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| **University of St Andrews**  **School of** **Divinity**  **Associate Lecturer (Education Focused) in Hebrew Bible/Old Testament – AOAC1295XXHM**  **Further Particulars for Applicants** |

**The School**

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 of Divinity has about 25 full-time academic staff who are responsible for the teaching, research, and running of the School. There are usually a number of research fellows engaged on specific, externally funded projects, as well as some teaching fellows. The main teaching staff who would be the immediate colleagues of the successful candidate are Prof. William Tooman and Dr Michael Lyons. Dr Madhavi Nevader is seconded to a decanal position, but will continue to contribute to the school at Postgraduate and Research levels. New Testament Colleagues are: Dr David Moffitt, Dr T.J. Lang, and Dr Matt Sharp.

**Research**

The School has had a very distinguished record in Theology and Biblical Studies, and is internationally esteemed for both research and teaching quality. It is committed to the historical integrity of the classical disciplines of Divinity (Hebrew Bible and Old Testament, New Testament, Church history, historical and systematic theology, practical theology, and ethics), and to the technical, historical, and linguistic competencies that undergird them. This disciplinary focus enables productive research partnerships with institutions that offer complementary expertise, such as the Hebrew University of Jerusalem, the Centre for Islamic Theology in Tübingen, and the Theological Faculty of the University of Zürich.

The School’s disciplinary grounding also enables rich cross-disciplinary and inter-disciplinary engagement, which is conducted primarily through the School’s four research institutes: Centre for the Study of Religion and Politics; Institute for Bible, Theology and Hermeneutics; Institute for Theology, Imagination and the Arts; Logos Institute for Analytic and Exegetical Theology.

**Teaching**

The School of Divinity offers a world-class education. Its staff are internationally recognised scholars who are leaders in their fields and in the classroom. The School of Divinity has climbed to 14th place in the 2023 [QS World University Ranking.](https://www.topuniversities.com/university-rankings/university-subject-rankings/2023/theology-divinity-religious-studies?&page=0) This is a great achievement on our 19th place in 2021 and 2022. The School is 4th in the UK, and 1st in Scotland, for Theology, Divinity & Religious Studies. The [*Complete University Guide 2023*](https://www.thecompleteuniversityguide.co.uk/league-tables/rankings/theology-and-religious-studies) sees the School of Divinity maintain its position as the best in Scotland, and fifth in the UK. St Andrews is now the top university in the UK, moving ahead of Oxford and Cambridge in the [*Guardian University Guide 2023*](https://www.theguardian.com/education/series/university-guide-2023).

The School is highly selective, admitting around 25 undergraduates and 50 postgraduates (MLitt and PhD) per year. Small, seminar-style Honours modules encourage student participation in topics of active research.

Further information about the School, its teaching and research can be found at the School website: <http://www.st-andrews.ac.uk/divinity/>

**Equality and Diversity**

The University is committed to equality for all, demonstrated through our working on diversity awards (ECU Athena SWAN/Race Charters; Carer Positive; LGBT Charter; and Stonewall). More details can be found at <http://www.st-andrews.ac.uk/hr/edi/diversityawards/>

The School of History is committed to supporting equality of opportunity and inclusion at every level, irrespective of age, gender, maternity, disability, race, faith, sex and sexual orientation, through the enactment of fair policies and practices. The School seeks to provide a place of welcome, tolerance and inclusivity in which to study, work and research. The School will not tolerate discrimination, harassment or bullying of any kind towards an individual or group. Our work in this area was recognized by an Athena SWAN bronze award in November 2018. Please see the dedicated EDI section of the School website for further details of our work here: <https://www.st-andrews.ac.uk/history/about/equality-diversity-inclusion/>

The School supports flexible working patterns to enable parents and carers to further their career. Considerable flexibility is offered, for instance, surrounding the timing of teaching and meetings in the School are constrained to core hours to facilitate a work-life balance and caring responsibilities.

