



**Lecturer / Senior Lecturer Business Management**

**Post Reference: NU1726**

**Salary Scale: £38,784 - £58,226 per annum**

**Vice-Chancellor**  
Professor Jackie Dunne



Birmingham Newman University is located on Genners Lane, Bartley Green, Birmingham,  
West Midlands, B32 3NT.

*(HR – Template 16.1.26)*

# Birmingham Newman University

At Birmingham Newman University, we believe in the power of education to transform lives and in the potential of every individual. Our vision is to provide an inclusive and supportive environment where people are recognised, encouraged, and empowered to make a meaningful difference in their communities, industries, and the wider world.

Students, staff, and partners are more than just a number – they are recognised, encouraged, and empowered to create meaningful change. We believe that education is transformative, enabling students to see the world in new ways and to make a positive difference within it.

Building upon our Catholic heritage since 1968, Birmingham Newman has grown into a modern, inclusive university that welcomes people from all backgrounds and world views. Our values remain central to everything we do, serving as a foundation for a vibrant, diverse, and forward-looking academic community. We are proud of this heritage and continue to champion fairness, equality, and opportunity in everything we do.



We take pride in our diverse, friendly, and inclusive environment, where every student is valued, supported, and encouraged to achieve their goals. We put student success and wellbeing at the centre of everything we do, made possible by the expertise and professionalism of our dedicated staff community. Our future is shaped by a clear vision and a set of goals that reflect both our mission and our ambition, to be **the leading university in inclusive education for the graduate workforce of tomorrow**. At the heart of this is our commitment to a **values-driven, high-quality university education**.

Our focus on partnership with students and staff underpins everything we do, and this is reflected in national recognition of the quality of our student experience. We have recently been named The Times and Sunday Times University of the Year for Social Inclusion (2026), ranked 1st in England for Student Satisfaction in the Complete University Guide (2025), and named West Midlands University of the Year by WhatUni (2025). In the National Student Survey (2025) we also placed in the top ten in England for full-time student satisfaction for the second consecutive year.

We are proud to be among the top UK universities for widening participation, coming 6<sup>th</sup> in the HEPI Social Mobility Index (2024). Ninety-nine per cent of our students come from non-selective state schools, 72% are the first in their family to attend university, and over 45% come from Black, Asian, or minority ethnic backgrounds. This diversity is a strength of our community and central to our mission.

Over the past ten years our modern single-site campus, eight miles southwest of Birmingham city centre, has benefited from a significant programme of ongoing capital investment. We have built teaching, learning, and social spaces that are deliberately

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designed to support our community of staff and students to interact and learn together. Our portfolio of taught courses has also expanded in that time, reflecting our strategic goal of growing the university in ways that meet pressing social and economic needs of our region. Our specialist teaching spaces in Nursing and Allied Health, Teaching, Psychology, Sport, Law, and Computing support learning that produces highly-skilled practitioners from diverse backgrounds.

Birmingham Newman University is more than a place of study or work. It is a community rooted in care, respect, and ambition for our staff our students and the University as a whole; where staff and students work together making a difference not only in their own lives, but in their communities, professions, and the wider world.

## **Job Description**

<b>Job Title:</b>	Lecturer / Senior Lecturer Business Management
<b>Grade:</b>	AC2 / AC3
<b>Salary:</b>	Lecturer: £38,784 - £43,482 per annum Senior Lecturer: £44,746 - £58,226 per annum
<b>Hours:</b>	Full Time, Permanent
<b>Department:</b>	School of Business and Law
<b>Reporting to:</b>	Principal Lecturer Business Management (Academic Partnerships Lead)

### **Purpose of Post:**

To contribute to the delivery, assurance and continuous enhancement of Business Management provision across the School of Business and Law, with a substantive focus on the academic oversight and support of collaborative partnership programmes.

The post holder will play a key academic role in safeguarding academic standards, parity of student experience and academic regulatory compliance across partner-delivered provision, working closely with the Academic Partnerships Lead and partner staff. Alongside this, the role will contribute to on-campus teaching, student support, recruitment activity and the wider academic life of the School, ensuring strong connectivity between campus and collaborative provision.

