



**Principal Lecturer
Clinical skills and Simulation- Nursing and Allied
Health**

**School of Nursing and Allied Health
Job Reference: NU5326**

Salary Scale: £59,967 – £67,469 per annum

Vice-Chancellor
Professor Jackie Dunne

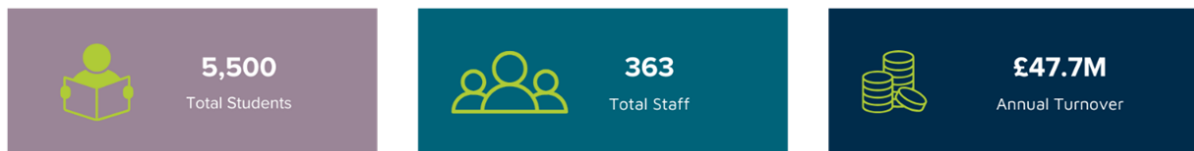


Birmingham Newman University is located on Genners Lane, Bartley Green, Birmingham,
West Midlands, B32 3NT.

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 6th 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 designed to support our community of staff and students to interact and learn together. Our

Birmingham Newman University

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

Job Title: Principal Lecturer – Skills and Simulation

Grade: AC4

Salary: £59,967 – £67,469 per annum

Hours: 35

Department: School of Nursing & Allied Health

Reporting to: Head of Subject Placements & Simulation

Purpose of Post:

The Principal Lecturer, Skills and Simulation will provide **operational leadership and strategic implementation** of clinical skills and simulation provision, aligned to the direction set by the Head of Subject for the development, organisation and delivery of clinical skills, simulated practice learning and practical teaching across the School of Nursing and Allied Health.

Working collaboratively across subject teams, the post holder will ensure that clinical skills and simulation-based education are embedded, structured and delivered in line with Professional, Statutory and Regulatory Body (PSRB) requirements and professional standards. This includes supporting compliance with frameworks such as the Standards for Student Supervision and Assessment (SSSA) and profession-specific supervision models.

The post holder will support academic staff in the design and delivery of high-quality skills and simulation teaching, ensuring consistency in student experience and alignment with programme learning outcomes. They will also contribute to the strategic management and optimisation of simulation resources, facilities and estate to ensure effective, sustainable delivery.

Working closely with Heads of Subject, the Head of School, academic staff, technical teams and the School Office, the post holder will ensure that all aspects of skills and simulation provision are effectively coordinated, quality assured and compliant with internal and external regulatory requirements.

This role provides School-wide operational leadership for simulation and clinical skills delivery, ensuring consistent, high-quality implementation of curriculum requirements, while strategic direction, PSRB accountability, and external partnerships remain the responsibility of the Head of Subject Placements & Simulation.”

1. Main responsibilities:

Academic Leadership in Skills and Simulation

- Lead the development and Coordinate and support the delivery of simulation and clinical skills across programmes, ensuring alignment with PSRB standards and professional requirements.
- Support the design and delivery of clinical skills teaching, simulation scenarios and practice-based assessments to ensure a safe, contemporary and engaging learning environment.
- Work with subject teams to embed simulated practice learning within curricula to support programme learning outcomes and regulatory expectations.
- Provide specialist advice and guidance to academic staff on the integration of simulation and practical teaching into programme design.

PSRB Compliance and Quality Assurance

- Support the Head of Subject in ensuring that clinical skills and simulation provision meets PSRB requirements
- Contribute to quality assurance processes, audit activity and regulatory submissions related to practice learning and simulation.
- Support the School in maintaining compliance with University, professional body and regulatory requirements.

Operational Management of Skills and Simulation

- Support the organisation, coordination and timetabling of clinical skills and simulation teaching across programmes.
- Contribute to the effective management and utilisation of simulation facilities, equipment and learning environments.
- Work in partnership with technical support staff to ensure resources are maintained and aligned to programme delivery needs.
- "The post holder is responsible for the operational delivery and development of simulation and clinical skills provision and operates under the strategic direction and accountability of the Head of Subject Placements & Simulation."

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Partnership and Stakeholder Engagement

- "Support engagement with NHS and external partners **in relation to simulation and skills delivery**, in coordination with the Head of Subject
- Contribute to the School's response to changes in professional standards, workforce requirements and practice education models.
- Co-ordinate activity of VLs and GTAs across programmes to ensure clinical skills, simulation and practical teaching is supported by suitably qualified clinicians and audit of mandatory training and engagement across the year is monitored.

Student Learning Experience

- Contribute to teaching within the School using innovative and effective approaches to support student learning.
- Promote a consistent, high-quality student experience across all skills and simulation activity.
- Provide advice and guidance to students and colleagues regarding clinical skills development and simulated practice learning.
- Undertake module leadership across UG and PGT provision as required and engage with marking and moderation in line with workload requirements.
- Undertake personal tutoring.
- Oversee the monitoring of student progress and provide advice and guidance to personal tutors and students as appropriate, including oversight of the needs of

Birmingham Newman University

students with special requirements and processes pertaining to mitigating circumstances.

