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## **RCM Career framework**

### **Lecturers in midwifery**

Lecturers in midwifery typically work in HEIs or other accredited education organisations which provide midwifery education. There are a plethora of titles such as lecturers in midwifery, midwifery lecturers for example and these vary between institutions and almost all UK HEIs utilise the same basic hierarchy of academic posts that is lecturer, senior lecturer/principle lecturer, associate professor/reader and professor.

Lecturers in midwifery are, in the main, responsible for education provision and delivery in the HEIs and facilitate education via a wide range of activities such as lectures, seminars, tutorials, drama, art and practical demonstrations. In addition, they undertake wide range of assessment activities and take a lead on curriculum development and planning.

Working in the higher education sector is an inspirational career, providing excellent opportunity for experienced midwives to utilise their academic knowledge and expertise of clinical practice coupled with their leadership and management skills to ultimately contribute to life chances of women and babies.

Working in the higher education sector has a number of advantages such as flexibility in working patterns, job security, a clear career progression track, and a decent salary. However as with any other employment the life of HEI lecturers can be challenging and the workload is complex; many internal and external factor shape the 'lived experiences' and career progression.

#### **Requirements to enter into midwifery education – Lecturers in midwifery**

Midwives wishing to pursue their career in education are normally required to be registered on the Midwives part of the NMC's professional register, having qualified with a bachelor's or equivalent degree.

Many HEIs now require midwives to have postgraduate qualifications at masters and/or doctoral (Ph.D) level or equivalent knowledge and experience in midwifery or a related subject. In the majority of the HEIs, midwives who do not have a doctoral award are required to demonstrate commitment to pursue these qualifications once they have commenced their employment. However the requirement of a masters and/or Ph.D varies upon the level/grade of the lecturing post.

Midwives are normally required to have a minimum of 2-3 years full time experience in clinical practice across the scope of practice and demonstrate their commitment to their personal and professional development through acquiring relevant undergraduate and postgraduate qualifications.

In addition, midwives are required to have a teaching qualification which is equivalent to the University's Teaching Recognition and Accreditation or NMC Teacher qualification either prior to entering into the education sector or be willing to undertake a programme of studies leading to an education and training qualification at the earliest opportunity after joining the education institution.

Lecturers in midwifery are required to have academic knowledge and expertise in the discipline of midwifery and women's health coupled with experience of teaching adults, research/scholarship and administration experience to work in HEIs. Although the skills required vary according to the employing HEIs (for example pre and post 1992 HEIs) or the level of the post the main ones are:

### Skills

Skill	Comments
<b>Academic knowledge of midwifery and women's health</b>	Lecturers in midwifery should have a well-developed understanding and knowledge of education theory and evidence based practice of midwifery including the ability to teach core theoretical and applied areas of relevance to midwifery and women's health and the ability to facilitate simulation based learning at undergraduate and postgraduate level.
<b>Verbal and written communication</b>	Verbal and written communication skills are essential requirements for lecturers in midwifery because they should be able to effectively communicate with students both verbally and in writing.
<b>Creativity</b>	Lecturers in midwifery should demonstrate skills of creativity because they are required to keep students motivated and engaged in learning; they have to draw upon innovative and inspiring teaching methods for example use of blended learning approaches and educational technologies.
<b>Confidence</b>	Educating in contemporary context can be challenging therefore lecturers in midwifery need to have confidence in their ability to impart their knowledge and expertise as well as manage appropriately large number of students and to support mentors.
<b>Independent and multi-disciplinary team working</b>	Ability to work independently and in teams is important so that midwifery education courses are delivered in a joined-up manner, drawing upon the strengths of the teaching team.
<b>Commitment</b>	The role and responsibility of lecturers in midwifery whilst exciting, are often challenging and demanding, therefore lecturers need to be committed to generating, translating and disseminating knowledge as well as deliver high quality evidence based teaching to students.
<b>Networking</b>	Having both formal and informal ability to build and maintain contacts and relationships with other people has become an important skill for midwifery lecturers, enabling them to advance the business as well as creating opportunities for them to develop their careers.

