

# Digital Learning Developers at Durham University

January 2022







# Contents

Digital Learning Development at Durham University	4
About your application	6
<b>Senior Digital Learning Developer</b>	8
<b>Digital Learning Developer</b>	11
<b>Assistant Digital Learning Developer</b>	14
Durham Centre for Academic Development (DCAD)	16
University Library and Collections	18
Faculty of Arts and Humanities	19
Durham University Business School	20
Faculty of Science	21
Faculty of Social Sciences	22
About Durham University	24



# Digital Learning Development at Durham University

Teaching and learning of the highest quality is at the heart of Durham's identity as a higher education institution. It helps the University recruit an exceptionally strong and diverse student body from across the globe, promising each an education that is challenging, enabling, research-led and transformative. It is one of the key reasons academic staff are drawn to and remain at Durham. It determines our domestic league table rankings and plays an important role in our world university rankings. And in the form of tuition, it underwrites well over half of the University's annual income.



We hold a TEF Gold Award, with reviewers noting the consistently outstanding learning outcomes and post-graduate careers of our students, and the high levels of HEA certification of our staff. Our award-winning Teaching and Learning Centre, opened in 2019, boasts a wide range of learning environments and technologies. It is also home to the Durham Centre for Academic Development, which is dedicated to developing, evaluating and disseminating effective innovations in teaching and learning.

Regardless of their course, students are active participants in research. Our goal is to prepare students for their future – a future of creativity and innovation, in which individuals will be called upon to develop and critically evaluate new ideas, theories and practical possibilities.

Durham's alumni will inhabit a world increasingly defined by digital media and navigated with digital tools. We must ensure that all students are supported to successfully manage their careers, lives and wellbeing in this environment.

Meeting this challenge begins in the classroom, where the combination of pedagogical insight into how people learn and technological innovations in the learning environment have enabled new and forward-thinking approaches to student academic development. We are committed to continuously improving Durham's courses.

The world of education is changing who learns, when and how. Alongside the thoughtful adoption of digital technologies, we are developing new study options, from online courses and degree apprenticeships to continuous professional development.

Durham aspires to "offer a first-rate digital learning environment on a par with the best in the UK" (Education Strategy, 2017-27). The Covid-19 pandemic has highlighted the need to do so in ways that are flexible and resilient, meeting the needs of students and staff who are online well as those resident in Durham. Developing appropriate capacity in digital teaching and learning will be critical to the future value of a Durham degree.

To support this ambition, we are now seeking to appoint 18 digital learning developers across the institution to expand our support for the development of first-class digital learning. You will join colleagues working across the University to provide an exceptional

learning environment. Some will be based in a Faculty, others in the University Library or the Durham Centre for Academic Development. These roles require a combination pedagogic and technical development skills. Digital Learning Developers will work in partnership with academic subject experts to design and create digital artifacts (e.g. images, videos, simulations, interactive content, games), find and evaluate existing resources, develop VLE sites, and/or provide training and guidance to academic staff. They are offered at three different grades according to responsibilities in digital learning and teaching.

These roles will be hired to embed capacity in faculties and significantly strengthen Durham's community of practice.

**We are aiming to recruit an additional eighteen digital learning developers at Grades 6, 7 and 8 across six areas of the institution.**

- 2 appointments in the Durham Centre for Academic Development (1 G7 Digital Learning Developer, 1 G8 Senior Digital Learning Developer)
- 1 appointment in University Library and Collections (1 G7 Digital Learning Developer)
- 3 appointments in the Faculty of Arts & Humanities (2 G6 Assistant Digital Learning Developers, 1 G7 Digital Learning Developer (Team Lead))
- 3 appointments in Durham University Business School (2 G6 Assistant Digital Learning Developers, 1 G7 Digital Learning Developer)
- 6 appointments in the Faculty of Science (2 G6 Assistant Digital Learning Developers, 2 G7 Digital Learning Developers, 1 G8 Senior Digital Learning Developer, 1 G8 Senior Digital Learning Developer (Team Lead))
- 3 appointments in the Faculty of Social Science (2 G6 Assistant Digital Learning Developers, 1 G7 Digital Learning Developer (Team Lead))

Each post has a standard set of responsibilities and requires a standard set of skills, but some posts in specific areas will require additional criteria to be met.

In particular, three of the posts are Team Lead roles and will have line management responsibilities.

# About your application

## Working Arrangements

At Durham we recognise that our staff and students are our greatest asset and we want to support the health and wellbeing of all. Hybrid working supports this ethos and provides many benefits to our colleagues, including empowering people, where their role allows, to work in a manner which is more suitable for them, whilst encouraging our commitment to environmental sustainability.

Depending on the needs of the business and the job role, Durham University is piloting hybrid working for all Professional Services colleagues in the academic year 2021/2022, which may include the opportunity to work both on and off campus and to flex working hours. These roles can be worked on or off campus, with agreed flexibility in working hours, albeit it is anticipated that you will spend some agreed time on campus when required.

## Reward and Benefits

To support the delivery of the University's People Strategy to attract, retain and reward the very best, we offer a fantastic range of rewards and benefits to our staff, including:

- 30 days annual leave, plus 4 customary days and 8 bank holidays (pro-rata for part time) and the option to purchase additional leave;
- Automatic enrolment into a pension scheme;
- Corporate and local discounts;
- Wellbeing resources and discounted health benefits;
- Health discounts on sports and activities at Maiden Castle Health and Activity Centre;
- Reward and Recognition Schemes;
- Personal and career development;

## Recruiting to this post

In order to be considered for interview, candidates must evidence each of the essential criteria required for the role in the person specification. In some cases, the recruiting panel may also consider the desirable criteria, so we recommend you evidence all criteria in your application.

Please note that some criteria will only be considered at interview stage.

This role would be eligible for sponsorship via the skiller worker visa route.

## How to apply

We prefer to receive applications online.

Please note that in submitting your application Durham University will be processing your data. We would ask you to consider the relevant University Privacy Statement [www.dur.ac.uk/ig/dp/privacy/pnjobapplicants](http://www.dur.ac.uk/ig/dp/privacy/pnjobapplicants) which provides information on the collation, storing and use of data.

## Information if you have a disability

The University welcomes applications from disabled people. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to support the interview process wherever it is reasonable to do so and, where successful, adjustments will be made to support people within their role.

If you are unable to complete your application via our recruitment system, please get in touch with us on [e.recruitment@durham.ac.uk](mailto:e.recruitment@durham.ac.uk).

