Job Related Information

This document includes information about the role for which you are applying and the information you will need to provide with your application.

1. Role Details

<table>
<thead>
<tr>
<th>Vacancy reference</th>
<th>15847</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job title:</td>
<td>Lecturer in Systems Thinking in Practice</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Head of School, Engineering &amp; Innovation</td>
</tr>
<tr>
<td>Salary:</td>
<td>£33,199 - £48,677 depending on qualifications and experience</td>
</tr>
<tr>
<td>Terms and conditions:</td>
<td>Academic</td>
</tr>
<tr>
<td>Grade</td>
<td>AC2/AC3</td>
</tr>
<tr>
<td>Duration of post:</td>
<td>Permanent</td>
</tr>
<tr>
<td>Working hours:</td>
<td>Full time</td>
</tr>
<tr>
<td>Location:</td>
<td>Walton Hall, Milton Keynes</td>
</tr>
<tr>
<td>Closing date:</td>
<td>Noon, 25 April 2019</td>
</tr>
<tr>
<td>Type of application form accepted:</td>
<td>Standard</td>
</tr>
<tr>
<td>Number of referees required:</td>
<td>3</td>
</tr>
<tr>
<td>Unit recruitment contact:</td>
<td><a href="mailto:Resourcing-Hub@open.ac.uk">Resourcing-Hub@open.ac.uk</a></td>
</tr>
</tbody>
</table>
2. Summary of duties

We are refreshing our Systems Thinking in Practice (STiP) postgraduate offering and also investing in the creation of a new STiP Level 7 degree apprenticeship. To this end, we are seeking to appoint a capable and enthusiastic candidate who will contribute to the production of this new curriculum, and more broadly to distance-learning module presentation in the STiP area.

This post offers the successful candidate an exciting opportunity to contribute to transformative education through the design and delivery of learning systems that support building capability to do systems thinking in practice. As the Open University expands its offerings into new fields such as Apprenticeship education, new learning system designs are needed that build innovative relationships with employers, apprentices, professional bodies and STiP alumni. The appointee will take a leading role in the design for, and provision of, STiP postgraduate and apprenticeship education, with distance-learning being the main mode of delivery.

There will be a requirement to develop distance-learning STiP curriculum based on a sound understanding of the Applied Systems (including cybernetics and complexity) intellectual and praxis fields. Within this, there will be opportunities to introduce technological and institutional innovation into learning system designs. Innovations may range from social media that supports learning to systems-thinking labs that build communities of practice and support situated innovation in organisations and sectors. Teaching at The Open University is a team-based collaborative process which allows for training and induction of new staff into the teaching process, and opportunities for ongoing professional development, which in turn allows for unparalleled OU support for distance learning.

It is expected that the successful candidate will contribute to expanding a culture for active, systemic co-inquiry with colleagues and others including students, employers, alumni and the like. They will also be expected to develop an external facing research or scholarship programme supported by external funding.

The successful candidate will be based in the School of Engineering & Innovation, at the main Open University campus in Milton Keynes.

Main Duties
The post holder is expected to:

1. Teaching
   a) provide leading contributions to the development of a Level 7 (L7) STiP apprenticeship programme;
   b) design and enable a community of practice of L7 apprenticeship key stakeholders to function within the OU’s organisational and administrative constraints;
   c) contribute to, and support the development of, new teaching materials within core postgraduate Systems modules in the taught STiP awards;
   d) support presentation, including assessment processes, of STiP modules, including Masters level dissertation capstone modules and other related modules;
   e) contribute to the direction of teaching and assessment / examination by the University, monitoring of samples of marking by Associate Lecturers, and to act as a member of examination boards;
   f) contribute to the assurance and enhancement of the quality of learning and teaching within the School, in line with University standards;
   g) work with Staff Tutors, other academic and academic-related colleagues in the support of student progression and other School and Faculty objectives.

2. Scholarship, research and enterprise
   a) contribute to on-going systemic co-inquiry in relation to STiP capacity and capability building;
   b) undertake a self-directed programme of individual or collaborative scholarship or research in a field that will contribute to the national and international profile of STiP and support the School and Faculty strategic objectives;
   c) undertake Systems-related research or scholarship that leads to high-impact publications and applications for external funding in line with School and Faculty objectives;
d) attract and co-supervise postgraduate research students;
e) undertake professional development as an academic educator and researcher.

3. Outreach and public engagement
a) develop and build stronger relationships and collaborations with OU STiP alumni, philanthropic funders and other educational providers;
b) promote the study and uptake of Systems Thinking education particularly in respect of under-represented groups;
c) contribute to the outreach activities of the STEM Faculty.

