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| **University of St Andrews**  **School of Divinity**  **Associate Lecturer (Education Focused) in Theology – AOAC2250RXMR**  **Further Particulars for Applicants** |

The School of Divinity at the University of St Andrews is housed in St Mary’s College, whose fine historic buildings have been the home of Divinity since the sixteenth century. The School has had a very distinguished record in Theology and Biblical Studies, and is internationally esteemed for both its research and teaching quality.

The School is committed to sustained dialogue across Biblical Studies, Theology, and adjacent disciplines. Historically, the School has strong ties with the Church of Scotland (Presbyterian), but staff and students come from a wide variety of denominations or none, and less than 10% of students are now training for Church of Scotland ministry. The School teaches about 300 undergraduates, and has a flourishing and strongly international postgraduate community, with more than 60 students in residence and others, having completed their residence, writing up theses away from St Andrews. The School regularly ranks among the very best departments in the UK for teaching quality, and has over several years attained the highest possible national student satisfaction rating (100%) in its field. It is ranked among the top twenty Theology and Religion departments worldwide in the QS International Subject Rankings 2022,and top in the National Student Survey of 2021.

Home to a number of research centres and institutes, the School has a vibrant culture of research seminars and public lectures, and regularly hosts major national and international conferences. Further information about the School, its teaching and research can be found at the School website: <http://www.st-andrews.ac.uk/divinity/>.

**The Post**

The post advertised is that of Associate Lecturer. Appointment will be from 1 September 2023 or as soon as possible thereafter. We welcome applications from candidates with a background in Theology, Religion or Religious Studies. The primary duties will be to teach two senior level undergraduate modules in the area(s) of Non-Christian Religions, Religious Studies and/or Interreligious Dialogue, as well as to contribute to a second year, sub-honours module, Reading Religion.

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| **Job Description** |

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| Job Title: Associate Lecturer in Theology  School/Unit: Divinity  Reporting to: Head of the School of Divinity  Job Family: Academic (Teaching)  Fixed Term: 12 months | Working Hours: Full time / 36.25 hrs per week  Grade/Salary Range: Grade 6 / £36,333 per annum  Reference No: AOAC2250RXMR  Start Date: 1 September 2023 or as soon as possible thereafter |

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| **Main Purpose of Role** |

This post is for a fixed term as it is to provide cover for staff research leave. As such, the need for the post will cease to exist, when the substantive post-holder returns.

The main role of the Associate Lecturer (Education Focused) is to provide teaching primarily in the undergraduate programmes in the School of Divinity. There will be opportunities to also contribute to postgraduate programmes.

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| **Key Duties and Responsibilities** |

1. Provide teaching to undergraduates in the area of Non-Christian Religions, Religious Studies and/or Interreligious Dialogue.
2. Supervise and examine undergraduate (honours/final year) dissertations.
3. Contribute to further teaching, at sub-honours, honours, or masters level, as assigned by the Head of School.
4. Devise and assess coursework and examinations for undergraduate classes and
5. provide feedback to students.
6. Undertake a modest amount of postgraduate teaching, assessment and dissertation supervision.
7. Undertake administrative roles and management functions as required by the Head of School

*Please note that this job description is not exhaustive, and the role holder may be required to undertake other relevant duties commensurate with the grading of the post. Activities may be subject to amendment over time as the role develops and/or priorities and requirements evolve*.

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| **Person Specification** |

This section details the attributes e.g. skills, knowledge/qualifications and competencies which are required in order to undertake the full remit of this post. Attributes apply at all levels of appointment unless otherwise indicated.

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| **Attributes** | **Essential** | **Desirable** | **Means of Assessment**  Presentation and interview |
| Education & Qualifications  (*technical, professional, academic qualifications and training required)* | A first degree or equivalent in Christian Theology and/or an Arts subject(s), and a PhD in a cognate discipline.  Appropriate academic expertise in Theology as demonstrated by a relevant doctorate and/or subsequent publications | Academic and/or professional qualifications in theology.  An appropriate teaching qualification | CV, application form. |
| Experience & Knowledge  (*examples of specific experience and knowledge sought*) | Excellence in a major area of Theology, Religion or Religious Studies.  Ability to teach across a range of areas within Theology, Religion or Religious Studies.  Evidence of commitment to high quality academic teaching at undergraduate levels. | Ability to contribute to the teaching of theology and of Non-Christian Religions, Religious Studies and/or Interreligious Dialogue  Evidence of success in supervision of postgraduate research projects | CV, application, references. |
| Competencies & Skills  (*e.g. effective communication skills, initiative, flexibility, leadership etc*) | Excellent communication and inter-personal skills, written and oral  Ability to organize and present complex material clearly  Administrative and IT skills appropriate for efficient and effective delivery of teaching, supervision and research  Ability to work independently as well as in a team  Initiative to develop new contributions to teaching programmes, and adaptability to contribute to existing ones | Evidence of aptitude and effectiveness in departmental/School/institutional administrative tasks | Application, references, interview. |

**Essential Criteria** – requirements without which a candidate would not be able to undertake the full remit of the role. Applicants who have not clearly demonstrated in their application that they possess the essential requirements will normally be rejected at the short-listing stage.

