

**Job Description: Senior Lecturer in Politics (Enhanced Research)**

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| **College/School:** | Faculty of Humanities and Social Sciences; School of Social Sciences |
| **Department/Subject:** | Politics, Philosophy, and International Relations |
| **Salary:** | £46,735 (Senior Lecturer) per annum with USS benefits |
| **Hours of work:** | Full time |
| **Contract:** | Permanent |
| **Location:** | This position will be based at the Singleton Campus |

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| **Introduction** | The Department of Politics, Philosophy, and International Relations (PPIR) at Swansea University is appointing a Senior Lecturer in Politics. This is a permanent post, subject to the post-holder completing a probationary period. We are seeking colleagues who can join and contribute to a vibrant research and teaching culture, with a particular emphasis on high-impact research. Candidates will avail of an annual research allowance, as well as support in the form of Departmental, Faculty-level, and University-wide research groups, institutes, and networks. The appointed candidate will be a permanent member of staff on Swansea University’s Education & Research Pathway Criteria (Research Strand) – more information about this career pathway can be found at this [link](https://www.swansea.ac.uk/media/3.-Education--Research-Pathway-Criteria-%28Research-Strand%29.pdf). Swansea University is the second highest ranked higher education institution in Stonewall’s 2024 Workplace Equality Index and is ranked 29th in the UK on the 2025 Guardian University Guide. |
| **Background information**  | The post requires significant research experience and an emerging or established national and/or international research reputation or its equivalent in terms of reach, significance, and impact in the domains of Politics/Political Science/Public Policy. We are open to a range of sub-disciplinary specialisations within this domain. We are seeking to recruit scholars whose work aligns with the University’s Unit of Assessment 19 (Politics and International Studies) submission. The Department of Politics, Philosophy, and International Relations is home to researchers and projects that include Public Policy; Drug Policy; Territorial governance; Elections and Political Parties; Identity Politics; and the Politics of Migration. Across these themes, we emphasise research that exerts a significant impact on politics and society and wish to continue this trajectory with this appointment. The appointee will be expected to expand their own research activities and be capable of linking with existing research areas and research teams in the Department, School, and Faculty. We are looking for a candidate who can help to shape our research culture by combining with existing research expertise within the Department. This will involve proactively engaging with research groups, activities, and structures at the faculty level. In particular, candidates who can engage with the work of the Department’s Global Drug Policy Observatory and Comparative Politics and Parties Research Group. We are seeking candidates who are effective and innovative teachers for domestic and international students. The successful candidate will support and extend the continued development of teaching, postgraduate supervision, and research in the Department of Politics, Philosophy and International Relations at Swansea. The post-holder will contribute to the delivery of our BA and MA Programs in Politics and International Relations, with a particular emphasis on the delivery of modules that engage students with methodology and research methods. Ideally, the candidate should be able to deliver both qualitative and quantitative research methods teaching in a way that engages BA students with the implications of methods for evaluating research and empowers MA and PhD students to use research methods. At the Senior Lecturer level, administrative responsibilities include driving the development of our Departmental research environment; and bridging to School and Faculty level research infrastructure – most notably engaging with the work of our Faculty Research Institutes focusing on Public Policy & Practice and Geo-political Challenges. Looking beyond the University, we are also keen to appoint a candidate who can engage with the Wales Institute of Social and Economic Research and Data (WISERD) to drive inter-institutional and interdisciplinary research collaborations within and beyond Wales. Your contribution will help the University deliver excellence in research, teaching, learning, and the wider student experience, and contribute to its mission to be a powerhouse for the regional economy and internationally. We welcome candidates who can develop links with scholars and students overseas: there may be opportunities to travel and possibly teach for short periods overseas. There will be opportunities to contribute to teaching and graduate supervision across the Faculty and School of Social Sciences and to be considered for School management responsibilities. This position may involve occasional working in the evenings or weekends in order to deliver off-campus or out-of-hours teaching and recruitment activities. The successful candidate can expect to assume a role in assisting with the Department’s inclusion of teaching innovation championed by the Swansea Academy of Learning and Teaching (SALT). The University is committed to supporting and promoting equality and diversity in all of its practices and activities. We aim to establish an inclusive environment and welcome diverse applications from the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic and national origin), religion or belief, sex, sexual orientation. Given extant disparities within PPIR, we particularly welcome applications from women and individuals from Black, Asian and Minority Ethnic (BAME) backgrounds for this position. Appointments will always be made on merit.Informal enquiries are welcome and should be directed to Dr Matthew Wall, Head of the Department of Politics, Philosophy, and International Relations (m.t.wall@swansea.ac.uk).  |
| **Academic Career Pathways** | The Academic Career Pathways (ACP) scheme is designed to ensure that academic strengths whether in research, teaching, the wider student experience, leadership or innovation and engagement, are all appropriately recognised, developed, valued, and rewarded. This post is on the education and research pathway (research) ACP, and full details of that pathway can be found at this [link](https://www.swansea.ac.uk/media/3.-Education--Research-Pathway-Criteria-%28Research-Strand%29.pdf). The ACPs provide indicative performance levels for all academic staff which will be used throughout the recruitment process as well as in line management and promotion processes for the successful candidate. There may be personal circumstances or work-related activities outside of academia such as in industry or a clinical setting that are relevant to inform your achievements when mapped against these indicative levels. You are very welcome to use your cover letter to provide any relevant individual circumstances such as career breaks, any periods of leave or secondment or any other absences, which should be taken into account and how these have had an impact on your career development. |
