

# WORKING AT **WORCESTER**

Candidate pack

**Principal Lecturer, Physician Associate Programme  
[Permanent] and Programme Lead**

Three Counties Medical School





# Principal Lecturer, Physician Associate Programme [Permanent] and Programme Lead [fixed term for 3 years, renewable by agreement]

Three Counties Medical School

## Vacancy Details

<b>Location:</b>	<b>St John's Campus</b>
<b>Salary:</b>	<b>£54,420 - £63,059</b> <b>Opportunity to progress to £66,890</b>  <i>Appointment to Professor may be considered for exceptional applicants</i>
<b>Post Type:</b>	<b>Full Time</b>
<b>Contract:</b>	<b>Permanent</b>
<b>Closing Date:</b>	
<b>Interview Date:</b>	

## Overview

The University of Worcester is a high achieving, award-winning, dynamic institution set within an inclusive and engaged community. The number one University in England for gender equality, according to the last three years of the Times Higher Education's University Impact Rankings, with multiple accolades for teaching quality, inclusion, contribution to the community, and environmental sustainability, the University has been shortlisted as Times Higher Education University of the Year three times in recent years. One of the best Universities for health education, Worcester is creating the distinctive Three Counties Medical School (TCMS), aiming to widen access to careers in medicine and retain graduates in the local area.

This is an exciting time to join the University, as the MSc Physician Associate Programme which has been successfully running for a number of years at the University, has recently moved Schools to join the new Three Counties Medical School, aligning the courses requiring GMC regulation. The Medical School will open to its first MBCHB students in September 2023.

With Physician Associates about to become regulated by the General Medical Council, this is the ideal opportunity for someone who is interested in PA and Medical Education to be able to join the team, as part of Three Counties Medical School, and contribute to the design and implementation of a new exciting curriculum

The post holder will be responsible for the leadership of the Physician Associate programme and its research and scholarship output. They will work closely with the Dean of the Three Counties Medical School on the strategic direction of the programme, including: collaboration with NHS partners to seek opportunities for joint working ventures to improve recruitment, retention and quality of clinical placements, teaching and the student experience; preparation for the PA Apprenticeship; and the regulation of physicians associates with the GMC including policies and processes, quality assurance and self- assessment, and the alignment of course design, syllabus and assessments with GMC learning outcomes.

The successful candidate will be a proven leader, with the ability to motivate and influence their colleagues to achieve tangible positive outcomes, as well as demonstrate an excellent awareness of the Higher Education environment.

This is a permanent Principal Lecturer post on the Physician Associate Programme, with a role allocation as Programme Lead, which is for an initial fixed term of 3 years.

For informal inquiries please contact Jennifer Zandbeek, School Manager for the Three Counties Medical School via email at [j.zandbeek@worc.ac.uk](mailto:j.zandbeek@worc.ac.uk)

# Job Description

<b>School:</b> Three Counties Medical School
<b>Department/ Programme:</b> Physician Associate Studies, Three Counties Medical School
<b>Reporting directly to:</b> Dean of the Medical School
<b>Programme Lead:</b> Line management of the academic staff in the department
<b>Other Contacts</b>  <b>Internal:</b> Dean of Three Counties Medical School; School Manager; MBCHB academic staff; College Director for Learning, Teaching and Quality Enhancement; College Director for Research and Knowledge Exchange; professional services staff supporting the school; academic staff in the College [Schools of Allied Health and Community, Nursing and Midwifery and Science and the Environment]; Strategic Director of Practice Education and Interprofessional Learning in the Health Professions  <b>External:</b> NHS Trusts; Partner institutions; Other HEIs; Student placement providers, Regulators
<b>Job summary</b>  This is a permanent Principal Lecturer post on the Physician Associate Programme, with a role allocation as Programme Lead, which is for an initial fixed term of 3 years.  This is an exciting time to join the University, as the Physician Associate MSc. Programme which has been successfully running for a number of years at the University, has recently moved Schools to join the new Three Counties Medical School, aligning the courses requiring GMC regulation. The Medical School will open to its first MBCHB students in September 2023.  The post holder will be responsible for the leadership of the Physician Associate programme and its research and scholarship output. They will work closely with the Dean of the Three Counties Medical School on the strategic direction of the programme, including: collaboration with NHS partners to seek opportunities for joint working ventures to improve recruitment, retention and quality of clinical placements, teaching and the student experience; preparation for the PA Apprenticeship; and the regulation of physicians associates with the GMC including policies and processes, quality assurance and self- assessment, and the alignment of course design, syllabus and assessments with GMC learning outcomes.
<b>Main Duties</b>  <b>Principal Lecturer:</b>  <ol style="list-style-type: none"><li>1. Make a significant contribution to an outstanding learning experience for students, both through inspirational teaching and outstanding pastoral care.</li><li>2. Contribute to teaching and teaching related activities for the Physician Associate programme (theory, skills, and research), drawing both on own area of specialism and more broadly as appropriate, including leading a module and contributing to teaching across the School as necessary.</li><li>3. Design and develop innovative and inspiring learning materials and assessments and contribute to module and programme evaluation.</li><li>4. Contribute to the assessment process for students including the setting, marking and moderation of work, individually or collectively as part of a team in accordance with quality assurance procedures.</li></ol>

