



Birmingham Teaching Fellows

The University

The University of Birmingham was recognised for its commitment to academic excellence and innovation by being named The Times and Sunday Times University of the Year 2013-14. Our heritage as the UK's first civic university – the original 'redbrick' – is combined with one of the most compelling and ambitious agendas in higher education.

Ranked by QS as 62nd in the world university rankings, Birmingham is a leading member of the Russell Group (the Vice Chancellor is the current Chair) and a founder member of the Universitas 21 global network of research universities (<http://www.universitas21.com/>). The University is a pioneer in sector leading initiatives. These include our 'Birmingham Fellows' programme, which has so far seen over 60 of the world's best early career academics join us; the much emulated unconditional offers strategy to exceptional candidates introduced in 2012-13; and the University School which will open in 2015, all of which are testament to an institution that rewards and encourages excellence in research and education and which has, unsurprisingly, seen impressive league table rises recently.

We have a clear vision for the future, ambitious leadership, world-class academic strengths, and a secure financial base. Our five-year strategic plan 'Shaping Our Future: Birmingham 2015' was published in 2010 and the University is already demonstrating significant progress against this plan that will lift us into the international elite. In support of this, the University is investing in our future, most significantly with an ambitious programme to recruit outstanding academics across a variety of disciplines to build on our exceptional talent. Our investment also extends to a £200million infrastructure plan which includes a new Library, Sports Centre and student accommodation.

We are continually seeking to renew our educational vision which has at its heart, a culture of learning aligned with our research ethos. This includes new modes of higher education study, including our pioneering Virtual Learning Environment (Canvas) and our partnership with FutureLearn, and a readiness to rethink core aspects of the curriculum, demonstrated through our lead role in piloting a Grade Point Average system in the UK.

Our research grant capture is increasing significantly - in 2011/12, new research grant awards increased by over 57% on the previous year to £145.5m and remains strong. In 2012/13 the University was ranked third for competitively won ESRC research grants and second for the AHRC. We are recruiting undergraduate students with the finest academic credentials in our history and applications to study here in 2014 are growing rapidly and more impressively than either nationally or for comparable universities. The University has a significant international presence: our office in Guangzhou, China is testament to our substantive

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collaboration with the local government and universities there; we have partnership agreements with many of the world's leading universities; an office in New Delhi and a presence in Brussels which gives the University an outstanding understanding of European funding and influence with officials and politicians. In Brazil, the Universities of Birmingham and Nottingham are working together in a unique collaboration to develop a network of strategic partnerships with Brazilian universities, as well as the oil and gas industry. These initiatives have been central to the UK Government's outreach into Brazil, and this year will bring in the region of 20 doctoral researchers to the University as part of a prestigious scholarship programme.

These are just a few of our recent achievements, as the University community works together to enhance further our research achievements and educational provision. Our policy facing activity continues to go from strength to strength with notable success led from the College of Social Sciences such as the Public Services Academy and the establishment of Policy commissions in Local Public services, Healthy Ageing, and Wealth Distribution. We are long established as leaders in the field of Medicine, with strengths in the research and treatment of cancer, heart, and liver disease as well as infections with a global significance including TB. In the Physical Sciences we boast outstanding academic and research credentials, including Chemical Engineering where we were recognised with a Queen's Anniversary Prize in the Jubilee year.

As well as our focus on research excellence, we are committed to delivering a first-class experience for our students in every aspect of their university life. This is also why the University has been ranked 11th in the Times Higher Education Student Experience Survey 2013 and 17th out of 124 UK universities in The Complete University Guide for 2014. These latest league table results further strengthen Birmingham's position as a top 20 university and reflect its recent performance in other highly regarded league tables, such as the Sunday Times University Guide 2014, which ranked the University in 16th place overall.

Areas particularly highlighted in the latest league tables include the excellent student experience and the quality of the programmes available. With one of the widest range of offerings in the UK, 17 of our 48 subjects were ranked in the top 10 in the Complete University Guide (with two in first place). In addition, the University was ranked in 10th place overall and first place for self-made millionaires in the 2013 Wealth-X Survey, which measures the financial success of alumni.

Birmingham has been challenging and developing great minds for more than a century. The University of Birmingham School and Sixth Form will continue this tradition, providing an outstanding academic education for Birmingham's young people and serving as a centre of teacher education in the region. The School and Sixth Form will be a comprehensive co-educational 11-16 school plus a sixth form, taking 150 pupils per year into Year 7 and up to 200 per year into the Sixth Form. Located near the University of Birmingham's main Edgbaston campus, it will have particularly strong links with the School of Education in the College of Social Sciences and reflect our values, including a commitment to academic excellence and to raising aspirations and widening participation in higher education. As such, the emphasis will be on preparing pupils for entrance to selective universities.

