

## Additional guidance for applicants

The evidence presented within all applications is matched against the Senior Lecturer role profile [Senior Lecturer role profile](#). The review panel gives equal weight to **knowledge exchange** activity despite this not being explicitly referenced within the role profile. Applicants are encouraged to detail the knowledge exchange activity they undertake which could include though not be limited to CPD courses, consultancy, spin-outs of commercial activity, start-ups, KTPs, intellectual property/patents, public engagement and collaboration/partnership with industry.

In detailing any such activity applicants could consider describing how the activity benefits non-academic end users such as industry, business, third sector, NHS, health & social sectors, wider economic benefit etc.

Oxford Brookes is a signatory to the [Concordat for the advancement of knowledge exchange in higher education](#) which applicants might find useful to familiarise themselves with when writing their application. The Concordat gives the following definition to knowledge exchange activity:-

*"Knowledge exchange can be defined as a collaborative, creative endeavour that translates knowledge and research into impact in society and the economy. KE includes a set of activities, processes and skills that enable close collaboration between universities and partner organisations to deliver commercial, environmental, cultural and place-based benefits, opportunities for students and increased prosperity."*

Further information on the Concordat can be found here <https://www.keconcordat.ac.uk/>

The review panel will ensure that applications from **part-time fractional staff** are considered on the basis that a reduced amount of evidence will be expected due to working less than full-time. Examples such as a reduced amount of research publications, smaller number of modules taught, reduced likelihood of being able to take on a significant academic administrative role, etc. will be taken into account. The expectations of the review panel would reasonably be reduced, commensurate with the fraction worked by the applicant and especially for those applicants who work half-time, 0.5 full time equivalency (FTE) or less.

**Academic administrative duties** should be detailed by all applicants as the review panel recognises the demonstrable value these provide to subject teams, programme areas and in some cases the Faculty as a whole.

Examples of such duties could include responsibilities such as subject co-ordinator, a leading role in significant curriculum development for a subject area, leading on students' social development, placements lead/coordinator, leading on careers and demonstrably exceptional module leadership. The undertaking of other special projects/initiatives is also equally recognised by the review panel.

A number of applicants who might not have workload plan allocations for research and/or knowledge exchange activity may have been assigned administrative duties instead and the review panel will give equal weight to such evidence.

Applicants who have moved into academia after careers in **professional practice areas** or who perhaps combine their job at Oxford Brookes with an ongoing professional practice career, are encouraged to provide evidence of how that professional practice background adds value to their work at the University.

The University does value the contributions made by staff with previous backgrounds outside of higher education and the diversity of skills & experience which they bring into their Faculty.

Where relevant, applicants should share what they did/do in those other roles and how it adds value to their post at Brookes. This may include but not be limited to benefits to the student experience from associations with professional networks, facilitating access for students and/or subject teams to employers, making curriculum changes that are directly informed by practice experience, enabling new field trips and/or placement opportunities and facilitating guest speakers that would not otherwise have been invited.

The review panel will take into account that those applicants joining the University from a previous career in professional practice, may not always have had the opportunity to develop research plans and publications and will give weight to evidence provided by any applicant as to how their previous career had brought value to their lecturing post at Oxford Brookes.