5. Participate in curriculum development work and the development of Continuing Professional Development (CPD) events.
6. Act as a Personal Academic Tutor.
7. Participate in/lead student recruitment activity, including outreach visits to schools, sixth form colleges, and recruitment fairs, and attendance at University Open Days and Applicant Days.
8. Contribute to course management and the coordination of teaching.
9. Engage in research and scholarship, disseminating findings through conference presentations and journal articles, books, book chapters and other forms appropriate to the discipline. relevant scholarly activity to support currency of teaching and curricula.
10. Act as a research supervisor.
11. Develop and /or collaborate on funding bids for research and / or knowledge exchange.
12. Develop the impact of research through engagement with key stakeholders and research users/ beneficiaries.
13. Carry out academic administrative work and participate in relevant committees within the Institute and University.
14. Represent the course, department, and School in student recruitment activities, including participation in Clearing activities and Open Days / evenings throughout the year, and interviewing applicants.
15. Participate in staff development and review processes.
16. Participate fully in the life of the department, School and University, by engaging in representational and ambassadorial activities and carry out any other reasonable duties as requested by the Head of Department and/or Head of School.
17. Contribute to the promotion, growth, and reputation of the University as an outstanding place at which to be a student.
18. To undertake other duties as agreed with the Dean of School.

**Role descriptor for Programme Lead:**

19. Effective and efficient management and leadership of the staff of the PA programme.
20. Active participation in the management and strategic direction of the School in line with the University Strategic Plan as a member of the School Senior Management Team [SMT].
21. Coordinate all aspects of the academic programme, including curriculum development
22. Oversee and manage Course Leaders to ensure key metrics are met / exceeded.
23. Oversee student recruitment ensure that recruitment targets are met / exceeded.
24. Implementing consistently high-quality academic provision and delivering excellent levels of student satisfaction.
25. Ensuring the effective implementation of the University of Worcester's policies, processes, and procedures, including Academic Quality processes; monitoring, assuring, and enhancing the quality of the academic provision within the Department.

26. Development of the Department through stakeholder engagement, including relationship management of both national and international academic partners and PSRBs (if relevant).
27. Continued development of a student-centred, research-informed learning experience for all students and promoting the development and application of effective and innovative learning resources to support the learning experience.
28. Active engagement in their academic discipline, leading by example in areas of research and scholarship.
29. Supporting, empowering, developing and line managing staff: communicating effectively and purposefully; organising and leading regular meetings; allocating staff workloads, ensuring teaching cover, organising holiday cover, organising absence cover, appraisals, probation and performance management

\*The above does not represent an exhaustive list of duties associated with this role. Post holders are also expected to:

- Maintain personal and professional development to meet the changing demands of the job; participate in appropriate training activities and encourage and support staff in their development and training.
- Take steps to ensure and enhance personal health, safety and well-being and that of other staff and students.
- Carry out these duties in a manner that promotes equality of opportunity and supports diversity and inclusion and takes into account the University's commitment to environmentally sustainable ways of working.

