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RCM Career framework

Lecturer practitioners

As a member of the academic team, lecturer practitioners play a critical part in strengthening midwifery education; integrating the theoretical knowledge and professional practice within a culture where the higher education institutions (HEIs) and placement providers work in collaboration to ensure that future midwives are effectively prepared to deliver safe and high-quality evidence based care to women and babies.

Lecturer practitioners are experienced midwives whose midwifery practice based skills enrich midwifery education courses. They contribute to the clinical skills development of pre-registration and continuing education courses and may also contribute to other components of midwifery education courses.

Lecturer practitioners work both in the HEI and placement setting with various splits in the time allocated to each organisation, for example it may be a 50:50 split. The grade is dependent on the knowledge and skills needed for the post and may also vary between HEIs.

Requirements to enter into midwifery education - Lecturer practitioners

Midwives wishing to pursue the role of Lecturer Practitioner must be registered on the midwifery part of the NMC's professional register, having qualified with a bachelor's or equivalent degree.

Midwives should normally have postgraduate qualifications at master's level or equivalent, in midwifery or a related subject, or be willing to undertake these qualifications.

Midwives will have recent experience across the scope of midwifery clinical practice (minimum requirements vary across HEIs) and should be able to show commitment to their own personal and professional development through acquiring undergraduate and postgraduate qualifications.

Midwives interested in pursuing the Lecturer Practitioner role should demonstrate experience of teaching and assessing students and having a teaching qualification (e.g. NMC Practice Teacher or NMC Teacher qualification) is advantageous. However, if a midwife does not have a formal teaching qualification, willingness to undertake a programme of studies leading to an education and training qualification at the earliest opportunity after joining the education institution will be required.

Lecturer practitioners of midwifery must have academic knowledge and expertise in the discipline of midwifery and women's health coupled with experience of teaching students and experience of midwifery clinical practice. The main requirements are similar to those of lecturers in midwifery.

Main duties and responsibilities

There are four main duties and responsibilities: clinical practice, teaching and learning, leadership and management and research and scholarship. However these main duties and responsibilities vary depending on the HEI and the focus of the post.

Clinical Practice

- Lead the development of the clinical environment for effective practice based teaching and learning of midwifery care, enhancing multi-professional, multidisciplinary learning and team working.
- Co-ordinate the assessment of competencies within clinical practice and participate in the assessment of practice.
- Liaise proactively with placement providers and other agencies to initiate and manage change for practice development. Integrating education, research and practice and supporting students appropriately within the practice setting.
- Participate in the quality assurance mechanisms of the student placement learning experience.

Teaching and Learning

- Research led and/or evidence based teaching, demonstrating innovative approaches to teaching, learning and assessment, making use of a range of learning resources and appropriate pedagogic practice. This involves delivering practice focused teaching and learning in midwifery courses in both the HEI and placement settings.
- Develop ways of teaching which create interest, understanding and enthusiasm amongst the students, facilitating students to engage in debate, critical discourse and rational thinking regarding midwifery care.
- Ensure that midwifery students have a first-class learning experience by providing high quality academic and clinical guidance and advice with academic and pastoral issues, enhancing their employability.
- Participate in the design and development of midwifery curricula, including learning and teaching content of modules and assessment of modules, ensuring that the course design and delivery comply with the academic and quality standards prescribed by the HEI and of the regulatory body (NMC).
- Review and evaluate course/module content and materials in accordance with the HEI's quality monitoring and enhancement mechanisms, including participating in approval and accreditation processes.

Experienced and senior lecturer practitioners will also be expected to co-supervise students undertaking research projects at masters and doctoral level.

Leadership and Management

- Work effectively as a multidisciplinary team member, undertaking appropriate responsibilities and leading, supervising, mentoring or coaching other members of midwifery team.
- Effectively contribute to the management and administrative processes and committee structures of the employing School/Faculty.



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- Lead initiatives, with agreement, that support student experience and/or meet the employing School's priorities and performance
- Exercise academic leadership for the subject area within teaching and learning and research activities.
- Undertake personal and professional development in the area of teaching and learning and research/scholarly activity, translating this to further enhance student experience and curriculum development and management.

Research and scholarship

- Actively participate in pedagogic developments relating to student education and practice and contribute to the dissemination of good practice.
- Contribute to communities of practice by publishing work in peer reviewed journals, disseminating academic work or research findings through conference presentations. Collaborate with external partners and professional bodies/agencies at local, national and international level.
- Participate in research, and where appropriate, take responsibility for developing own research plans, and to contribute to the HEI's research profile.

Experienced and senior lecturer practitioners might also be expected to develop a research profile and generate external funding and contribute to research assessment activities.

Lecturer practitioners are expected to divide their time within the HEI and the placement setting and execute the above duties commensurate with the seniority and clinical role.