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| **University of St Andrews**  **School of Modern Languages**  **Lecturer in Comparative Literature – AC2344MR**  **Further Particulars for Applicants** |

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| **School of Modern Languages** |

The School of Modern Languages comprises seven Departments (Arabic and Persian, Chinese, French, German, Italian, Russian, and Spanish), four Research Institutes and Centres (Cultural Identity and Memory Studies Institute, the Centre for Russian, Soviet, Central and Eastern European Studies, Centre for Cross-Cultural Circa Nineteenth-Century Research, and the Centre for Poetic Innovation), a School-wide degree programme in Comparative Literature and over 60 members of academic staff. In the most recent UK-wide assessment of university research (REF2021), over 83% of the work in Modern Languages at St Andrews was rated world-leading and internationally excellent. The School of Modern Languages was also ranked top in Scotland. The University of St Andrews was ranked top of the most recent National Student Survey (2022), and the School of Modern Languages is currently ranked 3rd in the UK overall in *The Guardian* newspaper’s University Guide 2022.

Further detailed information about the School of Modern Languages can be found at [www.st-andrews.ac.uk/modlangs/](http://www.st-andrews.ac.uk/modlangs/)

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| **Comparative Literature** |

The School of Modern Languages welcomed its first undergraduate comparative literature students in 2011 and an MLitt degree was launched in 2012.

At undergraduate level Comparative Literature is currently available as part of either a joint or triple Honours degree. First year Sub-Honours cohorts regularly see around 170-90 students enrolled in the first year, with 70-80 students continuing to the second year. Comparative literature has a healthy and growing Honours cohort of 20-30 students each year. Students taking Comparative Literature also have the option of spending a year or a semester abroad.

At postgraduate level, the MLitt in Comparative Literature comprises theoretical and comparative modules alongside a 15,000-word dissertation completed under expert supervision. It is now the School’s most popular MLitt degree.

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| **Undergraduate Studies** |

In addition to its joint honours programmes in Comparative Literature, the School of Modern Languages offers a wide range of degree programmes in one, two or three languages, or in one or two languages and a non-language subject. French, German, Italian, Russian and Spanish all offer Single Honours degree programmes; Arabic, Chinese Studies, German, Italian, Persian, Russian, Spanish, French and Comparative Literature can be taken as part of a Joint Honours programme in a large array of subject combinations within and outwith the School. Degree structures are amongst the most flexible in the UK, with students normally taking three subjects in their first year, two or three in their second year, then narrowing down to their degree choice in their two Honours years. All these activities are underpinned by vigorous promotion of independent, critical thought and intellectual curiosity.

Students on the Comparative Literature programme have access to several University exchanges, including with institutions in Canada, the United States, the Czech Republic and Austria. In addition, most undergraduates taking Comparative Literature with a language spend a full year abroad, usually on assistantships or University exchanges: the School is committed to undergraduate credit transfer and to links with partner universities. The minimum length of the Honours degree course is 4 years, with an additional integrated year for those undertaking an assistantship or other work placement abroad.

The School prides itself on the standard of its teaching and continues to attract large numbers of high-quality applicants. The majority of students will be studying Comparative Literature as part of a two-subject degree course, which can be combined with a wide range of subjects, including a modern language, English, management, international relations and psychology.

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| **Postgraduate Studies** |

The School offers a wide range of postgraduate opportunities, both taught and research-based. Supervision for PhD students is available in all areas covered by staff expertise. This expertise is complemented by research resources and study facilities, which reflect the highest standards.

The School is home to a lively international postgraduate community. We currently have around fifty students from all over the world reading for taught or research postgraduate degrees in an exceptional variety of areas, including comparative literature, creativity and performance, gender and sexuality studies, history, politics and society, medical humanities and cultures of science, medieval and modern studies, memory studies, postcolonial and transnational studies, and translation studies and linguistics.

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

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| **Job Description** |

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| Job Title: Lecturer in Comparative Literature  School/Unit: School of Modern Languages  Reporting to: Head of School  Job Family: Academic (Teaching & Research) | Working Hours: Full-time (36.25 hours per week)  Grade/Salary Range: Grade 7/£43,414 - £53,353 per annum  Reference No: AC2344MR  Start Date: 1 August 2023 or as soon as possible thereafter |

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| **Main Purpose of Role** |

To strengthen the School of Modern Languages’ record of excellence in the production of original research and the provision of outstanding teaching by:

