Job Description – Professor of Psychology

About the role
The Open University is recruiting two professors in the School of Psychology & Counselling to join the School’s research leadership team at an exciting period of expansion. Current developments in the School include the establishment and development of a new Research Centre and the planned and prospective expansion of the undergraduate and postgraduate curriculum. Appointments for the professorial posts will be made in the university’s Professor Band 1 for Post 1, and Professor Band 1-3 for Post 2 depending on the candidate’s qualifications. The successful professorial candidates will help to build research capacity as part of a longer-term strategy to enhance the School’s research culture and maximise our return in the A4 (Psychology, Psychiatry and Neuroscience) unit in REF2028. The two appointees will contribute to a further substantial round of recruitment in 2020/21 and 21/22, including Lecturers and Post-Doctoral Researchers.

We are seeking to appoint two professors who can combine excellent research leadership in psychology with a commitment to working collaboratively with the School’s existing professoriate and other colleagues. We welcome applications from outstanding academics specialising in any area of psychology that will complement, enhance and develop the existing research strengths in the School and develop new areas of excellence to be incorporated within the new Research Centre. The successful candidates will possess a clear vision of how their research will fit with that of the School, strengthen the Centre and contribute to The Open University’s unique mission. They will combine a wide breadth of knowledge across core domains in psychology with a critical and/or applied understanding that parallels ongoing research in the School.

The successful candidates will also have a strong commitment to teaching and to the development of innovative learning materials to reach students from a very wide range of backgrounds. Teaching in the School of Psychology & Counselling is underpinned by research and curriculum synergies. The School is Europe’s largest provider of university-level education in Psychology, offering undergraduate, postgraduate and research qualifications. We have an exceptional record in teaching and research with strengths in cultural and social psychology, psychology of health and wellbeing, and applied cognitive and forensic psychology. The general orientation is specifically critical, multi-perspectival and/or interdisciplinary. Our students are supported to develop strong methodological skills, and to understand fundamental conceptual and philosophical issues in psychology, and the different ways in which psychological knowledge evolves and impacts external contexts.

Applications are therefore welcomed from candidates with an established international research record and who will contribute substantially to The Open University’s profile, complement our existing research strengths, and develop new areas of excellence. Further information about our research activities and strengths are detailed below.
Key responsibilities

As a senior colleague, you will play a significant role in enhancing and developing the strong research culture within the School, Faculty, and OU more broadly. You will continue to advance your own research while providing intellectual leadership. You will join the research leadership team driving the formation and growth of the recently approved Research Centre to be located within the School, working to develop clear strategy for the Centre, looking to REF2021/28 and the research environment beyond.

Through your own achievements and your supportive leadership, you will contribute to the School’s increased success in obtaining external funding, producing high quality research outputs and undertaking external engagement activities. You will contribute to the recruitment and support of research students, including through the Psychology pathway of the ESRC Grand Union Doctoral Partnership. You will take a key role in mentoring new and career-early staff and helping more established colleagues develop research and teaching careers.

You will have an active and compelling research agenda that engages with contemporary developments in psychology and complements and extends existing research strengths within the School. You will have an established international research reputation and an impressive record of publications with a commitment to the dissemination of research to stakeholders and beneficiaries beyond academia. You will have a significant record of success in securing external funding income. Your excellent leadership record will include demonstrable achievements in assisting the development of more junior colleagues.

Your academic career will include a successful record of teaching in core psychology curriculum areas. The School offers a highly successful range of British Psychological Society accredited undergraduate qualifications, a smaller counselling curriculum undergoing growth and development, and a postgraduate portfolio in psychology which will also be expanding over the next 3 years, and which will include a range of short courses and CPD programmes. You will help shape these strategically important developments including through the design, authoring and development of teaching materials, and enhancing teaching and learning through a Virtual Learning Environment, in a way that maintains our commitment to research and curriculum synergies.

Your main place of work will be the Open University’s main campus: Walton Hall, Milton Keynes. You should be able to reach Walton Hall easily and frequently, whenever required.

