

Department of Psychology

Teaching Fellow in Psychology

(1 post, 0.8 fte)

Fixed term until June 2022

(Available from 7th September 2020)

Reference Number:

Closing date: **Sunday 16th August (midnight)**

Online Interviews: Week beginning **Monday 24th August 2020**

To apply: www.gold.ac.uk/jobs

For more information about Goldsmiths, please visit: www.gold.ac.uk/about

We can supply information in alternative formats for people with a visual impairment or dyslexia.

Please contact Human Resources, tel 020 7919 5426, email u.patel@gold.ac.uk; or visit www.gold.ac.uk/hr.

Thank you for your interest

Committed to equality and diversity



Department of Psychology

Teaching Fellow in Psychology

Goldsmiths

Goldsmiths, University of London, is proud of its reputation for innovative and challenging thinking across its wide range of disciplines. One of its major strengths is its interdisciplinary ethos - the way in which departments, centres and units interrelate to offer new perspectives and insights.

The Department

The Department of Psychology at Goldsmiths University of London is a thriving centre of excellence in research and teaching. Currently we have around 570 undergraduates, 140 postgraduates (including PhDs, and MSc students across 7 postgraduate programmes). We have around 45 academic staff and a focus on intellectually rigorous thinking and research. Following the 2014 REF, the Times HE rated the department's research intensity in the top 10 of UK psychology departments, with 72% of its research, and 100% of its impact case studies, judged as internationally excellent or world-leading. The QS World University subject-level rankings placed the Department in the top 15 in the UK, and just outside the top 100 world-wide. Recently (November 2019), in the Times Higher Education World University Subject Rankings we were placed 92nd worldwide and 14th in the UK for Psychology Departments. The Department has a track record of attracting significant research income, involving both interdisciplinary and cross-cultural work; thus reinforcing Goldsmiths' key values.

The Department has a strong tradition of research-led teaching, which is highly rated by our students. Student satisfaction with our teaching on the National Student Survey (NSS) also tends to be high. The department's research-led teaching is highly rated: in the 2018 National Student Survey, 85% were satisfied with teaching.

For more details about the department, see our website:

<http://www.goldsmiths.ac.uk/psychology/>

The Role

The Teaching Fellow roles are aimed at early career academics with a track record of teaching and research activity, who want to further develop their teaching experience. This is a fixed term teaching role 0.8 FTE, but those with active research interests are encouraged to apply. The Department seeks to support research activity where possible within the role.

Responsible to the Head of Learning and Teaching, the post holder will be expected to carry out the following duties in line with the grade of the post:

- Teach on the department's BSc (Hons), MSc and Integrated Degree programmes, including:
 - Tutorials and lab classes relating to any area of Psychology required;
 - Marking of summative and formative assessments, particularly for years 1 and 2 but also including year 3;
 - Exam marking, particularly for years 1 and 2;
 - Lab classes relating to statistical Postgraduate study
- Contribute to and guide the academic and personal development of students in the Department;
- Contribute to the effective administration of the Department to include attendance at Departmental Committees where appropriate, module support and development;
- In addition, you will be required to undertake any other duties as may reasonably be required;
- At all times to carry out your responsibilities with due regard to the College Code on Equality and Diversity/ /Dignity at Work Policy;
- At all times to help maintain a safe working environment by attending training as necessary and following the College's Health and Safety Codes of Practice and Policy.

Person Specification

Detailed below are the types of qualifications, experience, skills and knowledge which are required.

The Essential column shows the minimum essential requirements for the post. The Desirable column shows additional attributes which would enable the applicant to perform the role more effectively with little or no training. They are not essential but may be used to distinguish between applicants.

The Category column indicates the method of assessment:

A = Application form C = Certificate I = Interview R = Reference
T = Test / P = Presentation

	Essential	Desirable	Category
Qualifications			
A PhD (or equivalent) in Psychology or closely related discipline; first degree in Psychology or equivalent (2.1 (Hons) or above)	√		A, C, I
Experience			
Evidence of relevant teaching experience and skills, particularly at undergraduate level	√		A, I, R
Research in any area in line with the Department profile	√		A, I, P, R
Clear plans for your future research programme and or a track record of research publication in international peer reviewed journals	√		I, P
Knowledge			
Commitment to, and appreciation of, the mission of higher education	√		A, I
Comfortable teaching personality and difference theories		√	
Skills			
Research experience post PhD		√	A, I, R
Experience working independently and in a team	√		A, I, P, R
Ability to deliver inspirational teaching, including teaching statistics	√		A, I, P, R
Confident in qualitative theories and teachings		√	
Additional Attributes			
A number of publications of international excellence in peer reviewed journals	√		A, P
High degree of initiative and motivation	√		A, I, P, R
Competencies			
Planning and organisational skills; Flexible approach; Problem-solving; Attention to detail; Team working; Self-motivation	√		A, I, R

Please also note that where qualifications are required, employment is conditional on the verification of them. Qualifications (must be original documents) will be checked on the first day of appointment.

