

## FURTHER PARTICULARS OF ROLE

### **Veterinary Lecturer / Senior Veterinary Lecturer Anatomic Pathology Aberdeen**

**Full-Time (37 hours)**

**Permanent**

**£50,537 – £54,041 per annum (Veterinary Lecturer)**

**£59,640 – £69,035 per annum (Senior Veterinary Lecturer)**

**Reference: ANF/SVM/O23/24**

**Closing date for applications: 09 December 2024**

## SCHOOL OF VETERINARY MEDICINE

School of Veterinary Medicine

The first new School of Veterinary Medicine in Scotland for 150 years.

Scotland's Rural College (SRUC) has developed an innovative new School of Veterinary Medicine. We have a clear ambition to 'promote the resilience of our graduates to sustainably support the animals and rural communities at the heart of Scotland's Natural Economy'.

Wayne Powell, SRUC Principal and CEO. 'We are an ambitious institution with a bold vision for the future. This is a ground-breaking model to expand access to educational opportunities and broaden the range of potential students who would not ordinarily be able to attend a School of Veterinary Medicine. It will also help solve existing skills shortages across Scotland'.

## ROLE REQUIREMENTS AND RESPONSIBILITIES

Detailed below are the job description, person specification and qualifications listing the essential and desirable requirements for the post, which will be used as the basis for shortlisting. When applying for the post please use the 'Supporting Statement' section of the application form to address the list of requirements indicating how your qualifications, experience, skills, knowledge and disposition match the qualities in the list, together with examples if possible.

## JOB DESCRIPTION

We are seeking a highly motivated individual to provide excellence in teaching and research to contribute to the school's teaching on the BVSci programme primarily, as well as allied health programmes in the school. The candidate will have an extensive knowledge of anatomic pathology to support veterinary science teaching through lectures, tutorials, workshops and practical classes. We are interested in candidates with expertise in interpretation of samples from a variety of companion and production animal species. You will develop and deliver high quality teaching and scholarly outcomes as a member of the wider veterinary medicine teaching and research team. It is expected that lecturers will have experience of scholarly and stakeholder/sector engagement activities evidenced through impactful publications and other outputs. The successful candidate will be based at SRUC's Aberdeen Campus.

### **Veterinary Lecturer Responsibilities:**

- Responsibility for teaching, supervision and supporting/coaching, including where relevant for early career staff in the relevant subject area, providing specialist advice, support and academic leadership, where appropriate.
- Accountability for the planning and delivery of research, teaching and academic management activities and other projects within area of responsibility.
- Participate in knowledge exchange and engagement activities, at local, regional and national events.
- Actively contribute to the effective management and administration within SRUC, assuming responsibility for the management of allocated resources and contributing to the wider organisation of the subject area.
- Design, develop and deliver a range of courses/modules across the subject area at all levels (including CPD).
- Take a leading role to include administrative functions in all aspects of learning and teaching, enhancing teaching quality in SRUC.
- Planning, delivery of teaching, and assessment in relevant subject area(s).
- Contribute as required to skills training.
- Involvement in the development of subject based pedagogy and/or scientific research, where appropriate and applying knowledge derived from research and/or scholarship to teaching.
- Involvement in continuing professional development in relation to teaching and, where appropriate, related professional practices.
- Potential for contribution to diagnostic reporting in collaboration with SRUC Veterinary Services to maintain clinical expertise.

The post-holder will perform additional duties as directed from time to time by the Line Manager. The post holder must use their initiative in the conduct of their work and apply sound judgement at all times to ensure that they conduct themselves within the framework of SRUC regulations and procedures.

### Senior Veterinary Lecturer Responsibilities

- Develop and manage significant research and/or teaching activities.
- Make a substantial and positive contribution to the strategic direction of SRUC through leading and contributing to high quality and internationally competitive research (including securing research funding) and/or to high quality teaching (at FE and/or undergraduate and/or postgraduate level), and by providing academic leadership and management within SRUC.
- Provide leadership in the development and implementation of student supervision and mentoring/coaching early career staff in the relevant subject/research area, providing specialist advice and support.
- Responsibility for academic leadership and management of research and/or teaching and setting standards and monitoring progress.
- Manage staff and other resources efficiently and effectively.
- Develop and lead in knowledge exchange activities.
- Be an institution lead at local, national and international events and sector engagements.
- Contribute to the academic leadership and management of SRUC by chairing committees, leading on key processes.
- **Key responsibilities of the role will involve variable proportions of time directed to the two primary disciplines, Learning, Teaching and Scholarship and Research**
- Lead the development, application and maintenance of academic standards in a defined area of work and act in a senior role within the department/faculty/institution to advance student academic development.
- Maintain a portfolio of teaching activity of high quality, reputation and impact (including course delivery, design and/or development).
- Planning, delivery of teaching, and assessment in relevant subject area(s).