### **Selection Methods**

Shortlisted candidates will be asked to deliver a presentation and a teaching session, followed by a formal panel interview. The presentation and teaching briefs are as follows:

Presentation: Please deliver a 10-minute presentation on "The future educational research agenda for UK PA programmes"

Teaching session: Please deliver a 15-minute teaching session suitable for Level 7 students focussing on a topic of your choosing relevant to PA students

#### **Application for Professorial appointment:**

Candidates wishing to be appointed as a professor should provide their CV supported by a statement which outlines their candidacy against the criteria (of no more than 2,000 words). It is important that the statement indicates by which criterion or criteria the candidate is claiming to be excellent.

Similarly, the candidate must make explicit the nature of the high level of achievement claimed in respect of any other criteria. The criteria can be found at

<https://www2.worc.ac.uk/personnel/documents/Proceduresfortheappointmentofprofessors.pdf>

# Person Specification

Criteria For appointment as Principal Lecturer:	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. MSc/PGDip Physician Associate Studies OR other related healthcare qualification to degree level	Essential	Application Form
2. PhD in a related field and /or relevant professional qualification and /or equivalent professional experience	Desirable	Application Form
3. PG Cert in Learning and Teaching in Higher Education (or equivalent) and/or Fellowship of the Higher Education Academy/Advance HE.	Essential	Application Form
4. Registration with an appropriate Professional Body (the Physician Associate Managed Voluntary Register [PAMVR] /or equivalent e.g. GMC).	Essential	Application Form
5. Minimum of three years' post-qualification clinical experience.	Essential	Application Form
6. Significant experience of teaching relevant subject area degree programmes at undergraduate or postgraduate level and/or extensive knowledge, skills and experience in teaching postgraduates	Essential	Application Form / Supporting Statement / Interview
7. Demonstrable ability to enthuse, motivate and facilitate student learning and intellectual challenge, using a variety of methods of learning and teaching.	Essential	Application Form Interview
8. Experience of innovative and successful curriculum design.	Essential	Application Form / Interview
9. Ability to provide peer-reviewed publications suitable for inclusion in Research Excellence Framework (REF) submissions.	Essential	Application Form
10. Demonstrable commitment to diversity and inclusion, and to health and well-being issues in both staff and students.	Essential	Application Form / Interview
9. Evidence of (or willingness to) making a substantial contribution to both student recruitment and support activities.	Essential	Interview
Criteria for appointment as Programme Lead	Essential/ Desirable	Application Form / Supporting Statement / Interview
11. Experience in academic management/leadership, course or module leadership including the management and delivery of strategic projects.	Essential	Application Form / Supporting Statement / Interview
12. Exceptional communication skills and the ability to build and maintain consensus in teams, in order to address key performance issues.	Essential	Application Form / Interview

13. Demonstrable experience of successful undertaking of quality assurance processes.	Essential	Application Form / Supporting Statement / Interview
14. Excellent planning and organisational skills, and exceptional ability to analyse situations and solve problems.	Essential	Application Form Interview
15. An established record of achievement and influence in learning and teaching, and educational scholarship and research.	Essential	Application Form / Interview
16. Experience of staff recruitment processes; for example, contributing to shortlisting processes or interview panels.	Desirable	Application Form / Supporting Statement/ Interview
17. Line management experience.	Desirable	Application Form / Supporting Statement / Interview
18. Knowledge and experience of working with healthcare regulatory bodies.	Desirable	Supporting Statement / Interview
19. Knowledge and experience of working in collaboration with colleagues in NHS. Excellent awareness of national strategic and policy developments in Higher Education and active membership of professional networks and associations in related fields.	Desirable	Supporting Statement / Interview

- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency based interview questions, tests, work-related exercise, presentation or teaching session etc.

\*Newly appointed staff who do not already hold HEA professional recognition will be required to achieve this within three years of their appointment to the post via the University’s accredited CPD scheme conferring Fellowship at the appropriate level.