## What you are required to submit

There are a number of roles described in this brochure, but you only need to submit one application even if you are applying for multiple roles. Please indicate clearly in your covering letter the roles you are applying for and ensure your covering letter details how you meet the criteria for each of the roles you wish to be considered for.

1. A CV;
2. A covering letter that details your experience, strengths and potential. Please ensure you address, with examples where possible, the essential and desirable criteria described in the person specification. If you are applying for more than one role please ensure that you have addressed all of the criteria for all roles, including any additional criteria based on location or leadership requirements.

**Please ensure that you submit all documentation listed above or your application cannot proceed to the next stage.**

	Role	Grade	Location
a	Digital Learning Developer	G7	DCAD
b	Senior Digital Learning Developer	G8	DCAD
c	Digital Learning Developer	G7	Library and Collections
d	Assistant Digital Learning Developer	G6	Faculty of Arts & Humanities
e	Assistant Digital Learning Developer	G6	Faculty of Arts & Humanities
f	Digital Learning Developer (Team Lead)	G7	Faculty of Arts & Humanities
g	Assistant Digital Learning Developer	G6	Durham University Business School
h	Assistant Digital Learning Developer	G6	Durham University Business School
i	Digital Learning Developer	G7	Durham University Business School
j	Assistant Digital Learning Developer	G6	Faculty of Science
k	Assistant Digital Learning Developer	G6	Faculty of Science
l	Digital Learning Developer	G7	Faculty of Science
m	Digital Learning Developer	G7	Faculty of Science
n	Senior Digital Learning Developer	G8	Faculty of Science
o	Senior Digital Learning Developer (Team Lead)	G8	Faculty of Science
p	Assistant Digital Learning Developer	G6	Faculty of Social Science
q	Assistant Digital Learning Developer	G6	Faculty of Social Science
r	Digital Learning Developer (Team Lead)	G7	Faculty of Social Science

## Team Leadership

Three of the roles being recruited for include team leadership, which will include managing a small faculty-based team of 2-5 people. Team lead roles will have additional core responsibilities, described here:

- Provide feedback on team and individual performance and identify development needs, conducting regular staff ADR and performance reviews.
- Handle the vast majority of welfare issues within a team, referring more complex welfare issues to appropriate support services/senior management.
- Delivery of ongoing coaching, mentoring and training to team members.
- Devolve responsibilities to team members to ensure continuity of service provision and encourage skills development.



# Senior Digital Learning Developer

## The role purpose

Durham University is committed to providing a high-quality inclusive teaching experience for all of our students, using digital technologies and pedagogies to their best advantage whenever appropriate.

Senior Digital Learning Developers will make a significant contribution to the development of digital pedagogy throughout the university. The successful candidate will provide technical and subject expertise and specialist advice and will be responsible for designing, developing, testing and refining high quality digital learning resources, activities, and programmes to support Durham's diverse student community.

Senior Digital Learning Developers will work with academics to develop design specifications, and create high-quality digital learning materials and resources, providing pedagogic guidance within a team to meet required specifications, ensuring that content developed is accessible and pedagogically appropriate.

## Core responsibilities:

- Provide expert professional subject expertise and problem-solving skills.
- Act as recognised practitioner within own specialist area or discipline, leading and shaping projects in the design and development of digital resources, courses and materials.
- Responsible for operational activity across different areas.
- Oversight of short term or temporary project teams/strands, taking responsibility for decision making as appropriate.
- Engage with key stakeholders and internal and external contractors to influence opinion, delivery and reputation of services.
- Act as specialist point of contact dealing with complexity of data and information sources, interpretation and analysis.
- Significant input into the scoping and resource planning across a range of activities at operational and possibly strategic level.
- Carry out project scoping, initiation, planning and implementation for large scale/University wide initiatives.
- Responsible for shaping the development and learning of others outside of team, through the design and delivery of training sessions.
- Lead on the design, implementation and monitoring of policy and quality standards, procedures and systems ensuring effective working and continuous improvement.
- Promote and develop a deep understanding of organisational policy and external developments.
- Promote the improvement and efficiency of departmental services by implementing and managing review and improvement procedures.
- Ensure all activities, processes and transactions are accounted for accurately and promptly to meet regulatory and professional service and policy standards.
- Implement processes to manage the integrity and security of all commercially and professionally sensitive and personal data.
- Lead internal business meetings, working groups and sub-committees at operational service level to influence governance, organisational policy and standards for the service.
- Responsible for allocating and monitoring financial budgets and resources.

Grade: **Grade 8**  
Salary range: **£42,149-£50,296**  
Contract type: **Non-Fixed Term**  
Working arrangements: **Flexible**

## Role responsibilities:

- Work within a teaching, learning or research area of activity of national significance.
- Contribute expert advice and guidance, collaborating with peers and academics to deliver teaching, learning and/or research outputs, specifically supporting academics on the design of online learning materials and programmes.
- Assess and design modifications and implement developments to deliver desired outputs.
- Lead, design and deliver practical workshops, teaching and development sessions for staff in aspects of digital pedagogy, both face-to-face and online.
- Design and develop digital resources, courses and materials and create interactive or rich-media digital content that is engaging and accessible.
- Ensure continuous improvement and knowledge base development for world class delivery.
- Liaise with academic staff to build and maintain high-quality specialist support and advice to underpin excellence in teaching, research and learning.
- Implement and audit health and safety risk assessments and procedures to ensure compliance with University and statutory regulations.
- Deliver professional expertise with the design, construction and development of investigative methodologies to achieve teaching, research or learning objectives.
- Identify, source and manufacture resources, materials, chemicals, tools, instruments, equipment and software critical to teaching and research delivery and suggest and obtain alternatives where necessary.
- Contribute creativity and innovation to the teaching, learning and research delivery process and outcomes, engaging in scholarship in teaching and learning with a focus on digital pedagogy.
- Take responsibility for supervising experimental procedures and processes out of normal programmed sessions, monitoring variables, capturing and analysing data and interpreting patterns.
- Manage and monitor individual and overall health and safety assessments and procedures, ensuring compliance.
- Represent the faculty/school at promotional events and contribute to the delivery of presentations at conferences.
- Lead on activities and participate with others to generate external income, including involvement in research proposals.
- Deliver the planning, design and implementation of research outputs and prepare innovative teaching/ research proposals.
- Any other reasonable duties.