4. Administration and Management
a) promote the development internally and externally of the OU case for provision of L7 STiP apprenticeship education;
b) work with others to have novel learning products approved through the OU’s administrative procedures;
c) engage with appropriate administrative tasks (e.g. workload planning, Career Development & Staff Appraisal);

5. Other responsibilities
a) comply with the University’s Health and Safety and Equal Opportunities policies in the performance of their duties;
b) co-operate with the Open University in ensuring as far as necessary, that Statutory Requirements, Codes of Practice, University Policies, and Departmental Health and Safety arrangements are complied with;
c) have a strong commitment to the principles and practice of equality and diversity.

3. Person specification

Requirements

Education, qualifications and training

Essential: • A Masters degree or good Honours degree (or equivalent) in Applied Systems, Social Cybernetics, Complexity Science or a closely related area

Desirable: • A PhD or equivalent in a relevant discipline

Knowledge, work and other relevant experience

Essential:
• Demonstrable knowledge of the skills and experience required to design and present undergraduate, postgraduate and/or non-formal learning experiences
• Some knowledge of systems approaches applied to one or more domains of practice
• Evidence, through publication and/or development of successful professional or work-based learning, of a capacity to bring theory to practice using STiP
• Evidence of applying for external funding, taking into account stage of career
• A good research and publication record commensurate with stage of career
• National and international networks in main areas of research and scholarship commensurate with stage of career
• A good understanding of the variety of systems traditions and the main similarities and differences of systems approaches
Desirable:
- Some appreciation of the opportunities provided in the UK by investment in apprenticeship education
- Experience of supporting adult learners within an online and/or distance learning environment
- Ability to develop new distance learning material in the field of STiP
- Enthusiasm for the application of new technologies to teaching and supporting students
- Experience of working with and influencing policy makers, governmental and/or non-governmental institutions
- Ability to develop new collaborations within the University and with external organisations
- Higher Education Academy professional accreditation or equivalent qualification
- Experience of engaging in reflective professional practice and of using a range of research approaches and methods

Personal abilities and qualities

Essential:
- Excellent oral and written communication skills, including the ability to communicate ideas clearly, and to offer and receive constructive criticism
- Excellent interpersonal skills, including the ability to work collaboratively with a range of staff (academic, administrative, clerical and secretarial)
- Good team working skills and the ability to work adaptively and responsively with a variety of colleagues in multidisciplinary teams; particularly when the team is geographically dispersed
- Ability to plan and organise work to agreed deadlines
- Ability to prioritise demands against personal, external sector or organisational objectives when subject to conflicting pressures
- Ability to work flexibly (including some evenings and weekends)
- Knowledge of, and commitment to, equal opportunities principles and practice.
- Commitment to the support of learning by students, a central aim, ethos and value of the Open University
- The ability to write on issues outside of immediate area of expertise but in a related topic, in an informed and coherent manner

Desirable:
- Disposition towards inviting critical feedback and challenge amongst colleagues, including non-academic partners associated with teaching and scholarship activities
- Enthusiasm towards designing and facilitating face-to-face workshops as part of internal and external (outreach) work in support of the Applied Systems Thinking in Practice (ASTiP) Group

4. Role specific requirements e.g. Shift working

The successful candidate will be appointed to the School of Engineering and Innovation and will be a member of the Applied Systems Thinking in Practice Group in the Faculty. Some homeworking can be negotiated with the consent of colleagues and the Head of School. The successful candidate may be required to undertake some evening and weekend commitments and to travel in the UK to support the delivery of Apprenticeship education in Systems Thinking.
5. About the Faculty/School

The Faculty of Science, Technology, Engineering and Mathematics (STEM) comprises:

- School of Computing & Communications
- School of Environment, Earth & Ecosystem Sciences
- School of Engineering & Innovation
- School of Life, Health & Chemical Sciences
- School of Mathematics & Statistics
- School of Physical Sciences
- Knowledge Media Institute
- Deanery including teams supporting Curriculum, Research and Enterprise, Laboratory Infrastructure and Faculty Administration

“We aspire to be world leaders in inclusive, innovative and high impact STEM teaching and research, equipping learners, employers and society with the capabilities to meet tomorrow’s challenges”

The Faculty of STEM consists of 700 staff and 1,800 Associate Lecturers. The Faculty delivers over 185 modules across undergraduate and postgraduate curriculum, supporting more than 20,000 students (full time equivalents) which is 29% of the OU total.

The Faculty generates more research income (circa £20M) than any other Faculty, supported by a comprehensive laboratory infrastructure.