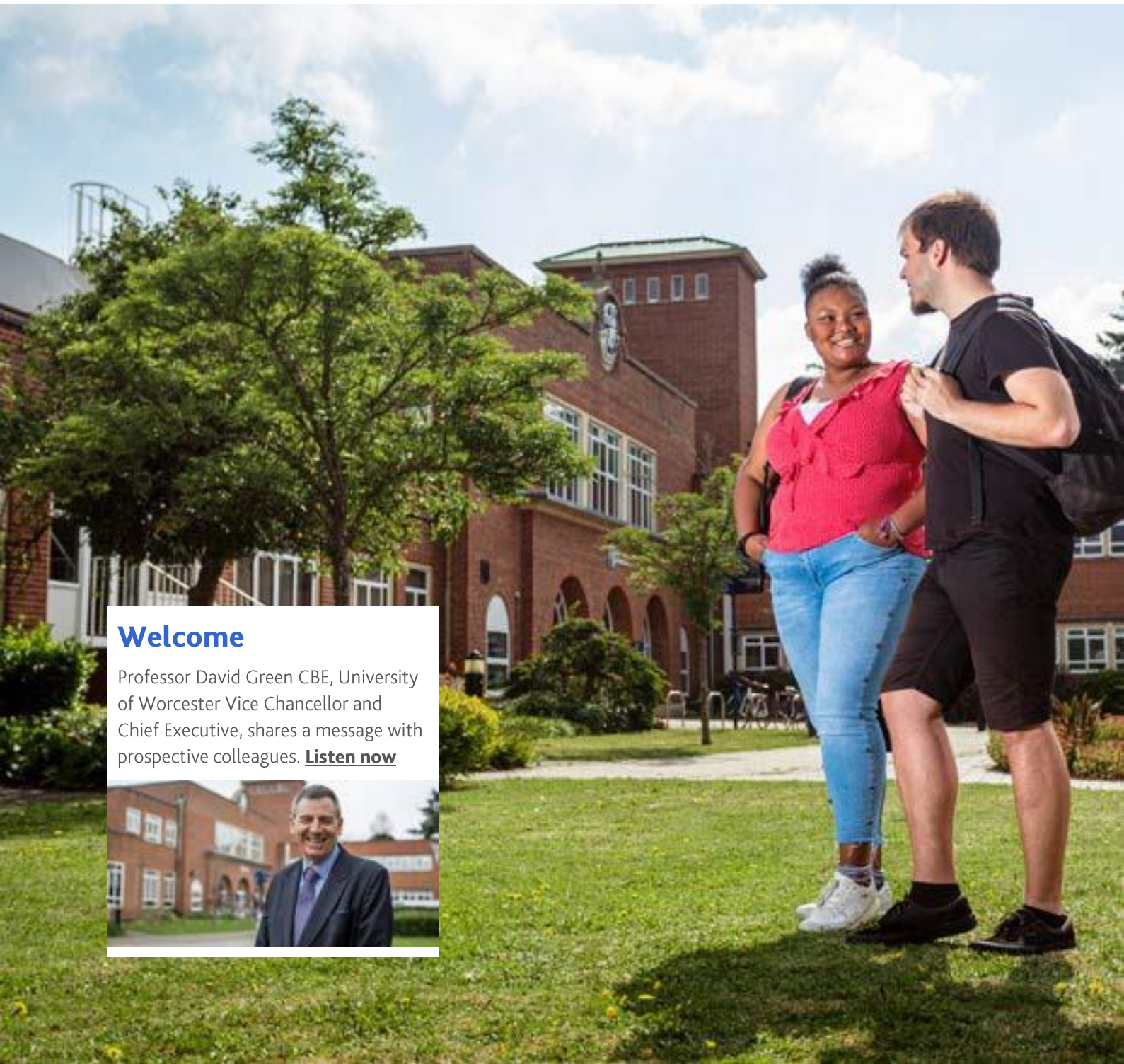


# THE UNIVERSITY OF WORCESTER

Originally founded as a symbol of hope in the aftermath of the Second World War, the University of Worcester was established with a clear vision and noble aim: to help win the peace through education.