The University's cultural profile was enhanced with the opening of the beautiful Bramall Music Building in 2013. This houses the Elgar Concert Hall, named after our first Professor of Music, Sir Edward Elgar, and is a wonderful venue that enhances the quality of our Music department, already ranked second in the UK, and the importance of music as a part of the social and cultural life of the institution. This complements our reputation in music and our music scholarship scheme which attracts the most talented musicians from across the world to study at Birmingham.

The Bramall Music Building is one amongst a number of cultural assets that include the Shakespeare Institute at Stratford-upon-Avon, the Ironbridge Institute at the centre of this world heritage location in Shropshire, and the Barber Institute of Fine Arts, our art gallery that is home to works from many of the greatest artists in the western tradition and the world's second largest collection of Byzantine coins. Our Edgbaston campus also includes Winterbourne House and Garden, a unique Edwardian heritage attraction that is home to over 6,000 plant species from around the world.

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Sport is integral to life at Birmingham and we are ranked second in the UK for the quality of student sport. Our new sports development centre is on track and will include the city of Birmingham's first 50m swimming pool that will not only provide facilities for our performance sportsmen and women but also offer a new resource to the local community. It was perhaps this combination of performance in, and commitment to, sport that attracted the 2012 Jamaican track and field team to our campus for their pre-Olympic training camp. After winning his second gold medal at the Games, Usain Bolt and his colleague Yohan Blake saluted, to a worldwide television audience, the facilities, support and warm welcome that they and their team mates had received from the University.

We receive over 75,000 applications each year from students wishing to study here and welcome 24,000 successful students to the campus from 150 countries. A £5m investment in employability services has seen the numbers of graduates who find work within the first six months of graduation increase significantly for the second year in a row, and in a time of recession. A long-term project improving the academic support available to students and plans for the development of a state-of-the-art student services hub have led to satisfaction rankings in the National Student Survey rising faster than the national average, with overall satisfaction now standing at 88% (which is higher than the sector average).

Not only does Birmingham have serious ambition but we also have financial resources to realise those ambitions, and our plans for the future are underpinned by long established financial probity. We are large: we contribute £1 billion to our region's economy and our turnover was £493 million in 2012/13. Our surpluses and substantial philanthropic support are re-invested into the intellectual and physical fabric of the institution, enabling us to plan with confidence for the future and to continue to invest in the facilities and services that are required for high-quality research, and an outstanding student learning experience.

Led by Vice-Chancellor Professor David Eastwood, the University is structured for swift decision making, enabling us to capitalise on our academic range, financial strength and opportunities that emerge in the fast changing global HE environment.

The City of Birmingham

Birmingham is a major European centre and the second city of the United Kingdom. It is a city of business and ballet, canals and world-class concerts, jewellery and jazz, historical interest and contemporary vision. Birmingham has a diverse community that creates a vibrant, multicultural and exciting place to live and work.

The heart of Birmingham is symbolised by Symphony Hall, considered one of the greatest concert venues in the world and a fitting home for the globally respected City of Birmingham Symphony Orchestra (CBSO). Symphony Hall forms part of the impressive International Convention Centre, which overlooks attractive canals at the hub of the UK's canal network. At the magnificent Hippodrome Theatre is the internationally renowned Birmingham Royal Ballet, adding further cultural depth to the city. Apart from London's West End, Birmingham boasts the highest concentration of live theatre in the UK, including regular tours by major opera companies. A brand new £189m Library of Birmingham has recently opened, housing a collection of one million books, the library also has more than 200 public access computers, theatres, an exhibition gallery and music rooms making this the largest library in Europe.

The City Museum and Art Gallery houses the world's finest collection of Pre-Raphaelite paintings, alongside a major collection of Old Masters, Modern and Contemporary pictures. The restored Gas Hall Gallery has international touring exhibitions, while the Halcyon and Ikon galleries feature innovative contemporary works. National landmark sites abound, including the National Indoor Arena, the National Exhibition Centre, National Motorcycle Museum, National Car Heritage Museum, and the National Sealife Centre.

The iconic Bullring is one of the largest dedicated shopping facilities in Europe. Sports and recreation are also well served; the city offers international test cricket, top-flight football, international championship golf and top-class rugby. The International Convention Centre and National Indoor Arena have spawned a whole

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new development at the centre of the city. The National Exhibition Centre, on the outskirts of the city, remains one of the largest exhibition facilities in Europe. Birmingham is also home to over 200 restaurants serving up 27 different kinds of cuisine and has more Michelin starred restaurants than any other English city outside London.

