

Job Description: Welsh-Language Lecturer (Enhanced Teaching)

Faculty:	School of Health and Social Care
Department/Subject:	Social Work
Salary:	Grade 8: £38,205 to £44,263 per annum with USS benefits
Hours of work:	Full time, however applications for part time work will be considered
Contract:	This is a fixed term position until 30th September 2025
Location:	This position will be based at the Singleton Campus

Academic Career Pathways	<p>The Academic Career Pathways (ACP) scheme is designed to ensure that academic strengths whether in research, teaching, the wider student experience, leadership or innovation and engagement, are all appropriately recognised, developed, valued, and rewarded. There are three enhanced academic strands: Enhanced Teaching and Scholarship; Enhanced Research; and Enhanced Innovation and Engagement. For more information on Academic Career Pathways, please click here. These provide indicative performance levels for all academic staff which will be used throughout the recruitment process. Where there are numeric indicators these will be considered in light of the stage of career, hours of work and other commitments. This may be personal circumstances or work related activities outside of academia such as in industry or a clinical setting. You are very welcome to provide any relevant individual circumstances such as career breaks, any periods of leave or secondment or any other absences, which should be taken into account and how these have had an impact on your career development.</p>
Main Purpose of Post: Enhanced Teaching & Scholarship	<ol style="list-style-type: none"> 1. Teaching Delivery and Review: Effective delivery of the teaching, assessment and quality assurance of modules or other equivalent components of the taught portfolio. Reviewing course content and materials, and developing, designing and updating materials in compliance with quality standards. 2. Teaching Innovation and Impact: Deliver innovative teaching through the medium of Welsh, which is up to date and informed by research or personal practice. 3. Esteem: Contribute to the wider academic community with demonstrable impact and recognition from internal and external sources. Contribute to institutional teaching impact. This will include contributing to the impact of teaching at programme, School and Faculty levels, through the medium of Welsh and English. 4. Advancing Practice: Responsibility for advancing teaching practice for self and others.
Management	<ol style="list-style-type: none"> 5. Contributing to our Activities: Take part in formulating Faculty or University decisions and contributing to activities beyond the immediate research, teaching or scholarship commitments. 6. Participating in Professional Activities: Engage with professional activities related to the discipline through networking at conferences or involvement in external groups. 7. Support and extend the work and impact of the Coleg Cymraeg, in collaboration with the Branch Officer of the Coleg Cymraeg at Swansea University and the support team at Academi Hywel Teifi. 8. Support the activities of the Coleg Cymraeg and the University at key national events, such as the Urdd Eisteddfod and the National Eisteddfod. 9. Managing Self and Others: Support and enable the development of colleagues, students and/or yourself.
Research	<ol style="list-style-type: none"> 10. Research Outputs and Activity: Disseminate research findings through appropriate written, oral or other media both internally and externally to the University. 11. Research Projects and Grants: Secure the resources necessary to underpin research/scholarly/innovation activity, with success as appropriate to the discipline.
General Duties	<ol style="list-style-type: none"> 12. Promote equality and diversity in working practices and maintain positive, collaborative working relationships.



13. Conduct the job role and all activities in accordance with safety, health and sustainability policies and management systems, in order to reduce risks and impacts arising from the work activity.
14. Ensure that risk management is an integral part of any decision making process, by ensuring compliance with the University's Risk Management Policy.
15. Any other duties as agreed by the Faculty / Directorate / Service Area.

A satisfactory DBS certificate must be provided before a start date can be confirmed

Person Specification Criteria	Typically evidenced by:
Qualifications	
1. A PhD in a relevant subject area or a degree and relevant professional experience or qualification	<i>Professional qualification, Registration with Social Care Wales or other Social Work Regulator</i>
2. Fluent in the Welsh language with a high level of written, oral, and interpersonal skills in Welsh and English	<i>Application form, interview and oral presentation</i>
3. Recognised teaching qualification that would lead to Fellowship of the Higher Education Academy (HEA) or a commitment to achieve this	<i>If you do not have a recognised teaching qualification then evidence is required of a commitment to work towards Fellowship of the Higher Education Academy (HEA) or equivalent.</i>
Enhanced Teaching	
4. Evidence of the effective delivery of teaching and assessment. The ability to teach and supervise students across the subject area and contribute to a positive student experience in the Faculty through the medium of Welsh	<i>Examples of successful outcomes, e.g., Positive feedback/evaluation from students and peers/other teachers; good quality feedback and/or improved progression or retention of students</i>
5. Undertaking teaching material review and responding to feedback from colleagues or students.	<i>Lead on a number of Undergraduate modules, reviewing and updating the module/parts of module or creating new modules within 3 years.</i>
6. Developing Welsh-medium teaching materials, reviewing following implementation and responding to feedback from colleagues or students	<i>Lead on a number of modules, reviewing and updating the module/parts of module or creating new modules within 3 years, or a commitment to develop these with appropriate support</i>
7. The ability to be an effective tutor or student project supervision with successful outcomes	<i>Successful outcomes</i>
8. Evidence of teaching innovation and a commitment to CPD	<i>- Successful implementation of teaching improvement with evidence of positive change and feedback from peers. - Evidence of ongoing personal development via CPD over the last three years and evidence of its impact on teaching.</i>
9. Contributing to the academic community, internally or externally with recognition from peers.	<i>- Fellowship of HEA or equivalent. - Evidence of contribution at Faculty and/or institutional level. - External recognition via specialist role.</i>
Core Research	



10. Evidence of or ability to disseminate research findings through appropriate written, oral or other media both within the institution and externally	<i>Typically evidenced by two publications of quality in 5 years or the potential to achieve this</i>
11. Securing the resources necessary to underpin research/scholarly/innovation activity	<i>Evidence of external resources secured relevant to the area over a 5 year period.</i>
Core Management	
12. Taking an active part in decisions and activities in an academic unit or institution, beyond own research and teaching commitments	<i>examples showing personal contribution and impact</i>
Subject Specific	
13. Ability to teach and assess social work skills, knowledge, core NOS and CoPP safely and effectively, through the medium of Welsh. An ability to support social work students with varying levels of fluency in Welsh and to make and sustain networks with local authority partners for the purposes of securing Welsh language placements and sustainability of the Welsh language within social work to meet the needs our students.	<p><i>Experience as a registered social work professional with a sound knowledge of regulatory requirements around NOS and CoPP competencies.</i></p> <p><i>Experience in teaching, assessing, inclusion of students and others through the medium of Welsh with an excellent knowledge of current legislation, Welsh context, social work themes and issues;</i></p> <p><i>Experience of teaching, supervising and mentoring students within practice and/or academia, through the Welsh language;</i></p> <p><i>Evidence of a commitment to continuous professional development</i></p> <p><i>Demonstrated confidence and competence in the use of IT</i></p>

Welsh Language

Level 3 – ‘fluently’ - able to conduct a fluent conversation in Welsh on a work-related matter. Able to write original Welsh material with confidence.

For more information about the Welsh Language Levels please refer to the Welsh Language Skills Assessment web page, which is available [here](#).

