

ASSOCIATE PROFESSOR IN LAW AND CO-DIRECTOR OF EMPLOYABILITY

School of Law

Faculty of Social Sciences

ATS1373

CANDIDATE BROCHURE



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WHAT MAKES UEA SO SPECIAL?

The University of East Anglia is a publicly funded major UK research and teaching university. It was built to embody a radical new vision for higher education, where interdisciplinarity is crucial and excellence in both research and teaching is valued. UEA consistently ranks within the top quarter of universities in the UK for the quality of research and teaching.

As a major regional employer and cultural centre, we take our regional civic responsibilities very seriously and have kept our sights on the people and place we call home. In fact, we launched our University Civic Charter in October 2023; created from in-depth community engagement, renewing our commitment to the region as part of our 60th anniversary.

There are many things which make UEA special, not least of which is the community of staff and students that work and study here. UEA includes three Nobel prize winners, including Sir Paul Nurse and Sir Michael Houghton, and many fellows of the Royal Society and British Academy amongst our alumni and current staff.

Our campus is home to Sir Denys Lasdun's iconic brutalist architecture set in hundreds of acres of beautiful country park that includes a large broad (lake). In the spirit of Lasdun's ambition to inspire an anatomy of ideas, today, UEA is tackling some of the key challenges of the changing world. UEA's research combines disciplines

and breaks new boundaries across its priority research themes of climate, creative and health.

UEA is the place where global warming was first documented. Since the 1970s, UEA's Climatic Research Unit, and more recently Tyndall Centre for Climate Change (Headquarters hosted at UEA), have played a pivotal role in developing temperature records and climate models, contributing to the understanding of climate change, and informing global policy. Many UEA scientists have played significant roles in the Intergovernmental Panel for Climate Change (IPCC), which was jointly awarded the 2007 Nobel Peace Prize for its efforts to increase public knowledge of anthropogenic climate change. Environmental Science and Global Studies at UEA continue to be a major powerhouse for research and teaching.

UEA is widely regarded as a pioneer in creative writing, having established the UK's first Creative Writing Masters programme in 1970. This renowned programme has since attracted and produced numerous successful writers, including Booker Prize winners such as Ian McEwan and Anne Enright, and Nobel Prize Winner Sir Kazuo Ishiguro. In recent years, UEA academics have played a pivotal role in the discovery and presentation of the Gloucester Royal shipwreck (Norfolk's Mary Rose). Our iconic Sainsbury Centre for Visual Arts is a major museum and arts research facility.



Health research at UEA not only embraces the Faculty of Medicine and Health but draws in research from both social and natural sciences. Research under this theme has made major contributions in the fields of healthy ageing, epidemiology and involving citizens (via our innovative Citizens' Academy) in improving health care outcomes. This theme benefits from close association with the other major research institutes on the Norwich Research Park; notably the Norfolk and Norwich University Hospital and the Quadram Institute. The Norwich Cancer Research Network, and Norfolk Institute for Healthy Ageing, are examples of key mechanisms for delivery of real impact from health research at UEA.

UEA has been a major success over the last 60 years and looks forward with confidence to the next 60 years.

For an informal discussion about the post please contact Andreas Stephan, Head of UEA Law School via Carly Dean, School Co-ordinator (carly.dean@uea.ac.uk)

UEA is part of the Norwich Research Park

Norwich Research Park (NRP) membership locates UEA in one of the largest concentrations of research institutes in the whole of Europe – four independent internationally-renowned research institutes: John Innes Centre, Quadram Institute, Earlham Institute and The Sainsbury Laboratory; with the University of East Anglia and Norfolk and Norwich University Hospitals NHS Foundation Trust, supported and funded by The John Innes Foundation, The Gatsby Foundation, and UKRI Biotechnology and Biological Sciences Research Council.

The NRP provides an ideal environment for collaborative use of infrastructure and facilities, with a single portal for academics and businesses to access the specialist facilities across the Park.

The Enterprise Centre is a regional business, knowledge and innovation hub, with workspace provision and supports over 80 businesses working alongside UEA staff and students in a dynamic and vibrant entrepreneurial community. On the wider NRP, there are dedicated laboratory and office spaces in the Innovation Centre and Centrum hosting over 600 staff within a total of 115 businesses and spinouts.



THE ROLE

The role holder must have significant experience of work in the legal profession, either as a solicitor or barrister. They will closely work together with another colleague to continue to deliver and develop the Law School's outstanding programme of employability. In addition to this, they will contribute to the delivery of high-quality teaching on UEA Law School's LLB programmes, provide academic leadership and contribute to the running of the school, and be able to provide pastoral support and supervision to our students.