Birmingham is at the crossroads of the UK's motorways. From Birmingham International Airport, more than 50 different airlines operate scheduled services to 100 destinations worldwide. The University has its own dedicated railway station, while 50 million passengers a year use Birmingham New Street Station, which will be at the centre of the proposed high speed rail network. London is 90 minutes away by shuttle service, with trains every 20 minutes until the evening.

There is a high standard of all types of private accommodation, with high-quality affordable family housing in several attractive residential suburbs and excellent transport connections to smaller local towns. Public parks and large domestic gardens are an integral part of this green city. Birmingham is also the ideal base for exploring one of Britain's most fascinating regions for tourism, being within an hour's drive of Stratford-upon-Avon, Warwick, the Potteries, and the Cotswolds. Quality public and private schools are widely available, with several consistently rated in the top 10 on examination performance in annual league tables for England and Wales.

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The University of Birmingham is committed to attracting the brightest and the best to develop their academic careers at Birmingham as Birmingham Fellows. In 2011 we ran the first round of Birmingham Fellowships recruitment, and to date we have appointed over 60 of the most exceptional early-career researchers, with the recruitment of the third round having just closed.

Building on this success, this year the programme is being expanded to recruit up to 10 outstanding university teachers at Lecturer or Senior Lecturer level to be our first cohort of Birmingham Teaching Fellows. The Birmingham Teaching Fellowships demonstrate the importance of teaching, learning and the student experience at Birmingham and our commitment to further improving teaching performance.

The Birmingham Teaching Fellowship programme is a further example of Birmingham's bold, ambitious and innovative approach. This scheme will raise the profile and reputation of teaching at Birmingham by helping to increase the recruitment of high quality students. The Teaching Fellows will further shape our approaches to assessment and feedback, in turn supporting our NSS strategy.

This new cohort of Birmingham Fellows will be recognised alongside the existing cohort and will be equally embedded within the University. Fellows will receive support for continuous professional development and will be part of the Birmingham Fellows cohort, which will provide them with a University-wide network and an additional source of support and mentoring.

The Birmingham Teaching Fellowship programme is not a stand-alone initiative, but will be supported by the creation of a Teaching Academy and the implementation of our recent Curriculum Review.

The Teaching Academy

The Teaching Academy will encourage excellence, innovation, scholarship and leadership in teaching and implement an evidence-based approach to teaching practices and enhancement. It will be a forum for staff involved in teaching to take part in activities designed to identify, promote and share good practice and will encourage the development of a scholarly community in teaching across the University. The Academy will promote the recognition and reward for excellent teaching, scholarship and leadership, raising the profile of teaching around the University and seek to develop policy at national and international level.

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Curriculum Review

The University has undertaken a major review of its undergraduate curriculum across all areas of academic engagement with our students. The multiple themes of the review can be effectively summarised under four overarching principles. The Birmingham curriculum:

Offers breadth, stretch, challenge and opportunity (Birmingham Project and Widening Horizon modules in the post-examination period, Personal Development module, flexible structure of Joint Honours degrees, International experience opportunity for all students, access to a range of Language modules)

Is personalised and supportive (Transition Review for all first year students, enhanced personal tutoring system, emphasis on small group teaching, new Academic Skills Centre to support mathematics and academic writing, major investment in employability)

Engages students in their learning experience (student-led educational enhancement projects, University-wide review of assessment policy, diversifying modes of teaching delivery; piloting Grade Point Average to record student achievement, Enhanced Transcript at graduation)

Promotes and values excellence in teaching (new Teaching Academy, the Birmingham Fellows, and introduction of a journal for teaching and learning - *Education in Practice*)

Priority areas

The University would welcome applications in the following priority areas but is also keen to encourage applications from individuals that are using innovative approaches to teaching across the range of subject disciplines. Applications from exceptional candidates will be considered in any field offered by the University.

- Methods for automated assessment – College of Medical and Dental Sciences
- Modern imaging techniques – College of Medical and Dental Sciences
- Teaching international students – College of Social Sciences
- Quantitative methods – College of Social Sciences
- Distance learning – College of Social Sciences
- Laboratory-based practical teaching – College of Life and Environmental Sciences
- Novel methods of delivery – College of Life and Environmental Sciences
- Field observation and mapping – College of Life and Environmental Sciences
- Legal pedagogy – College of Arts and Law
- Cultural heritage – College of Arts and Law
- Delivering online teaching – College of Arts and Law
- Nuclear engineering – College of Engineering and Physical Sciences
- Electrical power systems – College of Engineering and Physical Sciences
- Experimental disciplines – College of Engineering and Physical Sciences