The new professorial appointments are expected to contribute positively to research, teaching and academic management in the following ways:

Research and teaching

- Contribute significantly to the research profile and 2021/28 Research Excellence Framework submissions of the School of Psychology & Counselling through a strong record of high-quality publications, alongside the effective dissemination and application of research by other routes;
- Actively engage in grant bidding and other income generating activities in line with the School and Faculty research strategies, alongside activity to support and encourage others to bid more effectively;
- Play a leading role in supporting the establishment and growth of a new Research Centre in the School of Psychology & Counselling, which aims to provide an inclusive environment and supportive infrastructure for successful research for the School’s academics;
• Play a leadership and mentoring role in the development and delivery of a sustainable research strategy for the School and Faculty;
• Work effectively and collaboratively to develop a shared research culture by fostering existing research strengths and growing new excellence, including through research mentoring of academics in the School, especially new and career-early staff;
• Supervise research students;
• Foster and sustain the effective integration of research and teaching in new growth areas;
• Contribute to collaborative work on the development and implementation of innovative teaching methods, materials, and non-standard curriculum such as CPD programmes within the School and Faculty.

Academic Leadership
• Provide core intellectual leadership within the School and Faculty;
• Contribute to processes of academic management, taking leadership roles within the School management structure;
• Represent the School and University externally in ways that enhance the standing and reputation of the University nationally and internationally;
• Consistently contribute in positive ways to the development of a collegial and engaged academic community in the School, Faculty and University.

Person Specification

Skills and experience

Candidates interested in applying for the role of Professor of Psychology at a P1 level should be able to demonstrate the essential skills and experience listed below. (The additional requirements for an appointment at a higher band are included in brackets.)

Essential

• An established and successful programme of high-quality research in a field that complements and extends the current research activities of the School of Psychology & Counselling;
• An internationally excellent research profile, including high quality (for PB2/3, world-leading) outputs suitable for a REF submission to the A4 (Psychology, Psychiatry, Neuroscience) unit of assessment;
• Evidence of research achievements that have considerable reach, external significance and (for PB2/3, outstanding) impact;
• Significant success in obtaining external research income (for PB2/3, including acting as Principal Investigator on significant grants won in peer review);
• A good (for PB2/3, excellent) record of successful supervision of research students;
• A record of intellectual leadership in collaborative settings;
• An excellent record of assisting staff development and mentoring new and career-early staff;
• A record of leadership at an organisational and/or strategic level (for PB2/3, in complex organisational and strategic environments) with demonstrable results, including enabling others to succeed with achieving objectives;
• (For PB2/3, a record of driving major initiatives or changes at University-level or beyond.)
• Commitment to The Open University’s mission and values, including widening participation in HE and equality and diversity issues;
• A strong record of effective psychology teaching, including innovation or excellent practice with a demonstrated impact on student success.

Desirable

• (For PB2/3, an excellent understanding of the national and international contexts, challenges and opportunities relevant to research and teaching at The Open University);
• A record of active membership of (for PB2/3, and significant valued contributions to) appropriate external bodies and networks e.g. with professional practitioners, policy makers, leading researchers at other institutions;
• Experience of engagement and innovation in curriculum design in higher education;
• Experience of the development of teaching and teaching programmes for professional development, including the design and delivery of materials;
• An understanding of factors related to student diversity and performance;
• Experience of working in open or distance teaching particularly through a virtual learning environment.

Further information
If you would like to discuss the particulars of this role before making an application please contact Dr Jean McAvoy, Head of School, Psychology & Counselling, on +44 (0) 1908 659847 or email jean.mcavoy@open.ac.uk.

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

The interview panel will consist of:

• Liz Marr, Pro-Vice Chancellor, Students
• Prof Ian Fribbance, Executive Dean of the Faculty of Arts & Social Sciences (Chair)
• Dr Jean McAvoy, Head of School, Psychology & Counselling
• Prof Darren Langdridge, School of Psychology & Counselling
• Prof Graham Pyke, School of Psychology & Counselling
• Prof Jan Draper, Faculty of Wellbeing, Education and Language Studies (WELS)
• Two Professors external to the University

