



Teaching Associate in Forensic Biology/Science

Department	Pure and Applied Chemistry (www.strath.ac.uk/science/chemistry/)		
Faculty	Faculty of Science (www.strath.ac.uk/science/)		
Staff Category	Teaching	Reference No	570124
Reports To	Dr Lorraine Gibson	Grade:	7
Salary Range:	£36024 - £44263	Contract Type:	Open Contract
FTE	1	Closing Date	12/04/2024

Job Advert

The Centre for Forensic Science in the Department of Pure and Applied Chemistry wishes to appoint a Teaching Associate to contribute to our well-established MSc programme in Forensic Science, starting on 01 Aug 2024. The University is currently ranked No. 1 in the U.K. for Forensic Science (Complete University Guide), the programme is accredited by the Chartered Society of Forensic Science and attracts a diverse cohort of students (approx. 60-70 % from overseas) each academic year. The main purpose of this role is to assist in the delivery of teaching, learning and assessment activities, as part of a teaching team. This will include the creation and delivery of lectures/tutorials/workshops as well as practical laboratory classes focussed in the general area of forensic biology/science. Education enhancement will be expected as the candidate progresses and should be led by relevant pedagogical practice and scholarship activities. There will also be a requirement to design, create and lead on a range of MSc practical projects each year (currently 8-10 students).

The Department of Pure and Applied Chemistry at the University of Strathclyde is a vibrant and ambitious Department with a strong international reputation for excellence in research and teaching and a growing knowledge exchange portfolio, and this includes hosting a centre of excellence in Forensic Science, (in addition to centres of excellence in Molecular Nanometrology, and Process Analytics & Control Technology, as well as being a key contributor to the University's Centre for Continuous Manufacturing and Crystallisation).

Candidates will have a good honours degree in Forensic Science, or an associated discipline, and preferably with a postgraduate qualification in Forensic Science, or equivalent professional experience. Candidates should also demonstrate the institutional values of being ambitious, bold, innovative, collaborative and people oriented and, by joining a socially progressive institution should embed equity, inclusivity, and diversity at the heart of their practice, to ensure a student-centred approach to all activities.

Job Description

Brief Outline of Job:

Deliver lectures/tutorials/workshop and practical experiments to students on campus, remotely or in a hybrid learning environment across the forensic biology/science discipline to postgraduate students in Forensic Science. This will mainly involve teaching students on campus but there may be the opportunity to create or contribute to programmes taught at a distance. Contribute to teaching across the forensic biology/science arena (examples include blood pattern analysis, biological trace evidence, and/or sexual offence casework. Experience in crime scene investigation is also of benefit. Provide student support and guidance in laboratory, practical and research activities, and relevant theoretical areas. Undertake student assessment and provide feedback activities in relation to these exercises. Supervision of independent student research projects from

conception to delivery outputs (e.g., literature review, research paper, oral presentation) with the requirement to provide new ideas for student projects carried out independently at SQA level 11. Engage as required in relevant pedagogical, scholarship and knowledge exchange activities and carry out administrative activities. Expected to be able to work in a flexible/agile working environment and apply equitable, inclusive, and diverse practices. Opportunities to contribute to research and/or knowledge exchange (forensic consultancy work) may be possible upon completion of core teaching responsibilities.

Main Activities/Responsibilities:

1.	As part of a teaching team, and under the guidance and supervision of senior colleagues initially, assist in the delivery of Forensic Biology/Science lectures, tutorials, practical laboratories, workshops and projects to produce intellectually stimulating learning environments. Where appropriate to experience, teaching could additionally contribute to UG Forensic Science or crime scene investigation topics.
2.	Undertake student assessment of taught and practical material, including research projects, initially under guidance, including the provision of appropriate feedback to students.
3.	Critically evaluate and reflect on teaching practice and methodology and make recommendations to enhance teaching delivery methods and/or content. Materials should be inclusive and accessible.
4.	Manage and prioritise own workload within agreed objectives to ensure that all activities are completed to deadlines set by senior colleagues.
5.	Engage in the development and delivery of continuous professional development to ensure students gain practice-based and personal development to align with required graduate attributes.
6.	Recognise the relevance of sustainability, equality, diversity, inclusion (EDI) and ethics and a commitment to those values in a forensic science context both as an academic subject and a profession.
7.	Have knowledge of relevant areas of forensic practice and policy, including law, the forensic landscape, current operational practices, case assessment and interpretation, in Scotland, the U.K. and internationally.
8.	Use multicultural student experiences to create student-centred learning environments
9.	Develop personal and academic resilience by developing an awareness of your own wellbeing and that of others

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

- E1 Good honours degree in Forensic Science or an appropriate discipline
- E2 Knowledge/experience of practical and procedural aspects of Forensic Science
- D1 Be, or have the intention of becoming, a member of relevant professional bodies in Higher Education or Forensic Science

Experience

- E3 Sufficient breadth and depth of knowledge in Forensic Biology/Science to provide practical and theoretical support for students
- D2 Experience of teaching Forensic Science in Higher Education, or similar
- D3 Experience of creating and delivering a wide range of assessment methods which critically align with intended learning outcomes
- D4 Experience of student project supervision from concept to delivery, or similar
- E4 Practical experience of a range of relevant instruments and techniques to support the delivery of forensic science laboratories, workshops and projects

Job Related Skills and Achievements

- E5 Knowledge of academic or operational aspects of Forensic Science
- D5 Awareness of the value of EDI, sustainability and ethics within a teaching context and to the Forensic Science profession
- D6 Create intellectually stimulating and beneficial learning environments for students

Personal Attributes

- E6 Excellent interpersonal and communication skills, with an ability to listen, engage, persuade and learn within a teaching team
- E7 Be able to present complex information in a simple, accessible manner to a diverse student population
- D7 Adapt agilely and flexibly to rapidly changing situations
- D8 Create resilient student communities through provision of supportive environments

Other Relevant Factors

- D9 A degree of flexibility in working hours
- D10 To be agile, have an ability to adapt and to work well within a team environment
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Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Dr Penny Haddrill, (penny.haddrill@strath.ac.uk), Director of CFS.

Conditions of Employment

Conditions of employment relating to the Teaching staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Basic Disclosure

This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Formal interviews for this post will be held on 22/04/2024.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



Conditions of Employment

Teaching Staff

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and Colleges Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Teaching Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with UCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

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Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The standard working week is 35 hours, performed between the normal hours of 09.00 to 17.00 Monday to Friday with a one hour lunch break. Work outwith these hours may be necessary for which no additional payment will be made. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the

University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr

6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2024 is £70,296 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr.

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months' notice, in writing, on either side, except during the probationary period when notice is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term period it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one month's notice in writing. The University is not obliged to continue a fixed term appointment beyond the specified employment period.

Revised April 2024