

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.

- a) Please include a covering letter setting out how you meet the requirements of the role as set out in the person specification.
- b) 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
- c) 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.
- d) 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.
- e) 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.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview. 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: 22 May 2017

Interviews are planned for: 29 June 2017



JOB DESCRIPTION – Job ref REQ00588

Job Title and Grade:	Lecturer in Linguistics (Syntax) Grade 9
Contract:	Permanent, full time
Hours:	A notional minimum of 36 hours per week
Salary:	£39,324 - £46,924 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 syntax and related areas at undergraduate and postgraduate level. To supervise BA, MA and PhD student research 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. Conduct excellent research in syntax and specific areas of expertise demonstrated by high quality research outputs.
2. Demonstrate a commitment to attracting research funding by seeking external research grants commensurate with career level.
3. Contribute to the development and delivery of research-led teaching with innovative course materials across the range of levels within the Department of Language and Linguistics.
4. Teaching (including associated marking and administrative duties) on modules in syntax and related areas at undergraduate and postgraduate level, as required by the Head of Department.
5. Demonstrate an engagement with the wider linguistic field via conference presentations and involvement in collaborative projects.
6. Provide appropriate academic and pastoral support to students at both undergraduate and postgraduate level and demonstrate ability to engage students in PhD research.
7. Supervise BA and MA student projects in areas of expertise as well as in collaboration with colleagues in other areas of linguistics, as may be required in the department.
8. Fulfil assessment and examination duties as required by the Head of Department.
9. Contribute to the successful administration and management of the Department.
10. 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#>

PERSON SPECIFICATION

JOB TITLE: Lecturer in Linguistics (Syntax)

Qualifications /Training

	Essential	Desirable
▪ Have completed a PhD in Syntax	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Experience/Knowledge

	Essential	Desirable
▪ Expertise primarily in syntax and grammatical description demonstrated by research record and current research projects	<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	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Demonstrable evidence of a clear publication plan for submission to future Research Excellence Framework (REF) programmes	<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 syntax that will allow students to be introduced to at least one contemporary syntactic theory in detail but with understanding of other approaches	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience or potential to engage students in varying syntactic or descriptive research projects.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience of expertise in an additional area in formal linguistics such as semantics, morphology or historical linguistics.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Evidence of the ability to teach in other related areas of linguistics	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Successful performance of administrative tasks	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Skills/Abilities

	Essential	Desirable
▪ A good grasp of contemporary syntactic 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"/>
▪ A profile demonstrating an active engagement with own area of expertise	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Ability to engage students in current syntactic and semantic research	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Design, deliver and assess undergraduate and postgraduate modules in syntax and semantics	<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"/>
▪ Ability to contribute to other areas of teaching in General Linguistics such as morphology or historical linguistics	<input type="checkbox"/>	<input checked="" type="checkbox"/>



▪ Ability to exploit corpus data and use tools such as sketch engine and other data resources	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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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>

Additional 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 be equally 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 tradition of research in theoretical linguistics with a wide range of syntactic approaches traditionally taught and researched, with long-standing expertise in LFG, HPSG and Minimalism.

We also offer a wide range of languages including French, German, Spanish, Italian and Portuguese that can be taken at degree level from beginner 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
<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.

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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April 2017