The role requires regular engagement with partner institutions, including scheduled visits aligned to the University's academic oversight framework and operations manual, and a professional presence that represents the University as awarding body. Travel, including some overnight stays, is an integral and expected aspect of the role

### **1. Main responsibilities:**

#### Academic oversight and collaborative provision

- Provide academic oversight of projects and programmes delivered through collaborative partners, ensuring delivery aligns with approved curricula, assessment requirements, academic regulations and University policies.
- Undertake planned academic visits to partner campuses in line with agreed schedules, contributing to teaching observations, staff engagement, student meetings and assurance activity.
- Review and assure partner teaching materials, assessment briefs, feedback practices and learning resources through direct engagement with partner virtual learning environments.
- Contribute to the monitoring of student engagement, continuation, progression and outcomes within partner provision, identifying emerging academic risk and supporting timely intervention.

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- Act as a link tutor working with the Academic Partnerships Lead to support annual evaluation, action planning and follow-up activity arising from external examiner reports, student feedback and performance data.
- Support partner staff through academic liaison, guidance and developmental dialogue, reinforcing University expectations while fostering effective collaborative relationships.
- Contribute to programme boards, subject boards, link tutor forums and other assurance forums related to collaborative provision, preparing, reporting and following up actions as required.

### Teaching, student experience and academic contribution

- Design, deliver and assess modules within the Business portfolio on campus, ensuring high-quality and engaging learning and teaching.
- Act as an academic personal tutor, providing effective academic guidance and pastoral support to students.
- Contribute to curriculum development, module enhancement and pedagogic innovation across the School, informed by insight gained from both campus and partner provision.
- Support student recruitment, conversion and outreach activity, including applicant engagement, open days and targeted recruitment initiatives linked to Business programmes.
- Engage in scholarship, professional practice or research activity appropriate to role and grade, contributing to the academic and research profile of the School.

### Quality, governance and professional practice

- Contribute actively to quality assurance and enhancement processes, ensuring that academic practice is robust, well-evidenced and defensible.
- Work collaboratively with colleagues across academic, professional services and partnerships to ensure coherent delivery and reporting of academic oversight activity.
- Maintain up-to-date knowledge of regulatory expectations relating to collaborative provision and contribute to the development of resilient, sustainable academic practices.
- Participate fully in appraisal, professional development and mandatory training, maintaining high standards of professional conduct and accountability.
- Undertake other academic duties commensurate with the role, as agreed with the Associate Dean or nominated representative.
- The post holder will be dealing with 'restricted information' as part of their duties, in accordance with the University's Information Security Policy.

For all staff the place of work is Birmingham Newman University.

## **2. Health & Safety:**

- Under the Health & Safety at Work Act 1974 the post holder must take reasonable care of their own health and safety and that of any other person who may be affected by their acts or omissions. The post holder must also co-operate with the University on all matters concerning health and safety and not interfere with, or misuse, anything provided for the purpose of health, safety or welfare. The post

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holder must follow Health & Safety requirements in line with their training and instruction, and report to management any unsafe acts or conditions, defects in equipment or facilities that have the potential to affect health and safety. The post holder must report to management any injuries they receive whilst at work.

- Where post holders line manage staff and services, they will be responsible for the health, safety and welfare of those staff and services in accordance with the University's Health & Safety Organisational Arrangements.

### **3. General Terms**

- Variation to Job Description

This job description summarises the main duties and accountabilities of the post and is not exclusive. The post holder may be required to undertake other duties of a similar level of responsibility. It is anticipated that this job description will change over time in accordance with the needs of the role and the post holder will be consulted on any proposed amendments. Therefore, University reserves the right to vary the duties and responsibilities of its employees within the general conditions of employment and related matters. Thus, it must be appreciated that the duties and responsibilities outlined above may be altered as required to meet the changing needs of the service.

- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that 'restricted information' or 'highly restricted information' to which they have access remains confidential during and after their employment at Birmingham Newman University. All staff must undergo appropriate data protection training as defined by the University's Data Protection Policy and comply with the University's Information Security Policy and IT User Policies including the General Conditions of use of Computing and Network Facilities, Bring Your Own Device Policy and Wireless Networking Policy.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process, attend the mandatory training and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role.

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- All absence from work must be reported in accordance with the University's Absence Management Policy and recorded on iTrent and staff are expected to be familiar with and follow the Policy.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

4. Person Specification

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
<b>Educational Qualifications and Training</b>	Master’s degree in a relevant subject area or equivalent professional experience.	Application	Doctoral qualification or doctoral study.	Application
	Postgraduate certificate in higher education teaching and/or fellowship of the Higher Education Academy, or a clear commitment to obtain this within an agreed timeframe.	Application	Active membership of a professional body	Application
<b>Relevant work experience and/or knowledge</b>	Demonstrable capacity to deliver high-quality teaching in Business Management at foundation, undergraduate and postgraduate level.	Application/ interview	Experience of supporting or contributing to collaborative, partnership or off-campus provision, including academic liaison, quality assurance or programme support activity.	Application
	Evidence of current subject knowledge across Business Management and the ability to teach a range of modules aligned to programme needs.	Application / Interview	Experience of apprenticeship delivery, work-based learning, executive education or professional programmes.	Application
	Strong pedagogic skills with evidence of effective student engagement and learning outcomes.	Application / Interview	Evidence of securing or contributing to externally funded projects, contracts or professional activity.	Application
	Experience of working collaboratively and collegially within academic teams.	Application / Interview	A developing or established profile in	Application

	Ability to provide academic and pastoral support.	Application / Interview	scholarship, research or professional practice appropriate to career stage.	
<b>Relevant and/or Specific skills required</b>	Willingness to engage with external organisations and partners to support teaching, student outcomes and programme development.	Application	Experience of module leadership, curriculum development or programme-level enhancement activity.	Application/ interview
	Ability to plan, deliver and assess modules effectively, communicating ideas and concepts with clarity and enthusiasm.	Application / Interview	Ability to contribute to academic review, evaluation or enhancement processes.	Application / Interview
	Effective organisational and time-management skills, with the ability to manage competing demands across teaching, assurance and academic service.	Application / Interview	Ability to work within academic regulations and quality assurance frameworks, and to apply policy consistently in practice.	Application
	Confidence in the use of digital technologies to support learning, teaching and academic administration.	Application / Interview		
<b>Personal qualities and attributes</b>	Willingness to travel as required to support academic duties.	Interview	Willingness to support and mentor less experienced colleagues.	Application
	Commitment to delivering a high-quality academic experience for students across both campus and collaborative provision.	Interview		
	Professional credibility and the	Application/ interview		

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	<p>ability to represent the University effectively with external partners.</p> <p>Effective interpersonal and communication skills, with the ability to build constructive working relationships.</p> <p>Willingness and ability to engage in recruitment, outreach and conversion activities.</p> <p>Commitment to continuing professional development.</p>	<p>Interview</p> <p>Interview</p> <p>Application</p>		
<b>Other</b>	<p>Willingness and ability to deliver teaching and academic duties off-site, including travel to partner institutions and occasional overnight stays.</p> <p>Willingness and ability to work flexibly in terms of working hours, including evenings and weekends, in line with academic delivery, student recruitment activity and operational requirements.</p>	<p>Application</p> <p>Application</p>		

## **General Terms & Conditions of Employment**

This post is a full time appointment, offered on a permanent basis. It will be remunerated on the single pay spine as follows: Lecturer, grade AC2 £38,784 - £43,482 per annum, Senior Lecturer, grade AC3, £44,746 - £58,226 per annum. The appointment is subject to meeting all pre-employment clearances and essential requirements of the Person Specification.

All new employees undergo a period of probation in accordance with the University Probationary Scheme and confirmation of employment is dependent on the satisfactory completion of that probationary period.