Person specification – skills, knowledge, qualifications and experience required

Essential criteria

- Educated to degree level in the field of either learning design, digital education, educational technology or similar.
- Masters or higher qualification in a relevant discipline (or equivalent experience) or engagement in scholarship in teaching and learning or other research and scholarly publication.
- Continuing professional development required to maintain professional recognition. Hold Fellowship of HEA (FHEA) and/or CMALT Accreditation.
- Strong communication skills and experience of working with, and engaging, academic staff at all levels.
- Experience of designing and delivering training and development to staff in aspects of digital pedagogy, both face-to-face and online.
- Expert knowledge of digital pedagogy, the process of design, and the technical tools required for implementation.
- Ability to provide specialist advice and support to academics on the design of online learning materials and programmes.
- Experience of having designed and developed online learning content, activities, or courses.
- Extensive experience of creating interactive or rich-media digital content that is engaging and accessible.
- Experience of having led projects in the design and development of online and digital programmes.
- Ability to engage with academic staff and students in Science subjects.

Desirable criteria

- A-level or equivalent in a Science subject or subjects (Biology, Chemistry, Physics, Mathematics)
- Post-secondary study of a science, engineering or related subject.



Digital Learning Developer

The role purpose

Durham University is committed to providing a high-quality inclusive teaching experience for all of our students, using digital technologies and pedagogies to their best advantage whenever appropriate.

Digital Learning Developers will make a significant contribution to the development of digital pedagogy throughout the university. The successful candidate will provide technical and subject expertise and specialist advice and will be responsible for designing, developing, testing and refining high quality digital learning resources, activities, and programmes to support Durham’s diverse student community.

Digital Learning Developers will work with academics to develop design specifications, and create high-quality digital learning materials and resources, working within a team to meet required specifications, ensuring that content developed is accessible and pedagogically appropriate.

Grade: **Grade 7**  
Salary range: **£34,304-£40,927**  
Contract type: **Non-Fixed Term**  
Working arrangements: **Flexible**

Core responsibilities:

- Recognised professional practitioner and service specialist.
- Provide specialist expertise and support with complexity of data and information sources, interpretation and analysis.
- Contribute to development of operational service activities to ensure excellence in the stakeholder experience.
- Collect and analyse stakeholder feedback to help define needs and requirements and the design and planning of services.
- Internal and external relationship development and partnership working, networking and participation to engage and influence future services and the University reputation.
- Identify and design activities to meet learning objectives and outcomes, engaging in scholarship in teaching and learning with a focus on digital pedagogy.
- Design and deliver training, and development delivery for stakeholders in aspects of digital pedagogy, both face-to-face and online.
- Maintain an awareness of current policy for University business goals such as widening participation and access, and provision of advice using specialist knowledge.
- Contribute to and lead business meetings, working groups and sub-committees at departmental and operational service levels.
- Responsible for managing small budgets for consumables and some capital items, keeping records and processing invoices.



Role responsibilities:

- Provide day-to-day management for the delivery of a high-quality technical and/or experimental facility/platform and service to ensure teaching, learning, research and knowledge exchange outputs.
- Collaborate with internal and external academics, industry and technical specialists to support the delivery of teaching, learning and research projects, specifically providing specialist advice and support to academics on the design of online learning materials and programmes.
- Lead projects in the design and development of digital resources, courses and materials and create interactive or rich-media digital content that is engaging and accessible.
- Take responsibility for the design, set-up, maintenance and integrity of teaching, research and learning facilities, technology and resources within a specialist area.
- Provide specialist technical problem-solving advice to inform activity and project planning, continuous improvement and service development.
- Apply maintenance schedules to ensure the smooth, safe and efficient use of technology, facilities and services to teaching, research and learning activities.
- Supervise service users during practical and test teaching, learning and research work activities, projects, and self-directed sessions.
- Provide support to ensure the delivery of undergraduate and post graduate teaching and learning activities, contributing to the generation of external income.
- Develop, modify and optimise protocols and methodologies.
- Contribute to the planning, design and delivery of research outputs and prepare innovative teaching/research proposals.
- Contribute to promotional events and presentations at conferences.
- Liaise with internal and external agencies, local authorities, industries and visitors where appropriate.
- Design, build and maintain complex, specialist teaching and research apparatus, equipment, instruments, systems and appliances.
- Take responsibility for monitoring and updating risk assessments and safety procedures, providing guidance to others where necessary.
- Record, monitor and collate information, analyse patterns and trends as part of teaching, learning and research activities.
- Provide advice on digital tools and infrastructure to ensure an appropriate pedagogical approach to developing world class teaching.
- Any other reasonable duties.



Person specification – skills, knowledge, qualifications and experience required

Essential criteria

- Educated to degree level (or equivalent experience)
- Strong communication skills and experience of working and engaging with academic staff at all levels.
- Experience of providing specialist advice and guidance on digital learning to academics
- Expert knowledge of digital pedagogy, the process of design, and the technical tools required for implementation.
- Ability to provide specialist advice and support to academics on the design of online learning materials and programmes.
- Experience of having designed and developed online learning content, activities, or courses
- Experience of creating interactive or rich-media digital content that is engaging and accessible.
- Ability to engage with academic staff and students in subjects within that Faculty.

Desirable criteria

- Educated to degree level in the field of either learning design, digital education, educational technology or similar
- Masters or higher qualification in a relevant discipline (or equivalent experience) or engagement in scholarship in teaching and learning or other research and scholarly publication.
- Continuing professional development required to maintain professional recognition. Hold Fellowship of HEA (FHEA) and/or CMALT Accreditation
- Experienced practitioner who has led teaching/research project working within an educational, commercial or industrial environment.
- Experience of designing and delivering training and development to staff in aspects of digital pedagogy, both face-to-face and online.
- Experience of having led projects in the design and development of online and digital programmes.
- Familiarity with open source software such as Open Shot, Audacity, GIMP etc.
- Faculty of Science: A-level or equivalent in a Science subject or subjects (Biology, Chemistry, Physics, Mathematics)



# Assistant Digital Learning Developer

## The role purpose

Durham University is committed to providing a high-quality inclusive teaching experience for all of our students. We use digital technologies and pedagogies to their best advantage whenever appropriate.

Assistant Digital Learning Developers will make a significant contribution to the development of digital pedagogy throughout the university. The successful candidates will provide technical and subject expertise and specialist advice and will be responsible for developing, testing and refining high quality digital learning resources, activities, and programmes to support Durham’s diverse student community.