**Desirable Criteria** – requirements which would be useful for the candidate to hold. When short-listing, these criteria will be considered when more than one applicant meets the essential requirements.

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| **Other information** |

We encourage applicants to apply online at [www.vacancies.st-andrews.ac.uk/welcome.aspx](http://www.vacancies.st-andrews.ac.uk/welcome.aspx); however, if you are unable to do this, please call +44 (0)1334 462571 for a paper application form.

For all applications, please quote ref: AOAC2250RXMR

Applications should consist of a covering letter; a *curriculum vitae*; a 500-word statement of teaching philosophy, together with full details of teaching experience (with evaluations if appropriate); a statement of current and future research; and full contact details for three referees. Referees will be contacted by the University directly as required. Publications should not be submitted at time of application, though they may be requested at a later date.

Equality, diversity and inclusion are at the heart of the St Andrews experience. We strive to create a fair and inclusive culture demonstrated through our commitment to diversity awards (Athena Swan, Carer Positive, LGBT Charter, Race Charters and Stonewall). We celebrate diversity by promoting profiles of BAME, LGBTIQ+ staff and supporting networks including the Staff BAME Network; Staff with Disabilities Network; Staff LGBTIQ+ Network; and the Staff Parents & Carers Network. Full details available online: <https://www.st-andrews.ac.uk/hr/edi/>

The University of St Andrews is a charity registered in Scotland (No SC013532).

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| **Obligations as an Employee** |

You have a duty to carry out your work in a safe manner in order not to endanger yourself or anyone else by your acts or omissions.

You are required to comply with the University health and safety policy as it relates to your work activities, and to take appropriate action in case of an emergency.

You are required to undertake the Information Security Essentials computer-based training course and adhere to its principles alongside related University Policy and Regulations.

You are responsible for applying the University’s equality and diversity policies and principles in your own area of responsibility and in your general conduct.

You have a responsibility to promote high levels of customer care within your own area of work/activities.

You should be adaptable to change and be willing to acquire new skills and knowledge as applicable to the needs of the role.

You may, with reasonable notice, be required to work within other Schools/Units within the University of St Andrews.

You have the responsibility to engage with the University’s environmental sustainability strategy, committing the University to reach net-zero by 2035.

You are required to engage with the technology, systems and communication channels necessary for you to undertake your work and must update your personal details via HR Self Service whenever there is a change.

Employees with staff management responsibilities must familiarize themselves with appropriate policies.

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| **Who Are We? St Andrews At a Glance** |

* The third oldest university in the English-speaking world
* Ranked top UK university in the [Guardian Guide 2023](https://news.st-andrews.ac.uk/archive/st-andrews-top-in-new-uk-ranking/)
* Ranked 2nd in the UK in the [Times and Sunday Times Good University Guide 2023](https://www.thetimes.co.uk/article/good-university-guide-in-full-tp6dzs7wn)
* Named [University of the Year](https://news.st-andrews.ac.uk/archive/st-andrews-named-university-of-the-year/) in 2020, St Andrews is also [top in the UK for student satisfaction](https://news.st-andrews.ac.uk/archive/st-andrews-top-in-uk-for-student-experience/).
* Research-intensive, more than 88% of research carried out by the University of St Andrews is world-leading or internationally excellent (Research Excellence Framework 2021).
* Athena SWAN [Bronze Award holder](https://news.st-andrews.ac.uk/archive/athena-swan-awards/)
* [Strategy](https://www.st-andrews.ac.uk/about/governance/university-strategy/) founded on ambition to be World-Leading, Diverse, Global, Entrepreneurial and Socially Responsible
* More than 10,000 students and 3000 staff
* Highly international – more than 30% of students and staff are from outwith the UK
* A non-campus university, closely integrated with the ancient town of St Andrews
* Top quality [sports](https://www.st-andrews.ac.uk/sport/), [music](https://www.st-andrews.ac.uk/music/) and [nursery](https://www.st-andrews.ac.uk/hr/edi/carers/childcare/nurseries/) facilities for staff and students

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| **University of St Andrews** |

Founded in the 15th century, St Andrews is Scotland’s first university and the third oldest in the English-speaking world. The University of St Andrews is one of Europe’s most research-intensive seats of learning. It is one of the top-rated universities in Europe for research, teaching quality, and student satisfaction.

Today, under the leadership of Principal and Vice-Chancellor Professor Dame Sally Mapstone FRSE, the University’s strategy is to broaden its global influence, with a focus on diversity, building a culture of entrepreneurship, research excellence, and social responsibility.

St Andrews is committed to broadening our digital education, enhancing the experience of our on-campus students, while bringing a St Andrews education to much wider global community.

The University of St Andrews is world-leading, with a responsibility to integrate sustainability within our University strategy. From climate science and sustainable development to energy ethics and grass-roots level action across all our communities in which we operate, sustainability is at the heart of all we do. World-leading research on sustainability is taking place across the breadth of the University with researchers addressing key questions on the defining issue of our generation.

The University has set an ambitious target of carbon net zero by 2035, ten years ahead of the Scottish Government’s 2045 target.

St Andrews is ranked as the top university in the UK in *The Guardian Guide 2023,* and Scottish University of the Year, top in Scotland and second in the UK in *The Times and Sunday Times University Guide 2023*.