

Job description

Job details	
Job title	Senior Lecturer in Medical Education, Lead for Quality Assurance and Faculty Development
School/Dept/Institute Centre/Faculty	Barts and the London School of Medicine. QMUL Malta.
Reports to	Deputy Dean for Education, Malta
Grade and salary	Senior Lecturer, 51,923 euros
Hours per week	Full time
Appointment period	Indefinite
Current location	Gozo, Malta
Work activity type	Teaching/Scholarship

Job context

In addition to the home campuses in London, Queen Mary University of London (QMUL) now also operates from its own state of the art, custom-built campus in Gozo, Malta. In 2017, QMUL and the Barts and the London School of Medicine and Dentistry launched a 5-year Bachelor of Medicine, Bachelor of Surgery (MB BS) programme in Malta. Up to 60 students a year will be accepted onto this 5-year programme, with the fourth annual intake recently joining us.

This is an exciting time to join QMUL Malta: we moved into our flagship campus building in October 2019, and now have unrivalled facilities for staff and students alike. Our campus is located on the grounds of Gozo General Hospital, in the centre of Victoria, the capital of Gozo.

We are now seeking to appoint an experienced individual into the role of Lecturer/Senior Lecturer in Medical Education who will lead on quality assurance and faculty development. The post holder will work very closely with colleagues in London and Malta to maintain and enhance the quality of the MB BS programme.

The role is offered on a permanent or fixed-term basis (applicant request) on a QMUL Malta Ltd contract. Annex A summarises some key points of the QMUL Malta contract, which applicants are encouraged to consider. This role forms part of an expanding team, and as a result the duties and responsibilities of QMUL Malta posts will necessarily cover a greater breadth and variety than similar roles in QMUL London. Applicants therefore need to be able to demonstrate considerable flexibility, drive, and sensitivity to strategic priorities. The role will be based at QMUL Malta, with regular ongoing contact between relevant teams and stakeholders in both Malta and in the UK, as well as occasional travel between Malta and London.

Job purpose

The Senior Lecturer will contribute to the intellectual life of the medical school. They will make contributions to student education and experience through curriculum development and the delivery of teaching activities in the subject area of medical education and quality.

They are expected to take a leading role in maintaining and enhancing the quality of the educational programmes managed by the QMUL Malta MBBS programme. This requires working closely with the

Head of Quality in the School of Medicine and Dentistry in London to monitor teaching standards and ensure faculty development, thereby maintaining our current standing and national reputation in teaching excellence. It is expected that the postholder will engage in research that focuses on educational QA and will take the lead in any activities pertaining to the forthcoming Teaching Excellence Framework and the regular external monitoring exercises, such as those directed by the General Medical Council.

The Senior Lecturer will achieve this by:

- Delivering high quality teaching, including making innovations in key aspects of teaching and learning;
- Contributing to the administration of key university activities, specifically the overall leadership and monitoring of the QA of teaching managed and delivered by QMUL Malta and relevant local education partners. The post-holder will:
 - represent Malta QA on committees
 - attend and report to the Quality in Education Committee (QEC)
 - be responsible for JISC (the anonymous student feedback), reporting of JISC and updating of JISC
 - conduct annual teaching site reviews
 - be responsible for completion of any reports relating to the QA of teaching
- Maximising opportunities for public engagement in the subject;
- Advancing pedagogical knowledge through publications or other forms of scholarship or performance
- Manage quality assurance submissions and visits with General Medical Council (GMC) and the Malta Higher and Further Education Authority (MFHEA)

Main duties and responsibilities

Student Experience & Education

- Make innovations in teaching and learning through the development of teaching materials, forms of pedagogy, or appropriate teaching collaborations, including developing and delivering education to support specified outcomes of the MBBS.
- Organise, design and deliver teaching and assessment as required by the Institute, School and University. This will include delivering lectures, classes and seminars in core and specialist subjects with due regard to best practice and the overall teaching strategy in the School and Institute.
- Act as a Personal Tutor (MedPro Supervisor), providing effective support to students, including referring to specialist services, as appropriate, and proactively identifying engagement issues at an early stage.
- Actively contribute to curriculum development and the review of courses in accordance with the teaching and learning strategy of the Institute, School and University.
- Develop and provide faculty development sessions involving: encouraging and updating staff teacher qualifications, mentoring Advance HE applicants and, where appropriate, facilitating faculty development sessions as planned to support our teachers.