We are proud of our distinctive values and capabilities underpinning our aspiration:

We are inclusive:
- We transform people’s lives, ensuring STEM education is openly accessible to many thousands of students from diverse backgrounds – our students express high satisfaction with their study experience
- We engage the public in exciting citizen science and engineering, including through free open educational resources, multi-platform broadcasting, outreach to inspire the next generation and with programmes to encourage more women into STEM

We are highly innovative:
- We are at the forefront of innovative developments in teaching practical science and engineering at a distance, through simulated and remote access laboratories and practical experimentation
- Our high quality teaching and curriculum are informed by world-leading research, strong links with professional bodies and communities of practitioners, as well as by scholarship focused on continuously improving our STEM pedagogy

We deliver significant social and economic impact:
- We provide STEM higher education at a scale and reach unsurpassed in the UK, with a sizeable international reach and further growth potential
- We inject transferable STEM skills and knowledge direct into the workplace for immediate employee and employer benefit, as students combine study while working
- The employability value of our courses is underpinned by accreditation from leading STEM Professional Bodies and Learned Societies, as well as partnerships and sponsorship with leading employers
- Our high quality, applied and academically relevant teaching and research addresses real-world issues, delivering impact for industry and society, including addressing pressing STEM skill-shortages across the UK

Further details can be found at [http://stem.open.ac.uk/](http://stem.open.ac.uk/)
The School of Engineering and Innovation is one of the largest Schools in the STEM Faculty, with circa 75 academic staff and around 40 full-time PhD students. It is a broad-based multidisciplinary School that leads the OU’s teaching in the areas of Engineering, Technology and Innovation Management, Design, Systems Thinking and Environmental Management. We support qualifications including the IMechE, IET, IED and CIBSE accredited BEng/MEng, the IED accredited BA/BSc in Design and Innovation, the CIWEM accredited BSc in Environmental Management and Technology, the MSc in Engineering, the MSc in Technology Management, the MSc in Systems Thinking in Practice, and the CIWEM and IEMA accredited MSc in Environmental Management.

The OU is one of the major providers of education in Systems Thinking in the UK and internationally. The first courses began to be delivered in 1972 and continue to this day under the STiP banner – see http://www.open.ac.uk/courses/choose/systemsthinking. The core modules for the STiP suite of post-graduate degrees (Certificate, PG Dip and MSc) are some of the most popular in the E&I School and STEM Faculty. Within the E&I School, academic responsibility for systems-thinking teaching and scholarship resides with the ASTiP (Applied Systems Thinking in Practice) Group. This post is designed to support expansion of our unique model of supported open learning and systems scholarship, including systemic action research, into the provision of Apprenticeship education at PG or Level 7 (see https://www.instituteforapprenticeships.org/apprenticeship-standards/systems-thinking/).

The School is one of the most research-intensive in the University, hosting two submissions in REF2014 from Materials Engineering and Design. Other areas of active research within the School that have contributed to the University’s REF2014 submissions include Energy, Acoustics, Waste Management, and Systems Thinking.

Further details can be found at http://www9.open.ac.uk/mct-ei/

6. How to obtain more information about the role or application process

If you would like to discuss the particulars of this role before making an application please contact Professor Ray Ison (ray.ison@open.ac.uk) or Professor David Sharp, Head of School, Engineering and Innovation (david.sharp@open.ac.uk).

If you have any questions regarding the application process, please email: Resourcing-Hub@open.ac.uk

7. The application process and where to send completed applications

Your application should contain:

1. A completed application form
2. A cover letter (maximum 1250 words) explaining how your experience and skills match the person specification
3. CV which includes details of academic qualifications, teaching, management, and research/scholarship experience

Please ensure that your application reaches the University by: Noon, 25 April 2019

E-mail your application to: Resourcing-Hub@open.ac.uk
### 8. Selection process and date of interview

<table>
<thead>
<tr>
<th>The interview panel will be chaired by:</th>
<th>Dr Lucia Rapanotti, Associate Dean (Curriculum), STEM Faculty</th>
</tr>
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</table>
| The other members of the interview panel will be: | Professor David Sharp (Head of School; Engineering & Innovation)  
Mr Jan Kowal (Director of Teaching; Engineering & Innovation)  
Professor Ray Ison (Professor in Systems; Engineering & Innovation)  
Dr Karen Kear (Senior Lecturer; Computing & Communications; STEM)  
Mrs Kris Stutchbury (Senior Lecturer; Education, Childhood, Youth and Sport; WELS) |
| The interviews will take place on:              | To be confirmed                                              |
| The selection process for this post will include | 1. A short, specified teaching activity to be completed before the interview date;  
2. A 20 minute presentation of an aspect of your research or scholarship to academics from the School of Engineering & Innovation  
3. A formal interview |

*We will let you know as soon as possible after the closing date whether you have been shortlisted for interview. Further details on the selection process will also be sent to shortlisted candidates.*

*Applications received after the closing date will not be accepted.*