KEY RESPONSIBILITIES

TEACHING

Teaching is a key activity. It includes the giving of lectures, seminars and individual supervision of dissertation students. In particular, your duties will be as follows:

- Teaching (including the giving of lectures and seminars) on suitable modules within our degree programmes, such as on the foundation subjects of law, or our Law in Practice module.
- Planning and preparation - the academic cycle produces peaks and troughs of work, and you are required to plan in advance for this, for instance by doing as much preparation as possible during non-teaching periods.
- Designing and organising innovative and effective teaching, assessment and feedback methods and sharing good practice with others.
- Organising and leading modules, sometimes through collaboration with colleagues.
- Developing high-quality teaching and learning materials.

- Undertaking all administration and academic duties relevant to teaching (e.g. setting examination questions, marking, providing additional assessments as required, and providing pastoral support of students) required to sustain the delivery of high-quality teaching.
- Taking responsibility for the delivery and assessment of specific modules, ensuring that the content echoes current standards and that the assessment type and volume is appropriate for students' programmes of study.
- Assessing students by a variety of means, according to prescribed specifications as appropriate, to monitor student progress and performance.
- Supervising dissertations at undergraduate and postgraduate levels.
- Taking a leading role in the development of new and existing modules and course programmes at both undergraduate and postgraduate levels.

ADMINISTRATION

The successful candidate will act as Co-Director for the UEA Law School's Employability programme and will be expected to:

- Together with the existing Co-Director of Employability, develop and implement an employability programme, including talks and events with external organisations.
- Maintain and develop links with alumni, as well as local and national law firms, barristers, businesses and other organisations with legal teams, with a view to providing our students with opportunities to engage with members of the legal profession and learn from their experiences and knowledge.
- Be available to occasionally organise and attend ad hoc events outside normal working hours.

THE ROLE (CONTINUED)

- Deliver presentations to students on Employability related subjects.
- Provide students advice and coaching on Employability issues.

The Law School and University provide support for administration; however, all academic staff are expected to:

- Undertake appropriate administrative duties (commensurate with career stage) to assure quality teaching as required by the Head of School, e.g. Teaching Director, Chair of Examiners, Admissions Director, Director of Student Experience and Senior Adviser.
- Contribute to marketing activities and admissions processes to support the promotion and success of degree programmes offered by the school.
- Contribute to the development of the School and University through relevant committee, quality assurance and review work.
- Take responsibility for the management and administration of personal contributions to the University's academic activities.
- Attend Open Days and Visit Days and interview prospective students where necessary.

GENERAL

- Advising a full complement of student advisees.
- To promote Enterprise and Engagement at UEA. Enterprise and Engagement incorporates 'knowledge transfer' and comprises academic enterprise and business, community and public engagement, and is normally the use of or development of intellectual capital through an interaction between the university and non-academic sectors.
- Attending School meetings as required and participating in the development of teaching within the School.
- Engaging in continuous professional development, for example through

participation in relevant staff development programmes.

- Undertaking, subject to the agreement of the Head of School and the University as appropriate, external commitments which enhance the reputation of the University.
- Contributing to quality audits and/or assessments in higher education.
- Such other duties at a comparable level of responsibility as may be reasonably requested from time to time by the Head of School, e.g. contribution to School events.
- Contribute to the continuous development and implementation of the School.
- Positively support and promote the University's Values in all aspects of work.
- Abide by all University Regulations and Policies relevant to the role and complete mandatory training as appropriate.
- Observe the strict rules of confidentiality applicable to work within the School.

THE PERSON

EDUCATION, EXPERIENCE AND ACHIEVEMENTS

- A good first degree or equivalent qualification in Law (E)
- Significant experience of working as a qualified solicitor or barrister (E)
- Experience of training or teaching others (E)
- Commensurate with career stage, a record of engagement with non-academic stakeholders (D)
- Experience of teaching in Higher Education and curriculum development (D)

SKILLS AND KNOWLEDGE

- Excellent knowledge of the legal profession and pathways to qualification as a solicitor and barrister (E)
- The requisite subject knowledge to be able to contribute to at least one of our core LLB teaching modules (E)
- Strong organisational skills; ability to plan and manage own workload, meeting deadlines (E)
- Demonstrable administrative and prioritisation skills with the ability to manage a varied workload in a high paced environment (E)
- Excellent interpersonal skills; ability to quickly establish and maintain good working relationships at all levels (E)
- Strong verbal and written communication skills, with the ability to communicate complex information clearly (E)
- Competent IT skills (E)
- Excellent presentation skills (E)
- Effective use of IT for teaching and learning (E)
- Ability to work independently and as part of a team (E)

PERSONAL ATTRIBUTES

- Demonstrate UEA's Values and behaviours in day-to-day work and support a team culture that reflects them (E)
- Willingness to change and develop work practices (E)
- Proactive and self-motivated and willing to take ownership of tasks without close supervision (E)
- Confident, articulate, and credible (E)
- Able to maintain confidentiality (E)

Essential Requirements (E) are those, without which, a candidate would not be able to do the job.