| **Main Purpose of Post: Enhanced Research** | 1. Research Outputs and Activity: Develop a record of high-quality research outputs and their dissemination in quality publications or other media in order to contribute to the University’s UoA 19 REF submission.
2. Research Projects and Grants: Success in securing resources to underpin research activity with responsibility for designing, planning and managing a sustained programme of research and of conducting original investigations within agreed timescales and budgets.
3. Esteem: Presenting contributions at conferences, workshops, seminars and other appropriate events. At least one presentation with a national or international reach within 3 years
4. Postgraduate Research Student Supervision and Development: Involvement in effective postgraduate research student supervision.
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| **Teaching** | 1. Teaching Delivery and Review: Effective delivery of the teaching, assessment and quality assurance of modules or other equivalent components of the taught portfolio. Reviewing course content and materials, and developing, designing and updating materials in compliance with quality standards.
2. Teaching Innovation and Impact: Deliver innovative teaching, which is up to date and informed by research or personal practice.
3. Professional Recognition Undertaking and completing a professional teaching qualification: Holding or actively working towards and obtaining HEA Fellowship or equivalent as recognised by HESA
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| **Management** | 1. Contributing to our Activities: Take part in formulating College or University decisions and contributing to activities beyond the immediate research, teaching or scholarship commitments.
2. Participating in Professional Activities: Engage with professional activities related to the discipline through networking at conferences or involvement in external groups.
3. Managing Self and Others: Support and enable the development of colleagues, students and/or yourself.
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| **General Duties** | 1. Promote equality and diversity in working practices and maintain positive, collaborative working relationships.
2. Conduct the job role and all activities in accordance with safety, health and sustainability policies and management systems, in order to reduce risks and impacts arising from the work activity.
3. Ensure that risk management is an integral part of any decision-making process, by ensuring compliance with the University’s Risk Management Policy.
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| **Person Specification Criteria** | **Typically evidenced by:** |
| **Qualifications** |
| 1. A PhD in a relevant subject area or a degree and relevant professional experience or qualification
 | *A PhD qualification (or imminent PhD submission/examination) in Politics, Public Policy, International Relations or a closely-related field.*  |
| 1. Recognised teaching qualification that would lead to Fellowship of the Higher Education Academy (HEA) or a commitment to achieve this
 | *If you do not have a recognised teaching qualification then evidence is required of a commitment to work towards Fellowship of the Higher Education Academy (HEA) or equivalent.* |
| **Enhanced Research** |
| 1. Evidence of or ability to disseminate high-quality research findings through appropriate written, oral or other media both within the institution and externally
 | *A record of publications in high-quality, peer-reviewed outlets, (where appropriate) grey literature and/or media publications, a list of publications currently in development or under-review.*  |
| 1. Securing the resources necessary to underpin research/scholarly/innovation activity
 | *Evidence of external resources pursued and secured relevant to the area over a 5 year period, can include on-going future plans for research funding.*  |
| 1. Recognition for contribution to the discipline through making a personal contribution to research developments.
 | *Presentation of research at national and international conferences, workshops, and seminars, involvement in organising national and international research events, membership and/or leadership roles in research groups and organisations.*  |
| 1. Supervising and developing postgraduate research students.
 | *Evidence of contributing to supervising or second supervising postgraduate research, PhD, MRes students, plans for recruiting and developing such students over a 5 year horizon.*  |
| **Core Teaching** |
| 1. Teaching specialism in Methods/Methodology.
 | *A track record of having developed or delivered relevant module content for the modules associated with this post.*  |
| 1. Undertaking teaching material review and responding to feedback from colleagues or students.
 | *Responsibility for a number of Undergraduate and or Masters modules, reviewing and updating the module/parts of module or creating new modules within 3 years.* |
| 1. Evidence of the effective delivery of teaching and assessment
 | *Good quality feedback and/or improved progression or retention of students* |
| 1. Evidence of teaching innovation and a commitment to CPD
 | *Holding or actively working towards a fellowship of HEA or equivalent. Evidence of ongoing personal development via CPD over the last three years and of its impact on teaching.* |
| **Core Management** |
| 1. Taking an active part in decisions and activities in an academic unit or institution, beyond own research and teaching commitments
 | *examples showing personal contribution and impact* |
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| **Welsh Language** *(Delete as applicable)* |
| Level 1 – ‘a little’ (you do not need to be able to speak any welsh to apply for this role)*e.g. pronounce Welsh words, place names, department names. Able to answer the phone in Welsh (good morning / afternoon). Able to use of learn very basic every-day words and phrases (thank you, please, excuse me). Level 1 can be reached by completing a one-hour training course.*For more information about the Welsh Language Levels please refer to the Welsh Language Skills Assessment web page, which is available [here](https://www.swansea.ac.uk/welsh-language-standards/compliance/recruitment/).***Subject Specific*** |
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