part of the Higher Education Academy's Professional Recognition scheme.	✓		
	An earned masters or doctoral level qualification	✓		
Knowledge (Essential)	An in-depth knowledge of specialist subject and professional area.	✓	✓	✓
	An in-depth understanding of pedagogy.	✓	✓	✓
	An in-depth understanding of research/innovation and scholarly activity.	✓	✓	
	Evidence of continuous professional development	✓		
Knowledge (Desirable)	Evidence of work at a national level in specialist subject or professional area.	✓		

Skills and Abilities Relating to Role (Essential)	Sound understanding of SLT practice in the UK across a variety of clinical settings.	✓	✓	
	Ability to design, develop and deliver a range of programmes at various levels.		✓	
	Ability to review programme design on a regular basis to ensure compliance with quality standards and academic regulations and to make alterations where appropriate.	✓		
	Ability to contribute to the achievement of the School Development Plan and the institution's strategic planning processes.		✓	
	Ability to identify opportunities for strategic development/improvement e.g. new courses, consultancy.	✓		
	Ability to identify (through the analysis of appropriate management information) areas requiring improved performance e.g. student numbers, student satisfaction.	✓	✓	✓

	<p>Ability to take responsibility for a number of key areas such as chairing and participating in school and institutional committees, leading projects.</p> <p>Ability to communicate and disseminate complex and conceptual ideas in a variety of ways – presentations, reports, learning materials, results of scholarly activity, feedback etc. to a wide variety of audiences.</p> <p>Ability to lead and contribute to the development of teams to ensure effective and productive working relationships.</p> <p>Ability to lead/develop/work collaboratively with a number of internal and external networks, e.g. professional associations, external examiners.</p> <p>Ability to plan workloads and projects and manage resources effectively.</p> <p>Ability to provide professional advice to a wide range of stakeholders.</p>	✓	✓	✓
		✓	✓	✓
		✓	✓	✓
		✓	✓	
		✓	✓	
		✓	✓	
Skills and Abilities Relating to Role (Desirable)	N/A			
Experience Paid/Unpaid (Essential)	<p>Experience of HE teaching or equivalent.</p> <p>Experience of providing academic leadership and first line support/mentoring for other colleagues.</p> <p>Experience of engaging in pedagogic and practitioner research.</p> <p>Experience of contributing to the development of academic strategies for example, teaching and learning, research and enterprise.</p> <p>Experience of managing performance through the setting, monitoring and review of objectives.</p>	✓	✓	
		✓	✓	
		✓	✓	
		✓	✓	
		✓	✓	✓
Experience Paid/Unpaid (Desirable)	<p>Experience of teaching and scholarship in Higher Education</p> <p>Experience of conducting an audit or research</p>	✓		
		✓		
Other Requirements (Essential) Welsh Language Skills For the full skill descriptions, please visit our staff recruitment	<p><u>Listening, Reading, Writing, Speaking</u></p> <p>C2 – Master user Can communicate fluently on complex and specialist matters in Welsh.</p>	✓	✓	✓

website.				
Other Requirements (Desirable)	N/A			

*The appointment of the successful applicant will be subject to a Disclosure and Barring Service check (DBS, previously CRB).

*Please note that a criminal record may not necessarily be a bar to obtaining employment in Cardiff Metropolitan University. For further information on Disclosure and Barring Service (DBS, previously CRB) please go to <https://www.gov.uk/crb-criminal-records-bureau-check>