Background information
The School of Psychology and Counselling
The School of Psychology & Counselling consists of approximately 55 academics, including Staff Tutors (OU academics who contribute to our teaching and scholarship and also manage our extensive team of Associate Lecturers), and research staff. It comprises the discipline of Psychology which has a long and successful history at The Open University, attracting around 15,000 part time students to our modules each year, and the fast-developing discipline of Counselling, currently focusing on a Foundation degree/diploma but in the process of adding a degree qualification, short courses, and CPD. Our psychology and counselling modules acknowledge the differences between the two fields as well as the overlaps between them. We have a wide-ranging community of part and full-time PhD students based within the School and supported by The Open University Graduate
School. Prospective research students have access to ESRC-funded scholarships through our Grand Union Doctoral Training Partnership with the University of Oxford and Brunel University, studying on the psychology pathway.

The School of Psychology & Counselling is home to a vibrant community of psychology researchers with a diverse range of research expertise. Particular strengths lie in social psychology, cognitive and forensic psychology, and the psychology of health and wellbeing, including counselling and critical mental health. Most members of the School are engaged in interdisciplinary and interfaculty research collaborations through The Open University’s strategic research areas, particularly the Centre for Policing Research and Learning, the Citizenship & Governance Research area, the Harm & Evidence Research Collaborative (HERC), and the Health and Wellbeing Priority Research Area. Research in the School of Psychology & Counselling has an applied focus and a long tradition of critical and socially engaged research. Topics of study include intercultural relations, forensic cognition, intergroup relations and social change, citizenship, gender and sexualities, critical mental health, discursive psychology, families and intimate relationships, among others. The School has recently had funding successes from the ESRC, the National Institute for Health Research (NIHR), the European Union, and the British Academy.

The School has recently been awarded development funding for a new Research Centre, and expansion of the undergraduate and postgraduate teaching curriculum. The advertised professorial appointments are the first step in this development. These initial appointments are to be followed by a further substantial round of recruitment in 2020/21 and 21/22. Among other goals, these posts are part of a strategy to develop our new Research Centre, facilitate grant funding success, and support and build capacity for future REF exercises and our plans for returning staff to the A4 (Psychology, Psychiatry and Neuroscience) unit.

The current academic members of the School of Psychology & Counselling, and their research interests, are:

- **Dr Eleni Andreouli Director of Research and Senior Lecturer**: Social and political psychology, in particular: citizenship in everyday life; constructions of Britishness and Europeanness; constructions of prejudice; political identities (e.g. in the context of Brexit and more generally).

- **Dr Jovan Byford Senior Lecturer**: Relationship between social psychology and history; social psychological exploration of historical issues and historical material; social remembering and forgetting; antisemitism; cross-cultural analysis of conspiracy theories.

- **Dr Rose Capdevila Senior Lecturer**: Selfies and social media, gender in digital spaces, mothering on and offline, discursive approaches to identities (particularly gender and political identities), Q methodology and subjectivity, qualitative approaches and the politics of methodology.

- **Dr Simon Clarke Lecturer**: Critical mental health, critical theory and psychiatry; service user/survivor perspectives on madness and mental health services, collaborative methodologies; clinical health psychology, long-term chronic conditions.

- **Prof Sarah Crafter Professor of Cultural-Developmental Psychology**: Sociocultural and critical psychological perspectives on the everyday practices of children, young people and families; migration, identities, transitions and diversity; child language brokering, unaccompanied/separated minors, children’s work and care practices, qualitative approaches.
Dr Lee Curley Lecturer: Heuristics and biases; cognitive fallacies; juror decision making; memory; decision science; personality.

Dr Sharon Davis Lecturer and Staff Tutor: Diagnostic errors and error pathways in medicine. Human factors and human machine interaction (cardiotocograph) cognition in relation to decision making, heuristics and biases especially during intrapartum. Research methods are mixed methodologies in applied settings.

Dr Gina Di Malta Lecturer: Process and outcome in psychotherapy and counselling; research methods in counselling and psychotherapy; pluralistic therapy; community mental health interventions, patient choice.

Prof John Dixon Professor of Social Psychology: Prejudice, conflict and racism; intergroup contract and desegregation; everyday understandings of socio-political change (notably in Northern Ireland and South Africa); the relationship between place and identity; spatial boundaries and intergroup relations.