## Main duties and responsibilities

The duties and responsibilities tend to vary within HEIs and are dependent on the job role however generally there are four main duties and responsibilities, these are teaching and learning, research and scholarship, leadership and management and clinical practice. The extent and the complexity of these main duties and responsibilities depend on the seniority and the job specifications of the post.

### Teaching and Learning

- Undertake research led/evidence based teaching within pre-registration, continuous professional development and postgraduate courses, demonstrating innovative approaches to teaching, learning and assessment, making use of a range of learning resources and appropriate pedagogic practice. This will be in the HEI setting and might also include teaching in the placement setting.
- Develop ways of teaching which create interest, understanding and enthusiasm amongst the student body, facilitating students to engage in debate, critical discourse and rational thinking regarding midwifery care.
- Ensure that students of midwifery have a first-class learning experience by providing high quality academic and clinical guidance and advice with academic and pastoral issues, enhancing their employability. Experienced and senior lecturers will also be required to supervise students undertaking research projects at masters and doctoral level.
- Participate in the designing and development of midwifery curricula including learning and teaching the content of modules and undertake assessment of modules, ensuring that the course design and delivery comply with the academic and quality standards prescribed by the HEIs and the regulatory body (NMC).
- Undertake review/evaluation of course/module content and materials in accordance with the HEI's quality monitoring and enhancement mechanisms, including participating in the approval and accreditation processes.

### Research and scholarship

- Participate in pedagogic developments relating to student education, practice, knowledge generation, knowledge transfer and knowledge dissemination.
- Contribute to communities of practice by publishing work in peer reviewed journals, disseminating academic work/ research findings through conference presentations and collaborate with external partners and professional bodies/agencies at local, national and international level.
- Participate in research, take responsibility for developing own research plans, and to contribute to the HEI's research profile.
- Make a substantial contribution to bids and tenders for external projects or contracts and contribute to a strategy for commercialisation
- Develop and maintain a high quality record of regular and original research publications that are internationally recognised.



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- Extend, transform and apply knowledge acquired from scholarship to learning, research and appropriate external activities.
- Experienced and senior lecturers will also be required to generate external funding and contribute to research assessment activities.

### **Leadership and Management**

- Work collaboratively with colleagues as a multidisciplinary team member, undertaking appropriate responsibilities and leading, supervising and mentoring/coaching other members of midwifery team.
- Effectively contribute to the management and administrative processes and committee structures of the employing School/Faculty.
- Lead initiatives, with agreement that support student experience and/or meet the employing School's priorities and performance
- Main
  - Exercise academic leadership for the subject area within learning and teaching and research activities.
  - Support less experience team members/or other colleagues, advising on personal and professional development including mentoring/coaching and supporting colleagues in developing scholarly/research activities.
  - Participate where appropriate in staff appraisal schemes.
  - Undertake personal and professional development in the area of learning and teaching and research/scholarly activity, translating this to further enhance student experience and curriculum development and management as well as maintaining and enhancing professional credibility and expertise.

### **Clinical Practice**

- Maintain/develop, where appropriate own clinical skills within the field of midwifery and women's health, demonstrating clinical credibility of midwifery practice.
- Develop and maintain links with practice providers and other relevant external partners, promoting multi-professional/multidisciplinary working.
- Participate in the quality assurance mechanisms of the student learning experience in practice settings.

Lecturers in midwifery are expected to typically divide their time between the above four areas and the amount of time dedicated to each area varies between institutions and the job description. In some roles lecturers may only be required to teach for example the midwifery tutor role, while in others, lecturers will undertake varying amounts of both teaching and scholarly and/or research activities. Almost all lecturers are expected to undertake leadership and management responsibilities albeit at varying levels in accordance with their seniority.



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It is quite common for lecturers to have responsibilities early on in their career with a high degree of independence in their work. However as their career progresses, they are expected to undertake increased responsibility in some or all of the above areas. Leadership and management responsibilities are most likely to increase.

Promotion to more senior levels will depend on lecturers desire to pursue different roles and on their capability as well as on their outputs. Those lecturers who continue to build up expertise after achieving senior positions may be able to progress to the roles of reader, chair, professor or a dean.