Assistant Digital Learning Developers will support the creation of high-quality digital learning materials and resources, working within a team to meet required specifications, ensuring that content developed is accessible and pedagogically effective.

## Core responsibilities:

- Experienced service practitioner, planning and co-ordinating of projects and work streams with inter-related activities.
- Plan and organise own workload with or without involvement with project work streams.
- Specialist support with problem solving and query handling.
- Reactive and proactive service provision with others to deliver an excellent stakeholder experience.
- Relationship building, network participation internally and externally to build and update knowledge and skills.
- Engage with external peers and specialists to exchange knowledge and information.
- Supervises service users and stakeholders undertaking activities, events, project work and exhibitions.
- Interpret, curate, design and present artefacts, information, data, equipment and resources.
- Implement and monitor protocols, procedures, processes and regulations.
- Monitor and report incidents.
- Carry out more in-depth investigations, searches and research information and data to identify trends and patterns.
- Take responsibility for day to day decision making within own area of responsibility for operational aspects of service delivery, translating external requirements into practical application and advice.
- Implement and monitor recognised procedures to ensure compliance and meet University values of inclusion, diversity and participation.
- Contribute to business meetings, working groups and committees to help shape service delivery and stakeholder expectations.
- Accountable for managing/maintaining financial and budget records and reconciling consumable expenditure queries.
- Involved in the purchase and return of goods and services.
- Support the capture of business requirements from users and work with colleagues to translate these into recommendations for future service provision.

Grade: **Grade 6**

Salary range: **£27,116-£33,309**

Contract type: **Non-Fixed Term**

Working arrangements: **Flexible**

## Rore responsibilities:

- Provide high-level technical guidance and advice to academic stakeholders to support teaching learning activities within a defined area, specifically providing specialist support to academics on the development of online learning materials and programmes.
- Develop digital resources, courses, and materials to meet design specifications and create interactive or rich-media digital content that is engaging and accessible.
- Design and deliver training for others outside of the team in aspects of digital pedagogy, both face-to-face and online.
- Responsible for organising and maintaining technical and experimental facilities, teaching and learning environments.
- Provide technical guidance and advice to solve problems and help shape the delivery of teaching and learning outcomes.
- Carry out a range of activities that includes the commissioning, construction and set-up of test and experimental scenarios and practical sessions.
- Set-up, demonstrate, instruct and supervise the use and operation of specialist pieces of equipment.
- Supervise key stakeholders where necessary.
- Deliver projects that demonstrate a high-standard of accuracy, complexity, originality and excellence.
- Provide support to team members to share technical knowledge and expertise.
- Liaise and network with specialist professionals to exchange knowledge and ideas internally and externally to the organisation.
- Expert user with equipment either physical, virtual or digital.
- Take responsibility for carrying out more specialist risk assessments and incident resolution.
- Record, monitor and collate information, analyse patterns and trends as part of teaching activities.
- Any other reasonable duties.

## Person specification – skills, knowledge, qualifications and experience required

### Essential criteria

- Educated to degree level (or equivalent experience)
- Strong communication skills and experience of working with, and engaging, academic staff at all levels.
- Knowledge of digital pedagogy, the process of design, and the technical tools required for implementation.
- Experience of having designed and developed accessible online learning content, activities, or courses
- Experience of creating interactive or rich-media digital content that is engaging and accessible.
- Experience of working in a team
- Ability to engage with academic staff and students in subjects within that Faculty.

### Desirable criteria

- Educated to degree level in the field of either learning design, digital education, educational technology or similar
- Continuing professional development required to maintain professional recognition. Hold either Fellowship of HEA (FHEA) or CMALT Accreditation
- Ability to provide specialist advice and support to academics on the development of online learning materials and programmes.



# Durham Centre for Academic Development (DCAD)

Inspiring excellence in learning and teaching. Using technology imaginatively and with relevance. Nurturing inclusive learning communities. Inspiring life-long learners. We foster education by design.

Here at DCAD we bring together all academic development activities across the university. We combine lecturer, student and researcher development in a single unit. Our centre staff work across units to share and embed skills in enhancing learning and teaching, curriculum design and assessment, supporting international and non-traditional students.

	Role	Grade	Location
a	Digital Learning Developer	G7	DCAD
b	Senior Digital Learning Developer	G8	DCAD

**Additional criteria for DCAD Digital Learning Developer (G7):**

**Essential criteria**

- Specialist skills in one or more of the following areas: user experience design, game design, VR development, mobile learning development, learning analytics.
- Ability to keep up to date with key literature and outputs in the field of learning technology.
- Engagement in a learning technology community of practice.

**Desirable criteria**

- Experience of designing and implementing educational evaluation projects.
- Writing and dissemination of evaluation outputs.

**Additional criteria for DCAD Senior Digital Learning Developer (G8):**

**Essential criteria**

- Specialist skills in one or more of the following areas: user experience design, game design, VR development, mobile learning development, learning analytics.
- Ability to keep up to date with key literature and outputs in the field of learning technology.
- Engagement in a learning technology community of practice.
- Experience of designing and implementing educational evaluation projects.
- Writing and dissemination of evaluation outputs.

# The Education Lab

Durham University's Education Lab is based in our new award-winning Teaching and Learning Centre. The lab provides a physical space and a community of digitally empowered educators who work at the cutting edge of pedagogic innovation. The space includes a Digital Playground, where the latest learning technologies can be trialled, and a Media Room with recording facilities to support teaching learning.

The Education Lab supports our ambition to realise a translational approach to education, where new ideas are generated, and the latest thinking can be evaluated and developed so these approaches can be quickly translated from the lab and embedded into the Durham University classroom. It offers significant internal grant funding to support innovation in teaching and learning, embedding evidence-based practice throughout the university.

These schemes allow staff to develop prototypes and small-scale pilots and evaluate these innovative research-informed solutions to enhance teaching and learning across the University. Colleagues working with the Education Lab disseminate their results broadly within Durham and across the sector, creating collaborative networks and developing a hub of best practice in innovative teaching and learning.

Our work is focussed within four key areas that encompass broadly critical elements of teaching and learning in higher education, namely: Active Pedagogies, Authentic Assessment, Inclusive Curriculum and Digital Learning. We encourage all staff at Durham University who are involved with teaching and learning to engage with the Education Lab.