Desirable Requirements (D) are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

FURTHER INFORMATION

The post is available immediately on a part-time (up to 0.6 FTE) fixed-term basis for 36 months.

Salary will be £58,225 to £67,468 per annum pro rata on Grade 9 on the single salary spine.

Relocation expenses are reimbursable under certain conditions.

Place of Work - The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during their working week in support of these goals. We have a hybrid-working policy which supports a mix of at home and on campus 'hybrid' working for many roles. For the majority of hybrid roles, the expectation is a minimum of 60% of working time will be spent physically present in the workplace.

The flexibility of the hybrid-working policy allows the possibility of some remote working, but it is the expectation that all appointments will be UK based, with any overseas working agreed in advance by exception only.

If successful you will be asked to show evidence of right to work in the UK prior to any formal offer being made. Non-British and non-Irish nationals entering the UK to undertake employment or who are currently in the UK will have to meet eligibility criteria under the points-based immigration system. The University may be able to provide sponsorship under the Skilled Worker route if relevant criteria are met. Please note, due to the complexities of the immigration system, Skilled Worker visa sponsorship is not guaranteed for every role. If you would like further information about whether this role is eligible for visa sponsorship, please contact staff.visacompliance@uea.ac.uk

The post is superannuable under the Universities Superannuation Scheme and there is an annual leave entitlement of 30 days plus statutory (8 days) and customary (6 days) holidays. The University is committed to creating an environment where the health, welfare and safety of all students and staff is of paramount importance. The University's Safeguarding Policy addresses

both child protection and safeguarding children, young people and vulnerable adults within the work of the University. Appointment will be subject to satisfactory pre-employment checks, which may include an Occupational Health assessment.

Information on the benefits of working at UEA can be found at <https://www.uea.ac.uk/about/working-at-uea>.

If you require the information contained within this candidate brochure in a different format please email staff.recruitment@uea.ac.uk

HOW TO APPLY

To apply for this vacancy, please follow the online instructions at: <https://vacancies.uea.ac.uk>

The closing date for this role is 11:59pm on **19 August 2026**.

Please note that the application form contains an Equal Opportunities section which must be completed. The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process.

It is anticipated that presentations and interviews will take place on **14 September 2026** and we will inform you of the outcome of your application prior to this date.

Reasonable travel and incidental expenses incurred in attending the interview will be reimbursed, subject to qualifying criteria (please ensure that you keep all receipts). Please note that if you are offered a post and decline the offer, travel and incidental expenses will not be reimbursed.

ABOUT THE SCHOOL

The School - The UEA Law School (LAW) is renowned for the high quality of its courses as well as providing an intimate, student focused experience. By UK standards, it is a medium sized law school, with around 700 undergraduate students and 130 postgraduate students. The School's student body is internationally diverse. In any given year, across both the School's postgraduate and undergraduate programmes, approximately 150 of its students are likely to come from overseas.

The School is based in the historic Earlham Hall building, which has been significantly renovated and extended to create excellent work and study spaces. This includes a purpose-built Law Clinic, where free legal advice is provided by our students to some of the most vulnerable in the local community, in partnership with the Norfolk Community Law Service.

Research - The School has a mixture of colleagues on teaching and scholarship contracts (ATS) and those on research and teaching contracts (ATR). More than 76% of our research outputs were ranked as either world-leading or internationally excellent in the 2021 Research Excellence Framework. The School's research profile is varied, but there are particular strengths in Competition Law and Policy, International Law, Media, Information Technology and IP Law (the research group the present post will contribute to), and Human Rights, Peaceful Protest and Policing. These groups promote collaborative projects and organise events. Colleagues also contribute to a weekly seminar series, a research blog and other varied research activities within the School and across the university.

Teaching - The School is committed to excellence in its teaching and a number of its staff have won teaching awards in recognition of this. The School offers four LLB degree courses, namely a three-year LLB degree, a three-year LLB Law with Criminology and two four-year LLB courses respectively in Law with American Law and Law with European Legal Systems, each with a year abroad in the third year. In addition, we are excited to launch a new BA Criminology programme from September 2024. The School also offers successful LLM programmes, many of which are interdisciplinary in nature, ranging from International Trade Law, International Competition Law and Policy, and Media Law, Policy & Practice. In 2021/22 we launched our new LLM in International Commercial Dispute Resolution.