## Welcome

Professor David Green CBE, University of Worcester Vice Chancellor and Chief Executive, shares a message with prospective colleagues. [Listen now](#)







The founding principles of 1946 continue to shape much of our work today, harnessing the power of education to enrich lives and make a positive contribution to society.

Over the past decade, the number of students choosing to shape their future at the University of Worcester has more than tripled. We are now a community of over 10,000 students and 1,000 staff members, drawn from over 60 countries and a wide variety of disciplines, including nursing and health, teacher training and education, biological science, business, arts, humanities, psychology, law, sports science, management and more. Plans for the new Three Counties Medical School are well-advanced, with the first students expected to begin their studies in 2022.

Research at the University is flourishing. In 2014, the results of the national Research Excellence Framework made Worcester the country's most improved university for Research Power according to Research Fortnight. Research revenues have grown significantly, and outstanding new colleagues have joined the University creating a positive, productive environment.

We strive to be an outstanding university at which to be both a student and a member of staff. We concentrate on working together as a whole University, to create an environment in which people thrive, placing great importance on combining enduring human values with professionalism. We have a national reputation as a very friendly community, where both staff and students feel genuinely valued and empowered to make a meaningful contribution.

## The Hive

By opening our facilities in imaginative ways for the public benefit, we encourage cohesion and contribute to our community becoming even safer, stronger and more engaged. The opportunity to study at The Hive, Europe's first integrated university and public library, is a day-to-day encouragement to active citizenship and learning.





## The Arena

"Universities like ... Worcester have long been leading the way in improving the disabled student experience, by enhancing support services available to them and designing facilities with accessibility in mind. I want institutions like these to no longer be the exception, but the norm."

Universities Minister,  
Chris Skidmore, 2019





## On Campus

Worcester has become identified with academic freedom and freedom of expression, with a reputation for demonstrating leadership and speaking out on critical issues.



The University has been ranked in the top 3 in the UK for Quality Education in each of the last three years of the Times Higher Education's University Impact Rankings, which assess how universities globally are meeting the UN's Sustainable Development Goals.

In 2021, the University was ranked No.1 in England for Gender Equality for the third year running. In the first rounds of the national gender pay reporting, the University was shown to be the UK's best performing university for fair gender pay. There is no statistically significant difference in gender pay at Worcester.

Worcester has been shortlisted three times as the Times Higher Education's University of the Year – in 2016, 2019 and 2020 - and twice for University of the Year in the UK Social Mobility Awards – in 2019 and 2020. In 2019 it was named Sustainability Institution of the Year in the Green Gown Awards 2019. Representing Britain and Ireland, the University was then highly commended globally for sustainability at the United Nations in June 2020.

Our annual revenues have risen more than fourfold since 2004 and are now approaching £100m, with the University's activities generate well over a quarter of a billion pounds annually for the regional economy, which generates more than 8,000 jobs in the area.

A highly imaginative, capital development programme has seen sustained investment in

inclusive, innovative, award winning facilities, including The University of Worcester Arena, the UK's first indoor sports arena purpose designed to include the wheelchair athlete, and The Hive, Europe's first University and Public Library.

One of the distinctive features of the University is that we strive to work in purposeful partnerships with many businesses, our Local Authorities, Health Trusts, Schools, Further Education and 6th Form Colleges, Housing Associations and other natural partners for the University locally, nationally and internationally. We have recently been appointed as the educational partner on plans to build a brandnew multi million pound 'university centre' in Dudley as part of the Council's Towns Fund plan.

Working in partnerships on a principled, sustained basis enables us to achieve much more together.