Dr Anastasia Economou Lecturer and Staff Tutor: Anxiety, depression, eating disorders, counselling adults with disabilities, Psychodynamic counselling, cross-cultural counselling, online counselling, mindfulness based therapy, conservation psychology.

Dr Rhiannon Edwards Lecturer and Staff Tutor: Pain communication; pain in older adults; social and contextual influences on the reporting of pain; experimental paradigms.

Dr Tracey Elder Lecturer and Staff Tutor: How group membership influences the norms and expectations of intergroup and intragroup communication; the use of feedback to improve student experience and attainment.

Dr Gillian Ferrier Lecturer and Staff Tutor: Cognitive psychology, particularly mental representation and the functional geometry of spatial prepositions.

Dr Lara Frumkin Senior Lecturer: Psychology of terrorism, deception detection, extra-legal factors in courtroom decisions.


Dr Karen Hagan Senior Lecturer and Staff Tutor: Autism. Construction of personal identity using techniques such as PECs (picture exchange communication system).

Dr Simon Harrison Lecturer and Staff Tutor: Discourse of risk and uncertainty; metaphor analysis; qualitative psychology; critical social psychology, power and identity.

Dr Virginia Harrison Senior Lecturer: (1) Mental health and wellbeing (particularly in the perinatal period); the development and evaluation of eMental Health tools. (2) Applied and theoretical aspects of face perception and recognition, including in-/out-group biases.
• Dr Catriona Havard Senior Lecturer: Applied and theoretical aspects of face perception and recognition, including eyewitness identification and biases in recognition.

• Dr Claire Hewson Senior Lecturer: Folk psychology, lay theories and beliefs, internet research methods, e-learning.

• Dr David Jones Senior Lecturer: Psychosocial perspectives in understanding criminal behaviour, in particular the borderline between mental health and offending. The significance of historical and psychosocial thinking to understanding contemporary issues.

• Dr David Kaposi Senior Lecturer: (1) Psychoanalysis and psychodynamic psychotherapy: history, discourse and process; (2) Social psychology: violence, trauma and identity; (3) Israel/Palestine: discourse and subjectivities; (4) Qualitative research practice: critical discursive, psychoanalytic and psychosocial approaches.

• Dr Helen Kaye Associate Dean (Teaching and Students) and Senior Lecturer: Cognitive learning theory, contextual effects in Pavlovian conditioning, spatial learning.

• Dr Caroline Kelly Director of Student Support and Senior Lecturer: Adult learners, pedagogy of online and distance learning; social identities and group processes.

• Dr Madeleine Knightley Lecturer and Staff Tutor: Adult learners' personal identity; Adult students' experiences of learning using new technologies.

• Prof Darren Langdridge Professor of Psychology and Sexuality: Construction of sexualities and masculinities, phenomenological/narrative psychology and existential-phenomenological psychotherapy.

• Ms Marianna Latif Lecturer and Staff Tutor: Parenting styles in Eastern European immigrant communities, effects of the host culture and links to the risk factors for juvenile offending in these communities.

• Dr Lisa Lazard Senior Lecturer: Gendered/sexualised identities and how they become enmeshed relations of power; constructions of sexual violence, particularly sexual harassment and parenting.

• Dr Jenny Lynden Lecturer and Staff Tutor: (1) Applied health psychology taking a 'one health' approach in understanding professional-client interactions in 'making every contact count'; (2) coaching psychology, particularly focused on wellbeing, leadership and performance; (3) discursive analysis of human-chatbot interactions.

• Dr Jean McAvoy Head of School and Senior Lecturer: Discourse analysis, subjectivities, identity, self and other, moral orders, and the management of trouble and dilemma.

• Dr Laura McGrath Lecturer: Psychology of mental health; psychology of space and place; social and political contexts of mental health; community and arts responses to distress; qualitative methodology.

• Dr Naomi Moller Senior Lecturer: Process and outcome in psychotherapy and counselling; research methods in counselling and psychotherapy; issues around working with diverse populations in therapy.