- Develop approaches to teaching and learning which are innovative in the subject area and reflect best practice.
- Participate actively in the development of subject based pedagogy and teaching, learning and assessment strategies.
- Contribute to the development of teaching and learning policy and practice locally, nationally and/or internationally.
- Involvement in continuing professional development in relation to teaching and, where appropriate, related professional practices.
- Successful coordination, support, supervision, management and/or mentoring of others in relation to teaching and learning.
- Lead the development and implementation of individual and/or joint research projects and participate actively in the development of the departmental/faculty/institutional research strategy, act as principal investigator or project leader on major research projects with a portfolio of research activity and publications of high quality, reputation and impact.
- Lead major funding bids and related activities, including Knowledge Exchange, which develop and sustain support for the subject area and recognised excellence of the institution.
- Actively contribute to the subject specialism through learned societies, professional bodies, broader review and editorial processes.

## PERSON SPECIFICATION – VETERINARY LECTURER

Competencies	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> <li>• Scottish Credit and Qualification Framework level 11 (Degree in RCVS accredited veterinary medicine). Postgraduate training in Anatomic Pathology.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional development achievements (e.g. FRCPath, Dipl ECVP, Dipl ACVP)</li> <li>• Recognised teaching qualification: e.g. PG Cert in education / TQFE.</li> <li>• Postgraduate academic qualification (MSc or PhD) SCQF level 12.</li> </ul>
Skills/Abilities	<ul style="list-style-type: none"> <li>• Experience of Postmortem and biopsy diagnostic service workload from a variety of companion and production animal species</li> <li>• Ability to develop and deliver teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Involved in outreach and knowledge transfer activities with the wider sector and/or public.</li> <li>• Clear achievement record,</li> </ul>

	<p>materials and supporting practical activities and facilities appropriate for HE programmes in anatomic pathology.</p> <ul style="list-style-type: none"> <li>• Excellent communication skills with staff and students.</li> <li>• Ability to work within a team.</li> <li>• Good interpersonal skills.</li> <li>• Organisational and time management skills.</li> <li>• Ability to instruct and motivate staff to facilitate the successful delivery of teaching.</li> </ul>	appropriate to this role.
Experience	<ul style="list-style-type: none"> <li>• Experience of educational delivery within higher education and the veterinary sector and in the planning and progressing of work activities within professional guidelines.</li> <li>• Broad theoretical and practical experience of the range of anatomic pathology topics nested within the veterinary programme.</li> <li>• Sufficient breadth of knowledge in anatomic pathology and of teaching methods and techniques to work within this area.</li> <li>• Experience in the use of Microsoft Office (Word, Excel, PowerPoint and Outlook, the internet and virtual learning environments.</li> </ul>	<ul style="list-style-type: none"> <li>• Previous supervisory and research experience.</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Knowledge of the core programme subject area in advance to exceed student expectations.</li> <li>• Knowledge and ability to apply policy, practice and procedures.</li> <li>• A broad understanding of further and higher educational systems.</li> </ul>	<ul style="list-style-type: none"> <li>• Clear understanding of the wider veterinary sector across disciplines.</li> <li>• Substantive knowledge of veterinary diagnostic laboratory stakeholders across the sector.</li> </ul>
Other Requirements	<ul style="list-style-type: none"> <li>• Flexible approach to working hours.</li> </ul>	

## PERSON SPECIFICATION – SENIOR VETERINARY LECTURER

Competencies	Essential	Desirable
Education/ Qualifications	<p>Either:</p> <p>A.</p> <ul style="list-style-type: none"> <li>• Scottish Credit and Qualification Framework level 12 (Doctorate or similar) (or equivalent qualification/experience) in</li> </ul>	

	<p>a relevant discipline,</p> <ul style="list-style-type: none"> <li>• extensive and established reputation in research or else significant teaching experience within the subject area, and</li> <li>• membership of a professional body where appropriate e.g. fellowship of the HEA (ideally, but not necessarily, Senior Fellow).</li> </ul> <p>Or B.</p> <ul style="list-style-type: none"> <li>• Relevant professional qualification (e.g. MRCVS), and postgraduate specialist qualification in a relevant discipline or equivalent experience.</li> </ul>	
Skills/Abilities	<ul style="list-style-type: none"> <li>• Proven ability to plan and lead staff and efficiently deploy resources in support of major research and/or teaching activities.</li> <li>• Proven ability to develop and devise teaching and research programmes, techniques and methods.</li> <li>• Ability to disseminate conceptual and complex ideas to a wide variety of audiences to promote understanding.</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>• Substantial track record of published research and/or development and delivery of teaching, and proven track record to develop and devise teaching and research programmes, techniques and methods.</li> <li>• Experience of designing and implementing new assessment and grading activities.</li> <li>• Internationally, or nationally, recognised excellence and reputation in subject area.</li> <li>• Track record of student supervision and development/mentorship/coaching of early career academic colleagues in subject area/research team.</li> </ul>	
Knowledge	<ul style="list-style-type: none"> <li>• Recognised expertise in subject discipline/specialism to develop new knowledge and understanding within the field.</li> <li>• A thorough understanding of, and/or track record in, contributing to broader academic leadership and management.</li> <li>• Understanding of relevant health and safety policies and procedures relative to</li> </ul>	