**Examples of our work include:**

- The funding of a number of projects with highly innovative approaches to teaching, including the use of physical memory in learning; combining ballet with learning French; the development of innovative approaches to digital storytelling; ways to make numerical notation more accessible; virtual field trips and the use of narrative in education.
- The development of research groups in playful learning and immersive realities.
- Our national leadership of the emergent area of the use of virtual reality in Higher Education through coordination of a national network of VR users in HE.





# University Library and Collections

ULC activity spans museums, galleries, exhibitions and libraries and we engage with students, under 5s, primary and secondary schools, and community groups.

Digital Learning Developers working within ULC will work with our teams to increase our digital footprint in online learning for our many stakeholder groups.

You will have the opportunity to work with our diverse professionals — museum curators, academic librarians, archivists and our Collections Outreach team, applying your expertise in the specification, design, production and assessment of high quality, interactive learning materials and resources to our knowledge of our core audiences and our outstanding collections. You will advise on pedagogical and technological solutions appropriate for audiences from the age of 5 upwards, suitable for delivery in a mix of environments, including live, asynchronous and hybrid teaching. You will also use your own knowledge and expertise to enhance the digital and pedagogical skills of colleagues across ULC.

Our digital teaching and learning has already been enriched through working with colleagues in DCAD and we look forward to further developing this activity with the successful candidate.

The ULC Digital Learning Developer will also work closely with DCAD to ensure appropriate support for their professional expertise and to draw upon the professional network of developers across the University.

	Role	Grade	Location
c	Digital Learning Developer	G7	Library and Collections

Additional criteria for University Library and Collections Digital Learning Developer (G7):

Essential criteria

- Specialist skills in one or more of the following areas: user experience design, game design, VR development, mobile learning development, learning analytics.
- Experience and knowledge of developing Open Educational Resources (OERs).
- Ability to keep up to date with key literature and outputs in the field of learning technology.
- Engagement in a learning technology community of practice.

Desirable criteria

- Experience of designing and implementing educational evaluation projects.
- Writing and dissemination of evaluation outputs.

# Faculty of Arts and Humanities

The Faculty delivers undergraduate and postgraduate teaching in: Classics & Ancient History, English Studies, History, Modern Languages & Cultures, Music, Philosophy, and Theology & Religion. Our teaching covers a wide range of topics, media, materials and approaches:

- intellectual, cultural, religious, political and economic histories;
- literature, music, visual culture and new media;
- ancient and modern languages and translation;
- ethics, beliefs and morality;
- links with sociology, science, technology and the environment.

We aim to develop students' critical thinking, research and communication skills, their creativity, and a global outlook. We are seeking enthusiastic developers with substantial experience of digital learning design and development, together with the ability to work with teachers to apply that experience to diverse educational requirements emerging across the Faculty. Expertise in the following would be particularly welcome:

- blended and dual-mode teaching and learning;
- effective use of VLEs;
- digital and novel forms of assessment;
- authoring inclusive digital materials (e.g. video, image, animation, audio, webpages) for education, and supporting academic staff and students in creating them;
- digital tools for language learning and translation;
- music technology;
- tools for creative and critical collaboration;
- methods of curation and presentation of textual and visual content;
- supporting the development of reading, research and digital skills.

	Role	Grade	Location
d	Assistant Digital Learning Developer	G6	Faculty of Arts & Humanities
e	Assistant Digital Learning Developer	G6	Faculty of Arts & Humanities
f	Digital Learning Developer (Team Lead)	G7	Faculty of Arts & Humanities

Additional essential criteria for Faculty of Arts & Humanities Digital Learning Developer (Team Lead) (G7):

Essential criteria

- Experience of managing others and developing a team.
- Ability to support and motivate colleagues.



# Durham University Business School

Durham University Business School, one of the longest established business schools in the UK, is a multi-disciplinary school characterised by academic excellence, internationally-rated research and superb student support services. The School’s diversity and international standing is reflected in the student intake (with over 110 nationalities); accreditation by AACSB, AMBA and EQUIS; and high positions in the UK and European Business School rankings. Further information about the School can be found at [www.dur.ac.uk/business](http://www.dur.ac.uk/business).

The School and wider University is committed to providing a high-quality inclusive teaching experience for all of our students, using digital technologies and pedagogies to their best advantage whenever appropriate.

Digital Developers will make a significant contribution to the development of digital pedagogy within the Business School. The successful candidates will provide specialist pedagogic, technical and subject expertise and advice and will be responsible for designing, developing, testing and refining high quality digital learning resources, activities, and programmes to support Durham’s diverse student community.

Based within the School’s Educational Development Unit, Digital Developers will support the creation of high-quality digital learning materials and resources. They will work with academics to develop design specifications, and work within a team to meet required specifications, ensuring that content developed is accessible and pedagogically appropriate. They will promote the considered use of educational technologies among service users (e.g. academic colleagues) and provide advice and training in support of this. In addition, the role will support innovation in learning and teaching through research and analysis of new developments in educational technology relevant to higher education.

	Role	Grade	Location
g	Assistant Digital Learning Developer	G6	Durham University Business School
h	Assistant Digital Learning Developer	G6	Durham University Business School
i	Digital Learning Developer	G7	Durham University Business School

Additional criteria for all Durham University Business School roles:

Essential criteria

- Ability to keep up to date with key literature and outputs in the field of learning technology
- Engagement in a learning technology community of practice.

Desirable criteria

- Experience of working with international cohorts and post-experience students.
- Experience of designing and implementing educational evaluation projects.

# Faculty of Science

The Faculty of Science is an outstanding centre for education and research across the disciplines of Biosciences, Chemistry, Computer Sciences, Earth Sciences, Engineering, Mathematical Sciences, Physics, and Psychology.

The Natural Sciences programme provides a vehicle for students to undertake programmes of study combining two or more subjects, including a number of specific joint honours pathways combining two majors. At least one major must be from the Faculty of Science, but disciplines from other Faculties, such as Geography and Philosophy, are also possible. This interdisciplinarity is also evident in our postgraduate taught programmes; we have joint programmes with every other Faculty.

A total of six developers will be based in the Faculty of Science and will be expected to work as a team to contribute to the development and maintenance of online resources for programmes delivered through the Faculty of Science. In many cases, the work will also involve collaboration across the institution.

It is anticipated that the first year will mostly be spent developing online versions of the MSc Behavioural Science, the Master of Data Science (Earth and Environment), the Master of Data Science (Health) and the Master of Data Science (Digital Humanities). The last two of these will be jointly developed with the Faculty of Health and Social Sciences and the Faculty of Arts and Humanities respectively. Thereafter there will be development of online resources for undergraduate programmes, for the remaining Master of Data Science streams, and for other postgraduate taught programmes.

