

RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

Making an application:

Please complete the short on-line application form and attach the following 5 documents. Shortlisting is undertaken by a panel after the closing date on the basis of information provided and failure to upload the requested documents will result in an application being rejected.

- Please include a covering letter setting out how you meet the requirements of the role as set out in the person specification.
- Include a full curriculum vitae (CV) including any publications. You should provide information on the range and content of your teaching and supervision experience, as well as on curriculum development. For posts with a research component, you should specify your 4 most significant papers published within the past 5 years (or an equivalent number appropriate to being an early career researcher). Applicants from within the UK should indicate which publications have been submitted to the REF 2014 and any assessment of the rating for each piece of work; For more information about the REF visit www.ref.ac.uk
- Include an education statement of no more than two sides of A4 setting out your track record in terms of contribution to pedagogical developments and, where appropriate, the development of professional practice. You should also include a reflective statement on your approach to research-led education and how it draws on pedagogical research. Also indicate how you ensure your continuing professional development as an excellent teacher in higher education.
- For posts with a research component, please include a research statement of no more than two sides of A4 providing details of your research plans for the next three years. This should include details of books, chapters or papers in progress together with planned publication dates. For journal articles please provide details of target journals and planned submission dates. If you have papers that are currently under review please detail the stage these have reached and the timescale you expect those papers to be accepted for publication. If you have papers that have been accepted for publication but not yet published please provide the date the paper was accepted for publication.
- For posts with a research component, applicants should also submit no more than two sides of A4 setting out their three year plan for generating external funding to support their research.

A commitment to sustaining an inclusive and diverse community is one of the University's Core Values and we are keen to address any imbalances in our workforce.

We are proud to have been a Two Ticks employer since August 2008 and, as part of our commitment to this scheme, we guarantee an interview to any candidate with a disability who meets the essential criteria for the post. We also work in partnership with national disability organisation DisabledGo who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (01206-874588/873521) for help.

Closing Date: 19 March 2017

Interviews are planned for: 18 April 2017



JOB DESCRIPTION – Job ref REQ00457

Job Title and Grade:	Lecturer in Sociolinguistics Grade 9
Contract:	Fixed-term, full time. This post is fixed-term for 3-years to cover a short term need – see general information.
Hours:	A notional minimum of 36 hours per week
Salary:	£39,324 - £42,955 per annum
Department/Section:	Department of Language and Linguistics
Responsible to:	Head of Department
Reports on a day to day basis to:	As above
Purpose of job:	To direct and deliver modules in sociolinguistics at undergraduate and postgraduate level. To supervise BA and MA projects and to contribute to the successful administration and management of the department.

Duties of the Post:

The main duties of the post will include:

1. Contributing to the development and delivery of research-led teaching in the Department of Language and Linguistics.
2. Teaching (including associated marking and administrative duties) on sociolinguistics modules at undergraduate and postgraduate level, as required by the Head of Department.
3. Demonstrate high-quality research in variationist sociolinguistics that feeds into high calibre teaching engagement and as demonstrated by high calibre publications and engagement with the field.
4. Providing appropriate academic and pastoral support to students at both undergraduate and postgraduate level.
5. Supervise BA and MA students in sociolinguistics and particularly variationist approaches, as may be required in the department.
6. Fulfilling assessment and examination duties as required by the Head of Department.
7. Contributing to the successful administration and management of the Department.
8. Any other duties as may be assigned from time to time by the Head of Department or his/her nominee.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

It should be noted that there is a contractual requirement for some members of academic staff to undertake research duties. If this requirement applies to a post it will be clearly stated in the job description, which forms part of the contract of employment.



Terms of Appointment

For a full description of the terms of appointment for this post please visit:

<http://www.essex.ac.uk/hr/current-staff/terms.aspx#>

February 2017

PERSON SPECIFICATION

JOB TITLE: Lecturer in Sociolinguistics
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Qualifications /Training

	Essential	Desirable
▪ Have completed a PhD in Sociolinguistics or highly relevant field	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Experience/Knowledge

	Essential	Desirable
▪ Expertise in variationist sociolinguistics demonstrated by research record as seen in high quality publications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience of teaching at undergraduate and postgraduate level or demonstrated potential	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Evidence of excellence in research as demonstrated by high quality publications as well as future plans of continued productivity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Evidence of experience in developing teaching materials, and administering and delivering teaching	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Evidence of breadth of knowledge in sociolinguistics that will allow students to be introduced to contemporary variationist sociolinguistic theory but with an understanding of other approaches	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience or potential to engage students in conducting sociolinguistic research projects, particularly on varieties of English	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Evidence of the ability to teach and offer modules in different areas of sociolinguistics such as Multilingualism, World Englishes, or the interaction between language and gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Successful performance of administrative tasks	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Skills/Abilities