The Law School that Makes a Difference - In partnership with a number of stakeholders, the School provides an extensive range of opportunities for students to engage in pro bono activity. The work of the Law Clinic has gained national recognition and was awarded 'Best Pro Bono Activities' at the LawCareers. Net Student Law Society Awards on three occasions. Our Justice Project provides students with an opportunity to work on cases of prisoners who maintain they are the victims of miscarriages of justice, while Street Law allows students to visit local schools and discuss law related issues.



ABOUT THE FACULTY

The Faculty of Social Sciences is a vibrant and stimulating environment, which is home to seven Schools of study at the forefront of teaching and research in a range of social science and professional subjects:

- School of Economics (ECO)
- School of Education and Lifelong Learning (EDU)
- School of Global Development (DEV)
- UEA Law School (LAW)
- Norwich Business School (NBS)
- School of Social Work and Sociology (SWK & SOL)
- School of Psychology (PSY)

As a Faculty we:

- Provide high-quality learning and teaching, and postgraduate training, aimed at developing critical reasoning skills and employability
- Generate research and scholarship across disciplines that not only contribute to the development of disciplines themselves, but also produces socially useful new knowledge
- Put enterprise and engagement, locally and globally, at the heart of our mission





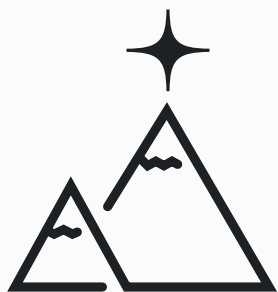
OUR VALUES

Shaped by staff, our UEA values represent a core set of standards for how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

From tackling global challenges, striving for student and staff success, and creating a vibrant inclusive environment, our values are what unite us.

- ✦ AMBITION
- ✦ COLLABORATION
- ✦ EMPOWERMENT
- ✦ RESPECT

OUR VALUES (CONTINUED)



AMBITION

We are ambitious for our future success.

We are forward-thinking and brave in our approach and decisions. We make space for innovation and creativity, seizing opportunities that are responsible and sustainable. We are ambitious for the advancement of education and research.



COLLABORATION

We are collaborative in our approach.

We work together with shared purpose. We build connections, share ideas and develop new networks. We champion our regional, national and global relationships and demonstrate that together we can achieve greater goals and positively influence the world around us.



EMPOWERMENT

We empower ourselves and each other.

We develop ourselves and others, trusting people to make decisions based on their expertise and knowledge. We continually improve systems and processes to support us in working in an agile and efficient way.



RESPECT

We respect each other.

We treat everyone with respect and dignity. We value diversity and foster a community where people can express different thoughts and views. We are open to challenge, so we can learn and improve. We encourage a positive, inclusive environment where everyone has opportunities to fulfil their potential.

ACCOLADES

- Queen's Anniversary Prizes for Higher and Further Education have been awarded to UEA for international development studies (2009), creative writing (2011) and environmental sciences (2017). Notable alumni include Sir Paul Nurse (1973, Nobel Prize for Medicine 2001), Sir Kazuo Ishiguro (1980, Nobel Prize for Literature 2017), Sir Michael Houghton (1972, Nobel Prize for Medicine 2020) and Sarah Gilbert (1983) who led the Oxford University team to develop a COVID-19 vaccine, approved in 2020.
- Our Doctoral College, established in 2018, hosts six Doctoral Training Partnerships and integrates Faculty and School provision for 1600 Postgraduate Research Students (including those from across the Norwich Research Park), enabling collaboration and innovation.
- We recognise our global impact and were one of the first universities to declare a climate and biodiversity emergency in June 2019. Our sustainable campus, including over 50 acres of environmentally valuable parkland, is constantly evolving with ambitions to be 100% net zero by 2045 or sooner.
- UEA is a University of Sanctuary, an accreditation given to universities that show an ongoing commitment to creating a welcoming culture of inclusivity and awareness.
- UEA was awarded the Silver Athena SWAN Award in 2019, and all our Schools hold awards at Bronze or Silver.

A vibrant place to study, learn and work, UEA is a very special place.



A SUSTAINABLE UNIVERSITY

At UEA, we are now working to create a university that will be even better in the future, and we are working to achieve net zero carbon by 2045 (or earlier). Our Sustainable Ways vision is one of a resilient university – where consumption is efficient and self-generated energy supports low carbon goals, supported by a vibrant community of world-leading researchers and inspired graduates.