	Role	Grade	Location
j	Assistant Digital Learning Developer	G6	Faculty of Science
k	Assistant Digital Learning Developer	G6	Faculty of Science
l	Digital Learning Developer	G7	Faculty of Science
m	Digital Learning Developer	G7	Faculty of Science
n	Senior Digital Learning Developer	G8	Faculty of Science
o	Senior Digital Learning Developer (Team Lead)	G8	Faculty of Science

Additional essential criteria for all Faculty of Science roles:

Essential criteria

- A-level or equivalent in a Science subject or subjects (Biology, Chemistry, Physics, Mathematics)

Additional essential criteria for Faculty of Science Senior Digital Learning Developer (Team Lead) (G8):

Essential criteria

- Experience of managing others and developing a team.
- Ability to support and motivate colleagues.



# Faculty of Social Sciences and Health

The Faculty of Social Sciences & Health (SSH) is a world-leading leading centre for education and research in the social sciences.

We are a diverse community of 4,700 undergraduates, 3,300 postgraduates and over 350 academic and research staff, based across eight academic Departments and Schools, engaged in pioneering research and innovative learning. We are regularly ranked within the world’s top 50 for the quality and significance of our research, our students enjoy an un-paralleled learning experience, and our graduates are some of the most sought-after by employers. Our Departments and Schools offer broad coverage across social sciences and health, comprising Anthropology, Archaeology, Education, Geography, Government and International Affairs, Law, Sociology, and Sport and Exercise Science. We are proud to host the Foundation Programme offering access to Higher Education, and the undergraduate Combined Honours in Social Sciences (CHSS) programme, which allows students to take a mix of subjects from across the Faculty.

Within the SSH Faculty we offer joint as well as single honours undergraduate degree programmes, and also work across Faculties in supporting the Natural Sciences and Liberal Arts programmes. At postgraduate level, our Departments and Schools deliver numerous taught Masters degrees linked to our world-class research, including vocational and professional degrees in education, law and social work. We are also growing a portfolio of continued professional development (CPD) opportunities. The Faculty of SSH works very closely with the Durham Centre for Academic Development (DCAD) to develop exciting and innovative educational opportunities for our students. Our Departments and Schools are actively exploring the exciting ways in which the digital world can be incorporated into our teaching and learning experience, including massive open online courses (MOOCs), interactive practicals using digital materials, and flipped classrooms.

The Faculty of SSH is keen to facilitate online postgraduate and CPD programmes, and to use digital innovation to enhance our student experience. Our overarching aim is to seamlessly blend digital teaching and learning into our curriculum and wider student experience, creating a truly engaged and inclusive education for the 21st Century. The Digital Developers will be instrumental in helping us achieve this.

	Role	Grade	Location
p	Assistant Digital Learning Developer	G6	Faculty of Social Science
q	Assistant Digital Learning Developer	G6	Faculty of Social Science
r	Digital Learning Developer (Team Lead)	G7	Faculty of Social Science

**Additional essential criteria for Faculty of Social Sciences Digital Learning Developer (Team Lead) (G7):**

**Essential criteria**

- Experience of managing others and developing a team.
- Ability to support and motivate colleagues.





# About Durham University



## Inspiring the extraordinary

We are a high-performing Russell Group university, and believe that inspiring our staff and students to do outstanding things at Durham enables them to do outstanding things in the world.

We conduct boundary breaking research which improves lives across the world. We challenge our students and value a wider student experience that fosters participation and leadership at Durham and beyond. Our global alumni network – showing leadership in all forms of industry and human endeavour – is deeply committed to the University’s advancement.

As we continue to grow, we attract students and staff from a diversity of geographies and backgrounds to our historic part of the world. We contribute to the success of the proud city, county and community that is Durham itself.

## Our core values

We are:



### Inspiring

By stimulating an instinct to challenge, encouraging innovative thinking and taking our responsibilities seriously, we foster a culture that inspires the extraordinary.



### Challenging

Always curious, we challenge ourselves and each other to answer the big questions and create a positive impact in the world.



### Innovative

From creative teaching practices and cutting-edge research to new ways of working, innovation is at the heart of what we do.



### Responsible

We take our duties as a centre of learning, neighbour and employer seriously, embracing all of our different communities and celebrating the differences that make us stronger together.



### Enabling

We create the opportunities, support and freedom for everyone at Durham to become the best they can be now, and in the future.

## Key numbers

**82<sup>nd</sup>**

in the QS World University Rankings 2022

**17**

Athena Swan awards

**87%**

of graduates find work or further study within six months of graduating

**6<sup>th</sup>**

in The Complete University Guide 2022

**6<sup>th</sup>**

in the Times and Sunday Times Good University Guide 2022

**5<sup>th</sup>**

in The Guardian 2022

Over

**20,000**

students

Over

**185,000**

alumni

Top University for team sports  
**7 years running**

**TEF UK**  
Gold award

**£79m**

in research funding

Nearly

**£400m**

income

**33%**

non-UK students

Over

**4,300**

staff members

Recipient of the **Queen’s Award** for Voluntary Service







**A globally outstanding centre of teaching and research excellence, a collegiate community of extraordinary people, a unique and historic setting – Durham is a university like no other.**



## Excellence in research

The goal of the University's Research and Engagement Strategy is to create and sustain world-leading and world-changing research and engagement across all our academic units.

The large majority of our academic staff are on research and teaching contracts with the expectation that they produce internationally leading research in their field. Developing the impact of research to benefit people, the economy and the environment – regionally, nationally and globally – is encouraged and rewarded through our promotions process.

Durham University is consistently ranked as a top 10 university in national league tables, with Chemistry, Archaeology, Law, Education, English, Classics and Theology ranked in the top five in REF2014, and in the top 100 in the global QS University rankings, with Arts and Humanities research in the top 50.

Our ten Research Institutes bring together staff to work collaboratively, across departments and with external partners, to develop new ways of thinking that contribute positively to societal challenges, such as preparing for natural hazards, developing cleaner energy, enhancing physical and mental well-being, and using artificial intelligence to interpret large datasets. Two Institutes based in Physics provide a national centre for research in Particle Physics Phenomenology (the IPPP) and a globally leading centre for Computational Cosmology (ICC).