* Conducting, publishing and otherwise disseminating original research in the field of Comparative Literature which is internationally excellent/world-leading and generates impact
* Attracting external research funding
* Teaching classes and delivering lectures to undergraduate and taught postgraduate students as well as supervising final year/Master’s dissertations and doctoral theses as required
* Enhancing the School’s research culture by attracting external research funding and graduate students as well as participation in public engagement and impact activities
* Contributing to the effective administration and management of the School’s activities

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| **Key Duties and Responsibilities** |

1. Deliver lectures, seminars and tutorials to sub honours and honours students
2. Devise and assess coursework and examinations for undergraduate and postgraduate classes and

provide feedback to students

1. Devise and deliver specialist modules at honours and taught postgraduate levels related to your own

research interests

1. Supervise and examine dissertations and projects in your specialist area – final year, Masters and

doctoral theses

1. Engage in, publish and otherwise disseminate original research that is internationally excellent/world-leading
2. Apply for and win external research funding
3. Pursue research influence and impact, and support public engagement
4. Attract and recruit graduate students
5. Undertake administrative roles and management functions as required by the Head of School
6. Participate in committees and working groups within the School, the Faculty, and the University as required
7. Play an active role in building inter-disciplinary links across and outwith the University.

*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.

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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 in a cognate discipline | Tertiary teaching qualification | Application |
| Experience and Knowledge  (*examples of specific experience and knowledge sought*) | Specialised knowledge in the field of Comparative Literature  Ability to teach Comparative Literature  Experience of curriculum development  Evidence of commitment to high quality academic teaching at undergraduate and postgraduate levels and commitment to developing innovative and effective approaches to future teaching  Developing research track record and clear potential for high-quality research publications that are internationally excellent/world-leading  Developing a track record of research grant capture | Familiarity with key theories of Comparative Literature and current debates in the field  Experience of the university system in the UK  Experience of postgraduate supervision  Evidence of success in attracting research grants/external funding and delivering on externally-funded research projects  Credible plans for the active pursuit of external research funding  Interest in inter-disciplinary research  High impact publications commensurate with level of appointment  Evidence of participation in relevant academic and professional associations/bodies  Impact and engagement evidence of commitment to the dissemination of research/teaching to constituencies/stakeholders beyond the academy  Some knowledge of issues and challenges facing universities in such areas as curriculum design, course assessment, quality assurance, enhanced student experience etc | Application, Presentation, Interview, References |
| Competencies and Skills  (*e.g. effective communication skills, initiative, flexibility, leadership etc*) | Excellent competence in English  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  Administrative and IT skills appropriate for efficient and effective delivery of teaching, supervision and research | Excellent competence in one of the eight languages taught in the School  Ability to lead a research initiative  Evidence of aptitude and effectiveness in departmental/ institutional administrative tasks | Application, Presentation, Interview, References |
| Other Attributes | 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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| **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: AC2344MR

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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| **Academic Review Period for New Starts** |

The University operates a review period of 4 years for all academic appointments. Detailed objectives for Research, Teaching and Service, covering a period up to 4 years, specific to the individual, taking account of the stage of their career at appointment and reasonable expectations for the relevant academic discipline, including workload management, will be agreed with the individual at the time an appointment is offered. The agreement will normally cover:

* Publications Strategy
* Engagement (including public and outreach)
* Grant applications
* Teaching

The review period is intended to be supportive and encouraging and the University will look for evidence of sustained high quality performance throughout. Details of the scheme can be found on the Human Resources website at:

<http://www.st-andrews.ac.uk/staff/policy/hr/AcademicReviewforNewStartsAllAcademicStaff/>

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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 [Times and Sunday Times Good University Guide 2022](https://news.st-andrews.ac.uk/archive/top-of-the-class/)

Twice named [University of the Year](https://news.st-andrews.ac.uk/archive/st-andrews-named-university-of-the-year/)

Consistently ranked [one of the UK’s top five universities](https://www.thecompleteuniversityguide.co.uk/league-tables/rankings) and top in Scotland in the *Complete University Guide*

Top in the UK for [student satisfaction](https://news.st-andrews.ac.uk/archive/st-andrews-top-for-student-experience-2/)

Research-intensive – ranked 3rd in Scotland and 28th in the UK in [UK Research Excellence Framework](https://www.ref.ac.uk/)

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

Committed to sustainability and [aiming for Net Zero by 2035](https://www.st-andrews.ac.uk/sustainability/)

More than 9000 students and 3000 staff

Highly international – more than 45% 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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| **The University & Town** |

Founded in the early 15th century, St Andrews is Scotland’s first university and one of the oldest in the world.

