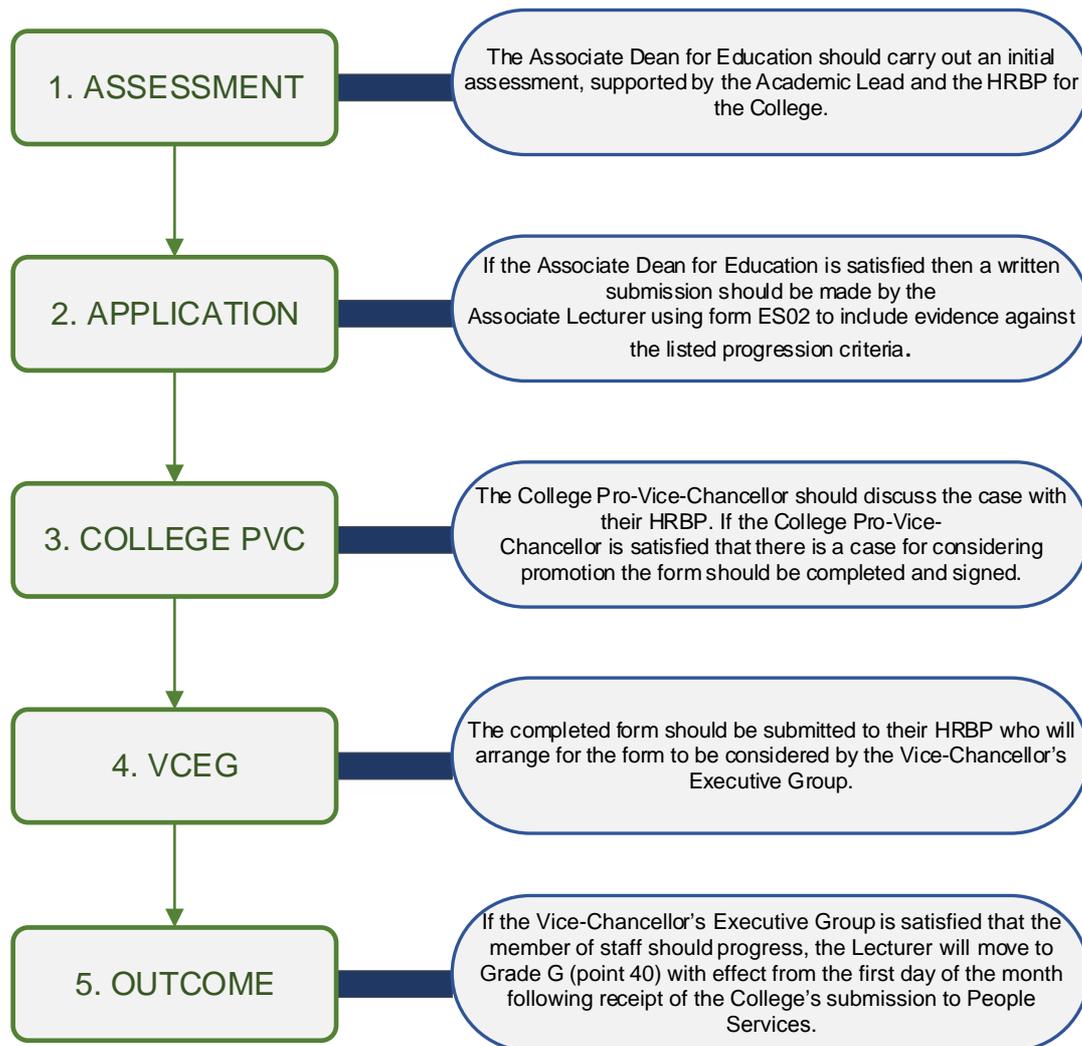


PROGRESSION PROCESS TO SENIOR LECTURER (E&S)

Below sets out the progression process of Lecturer to Senior Lecturer (E&S). Full guidance can be found on the following page.



PROGRESSION PROCESS TO SENIOR LECTURER (E&S)

There is no provision for the automatic progression of Lecturers to Senior Lecturer, but there may be circumstances where such progression is appropriate. Colleges are advised to seek advice from the HR Business Partner (HRBP) for the College before making a submission.

Note: while the Education and Scholarship Career Path is comparable to the Professional Development Programme (PDP) for Lecturers in the Education and Research job family, there are some significant differences. Lecturers (Education and Research) have up to 5 years to satisfy the PDP requirements leading to promotion to Senior Lecturer (Education and Research). Some Lecturers (Education and Research) achieve these targets in less than five years and it is anticipated that an ambitious, well motivated Lecturer (Education and Scholarship) could do likewise. However such promotion will not occur automatically after successful completion of probation (ie after one year) for Lecturers in the Education and Scholarship job family.

1. ASSESSMENT

The Associate Dean for Education should carry out an initial assessment, supported by the Academic Lead and the HRBP for the College, of whether

(a) there is an ongoing need in the College for work at Senior Lecturer level (as summarise in the Role Profile for Senior Lecturer (Education and Scholarship)); and

(b) the member of staff is ready for progression and that their skills and competences can be evidenced against the appropriate promotion criteria for staff in the Education and Scholarship Job Family, including the requirement for HEA recognition at the relevant level.

2. APPLICATION

If the Associate Dean for Education is satisfied then a written submission should be made by the Lecturer using form ES02 to include evidence against the listed progression criteria. The form will then be submitted to the College Pro-Vice-Chancellor.

If the College Pro-Vice-Chancellor is satisfied that there is a case for considering promotion they should complete the form to state this.

3. COLLEGE PVC

If the Pro-Vice Chancellor is unable to support the application, they should explain their reasons to the member of staff who has the right to make a personal submission. They should complete the form to state this. The form should then be submitted to the HRBP for the College who will arrange for the form to be considered by the Vice-Chancellor's Executive Group.

4. VCEG DECISION

If the Vice-Chancellor's Executive Group is satisfied that the member of staff should progress to grade G, the Lecturer will move to the first point of Grade G (point 40), effective from the first day of the month following receipt of the College's submission to People Services (e.g. if received on 16 March, increment would be from 1 April).