We are proud of our research activities that contribute to delivering the United Nations' Sustainable Development Goals (SDGs). As examples, our researchers are studying the impact of climate change on animals and plants to help society manage ecosystems, the treatment of neglected tropical diseases through development of new drugs, and the eradication of unacceptable forms of labour through protection of workers' rights.

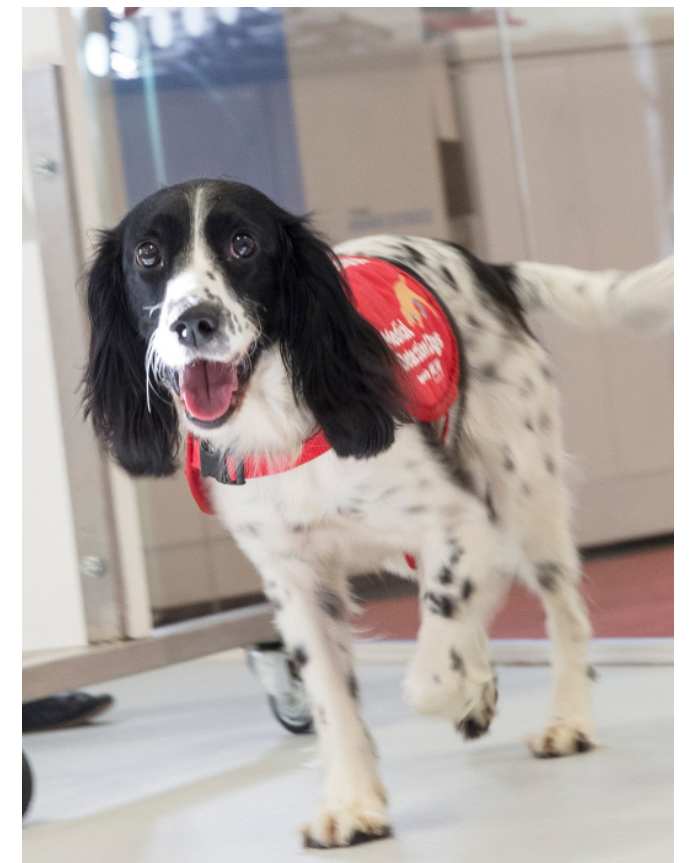
### Examples of our research

#### Medical detection dogs and Covid-19

Previous collaborative research between Durham University, the London School of Hygiene & Tropical Medicine and the charity Medical Detection Dogs proved that bio-detection dogs could be trained to sniff out the scent of patients infected with malaria.

The same team are currently working on a research trial to discover if dogs could also be used in the fight against another urgent global health issue, Covid-19. The UK Government have awarded over £500,000 in funding to investigate whether bio-detection dogs could be used as a rapid, non-invasive method for detecting the virus, even in asymptomatic people. Successful completion of the trial could lead to the use of dogs at entry points across the UK to help identify the virus in those arriving into the country.

More information can be found at [durham.ac.uk/research/news](https://durham.ac.uk/research/news)





Sleep lab

Our Infancy & Sleep Centre was awarded the Queen’s Anniversary Prize for Higher Education in 2017 in recognition of the influence of research conducted on parent-infant sleep and the importance of the public information service it provides.

The Centre has been at the forefront of infant sleep research for over 20 years. It has substantially increased parents’ understanding of babies’ sleep, how best to care for babies during the night, and how best to keep them safe when asleep.

Research undertaken at the centre has helped to reduce rates of Sudden Infant Death Syndrome through evidence-based advice for health professionals and parents and has informed new international guidance (2020) on bed sharing published by the Academy of Breastfeeding medicine.

More information can be found at [durham.ac.uk/disc](https://durham.ac.uk/disc)



Cosmology and astronomy

Our Space Science research is truly world-leading – ranked first in the UK, third in Europe and joint fifth globally for highly cited Space Science researchers according to Web of Science’s Highly Cited Researchers 2019. Researchers in the Institute for Computational Cosmology (ICC) - which hosts the national supercomputer DiRAC - create cosmological simulations of the universe to investigate galaxy formation and the properties of dark matter and dark energy.

Another example of our ground-breaking research includes astronomers confirming the longest-lived heartbeat of a black hole 600 million light-years from Earth. The signal had been blocked by our Sun but was seen again by our experts, working with the Chinese Academy of Sciences, more than ten years after first being discovered. Their finding could tell us more about the size and structure of matter in the space around a black hole from which nothing, including light, can escape.

More information can be found at [durham.ac.uk/research/themes](https://durham.ac.uk/research/themes)



Excellence in education

We believe in education that is student-centred, challenges boundaries, is research-led and transformative, and takes advantage of the latest digital technologies.

We welcome students from all backgrounds and offer a broad range of courses in the UK.

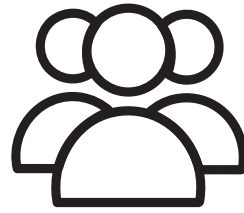
Through our courses, we explore the big questions at the heart of the discipline and keep students up to date with the latest developments. We continue to innovate within existing programmes and develop new and different options.

We hold a TEF Gold Award, a UK assessment of teaching quality, with reviewers commenting on our consistently outstanding teaching, learning and outcomes for our students. Our students and teachers benefit from state-of-the-art facilities such as our Teaching and Learning Centre (opened in 2019), which boasts a wide range of learning environments and technologies including an education laboratory where we develop new teaching and training methods.





# Our commitment to equality, diversity and inclusion



We are proud to be an inclusive environment which attracts staff and students from all over the world and from a diverse range of backgrounds. However, we recognise that we have further work to do to succeed in our commitment to create a culture in which everyone in our community is able to achieve their full potential.

We want our workforce to reflect the diversity of our staff and students from the regional, national, and international communities that we serve.

## Supporting people

Equality is central to all aspects of employment practice including recruitment, learning, development and promotion. We provide flexible and inclusive working environments that are designed to support both people and business needs.

Our aim is to make full use of people's talents and skills by creating an open and inclusive workplace culture where people from all backgrounds can work together and engage in wider activities. To maximise the benefit of our diverse community, we have a variety of staff networks, which provide peer support, social activities and a space for dialogue.

## Commitment

The University holds a bronze Athena SWAN award in recognition of our good employment practices for the advancement of gender equality and we are currently working to achieve the silver award. To help ensure that our people policies and working practices are bias free and fit well with our strategic aims, we are also Disability Confident employers, Stonewall Diversity Champions and Investors in People accredited. In 2019, Durham joined the Race Equality Charter (REC), which aims to improve the representation, progression and success of minority ethnic staff and students within the University. We are in the process of developing an ambitious action plan to progress race equality in our institution and to facilitate the attainment of a REC bronze award in 2021.