Situated on the east coast of Scotland and framed by countryside, beaches and cliffs, [the town of St Andrews](https://en.wikipedia.org/wiki/St_Andrews) was once the centre of the nation’s political and religious life. Today, it’s a vibrant academic town with a distinctively cosmopolitan feel where students and university staff account for more than half of the local population.

The University of St Andrews is a diverse and international community of almost 13,000 students and staff, typically of more than 140 nationalities. It has more than 10,000 students, just over 8000 of them undergraduates, and employs approximately 3000 staff, made up of c1350 in the academic job families and c1650 in the non-academic job families.

Under the leadership of current [Principal Professor Sally Mapstone](https://www.st-andrews.ac.uk/about/governance/key-officials/principal/), the University’s [Strategy (2018-23)](https://www.st-andrews.ac.uk/about/governance/university-strategy/) is to broaden its global influence, become more diverse and consolidate its current position as the top UK university ([Times and Sunday Times Good University Guide 2022](https://news.st-andrews.ac.uk/archive/top-of-the-class/)).

The Strategy sets out the University’s ambitions to grow its international profile, champion diversity and inclusivity, expand its portfolio of world-leading research, develop stronger links with industry, and embed a culture of entrepreneurship among students and staff.

St Andrews has placed social responsibility at the heart of the Strategy, with a pledge to manage growth in student numbers, foster a growing culture of sustainability, and pursue a research and teaching agenda for the wider public good.

The University is one of Europe’s most research-intensive seats of learning. In the [Research Excellence Framework (REF 2021](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ref.ac.uk%2F&data=05%7C01%7Csc350%40st-andrews.ac.uk%7C49aceb5f63c240c926ff08da4862842c%7Cf85626cb0da849d3aa5864ef678ef01a%7C0%7C0%7C637901885197306115%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=jhSn5A9k8jI8xV2A9dKVyyvOmE88Q37jibV8gR%2B14SQ%3D&reserved=0)) more than 88% of research carried out by the University of St Andrews is world-leading or internationally excellent. REF found that the overall quality of research at St Andrews had increased by 5.7% since the last assessment exercise in 2014.

St Andrews was ranked the top university in the UK in [The Times and Sunday Times Good University Guide 2022](https://www.thetimes.co.uk/article/good-university-guide-in-full-tp6dzs7wn): this is the first time in the history of the Guide, and UK university league tables in general, that a university other than Oxford or Cambridge has topped the rankings. St Andrews has consistently been ranked one of the UK’s top five universities in league tables compiled by [The Times and The Sunday Times](https://www.thetimes.co.uk/article/good-university-guide-in-full-tp6dzs7wn), [The Guardian](https://www.theguardian.com/education/universityguide) and the [Complete University Guide](https://www.thecompleteuniversityguide.co.uk/league-tables/rankings).

It is the third year that St Andrews has challenged the Oxbridge rankings, coming [second to Cambridge in 2020](https://news.st-andrews.ac.uk/archive/staff-and-students-help-st-andrews-to-league-table-first/) and [second to Oxford in 2021](https://news.st-andrews.ac.uk/archive/university-challenged-st-andrews-breaks-oxbridge/). It has frequently been rated the leading university in Scotland for [teaching quality and academic experience](https://news.st-andrews.ac.uk/archive/st-andrews-scoops-top-teaching-award/), and in the [National Student Survey 2021](https://news.st-andrews.ac.uk/archive/st-andrews-top-for-student-experience-2/) was the leading mainstream UK university for student satisfaction for the thirteenth year in a row.

In international and world rankings the University of St Andrews scores highly for teaching quality, research, international outlook and citations. It is a World Top 100 institution in the [QS World University Rankings 2022](https://www.topuniversities.com/university-rankings/world-university-rankings/2022).

St Andrews’ reputation for teaching, research and student satisfaction make it one of the most sought-after destinations for prospective students from the UK, Europe and overseas.

The University typically averages 12 applications per place and has not offered Clearing places for more than a decade. St Andrews has highly challenging academic entry requirements to attract only the most academically potent students in the Arts, Sciences, Medicine and Divinity.

St Andrews holds an Institutional [Athena SWAN Bronze Award](https://news.st-andrews.ac.uk/archive/athena-swan-awards/). Sixteen Schools hold [Bronze Awards](https://news.st-andrews.ac.uk/archive/university-secures-gender-equality-awards/), while the Schools of Physics & Astronomy and Psychology & Neuroscience have achieved [Athena SWAN Silver Awards](https://www.st-andrews.ac.uk/hr/edi/sex_gender/athenaswansupport/), and the School of Biology holds a [Gold Award](https://biology.st-andrews.ac.uk/edi/2021/05/10/school-of-biology-receives-an-athena-swan-gold-award/).