• Dr Johanna Motzkau Senior Lecturer: Discursive psychology, methodology, theoretical psychology (process philosophy, Deleuze, Stengers), suggestibility, memory, childhood, sexual abuse, child witnessing, psychology and law (international perspectives on evidence/expertise).

• Dr Hayley Ness Senior Lecturer and Staff Tutor: Applied cognitive psychology: perception of and memory for faces, particularly in eyewitness settings; facial composite construction; issues concerning visual evidence and juror decision-making.

• Ms Sue Nieland Lecturer and Staff Tutor: Political psychology, political decision making of older citizens, representations of ageing, UK-EU relationship, dialogical approach.

• Dr Volker Patent Lecturer: Innovation in e-learning, emotions and learning, support of learning, formative and developmental assessment, graduate employability and skills, organisational trust and HR, assessment centre evaluation.

• Dr Rachel Penny Director of Teaching: Identity development including nationality and the effect of transition on identity; learning experience of part-time and distance learners.

• Prof Graham Pike Professor of Forensic Cognition: Applied cognition and forensic psychology (particularly face perception and eye-witness identification), and the psychology of policing (particularly public engagement and citizen enquiry).

• Dr Heather Price Lecturer and Staff Tutor: Qualitative research methodologies at the interface between psychosocial and psychoanalytic studies. Qualitative research into therapeutic interventions in clinical, educational and community settings, particularly with children and young people. Models of reflective practice in residential child care settings.

• Mr Stephen Robinson Lecturer and Staff Tutor: Sociocultural and critical psychological perspectives on bullying. Psychodynamic counselling and therapeutic relationships. Qualitative approaches.

• Dr Katy Smith Lecturer and Staff Tutor: Engagement in learning, and barriers to engagement across different transactional distances; Action research and action learning; cultural and behavioural issues in complex supply chains.
• Dr Mark Smith Lecturer and Staff Tutor: Syntax; the unity of the proposition; language and thought.

• Prof Paul Stenner Professor of Social Psychology: Critical sociocultural psychology addressing a range of topics such as affectivity (especially jealousy and envy), psychosocial transitions, and ‘liminal hotspots’ (e.g. around ageing, sexuality, ‘contested’ illnesses, etc). Use of qualitative methods and Q methodology from within a process theoretical framework (including studies of human rights, political subjectivity, etc). History and philosophy of psychology.

• Dr Ailsa Strathie Lecturer: Theoretical and applied issues in facial recognition/verification, particularly CCTV identification, facial image comparison, eyewitness identification, within-person variability, and effects of familiarity; lay perception and understanding of expert evidence, crime and policing in the internet age; synaesthesia.

• Prof Stephanie Taylor Professor of Social Psychology: Narrative-discursive and other qualitative research on identities and subjectivity. Critical research on creative identities, place-related identities, creativity and creative practice, the creative industries and contemporary work.

• Dr Jim Turner Senior Lecturer: Public understanding of forensic science and the 'CSI Effect'; attention and perception in applied contexts.

• Dr Andreas Vossler Senior Lecturer: Process and outcome in psychotherapy and counselling; research methods in counselling and psychotherapy; systemic approaches; intimate relationships; infidelity; online counselling and psychotherapy.

• Dr Zoe Walkington Senior Lecturer: Investigative interviewing of police suspects, witness interpretations of criminal incidents and the use of narrative in increasing empathic responding towards offenders.

Further information about research groupings, staff and their research interests is available on the Faculty website: http://fass.open.ac.uk/psychology/research

A repository of research publications and other research outputs of all Open University staff can be viewed at The Open University's Open Research Online: http://oro.open.ac.uk/

Psychology & Counselling Teaching
At the heart of OU teaching processes is the Module Team, comprising an academic Module Team Chair, several members of academic staff including, where relevant, members of other Disciplines, and a Curriculum Manager. For all undergraduate modules, and most postgraduate, almost all study material is purpose-written and originated by the Module Team. Teaching materials for modules in Psychology & Counselling require a standard of writing and presentation that is appropriate to their place in the curriculum for OU students and also to a public and wider academic readership. Module Teams retain editorial control over content, teaching and design.