	Essential	Desirable
▪ A good grasp of contemporary variationist sociolinguistic theory at the forefront of current research issues	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Engage positively in research seminars/workshops and other departmental events	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Ability to engage students to conduct research on current issues in sociolinguistics	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Design, deliver and assess undergraduate and postgraduate modules in variationist sociolinguistics including varieties of English	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Engage with and motivate students at undergraduate and postgraduate level	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Ability to direct student work on independent projects at BA and MA levels	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Willingness to be directly involved in administration and management of the department	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A high level of English, equivalent to first-language ability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ An ability to teach sociolinguistics in the context of language variation and historical change in English or in other sociolinguistic specialisms	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Ability to contribute to other areas of teaching in General Linguistics such as phonetics/socio-phonetics.	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Other

	Essential	Desirable
▪ Ability to meet the requirements of UK 'right to work' legislation*	<input checked="" type="checkbox"/>	<input type="checkbox"/>

* The University has a responsibility under the Asylum, Immigration and Nationality Act 2006 to ensure that all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. The University may be able to offer Tier 2 Sponsorship for this role. For further information about UK immigration requirements please follow this link <https://www.gov.uk/government/organisations/uk-visas-and-immigration>

January 2017

Additional Information

Department information

The Department of Language and Linguistics

The Department of Language and Linguistics (DLL) has 37 full-time academic members of staff and provides a broad spectrum of expertise in the study of language and in the practical teaching of modern foreign languages. Its core ambition is to offer students a transformative educational experience in these areas underpinned by high quality research. The majority of research conducted in the department is rated 'world leading' or 'internationally excellent', placing us 8th among departments in the UK for research quality (REF 2014). Research is therefore at the core of the department and staff must demonstrate excellent research via high impact publications and sourcing and securing research funding. The department aims to positively contribute to the university's TEF (Teaching Excellence Framework) assessment and so candidates must equally be highly motivated educators and fully demonstrate the ability to positively contribute to this goal.

Our linguistics expertise covers Theoretical and Descriptive linguistics, Applied linguistics, Sociolinguistics, Psycholinguistics, TESOL and Translation, Interpreting and Subtitling. The department has a long established tradition of research in sociolinguistics with particular focus on English dialects of East Anglia for which we are the proud developers and owners of the SEA corpus (<http://orb.essex.ac.uk/lq/seacorporus/>) comprising data collected by our students and which remains an immense resource for student projects.

We also offer a wide range of languages including French, German, Spanish, Italian and Portuguese that can be taken at degree level from beginners to advanced levels following the Common European Languages Framework.

We have a vibrant undergraduate and postgraduate (taught and research) student body. It is standard that staff contribute to teaching at both the UG and the PG level as well as supervise and engage PhD students through active participation in research groups that foster a culture of research in the department. We aim to offer our students a personal and individual experience through a personal tutor system that we consider essential to positive student experience. Student satisfaction is central to our purpose and we aim to offer a wide range of assessment methods that engage students and help them achieve their full potential while also enhancing their employability skills.

You can find more information about the department at the following link: [link](https://www.essex.ac.uk/langling/)

People Supporting Strategy

Please find a link to the People Supporting Strategy.

<http://www.essex.ac.uk/hr/policies/docs/people-oct15.pdf>

General information

Informal enquiries may be made to Prof Nancy Kula, Head of Department (email: nckula@essex.ac.uk). However, applications must be made online.

This post is fixed term until, potentially, a permanent appointment is made to its successor post, this post covers part of the duties of the new planned post only [e.g. teaching]. The new post will be substantially different, for example, requiring the post holder to be research active and included in the

2020 REF and will therefore be advertised. The current post holder will not have a claim to it as the permanent incumbent. You may, of course, apply at the time of advertisement, to be considered with other candidates if the essential criteria for the selection are met.

Benefits

Our staff and students are members of the University for life. We believe a person's potential is not simply defined by grades or backgrounds, but by a willingness to question, to collaborate and to push at the edges of knowledge and their own potential.

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeparkdaynursery.co.uk
- Childcare vouchers
- Relocation package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension, childcare and bicycle schemes)

No smoking policy

The University has a no smoking policy.

This document is produced by:

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