Applications are particularly welcome from women and Black, Asian and Minority Ethnic (BAME) candidates and those with other characteristics who are under-represented in the University. We also welcome applications from candidates who have had recent career breaks or other non-linear career paths (we invite you to describe any such circumstances in your covering letter).

**The Post:**

Applications are invited for a fixed-term Associate Lecturer (Education Focused) in Hebrew Bible/Old Testament within the School of Divinity. The position will be held from **1 August 2024** to 31 May 2027.

**Description of Duties:**

You will be expected to contribute to the School of Divinity’s teaching programmes, to research and publish within the field of Hebrew Bible/Old Testament, and to undertake administrative duties as directed by the Head of School. A wide competency across the Hebrew canon in such a way as to complement the two other full-time members of staff will be an important feature of the appointee. Teaching competencies and research interests in Hebrew Bible/Old Testament and its West Asian context are essential, and teaching competency and research interests in the history of interpretation are particularly welcome. However, as a medium-sized school, Divinity values a certain amount of co-working among colleagues and meaningful intellectual engagement across the wider discipline.

The successful candidate will contribute via lectures, seminars and tutorials to a portfolio of modules at sub-honours and honours levels with some opportunities for teaching at postgraduate level. These include:

DI1201 From Adam to Apocalypse: The Bible and Western Culture

DI2015 Reading the Women of the Old Testament/Hebrew Bible

DI3719 The Bible Through the Ages: History, Theology, and Hermeneutics

DI4733 Creation, Chaos, and Cosmology in the Biblical Tradition

DI5433 Biblical Themes

Module descriptions can be found at <https://www.st-andrews.ac.uk/subjects/modules/>

**Qualifications and experience:**

You must have appropriate academic qualifications in Biblical Studies, with a completed PhD in some aspect of Hebrew Bible/Old Testament. You must have first-class communication and presentation skills, and demonstrate clear ability to teach effectively from elementary to taught Masters’ levels. A very strong commitment to research is highly desirable.

**The job description for this role is attached below.**

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| **Job Description** |

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| Job Title: Associate Lecturer (Education Focused)  School/Unit: School of Divinity  Reporting to: Head of School  Job Family: Academic (Education Focused)  Duration of Post: Fixed term for 3 years | Working Hours: Full Time / 36.25 per week  Grade/Salary Range: Grade 6 / £37,099 - £44,263 per annum  Reference No: AOAC1295XXHM  Start Date: 1 August 2024  Interview date: 5 June 2024 |

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| **Main Purpose of Role** |

This post is for a fixed term as it serves to provide cover while a substantive post holder is seconded to a university decanal position. As such the post will cease to exist when the secondment comes to an end.

To strengthen the School of Divinity’s record of excellence in the provision of outstanding teaching by:

* Teaching classes and delivering lectures to undergraduate students as well as supervising final year dissertations as required in the area of Hebrew Bible/Old Testament (see under ‘THE POST’ above). There will also be the opportunity for some postgraduate teaching and supervision.
* Contributing to public engagement and outreach activities.
* Contributing to the effective administration and management of the School’s activities

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| **Key Duties and Responsibilities** |

1. Delivering or contributing to the delivery of modules DI1201, DI2015, DI3719, DI4733, and DI5433.
2. Supervising and examining undergraduate and MLitt dissertations and projects.
3. Assessing undergraduate and taught postgraduate work and providing feedback.
4. Developing modules at honours level.
5. Undertaking administrative roles and management functions as required by the Head of School.
6. Participating in committees and working groups within the School, the Faculty and the University as may be required.
7. Opportunity for participation in the School’s research culture.
8. Engaging with continuing professional development.
9. Contributing to outreach activities and events.

*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, skills, knowledge/qualifications and competencies which are required in order to undertake the full remit of this post.