- Appreciate the needs of individual students and their circumstances and assist them in accessing University support
- Deal with referred issues for students on own programmes and provide first line support for colleagues dealing with student matters, referring them to Heads of Subject/Head of School for further help if required.

Management and Leadership

- Provide leadership across skills and simulation activity, coordinating delivery across subject teams.
- Undertake line management responsibility for designated staff in line with University policy.
- Contribute to School-level workforce, resource and programme planning.

Research, Scholarship and Professional Practice

- Engage in scholarship and professional practice activity to ensure teaching remains current and evidence-informed.
- Support innovation and dissemination of best practice in simulation-based education.

Liaison and Networking

- Contribute to the development of internal and external networks to support practice learning and simulation-based education.
- Represent the School in relevant committees, working groups and external partnerships as appropriate.

Additional Key Requirements

Professional

- Adhere to all discipline PRSB standards and codes of conduct.

Communication

- Disseminate conceptual and complex ideas of a wide variety of audiences using appropriate media and methods to promote understanding.

Teamwork

- Lead the team within areas of responsibility.
- Ensure that teams within the School and Faculty work together.
- Act to resolve conflicts within and between teams.

Initiative, problem solving and decision making

Resolve problems affecting the delivery of modules within own educational programme and in accordance with regulations.

Make decisions regarding operational aspects of own educational programme.

Contribute to decisions which have an impact on other related programmes.

Monitor student progress and retention.

Provide advice on strategic issues such as the balance of student recruitment, staff appointments and student and other performance matters.

Identify opportunities for strategic development of new programmes or appropriate areas of activity and contributing to the development of such ideas.

We expect all new academic members of staff to obtain Fellowship of the Higher Education Academy (HEA) within four years of appointment, if not already done so.

Birmingham Newman University

If not already obtained prior to your appointment, and you do not have four years' experience teaching in HE, you are required to enrol onto the PGCert within your first year of employment.

If you do not hold a Fellowship of the HEA but do have four years' experience teaching in HE, you are required to register on the CPD route to Fellowship as one of the conditions of passing your probation period (not the PGCert).]

- In accordance with the University's Information Security Policy, the post holder will be dealing with 'restricted information' or 'highly restricted information' as part of their duties and must act in accordance with Birmingham Newman University policies and procedures
- As a manager the post holder has a responsibility to ensure that policies and procedures are followed and that staff receive appropriate induction, training and support, that absence is managed and recorded and that their direct reports receive an annual appraisal
- For all staff the place of work is Birmingham Newman University. We are a campus based 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 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.
- 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

Birmingham Newman University

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)
Educational Qualifications and Training	A good undergraduate degree in a relevant field Qualification in relation to teaching and learning or willingness to work towards this within 18 months of appointment. Post graduate qualification in a field relevant to nursing Experience of leading nursing programmes. Current NMC/HCPC registration)	Application/ Interview/test	Doctorate/PHD in a relevant field of practice or nearing completion	Application/ Interview/test
Relevant work experience and/or knowledge	The ability to deal with complex negotiations and stakeholder management. Significant proven professional experience/ expertise in a relevant discipline. A good knowledge of the NMC Standards of Proficiency (2018)	Application/ interview/test	Leadership and management experience including experience of leading through a period of significant transformation. Experience of sector networks and representative groups.	Application/ interview/test

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
	Knowledge of higher education and ability to use a range of delivery techniques to enthuse and engage students Experience of curriculum development and delivery including experience of facilitating the teaching of clinical skills/simulation/practical teaching as well as evidence of designing educational resources and / or sessions for skills teaching. The ability to network effectively, develop robust links, establish and maintain strong, dynamic working relationships. Evidence of achievement assuring academic credibility Evidence optimising the use of clinical simulation facilities to support learning and teaching			
Relevant and/or		Application/ interview/test	Success in shaping values and culture	Application/ interview/test

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
Specific skills required	Excellent written and verbal communication skills Able to communicate complex and conceptual ideas to a range of groups. Able to participate in and develop external networks. Able to demonstrate independent and self-managing work styles. Able to plan and prioritise workload and that of others. Demonstrate a strong student-centric approach to ways of working and commitment to high quality standards. Work flexibly to meet the needs of the service. All academic staff are expected to engage in activities associated with promotion, marketing and public outreach of the subject area.		for an academic team Recognition as an academic leader.	
Personal qualities and attributes		Application/ interview/test		Application/ interview/test

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
Other	Willingness to travel extensively regionally, nationally and internationally when required by the role. Maintain registration with the NMC/HCPC and or where applicable professional body Maintain revalidation requirements with no restrictions on practice Enhanced DBS children and adults	Application/ interview/test		Application/ interview/test

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, at Grade AC4 £59,967 – £67,469 per annum. The appointment is subject to meeting all pre-employment clearances and 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

Birmingham Newman University

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: 3 September 2026

Interview date to be confirmed

Privacy Notice

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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](#)