Scholarship

- Publish the outcomes of any pedagogical work in outlets of appropriate standing and influence.
- Work to influence the higher education agenda in a specific disciplinary area or more generally.
- Use scholarship to engage in activities that influence society, the economy, industry, government or public policy, e.g. by organising collaborative conferences or public engagement activities.

Public Engagement & Impact

- Support and contribute to public engagement initiatives and activities which generate mutual benefit, influencing internal and external priorities and practice.
- Participate in the outreach plans of the School and Institute, developing links with, for example, industry or community partners.
- Contribute to the successful development of partnerships with other higher education institutions, government bodies and industry for the benefit of student education and experience in the School and Institute.
- Liaison and effective collaboration with pertinent teams outside IHSE, within QMUL and more widely, for example, encouraging effective collaboration with QM Academy, associated teaching hospitals and general practices, and other providers of faculty development.

Leadership & Collegiality

- Foster collegiality through role-modelling and fulfil School and Institute responsibilities as agreed with the Deputy Dean for Education or other senior colleagues.
- Support and manage any junior colleagues and their career development through line management, coaching, mentoring and appraisals as appropriate.
- Make constructive contributions, e.g. at meetings and seminars, to the vision and leadership of the Institute, School and University, as well as wider relevant bodies, such as learned societies, where relevant.
- Engage in the wider QMUL agenda (e.g. promotion of Equality & Diversity, Sustainability, Internationalisation, Widening Participation, Interdisciplinarity and Staff Development) in line with QMUL strategies and policies.
- education or appropriate research within their speciality (with the permission of the Director of the Institute) to a maximum number of hours appropriate to that of a 'Teaching and Scholarship' post.

Administration and Management

- To undertake such administration and other duties as are to be expected of a University Teacher, as agreed with the Deputy Dean for Education
- To attend education meetings as required as well as those of other committees and relevant College boards
- Contribute to the admission and selection of students to the school programmes
- Attend QA site visits

The above list of responsibilities is not exhaustive and the jobholder may be required to undertake other duties commensurate with the level of the role, as reasonably requested by their line manager.

This job description accurately reflects the duties and responsibilities of the role at the time the job description was written. These duties and responsibilities may change over time without significantly impacting on the character of the role, the overall level of responsibility, or its grade.

Depending on strategic or operational needs, the jobholder may in the future be required to work for another existing or new organisational unit and/or at a different site within Queen Mary. This may be on a temporary or indefinite basis and may involve a change in line management and / or regularly working at more than one site.

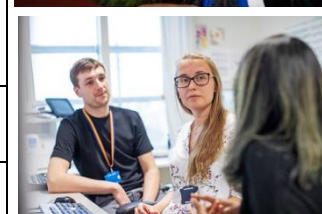
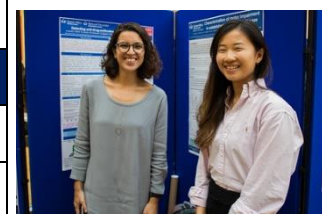
Person specification

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Qualifications	Essential	Desirable
PhD or MB BS or equivalent	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical Education/Education, and / or relevant professional qualification and / or equivalent professional experience	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Evidence of proficiency in teaching as demonstrated by or eligibility to apply for Higher Education Academy Fellowship (HEA)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience/Knowledge		
Experience/Knowledge		
Substantial experience in teaching at undergraduate or postgraduate level in large or small group settings with the demonstrable ability to deliver teaching at both levels	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Evidence of high quality general or subject-specific pedagogical work published in appropriate renowned outlets / media	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Record of mentoring and developing staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Well-developed understanding of student support needs and able to provide guidance, signposting to specialist services where appropriate	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Clear and ambitious plans for future scholarship activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Skills/Abilities		
Ability to deliver teaching and assessment at undergraduate and postgraduate level with some guidance in the subject area of medical education	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to develop teaching and scholarship proposals to bid for external funding and effective award management skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proven ability to foster and maintain relationships and effectively resolve tensions and difficulties in a positive manner	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience. This includes lecturing students, presentation of pedagogical work at group meetings and conferences and public engagement activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Good IT skills at the level required to undertake, teaching, scholarship, leadership and management duties	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other		
Meet the University of London standards, as relevant to this role, for the conferment of the title of Senior Lecturer	<input checked="" type="checkbox"/>	<input type="checkbox"/>





Queen Mary University of London is a Russell Group University with a difference. Our vision is to be recognised across the world as the most inclusive research-intensive University. We will strive to achieve that goal.