The standard hours of work are based on 37 hours per week for Professional and Support Staff and 35 hours per week for Academic Staff. Your line manager will discuss with you the required working hours.

The University holiday year runs from January to December for Professional and Support Staff and from September to August for Academic Staff. The post carries an entitlement to 35 working days (for a full-time position, otherwise pro rata) of paid leave during the course of the holiday year (pro rata if the appointment is made during the holiday year), in addition to Statutory Bank Holidays. There may also be discretionary days and days when the University is closed on particular dates in the interests of efficiency.

### **Disclosure and Barring Service**

It is a condition of employment that all relevant posts are vetted by the Disclosure & Barring Service (DBS) and if it applies to this appointment, you will be required to undertake a DBS check. The University will pay the fee for this service. Any false declarations or any findings from the Disclosure could affect the suitability for employment.

### **Pension and Auto Enrolment**

If you meet the criteria set out below and are not already an active member of any of our pension schemes, the University is required to auto-enrol you into a suitable pension scheme.

The criteria for auto-enrolment are:

- Age - if you are 22 or over but no more than State Pension Age
- Earnings - a minimum of £10,000 per year
- Working in the UK

The pension schemes supported by Birmingham Newman University are:

- <https://www.teacherspensions.co.uk> - Teachers' Pension Scheme for academic staff
- <http://aviva.co.uk> - Aviva Scheme for professional and support staff
- <http://www.nestpensions.org.uk> - National Employment Savings Trust, NEST for staff not eligible to join either of the above schemes

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You will be auto-enrolled into the [National Employment Savings Trust](#) (NEST) unless you are an academic and eligible to contribute to TPS, or other member of professional and support staff employed on a substantive contract of employment, in which case you will be auto-enrolled into Aviva, our defined contributory scheme. You will receive a notice from the University Payroll Department telling you that you have been auto enrolled and advising you of your options, including the right to opt out. Once you have been auto-enrolled, you will have an option to opt-out of the pension scheme and receive a refund of your first contribution. There is a time limit of one month in which to do this, and you will have to contact your pension scheme to make this happen; **the University is prohibited, by law, from helping you to opt-out.**

### **Staff Benefits**

We offer a wide range of Staff Benefits including 35 days annual leave entitlement plus bank holidays (pro rata for part time posts), pension scheme, chaplaincy and spiritual care, library services, free on-site parking, discounted travel scheme, cycle to work scheme, employee assistance programme, occupational health and counselling services and staff development opportunities. Further details of the full range of staff benefits available can be found on our website: [Birmingham Newman University - Jobs - Staff benefits](#) or please contact the Human Resources Department.

### **Procedure for Application**

Application forms should be completed and submitted online via the Application Form link for each advertised post. CV's and covering letters are not accepted as part of the application process unless explicitly stated. Considerable emphasis is placed in the shortlisting process on how candidates demonstrate in their application that they possess the qualifications, experience, skills and qualities which are required for the post.

**Application forms should therefore refer explicitly to how you meet the essential and desirable criteria for the post you are applying for.**

The University is an Equal Opportunity Employer, and we operate the Disability Confident Employer Standard which amongst other things guarantees an interview to disabled applicants who meet the essential criteria of the job specification.

Two referees should be identified who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post and must include your current or most recent employer or their representative. You must disclose whether you are related to any employee of the University, or to any member of the Council. Canvassing for appointment disqualifies you from being selected for interview or being appointed to the post in question.

Should you be selected for interview please be aware that we are unable to reimburse interview expenses. If you have not heard from us within four weeks of the advertised closing date, please assume that you have not been shortlisted on this occasion.

**Closing date for applications: Friday 13<sup>th</sup> March 2026**  
**Interviews will take place on Wednesday 1<sup>st</sup> April 2026**

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**Privacy Notice**

Birmingham Newman University collects and processes your personal data in order to take steps at your request prior to entering into a contract and so that it can meet its statutory and legal obligations. For further information about how Birmingham Newman University processes and protects personal data please refer to [Policies and procedures - Birmingham Newman University](#)