**SHORTLISTED**

UK Social Mobility  
Awards™

University of the Year 2020

**FINALIST**

**THE AWARDS  
2020**

University of the Year

**FINALIST**

Green Gown  
Awards 2019

Sustainability Institution  
of the Year

**We are seeking to appoint exceptional people who share the University's values and goals to help lead the University to meet fresh challenges, record new achievements and make a still greater contribution to society.**



Read our [Strategic Plan: Vision and Values](#)



Find out why we are a finalist for [University of the Year](#)



Read our [Report and Financial Statements](#)

## **An engine of opportunity**

**Since earning our university title in 2005, the University has:**

- Created innovative and inspirational facilities including The Hive - Europe's first integrated university and public library, and the University of Worcester Arena - Britain's first inclusive indoor sports hall purpose designed to include the wheelchair athlete
- Made an outstanding contribution to the urban regeneration and renewal of Worcester – one of England's finest cathedral cities
- Become the best university in the Country for gender equality
- Been consistently outstanding for environmental sustainability
- Been a shining beacon for academic freedom worldwide
- Championed inclusive sport and physical education across the globe
- Pioneered the whole institution approach to widening participation
- Led national work to promote positive student mental health and wellbeing
- Been the most improved university for Research Power in the 2014 REF



# Ten Facts About the University

## Ranked top 3 for Quality Education

The University has been ranked in the top 3 in the UK for Quality Education in all three years – 2019, 2020 and 2021 of the Times Higher Education's University Impact Rankings, which assess how universities globally are meeting the UN's Sustainable Development Goals. The University has also been the No.1 university in England for Gender Equality in all three years of the rankings.

## Outstanding Contribution to Equality, Diversity & Inclusion winner

The University was the winner of the 2020 Times Higher Education Award for Outstanding Contribution to Equality, Diversity and Inclusion and winner of the 2019 THE Award for Outstanding Contribution to the Local Community. The University won the 2019 Guardian University Award for Internationalisation.

## Three Counties Medical School

In August 2021, the University was given the go ahead to recruit the first students to its new Three Counties Medical School. Construction is underway on a new healthcare training facility, which will feature a state-of-the-art anatomy suite.

## Shortlisted for University of the Year

Worcester has been shortlisted three times as the Times Higher Education's University of the Year – in 2016, 2019 and 2020 - and twice for University of the Year in the UK Social Mobility Awards – in 2019 and 2020.

## Sustainability Institution of the Year

Worcester was named Sustainability Institution of the Year in the Green Gown Awards 2019 and was Highly Commended in the global awards at the UN. In the 2019 People and Planet University League, Worcester was awarded First Class Honours – an achievement it has recorded each and every year since 2009.

## Students' Union in top 10

The University scores consistently above our benchmark and the average in the National Student Survey. In 2021, Worcester Students' Union was ranked among the top 10 unions at mainstream universities across the UK in the independent survey.

## Top 10 for Sustained Employment

94.6% of Worcester graduates are in work or further study 15 months after graduating (Graduate Outcomes Survey 2020) and Worcester is in the top 10 for 'Sustained employment with or without further study' one, two and three years after graduation (most recent LEO).

## Top 10 universities which best reflect society

A report from the Higher Education Policy Institute (HEPI) in early 2018 placed the University of Worcester in the top 10 of universities which best reflect society.

## Top 10 for Postgraduate experience

Worcester is ranked among the very best in the UK in two national independent surveys exploring postgraduate teaching and research. In the AdvanceHE Postgraduate Taught Experience Survey (PTES) 2021, Worcester is ranked 3<sup>rd</sup> amongst 88 UK universities for overall satisfaction, while Worcester is ranked 7<sup>th</sup> out of 94 in the AdvanceHE Postgraduate Research Experience Survey (PRES) 2021.

## Top 20 for student experience

20<sup>th</sup> for student experience and 23<sup>rd</sup> for teaching quality (2022, published September 2021).

# LIVING & WORKING IN WORCESTERSHIRE

Where you live can have a big  
impact on your quality of life.







## Worcester

The University is located in the heart of Worcester, close to both the city centre and also the beautiful surrounding countryside, which has been designated as an area of outstanding natural beauty.





Worcester is a growing, vibrant city with a population of about 100,000. It is now regularly named as one of the happiest and safest cities in England and one of the best for children.

Worcester, Hereford and the surrounding areas excel with an exceptional choice of schools.