To all the communities at Queen Mary, inclusivity is key to who we are and to achieving all our ambitions.

We are a multi-faculty institution teaching undergraduates and postgraduates across all the major disciplines. We offer more than 280 undergraduate courses. We have world-leading research across disciplines and were ranked 5th in the UK in the last Research Excellence Framework (REF) for the quality of our research outputs, and continually challenge ourselves to ensure we have an environment where everyone feels included and can flourish.

We are very proud of our teaching and learning and were awarded a 'silver' in the Teaching Excellence Framework (TEF) (2016-17). We are also deeply embedded in the local community and were the first UK University to be awarded an Engage Watermark Gold award for public engagement by the National Coordinating Centre for Public Engagement.

Unlike many other Russell Group universities, we attract a very diverse student population. Of our 25,000+ students, over 30 per cent are from non-EU overseas countries, and 9 per cent are from the EU. Our international students are drawn from over 160 countries. 90 per cent of our home students are from state schools, 59 per cent are Black Asian Minority Ethnic (BAME), 42 per cent are the first in their families to go into higher education and over 30 per cent are from households where the household income, as assessed by Student Finance England, is less than £15,000.

We attract a lot of local students, owing to our strong relationships with schools in the surrounding boroughs, coupled with a strong reputation for inclusivity. 37 per cent of our students commute to our campuses daily. Our staff body is also diverse and is drawn from over 162 countries.

Inclusivity is one of our fundamental core values at Queen Mary: it is intrinsic to who we are. Our diversity of cultures and backgrounds is key to the vibrancy of our community and to the knowledge and ideas we are able to generate and pass on; without that diversity, we would not be who we are. We are extremely proud that we attract such a diverse staff and student body, and are fully committed to providing an environment where everyone is supported to flourish and fulfil their potential, irrespective of their background.

To be truly inclusive requires sustained, proactive, hard work, and we know there are areas where we have work to do. Our core objectives are focused on reducing the BAME attainment gap and increasing the proportion of female and BAME staff at the higher grades, both for academics and for Professional Services. We are looking to see how we can 'hard-wire' inclusivity throughout all our policies and practices: we do not see this work as belonging to one team or unit, but rather as being embedded in all that we do.

Being inclusive makes us better at everything we do, it improves our daily lives and the delivery and impact of our work.

EDI Initiatives

Queen Mary is committed to advancing Equality, Diversity and Inclusion (EDI) and champions a number of EDI initiatives across the University. Queen Mary holds a Silver Institutional [Athena SWAN](#) award for advancing gender equality, and is also a [Stonewall Diversity Champion](#) and commits to advancing LGBTQ+ inclusion by submitting to the [Stonewall Workplace Equality Index](#). We also offer a number of development programmes including [Springboard](#), [Aurora](#) and [B-Mentor](#). We are committed to championing EDI relating to all protected characteristics and other underrepresented and marginalised groups under the Equality Act 2010. We offer 'Introducing Inclusion' training for staff to give them an understanding of EDI related issues and provide them with the tools needed to champion inclusivity and embed best inclusive practice in all the work they do. EDI is built into everything we do at Queen Mary, and is championed through a well-established governance structure. If you are interested in learning more about Equality, Diversity and Inclusion at Queen Mary and how to get involved then please contact hr-equality@qmul.ac.uk.

Flexible working:

Queen Mary is proud of the diversity of its staff and students. We encourage inclusive practices in everything that we do, to ensure that everyone who works here feels valued and enabled to have a positive working experience. We are therefore open to considering applications from candidates wishing to work flexibly, balanced against business need. Our [Flexible Working Policy](#) includes examples of some of the flexible working arrangements that could be considered. If you feel that this is something that may be of benefit to you, please do ask.

Family Friendly Policies:

Queen Mary recognises the commitments that staff have to their family and the importance of work-life balance. To support this Queen Mary offers a range of [family friendly policies](#) with enhanced rates of pay available for family-related leave, following a qualifying period of service.

Further Information

Details about the school can be found at:

<https://www.qmul.ac.uk/malta/>

Informal enquiries should be made to:

Name: Professor Catherine Molyneux

Tel: +44 0207 882 2197

Email: c.a.molyneux@qmul.ac.uk

General Information

Please note that we advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The Queen Mary salary structure includes automatic pay progression within the published grades, subject to service, funding and performance. In addition to this, there are performance related annual pay review schemes in place