Summary of Terms and Conditions

Salary and hours of work

Salary will be on Grade 7 **£39,306 - £43,783** all inclusive of London Weighting allowance, depending on qualifications and experience, *all pro rata for part-time (0.8fte)*.

Members of staff in Grade 6 and above are required to work the hours necessary to fulfil their roles and are not eligible for overtime payments.

Superannuation

Staff appointed will automatically be admitted to the appropriate section of the Universities Superannuation Scheme (USS) where benefits are either Final Salary or Career Revalued Benefits calculated on service and salary at the end of each month.

Employee contribution is 7.5% for existing members or new staff with qualifying service on the defined benefits (Final Salary) section and 6.5% for new members with non qualifying service on the Career Revalued Benefits section with effect from 1st October 2011. Members opt out of the State Earnings Related Pension scheme (SERPS). The employer's contribution is 16%.

On 1st November 2010 Goldsmiths, University of London launched a PensionPlus Scheme; staff appointed will automatically be admitted to the PensionPlus Scheme. Under this scheme, your basic salary will be reduced by 7.5% or 6.5% as appropriate and the College will increase its employer contribution to USS by an equivalent amount. www.uss.co.uk

Staff admitted to the PensionPlus scheme need to ensure that the reduction in NI earnings will not affect any benefits they may be receiving.

Employees working under a Visiting Tutor contract are able to apply for membership of the Universities Superannuation Scheme (USS) and will be admitted to the appropriate section of USS.

Maternity and Adoption Leave

To qualify for Goldsmiths Adoption and Maternity PayScheme, you must have been continuously employed by the College for a period of one year subject to the eligibility criteria set out in those policies. www.goldsmiths.ac.uk/hr/policies

Notice

The appointment is terminable on either side by 1 week within the first 6 months.

Then after the first 6 months and before the end of the first year of service,notice will be 1 month, and after the first year of service 3 months notice on either side.

After the first 6 months, academic staff must give no less than 3 months notice, to include an entire term.

Probation

Staff are subject to a 1 year probationary period.

Annual Leave

The annual leave entitlement is 28 days in addition to all public and Bank Holidays, all pro-rata for part-time work.

College Closures

In addition to the leave entitlement stated above, the College closes on specified days. These are currently 4 working days at Christmas and 2 working days at Easter.

Sickness

Goldsmiths operates an Occupational Sick Pay scheme; further details are available from the HR Department.

Trade Union Membership

Every member of staff has a right to belong to a Trade Union or other organisation of workers, to take part in its activities and to seek and hold office in accordance with the agreements made between that Trade Union and the College.

Summary of Benefits

Travelling expenses

An interest free loan is available for annual season tickets, repayable by monthly deductions from your salary.

College facilities

As a member of staff here, you have access to a range of facilities on campus. These include catering outlets, an on-campus branch of Santander Bank, tennis courts, a convenience shop run by the Students' Union with drinks, snacks, sweets, newspapers and cards. You also benefit from subsidised staff membership of the Club Pulse fitness facility, with a fitness suite including 90 exercise stations, and a dance studio with an extensive programme of classes. In the summer, the College Green is a popular meeting place and informal recreational space for staff and students to use.

Further information is available at www.gold.ac.uk.

University of London facilities

As Goldsmiths is part of the University of London, members of staff can also enjoy the benefits of access to certain other University of London facilities, including the Library at Senate House.

Policy Statement: Secure Storage, Handling, Use, Retention & Disposal of Disclosures and Disclosure Information - Staff

General principles

As an organisation using the Disclosure and Barring Service (DBS) service to help assess the suitability of applicants for positions of trust, Goldsmiths complies fully with the DBS Code of Practice regarding the correct handling, use, storage, retention and disposal of Disclosures and Disclosure information. It also complies fully with its obligations under the Data Protection Act 1998 and other relevant

legislation pertaining to the safe handling, use, storage, retention and disposal of Disclosure information and has a written policy on these matters, which is available to those who wish to see it on request.

Storage and access

Disclosure information is kept securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties.

Handling

In accordance with section 124 of the Police Act 1997, Disclosure information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom Disclosures or Disclosure information has been revealed and it is a **criminal offence** to pass this information to anyone who is not entitled to receive it.

Usage

Disclosure information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

Retention

Once a recruitment (or other relevant) decision has been made, we do not keep Disclosure information for any longer than is necessary. This is generally for a period of up to six months, to allow for the consideration and resolution of any disputes or complaints. If, in very exceptional circumstances, it is considered necessary to keep Disclosure information for longer than six months, we will consult the DBS about this and will give full consideration to the data protection and human rights of the individual before doing so. Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

Disposal

Once the retention period has elapsed, we ensure that any Disclosure information is immediately destroyed by secure means, i.e. by shredding, pulping or burning. While awaiting destruction, Disclosure information is not to be kept in any insecure receptacle (e.g. waste bin or confidential waste sack). We will not keep any

photocopy or other image of the Disclosure or any copy or representation of the contents of a Disclosure. However, notwithstanding the above, we may keep a record of the date of issue of a Disclosure, the name of the subject, the type of Disclosure requested, the position for which the Disclosure was requested, the unique reference number of the Disclosure and the details of the recruitment decision taken.