Located less than an hour from Birmingham - bordered by the Cotswolds to the East and the Malvern Hills to the West — Worcester is renowned for its history and heritage. Local landmarks include the inspiring Norman Gothic Cathedral; the Three Choirs Festival where Sir Edward Elgar's Enigma Variations were first performed in 1899; and the Commandery from which Charles II fought during the Civil War.

The University's City Campus is based in the sensitively restored Georgian Victorian Worcester Royal Infirmary where the British Medical association was founded in 1832. The New Road Worcestershire County Cricket ground, built next to the banks of the river Severn, is ranked as one of the world's most beautiful.

When comparing property in the region to elsewhere in the country, it's worth considering:

- You will pay more than double the money for a comparable farmhouse in Oxfordshire
- A character cottage in Worcestershire or Herefordshire is about two thirds of the price of one in Oxfordshire

Worcestershire is easy to get to and easy to get around. With excellent road and rail links there are direct connections to London and three international airports within an hour's drive of the county.

On campus car parking is available for permit holders, but we are also committed to reducing our carbon emissions as part of our wider environmental commitment, and as a result we encourage staff to walk or cycle where possible. We offer a valuable salary sacrifice scheme for staff who wish to purchase a bike for travelling to work.

## What does it mean to work at Worcester?

Worcester offers a collaborative, innovative and inclusive workplace where you can thrive.

The University is among the largest employers in the county, with over 1,000 staff between our campuses.

The Worcester ethos is bold, caring, compassionate, and dedicated to excellence. Working at Worcester is more than a job; it's an opportunity to be your best, within a vibrant, welcoming community. We have a strong focus on creating an environment where individuals from diverse backgrounds and life experiences can both contribute and flourish.

And we care, always looking for ways to better the lives of our employees with benefits and offerings that support wellbeing, enhance the quality of life for you and your family, and help bring unity to your personal and professional life.



Watch [This is Worcestershire](#)

## What's it like to work at Worcester?

### Benefits snapshot

Worcester takes pride in offering generous benefits to support and enhance your career, health, and wellness. Here's a quick overview of the kind of support that has made us an award-winning employer of choice.

### Lifelong learning and career growth

We proudly offer generous education benefits for lifelong learning. You may be able to earn a Worcester degree while you work or take professional development opportunities that enrich your career skills.

### Progression and Reward Scheme

We proudly recognise the individual and collective achievements of our staff with progression opportunities and a staff reward scheme.

### Securing your future

We offer generous occupational pension schemes. All schemes provide valuable benefits on retirement, as well as life assurance and protection for you and your family. You can find out more about pensions, including retirement benefits and additional voluntary contributions on our website.