## The respect commission report

We recently published the final report of the Durham Commission on Respect, Values and Behaviour, which we set up in October 2018 to understand people's experiences of working and studying at the University and what can be done to create positive change.

The Commission, led by an independent chair, has made 20 recommendations which have been designed to be actionable and impactful, delivering a blend of operational, strategic, and cultural changes which will seek to ensure that respect is at the heart of the University's values and community.



# Alumni relations and philanthropy

Durham University is proud to have one of the most committed and vibrant global alumni communities of any UK institution.

Over 185,000 alumni reside in over 175 countries around the world, with major alumni cohorts and chapters currently across the UK, Europe, Asia-Pacific, and North America. Many are leaders in their industries, from sports and creative arts, through global markets and politics, to academia, healthcare, military service and civic leadership.

We have over 3,000 alumni engaged in some level of volunteering and/or support for the University around the world. This includes supporting our international student recruitment, providing internship and careers opportunities, and mentoring current students via departments and colleges.



## Durham Inspired: Supporting the next generation of leadership and inspiration

Philanthropy has, since our foundation, been central to Durham University's advancement.

At this key moment in the University's history, we are committed to creating a lifelong culture of partnership and giving within our global community of alumni and supporters; one which can maximise the impact of our strategic

investments and support our ambitions.

Our generous community of donors – which includes individuals, charitable trusts and foundations, and corporate partners – enables us to attract exceptional staff and students and produce world-changing academic research.

Since 2017, we have been in the initial phase of an exciting and transformational campaign, Durham Inspired, which aims to ensure that Durham University is at the forefront of learning, research, and leadership for the generations to come.





# The economic and environmental impact of the University

We take our duties as a centre of learning, neighbour and employer seriously, embracing all of our different communities and celebrating the differences that make us stronger together.

We contribute over £1b to the UK economy and support nearly 14,000 jobs, two-thirds of which accrues to the North East of England. For every £1 that we receive in funding, we generate £3.21.

We are working to make Durham one of the most environmentally sustainable universities in the UK. Alongside major investments in our built environment and our teaching and research activities, we have introduced strong environmental policies and procedures. We are working to reduce our carbon emissions and promote increased awareness of environmental issues. We have a dedicated environment team, Greenspace, which promotes our

environmental policies, plans and procedures, and coordinates environmental activities working with staff and students across the University. We have strengthened our Energy and Sustainability Team so that we can achieve more in this area, and we are working with friends, neighbours and partners to improve the environment we share across our campus and City.

Earlier in 2020, we were named as one of the world's top universities for our contribution to a number of the United Nations' Sustainable Development Goals (SDGs). The new Times Higher Education Impact Rankings place us in the top 50 contributors in four SDGs: Sustainable Cities and Communities; Responsible Consumption and Production; Life on Land; and Peace, Justice and Strong Institutions.

We also appear in the world top 100 in a further seven SDGs: Reduced Inequalities; No Poverty; Life Below Water; Decent Work and Economic Growth; Climate Action; Industry, Innovation and Infrastructure; and Zero Hunger.



# Engaging our communities



Durham University is rooted in its local communities and we are proud of the positive economic, social and cultural contribution that we make to Durham City, County Durham and North East England.

We believe that Durham University has something to offer all of our community, whether it's access for local and regional students to a world-class University on their doorstep, use of our excellent sports and cultural facilities and outreach programmes, or our extensive student and staff volunteering programme benefiting a wide range of local causes and organisations.

We present a wide variety of lectures, concerts and performances for the public and were a major partner in city events during 2019/20, including the Lumiere light festival, the Durham Book Festival, the Summer in the City arts festival and Durham City Run Festival.

We manage, with Durham Cathedral, the UNESCO World Heritage Site covering the area surrounding the Cathedral and the Castle (one of our student Colleges). Our other attractions include the Palace Green Library, the Museum of Archaeology, the Botanic Garden and the Oriental Museum.

We are committed to fostering a positive environment for all who live, work and study in Durham and we value and engage in open dialogue with partners, residents and others on how best to achieve this, together.



# Collaborative partnerships – Global Durham



We value international collaboration as central to enhancing global knowledge and developing global citizenship. Our staff and students come from over 130 countries, creating an outward-looking, globally-minded and inclusive scholarly community.

International partnerships are a core part of our vibrant research and learning communities. They help us make a difference and ensure our research makes changes to the way we live, solve complex industry challenges, and help our graduates begin and progress their careers.

As well as strategic partnerships with global companies such as IBM and Procter and Gamble, we also work closely with those based in the North East of England, including Durham County Council, Northumbrian Water, Stanley Black & Decker, and Atom Bank.

Guided by our Global Strategy, we are working to increase engagement with high-quality international peers, increase the proportion of high-quality international students studying at Durham and expand our study abroad and exchange offer.

# County Durham and North East England

Durham sits in one of the most beautiful parts of the UK. Located just a three-hour train journey north of London and an hour and a half south of Edinburgh, and well-served by the nearby Newcastle International Airport, County Durham is rich in history and natural beauty.

North East England's landmarks span millennia, from historical Roman and Norman World Heritage Sites such as Hadrian's Wall and Durham Cathedral and Castle to award-winning contemporary icons such as Antony Gormley's Angel of the North and SAGE Gateshead. There are 15 National Nature Reserves in the region and over 250 Sites of Special Scientific Interest. The North East possesses more castles of distinction open to the public than any other English region and numerous splendid country houses and gardens.

The Durham Dales, incorporating Teesdale, Weardale and the North Pennines Area of Outstanding Natural Beauty, are home to breath-taking scenery and fascinating attractions. These include the Bowes Museum, a magnificent French-style chateau housing an impressive collection of European and fine arts; medieval Raby Castle, home to Lord Barnard's family since 1626; High Force – one of England's largest waterfalls; and Durham's Heritage Coast with its beaches, rugged cliffs and imposing headlands, another area of outstanding beauty. There are also excellent cultural and sporting facilities to enjoy, including the multi-award- winning Kynren – an epic tale of England; the world's most northerly Test Match cricket ground at Emirates Riverside; and Beamish – The Living Museum of the North.

Please visit [visitcountydurham.org](https://www.visitcountydurham.org) to find out more about the many attractions and benefits of living in the Durham area.