At a basic level, our sustainable development means that we try to balance the 'three pillars' of environmental, economic and social elements.

We challenge our environmental impact through on-site energy generation and a district heating and cooling network, reducing our reliance on grid electricity and therefore fossil fuels. We promote and use recycled and 'eco' products such as biological cleaning materials. We champion local suppliers and ethical causes, including Fairtrade and vegan products. We seek to ensure value for money in a holistic, whole-life costing sense in our new buildings and procurement contracts.

OUR INITIATIVES

Central campaigns, such as holiday shut-downs or awareness day events, support a whole-University approach to energy saving and other initiatives.

Follow us on X [@SustainableUEA](https://twitter.com/SustainableUEA)



OUR CAMPUS

UEA is based on a campus that provides top quality academic, social and cultural facilities to over 17,000 students.

Although located in 320 acres of rolling parkland, virtually no part of the campus is more than a few minutes' walk from anywhere else, so everything is close at hand – the library, nursery, health centre, supermarket (incorporating a post office) and restaurants. Amongst the striking buildings is the UEA's Sainsbury Centre for Visual Arts, which contains the Robert and Lisa Sainsbury Collection – one of the greatest art collections formed in Europe during the 20th Century.

The University has invested in new learning and teaching and research spaces, including a celebrated new Enterprise Centre that underpins its commitment to promoting student enterprise and entrepreneurship.

Sport and Recreation plays a major part in the life of the University of East Anglia, centred around the major Sportspark facility which is one of the most successful community sport facilities in the UK. This accessible and affordable facility provides a diverse range of activities, and incorporates a 50m Olympic size swimming pool, indoor climbing wall, coaching resource centre and sports injury clinic.



NORWICH

A CITY OF STORIES

The city's motto is 'A fine city' and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. Norwich offers miles of riverside walks and cycle ways, and a unique collection of 1930s parks. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast.

Norwich is a UNESCO World city of Literature, the first in the UK, as well as being one of the newly named Tech Cities recognising the growth of digital businesses in the region. The most prominent high-rise building, apart from the castle, is the magnificent 11th century cathedral, which still dominates the skyline. The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity.

The city is consistently rated as one of the top ten shopping venues in the UK. Norfolk and Suffolk attract thousands of visitors each summer. The famous Norfolk Broads are among the most important wetlands in Europe and a haven for rare plants, wildlife and insects. The Broads attract holidaymakers who come to navigate the intricate natural network of waterways formed by the Rivers Bure, Yare and Waveney and their tributaries.

For further information about UEA's excellent facilities, staff benefits, picturesque campus and the UEA working environment, please visit the 'Careers at UEA' microsite <https://www.uea.ac.uk/about/working-at-uea>. Additional information about living and working in the city of Norwich can be found at <https://www.workinnorwich.co.uk/>



If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.

STEPHEN FRY



LOCATION

Some cities you've heard of, others you have to discover. Norwich is one of the most beautiful, modern historic cities in Britain. It's a city that celebrates the independent, stimulates creativity, promotes change and encourages diversity.

UEA is a campus university located 3 miles from the centre of Norwich. Situated in the heart of Norfolk, which means it's an ideal location to explore Norwich and beyond.

BY RAIL

LONDON • 2 HOURS

CAMBRIDGE • 1 HR 15 MINS

BIRMINGHAM • 4 HOURS

Many European cities (including Paris and Amsterdam) easily accessible by train

BY ROAD

KINGS LYNN • 1 HOUR

CROMER • 45 MINUTES

SOUTHWOLD • 1 HOUR

BY AIR

NORWICH AIRPORT • 20 MINUTES

STANSTED AIRPORT • 2 HOURS

London is a major airline hub and all main international destinations are easily accessible



An internationally renowned university, UEA is ranked 26th in the UK (Complete University Guide 2026) and is in the UK Top 25 for research quality (Times Higher Education Rankings 2026) reflecting the international excellence of its research environment. We are in the World Top 60 (QS World Rankings for Sustainability 2025) and the World Top 9th for reduced inequalities (Times Higher Education Impact Rankings 2026). The University holds UK Teaching Excellence Framework Silver status.

Equality, Diversity, Inclusion and Wellbeing

The University is committed to diversifying its workforce and to the wellbeing of all our staff. For example, we hold an Athena SWAN Silver Institutional Award (since 2019) in recognition of our advancement towards gender equality for all. Further details on our broader Equality, Diversity, Inclusion and Wellbeing work can be found on our [website](#).