At undergraduate level, students of psychology and counselling modules mostly study for one of the four BPS accredited qualifications:

• BSc (Honours) Psychology
• BSc (Honours) Forensic Psychology
BSc (Honours) Social Psychology
BSc (Honours) Psychology with Counselling

Students can also study psychology & counselling as modules in more diverse qualifications such as:

- Foundation degree/diploma in Counselling
- BA/BSc (Honours) Open degree
- BA (Honours) Philosophy and Psychology
- BA (Honours) Criminology and Psychological Studies

Postgraduate students in the School are studying for qualifications in:

- MSc Psychology
- MSc Forensic Psychological Studies

The School has a strong commitment to supporting research and scholarship, and information about discipline staff and the discipline is available on the website: [http://fass.open.ac.uk/psychology](http://fass.open.ac.uk/psychology) and also our twitter account @OU_Psychology and School blog at [https://oupsychology.wordpress.com/home/](https://oupsychology.wordpress.com/home/)

The Faculty of Arts & Social Sciences (FASS)
The School of Psychology & Counselling is located in the Faculty of Arts & Social Sciences (FASS) which is the largest and most diverse at The Open University, with some 50,000 students studying on modules with consistently outstanding student satisfaction ratings. The Faculty’s scholars are noted for the strength of their interdisciplinary approaches. Academics in the Faculty teach and conduct research on a very wide range of topics and themes in their respective subject areas. Their work was recognised as world class or internationally excellent in the 2014 Research Excellence Framework (REF).

FASS is organised into three Schools:

- School of Psychology & Counselling
- School of Arts & Humanities
- School of Social Sciences & Global Studies

With c.1800 members of staff comprising academics, associate lecturers, support staff and full-time research students working across the locations of the University, combining originality and innovation in research and curriculum, the Faculty of Arts and Social Sciences is a vibrant and exciting place to study and work.

The vigorous intellectual life in the Faculty is fostered by collaborative teaching and a shared interest in research and scholarship. Teaching at The Open University involves working closely in teams with academics and OU colleagues such as editors, developers and digital specialists to produce and present high-quality teaching programmes. It involves developing written teaching materials, including online and audio-visual module materials, as well as collaborative work with fellow academic authors and colleagues to produce the final module content. It thus requires academics to be able to work closely with colleagues as well as to plan and undertake independent work to deadlines.

The Disciplines and Schools in FASS work together and with other Faculties to produce a range of undergraduate and postgraduate distance teaching programmes and research degrees. We attract students from a wide range of educational and social backgrounds. Full-time research students are based on campus.
Open University students are supported by Student Support Teams, offering specialist study support for qualifications across the University. Student Support Teams include members of academic staff in Milton Keynes working with Open University academic colleagues and associate lecturers based in Wales, Scotland, Northern Ireland, and regional locations in England, to sustain and improve our student progression and retention.

The Faculty works closely with important organisations and institutions in the UK and other parts of the world in a range of validated partnerships and collaborations. Academics in the Faculty are engaged in world-class, agenda setting research tackling the most difficult challenges facing us in the 21st Century, with work in numerous subject-based and interdisciplinary research groups and projects.

To find out more about the Faculty’s teaching, learning and research, please visit: 
http://fass.open.ac.uk/

The Open University
The Open University’s mission is to be open to people, places, methods and ideas and we promote educational opportunity and social justice by providing high-quality university education to all who wish to realise their ambitions and fulfil their potential. The Open University has students across the world. Currently approximately 175,000 students are studying for degree qualifications with The Open University. With its unique partnership with the BBC, and dissemination of teaching and research through the OpenLearn and FutureLearn platforms, our work also routinely reaches millions of learners both within the UK and beyond. Through academic research, pedagogic innovation and collaborative partnership we seek to be a world leader in the design, content and delivery of supported open learning.

Research is central to the mission of The Open University, and our growing international profile was reflected in the outcomes of the 2014 REF exercise in which over 70% of submitted research was ranked as either internationally excellent (3*) or world leading (4*), including 58 impact case studies which demonstrated how our research is changing the world. The institution is committed to research as a central part of its mission and is investing to build excellence for future Research Excellence Framework exercises.