	the role, and the quality outputs and standards required.	
Other Requirements	<ul style="list-style-type: none"> <li>• Sustained engagement with current practice and developing knowledge.</li> <li>• Engagement with the current and future priorities of SRUC strategies, aims and ambitions.</li> <li>• Out of hours working as required e.g. to fulfil teaching / research obligations, open or applicant days.</li> <li>• Ability/willingness to travel to other SRUC / SRUC Partnership organisation locations.</li> </ul>	

## BRIEF STATEMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

### EMPLOYER (Head Office)

SRUC, King's Buildings, West Mains Road, Edinburgh EH9 3JG.

### GRADE AND SALARY

The appointment will be made on the Grade 3 Veterinary Lecturer scale: £50,537 – £54,041 per annum.

Depending on experience and qualifications, the appointment maybe made on the Grade 1 Senior Veterinary Lecturer scale: £59,640 – £69,035 per annum.

If appropriate, on successfully completing a probationary period of 9 months, you will receive a salary rise up the point equivalent to half-way between your starting salary and the top of the appointed scale. If appropriate, after a further 12 months, you will move to the top of the scale.

### CONTRACT TYPE

Full-Time (37 hours per week).

Permanent.

### LOCATION

School of Veterinary Medicine, Aberdeen.

**BENEFITS**

Click to access our [staff benefits page](#) (opens new browser tab) for further information.

**TOTAL REWARDS VALUE**

Basic Salary	£54,041	£69,035
Annual Leave Value*	£5,478	£6,998
Pension Benefits	£5,404	£6,904
Sickness Benefits	Sick pay eligibility will be based upon length of service rising to a maximum 6 months full pay and 6 months half pay after 5 years' service.	
Additional Benefits	Discounted RAC membership, Cycle to work Scheme, Free parking, Death in Service Benefit, Sponsored Education and more	
<b>Total Reward Value</b>	<b>£64,479</b>	<b>£82,937</b>

\*The approximate value of the annual leave entitlement as shown is based on the FTE salary for this grade for someone with less than 5 years service.

**ABOUT SRUC**

SRUC (Scotland's Rural College) is a specialist higher education institution delivering tertiary education, research and consultancy.

We currently operate our main Higher and Further education activities from five campuses across Scotland – Aberdeen, Barony, Edinburgh, Elmwood, and Oatridge. We also deliver teaching in Glasgow. SRUC employs approximately 1,300 staff operating from five campuses, eight farms, 25 consulting offices, six research centres and eight veterinary surveillance centres located primarily across Scotland. The organisation's annual turnover is around £85 million.

SRUC's principal purpose is to advance education, science, research, and environmental protection and improvement in rural and land-based industries, both domestically and internationally. The commercial consultancy, skills training and





knowledge exchange and some commercial research activities are undertaken through SAC Consulting – part of SRUC.

It is SRUC's intention to become a fully-fledged university – a new and unique establishment for the 21st century that is regional, accessible, and responsive to a diverse range of challenges in a transforming world. We will be a strong and unique anchor institution where research, skills and business converge. Such convergence will create new insights that deliver big strategic leaps and completely new propositions for business, society and government.

All of this activity is firmly rooted in our distinctive ethos of a Scotland-wide presence through regional centres of global excellence. Our objective is to deliver on shared goals with government, business and other partners to support transition to a fair and sustainable economy.

## COMPLETING AN APPLICATION FORM

Your application will be judged solely on the basis of how your skills and experience match the requirements of the post, which are detailed in these further particulars. We are happy to consider transferable skills or experience which you may have gained outside the context of paid employment or education.

### On-line Applications:

You can apply online at <http://www.sruc.ac.uk/jobs>

In order to apply on-line, you will need to register your details/create an account to be able to access the current vacancies and submit an electronic application.

We would recommend that electronic applications are sent at least 24 hours in advance of the deadline, to ensure there are no technical difficulties.

Prior to any employment, you will be required to evidence your right to work in the UK. Further information is available on our [right to work webpages](#) (opens new browser tab).

## DISABILITY POLICY STATEMENT

Please inform Human Resources if any adjustments or support are required for interview, or whether any adjustments or adaptations may help you overcome operational difficulties presented by the job. Although disabled applicants are not obliged to inform employers of their disability, they will still be covered by the Equality Act 2010 once their disability becomes known.



## DISCLAIMER

These particulars are issued by Human Resources, SRUC, Edinburgh. They are intended to represent a description of the duties at the time of writing, although this accuracy cannot be guaranteed. SRUC reserves the right to vary these particulars or make no appointment at all.