Further details of the priority areas can be found at www.birmingham.ac.uk/birminghamfellows

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Job outline

- Full-time, permanent
- The Birmingham Fellowship term will be five years, with protected time to pursue teaching excellence
- Post is open to internal/external candidates
- Salary – Normally £37,756-£50,698 (Grade 8), although in exceptional cases appointments may be made at a higher grade.
- Academic enquiries should be addressed to the named contact in the relevant area as identified on the website www.birmingham.ac.uk/birminghamfellows
- General enquiries about the scheme, process and procedures can be directed to birminghamfellows@contacts.bham.ac.uk

The appointment

The Birmingham Teaching Fellows will act as educational catalysts, leading by example, and producing an incremental change in the philosophy and strategy for teaching and learning at the University.

Fellows will provide scholarly leadership of our teaching and learning agenda; championing innovative approaches in key areas of our education strategy and promoting a culture of enhancement across the academic community at large.

Candidates will have a national or international profile in teaching and learning, demonstrable through a mix of publications, funded projects, invitations to symposia and evidence of success in current and previous positions.

We are looking for outstanding scholars across a range of disciplines who can demonstrate teaching excellence and innovation in the following areas: introducing new UG, PGT or CPD programmes, exploitation of new markets, integrating face-to-face teaching with fully online modules to create new 'blended learning' opportunities, exploiting technology-enhanced learning.

The Birmingham Fellowship term will be for five years. In addition to contributing to teaching, you will be expected to maintain your disciplinary research profile, but will be relieved of significant administrative responsibilities within the initial five year period.

Person specification

- PhD or equivalent qualification
- Senior Fellow of the HEA (or working towards SFHEA recognition) or equivalent
- Extensive and successful teaching experience within subject specialism
- Proven experience of using innovative approaches that impact on teaching performance and student achievement
- Skills in managing, motivating & mentoring others successfully at all levels
- Ability to design, deliver, assess and revise teaching programmes
- Extensive experience in developing new, effective and impactful approaches to teaching and learning
- Experienced subject mentor able to support those new to teaching
- Experience and achievement reflected in a growing reputation within their discipline
- Experience and demonstrated success in planning, undertaking and project managing research to deliver high quality results
- Extensive experience of applying and/or developing and devising successful models, techniques and methods.
- Ability to assess and organise resources effectively
- Understanding of and ability to contribute to broader management/administration processes

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Main responsibilities

The post holder will be expected to make a significant contribution to the management and development of innovative and evidence-informed approaches to teaching and learning, specifically:

- Actively lead scholarship of teaching and learning, fostering a scholarly approach to teaching across the institution to further raise the University's profile, through the use of creative and innovative approaches and evaluation of teaching methods and systems
- Support the continuing professional development of staff engaged in teaching by developing, advising and mentoring others on learning, teaching and evaluation methods
- Lead the design and/or co-ordination of programmes or equivalent activities across the School or Department
- Contribute to the development of teaching and learning policy and lead on the development and management of assessment strategies within the School and more widely across the institution
- Contribute to debate nationally about policy, methods & practices through publications, conference activity and roles that advance quality in the discipline
- Design and plan learning activities and/or programmes of study
- Teach and support learning and provide feedback to learners
- Develop effective learning environments and approaches to student support and guidance
- Disseminate appropriate practices through suitable media
- Devise and supervise projects, student dissertations and practical work
- Teach and examine courses at a range of levels
- Plan and review own teaching approaches and act as a mentor to encourage others to do the same

How to apply

Please submit your application online to us using the web application form available at www.birmingham.ac.uk/birminghamfellows

You are asked to submit a CV and the following supporting information:

1. A summary of your achievements in teaching, detailing innovative approaches to teaching, learning and assessment that have had an evaluated impact on student performance, achievement and satisfaction
2. A summary of what you hope to achieve at the University of Birmingham
3. A draft application for funding to evaluate, develop and/or disseminate an innovative approach in learning and teaching (only estimate costings required)
4. A 3-minute video about an innovative teaching approach that you have devised, implemented and evaluated, which is intended to persuade and equip academic colleagues to use this in their own teaching practice.

Supporting items 1–3 above should be presented in a single document which is to be submitted, together with your CV, via the online application system. Your video should be uploaded onto YouTube and the link to the video should be provided at the end of the document detailing items 1–3 above.

Applications are welcome from candidates from the UK and abroad. Applications from candidates who have won funded external fellowships which they would bring to Birmingham are particularly welcome.

*Applications must be received by **15 April 2014***

Short-listed candidates will be invited to interview from week commencing 9 June 2014 (exact dates to be confirmed).