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| **Attributes** | **Essential** | **Desirable** | **Means of Assessment**  (i.e. application form, interview, test, presentation etc) |
| Education & Qualifications  (*technical, professional, academic qualifications and training required)* | Hold a PhD/Doctorate in a cognate discipline | An appropriate tertiary teaching qualification | Application |
| Experience & Knowledge  (*examples of specific experience and knowledge sought*) | In-depth knowledge and understanding of Hebrew Bible/Old Testament  Evidence of commitment to high quality academic teaching at undergraduate and postgraduate levels and commitment to developing innovative and effective approaches to future teaching | Teaching competencies and research interests in Hebrew Bible and its West Asian Context or the  History of Interpretation  Experience of undergraduate-level teaching in biblical studies  Academic publications in the field of Hebrew Bible/ Old Testament (suitable to the applicant’s rank in the field)  Evidence of participation in relevant academic and professional associations/bodies  Evidence of commitment to the dissemination of teaching to constituencies/ stakeholders beyond the academy | Application, Presentation, Interview, References |
| Competencies & Skills  (*e.g. effective communication skills, initiative, flexibility, leadership etc*) | Excellent competence in Biblical Hebrew  Effective communicator (verbally and in writing)  Ability to communicate complex, theoretical and technical material in an engaging and intelligible way to non-specialist audiences  Ability to engage the interest and enthusiasm of students and inspire them to learn  Collegiality and willingness to work in a collaborative environment  Willingness to work in accordance with the School and University’s principals of and policies on diversity  Administrative and IT skills appropriate for efficient and effective delivery of teaching | Strength in at least one ancient language beyond Hebrew  Evidence of aptitude and effectiveness in departmental/ institutional administrative tasks | Application, Presentation, Interview, References |
| Other Attributes/Abilities  (if applicable) | Willingness to engage with staff and students in the wider life and development of the School and the University |  | Application, 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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| **How to apply** |

We encourage applicants to apply online at [www.vacancies.st-andrews.ac.uk/welcome.aspx](http://www.vacancies.st-andrews.ac.uk/welcome.aspx).

If you have difficulties in completing the online application form, please call +44 (0)1334 462571 or contact [vacancies@st-andrews.ac.uk](mailto:vacancies@st-andrews.ac.uk) for an application pack.

Applications should consist of:

* Letter of application outlining your suitability for the post
* CV
* Names and contacts of three referees
* Sample syllabus for DI4733 Creation, Chaos, and Cosmology in the Biblical Tradition

For all applications, please quote ref: AOAC1295XXHM

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| **Other Information** |

Interviews will be held on5 June 2024.

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 and Race Charters). 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 required to undertake all mandatory training as deemed appropriate by the University for your role.

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 University Guide 2024](https://news.st-andrews.ac.uk/archive/st-andrews-keeps-top-spot-in-uk-university-ranking/).
* Ranked number one in the UK in the [Times and Sunday Times Good University Guide 2024](https://news.st-andrews.ac.uk/archive/historic-double-first-for-st-andrews/).
* Students at the University of St Andrews are more positive about their education than students at any other mainstream university in the [National Student Survey 2023](https://news.st-andrews.ac.uk/archive/st-andrews-students-most-positive-in-uk/).
* The University of St Andrews is Scotland’s top university and one of the top four universities in the UK in [The Complete University Guide 2024](https://news.st-andrews.ac.uk/archive/st-andrews-top-in-new-university-rankings/).
* The University is top in the UK for Teaching Quality in the [Daily Mail University Guide 2024.](https://www.dailymail.co.uk/news/university-guide/article-12491201/University-rankings-league-table-Use-Daily-Mails-interactive-guide-right-uni-you.html)
* 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/)
* A [Strategy](https://www.st-andrews.ac.uk/about/governance/university-strategy/) founded on ambition to be World-Leading, Diverse, Global, Entrepreneurial and Sustainable all underpinned by a commitment to socially responsibility.
* A community of 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 digital education, enhancing the experience of our on-campus students, while bringing a St Andrews education to much wider global community.

From climate science and sustainable development to energy ethics and grass-roots level action across all the communities in which it operates, sustainability is at the heart of the University’s Strategic vision. 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 2024*, and *The Times and Sunday Times University Guide 2024*. The *Complete University Guide 2024* ranks St Andrews as the top university in Scotland, and fourth in the UK.