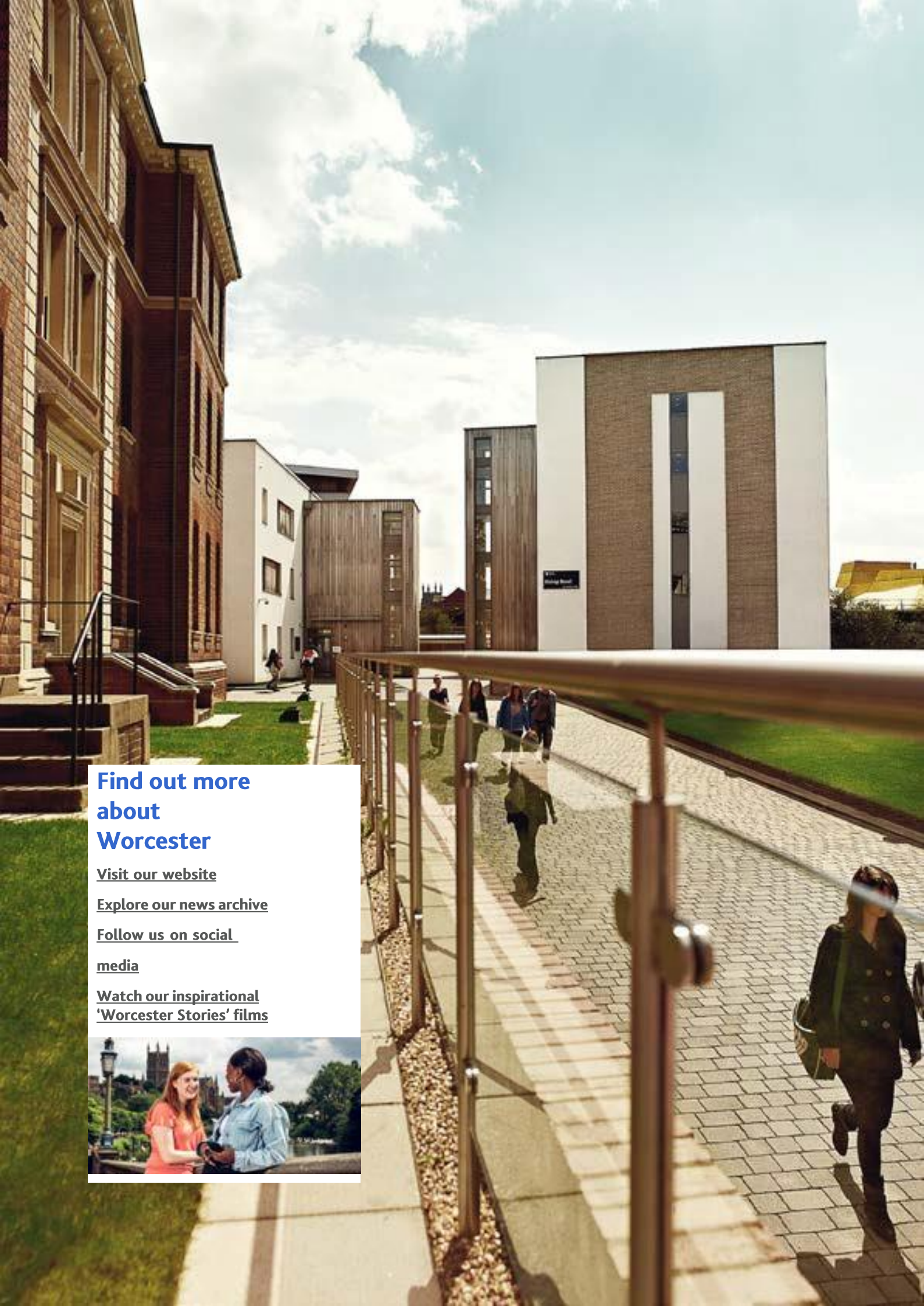
All schemes provide valuable benefits on retirement, as well as life assurance and protection for your family.

## Supporting your work, life and wellbeing

For many of us, our work is an integral part of our life. Worcester benefits and programmes help you balance a meaningful career with a high quality of life. Thrive at work and beyond with support and resources:

- Generous time off – Look forward to time off, with an annual allowance that increases with your length of service.
- Flexible work options – Many of our employees have alternative work schedules or remote work arrangements that meet both personal and departmental needs.
- On-site childcare - We have an excellent nursery on campus for children of staff and students. The nursery is accredited by Ofsted and works with little ones from three months up to school age. We offer a salary sacrifice scheme for any childcare costs, providing you valuable savings on tax and National Insurance.
- Employee Assistance Programme – Free, confidential 24/7 support offering professional support and specialist advice on a range of issues that may have an impact on an employee's health and wellbeing.
- Health and wellbeing - Staff are able to access many of the University's state of the art sports facilities at discounted rates, from sports pitches to the gym and our on campus sports centre. A range of classes are also available, including dance, yoga and pilates, as well as several staff sports clubs.
- Support for you and your family – Worcester offers an exceptionally inclusive working environment with programmes and resources dedicated to meeting the needs of a diverse workforce.





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about  
Worcester**

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media](#)

[Watch our inspirational  
'Worcester Stories' films](#)





## How to Apply

To make your application and to find out more about the University, visit [www.worcester.ac.uk/jobs](http://www.worcester.ac.uk/jobs)

If you have any questions about working at Worcester or the recruitment process get in touch with our Human Resources team:

Telephone: 01905 855170

Email: [jobs@worc.ac.uk](mailto:jobs@worc.ac.uk)

